

Tentative Agreement
 Section 9.2 Paid Time Off Accrual

9.2 – Paid Time Off Accrual

a) Each nurse shall be entitled to annual Paid Time Off. Paid Time off is earned on an hourly basis. For purposes of this section, a day is defined as eight (8) work hours. Prior to February 16, 2003, the provisions of the prior contract will apply to PTO total yearly accrual, accrual factor, hourly accrual factor per pay period and maximum allowable balances.

Effective February 16, 2003, the accrual schedule shall be as follows:

<u>SERVICE YEARS & WORK DAY ALLOWABLE EQUIVALENT</u>	<u>TOTAL YEARLY ACCRUAL IN WORK DAYS</u>	<u>ACCRUAL FACTOR PER HOUR</u>	<u>HOURLY ACCRUAL FACTOR PER PP</u>	<u>MAXIMUM BALANCE</u>
1st year (1st through 261 days)	27	0.103846	8.307	81 work days
2nd through 4th year (262 through 1044 days)	29	0.111538	8.923	87 90 work days
5th through 9th year (1045 through 2349 days)	33	0.126923	10.153	99 work days
10th through 14th year (2350 through 3654 days)	35	0.134615	10.769	105 work days
15th through 19th year (3655 through 4959 days)	37	0.142307	11.384	111 work days
20th year and thereafter (4960 days and beyond)	39	0.150000	12.000	117 work days

From: SCCo To RNPA 11/13/2023

This proposal includes all previous proposals unless specifically modified herein.

All Tas subject to ratification by the BOS.

New language is underlined.

Deleted language is struck through.


Current contract language is CCL.

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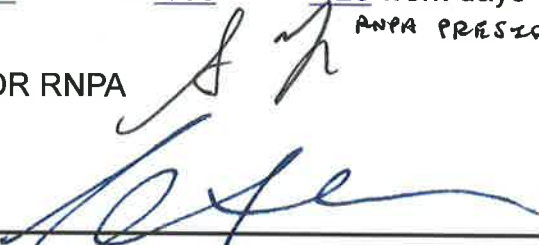
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SERVICE YEARS & WORK DAY ALLOWABLE EQUIVALENT	TOTAL YEARLY ACCRUAL IN WORK DAYS	ACCRUAL FACTOR PER HOUR	HOURLY ACCRUAL FACTOR PER PP	MAXIMUM BALANCE
1st year (1st through 261 days)	<u>28</u>	0. <u>107692</u>	8. <u>615</u>	<u>84</u> work days
2nd through 4th year (262 through 1044 days)	<u>30</u>	0. <u>115384</u>	<u>9.231</u>	<u>90</u> work days
5th through 9th year (1045 through 2349 days)	<u>34</u>	0. <u>130769</u>	10. <u>461</u>	<u>102</u> work days
10th through 14th year (2350 through 3654 days)	<u>36</u>	0. <u>138461</u>	<u>11.077</u>	<u>108</u> work days
15th through 19th year (3655 through 4959 days)	<u>38</u>	0. <u>146153</u>	11. <u>692</u>	<u>114</u> work days
20th year and thereafter (4960 days and beyond)	<u>40</u>	0. <u>153846</u>	12. <u>308</u>	<u>120</u> work days

FOR THE COUNTY


 DATE: 2/1/2024
Chihulka 2/1/2024

FOR RNPA


 ANPA PRESIDENT
 DATE: 2/1/24