

**Vacation Leave
Accrual and Maximum Accumulation**

Accruals are based on a 80-hour pay period*. Employees with less than 80 hours in an active pay status will receive prorated leave accruals. When the maximum accumulation is reached, pay period accruals will cease.

Years of Service	Bargaining Unit											
	Exempt		OCSEA		1199		OEA		FOP2		OSTA	
	Accrual	Maximum	Accrual	Maximum	Accrual	Maximum	Accrual	Maximum	Accrual	Maximum	Accrual	Maximum
Less than 4 years	3.1 hours	240 hours	3.1 hours	240 hours	3.1 hours	320 hours	3.1 hours	240 hours	3.1 hours	240 hours	3.1 hours	240 hours
More than 4 years	4.6 hours	360 hours	4.6 hours	360 hours	4.6 hours	480 hours	4.6 hours	360 hours	4.6 hours	360 hours	4.6 hours	360 hours
More than 9 years	6.2 hours	480 hours	6.2 hours	480 hours	6.2 hours	640 hours	6.2 hours	480 hours	6.2 hours	480 hours	6.2 hours	480 hours
More than 14 years	6.9 hours	540 hours	6.9 hours	540 hours	6.9 hours	720 hours	6.9 hours	540 hours	6.9 hours	540 hours	6.9 hours	540 hours
More than 19 years	7.7 hours	600 hours	7.7 hours	600 hours	7.7 hours	800 hours	7.7 hours	600 hours	7.7 hours	600 hours	7.7 hours	600 hours
More than 24 years	9.2 hours	720 hours	9.2 hours	720 hours	9.2 hours	960 hours	9.2 hours	720 hours	9.2 hours	720 hours	9.2 hours	720 hours

**For exempt employees and OCSEA-represented firefighters: accruals are based on a 104-hour pay period; employees with less than 104 hours in an active pay status will receive prorated leave accruals.*

Years of Service	Exempt and OCSEA Firefighters	
	Accrual	Maximum
Less than 5 years	4.0 hours	312 hours
More than 5 years	6.0 hours	468 hours
More than 10 years	8.1 hours	630 hours
More than 15 years	9.0 hours	702 hours
More than 20 years	10.0 hours	780 hours
More than 25 years	12.0 hours	936 hours