

Earned Time Accruals

Accrual Rates Based on Scheduled Hours

		Sample of Scheduled Hours				
		40	36	32	24	
Salaried	0-3 Years	Hourly	0.0808	0.0808	0.0808	0.0808
		Biweekly	6.46	5.814	5.168	3.876
		Annual	168	151.2	134.4	100.8
		Maximum Balance	252	226.8	201.6	151.2
3+ Years		Hourly	0.1000	0.1000	0.1000	0.1000
	*new accrual rate begins after your 3rd year anniversary	Biweekly	8	7.2	6.4	4.8
		Annual	208	187.2	166.4	124.8
		Maximum Balance	312	280.8	249.6	187.2

Hourly

0-3 Years	Hourly	0.0615	0.0615	0.0615	0.0615	
	Biweekly	4.92	4.428	3.936	2.952	
	Annual	128	115.2	102.4	76.8	
	Maximum Balance	192	172.8	153.6	115.2	
3-9 Years	Hourly	0.0808	0.0808	0.0808	0.0808	
	*new accrual rate begins after your 3rd year anniversary	Biweekly	6.46	5.814	5.168	3.876
		Annual	168	151.2	134.4	100.8
		Maximum Balance	252	226.8	201.6	151.2
9+ Years	Hourly	0.1000	0.1000	0.1000	0.1000	
	*new accrual rate begins after your 9th year anniversary	Biweekly	8	7.2	6.4	4.8
		Annual	208	187.2	166.4	124.8
		Maximum Balance	312	280.8	249.6	187.2

For Physicians, Physician Assistants, and Nurse Practitioners

0-3 Years	Hourly	0.1000	0.1000	0.1000	0.1000
	Biweekly	8	7.2	6.4	4.8
	Annual	208	187.2	166.4	124.8
	Maximum Balance	312	280.8	249.6	187.2
3+ Years	Hourly	0.1192	0.1192	0.1192	0.1192
	Biweekly	9.53846	8.58462	7.63077	5.72308
	Annual	248	223.2	198.4	148.8
	Maximum Balance	372	334.8	297.6	223.2

How to Calculate Pro-Rations for Other Scheduled Hours:

Example: Salaried Employee w/ 0-3 years of service, scheduled for 37.5 hours per week (refer to table above to get corresponding hourly accrual rate)

Biweekly accrual rate:

Formula ---> (Hourly accrual rate) x (standard weekly hours) x 2
=

Calculation ---> (.0808) x (37.5) x 2 = 6.06

Annual accrual rate:

Formula ---> (Hourly accrual rate) x (standard weekly hours) x 52
=

Calculation ---> (.0808) x (37.5) x 52 = 157.56