

# PTO Accrual Plan

<b>The PTO accrual rates - non-management colleagues</b>		
<b>Completed Years of Service</b>	<b>PTO Accrual Rate Per Hour worked and/or Low Census Time</b>	<b>Bank Maximum Hours for Full-time and Part-Time Staff</b>
<b>0 - 12 months</b>	<b>0.068/hr. Up to 16 days*/yr.</b>	<b>Up to 192 Hours (24 days)</b>
<b>&lt; 12 - 60 months</b>	<b>0.081/hr. Up to 19 Days/yr.</b>	<b>Up to 228 Hours (28.5 days)</b>
<b>&lt; 60- 120 months</b>	<b>0.095/hr. Up to 22 Days/yr.</b>	<b>Up to 264 Hours (33 days)</b>
<b>&lt; 120 months - 180 months</b>	<b>0.110/hr. Up to 25 Days/yr.</b>	<b>Up to 300 Hours (37.5 days)</b>
<b>&lt; 180 months or more</b>	<b>0.124/hr. Up to 28 Days/yr.</b>	<b>Up to 336 Hours (42 days)</b>
<b>* The term "day" represents an eight (8) hour day</b>		