

School of Medicine

Plan 1

Full-Time Administrators

Earn one and two-thirds days or 11.67 hours each full month of service for a total of 20 days or 140 hours annually

Part-Time, Benefit-Eligible Administrators

Earn one and two-thirds days or 11.67 hours each full month of service, prorated based on the percentage of time the team member works
Administrative team members who exceed their accrued vacation time will not be paid for each day that they exceed their accrued time

Non-Bargaining Unit Staff Team Members

0-4 Years	1 day per month
5-9 Years	1.25 days per month
10-14 Years	1.5 days per month
15-19 Years	1.75 days per month
20-24 Years	2.0 days per month
25+ Years	2.25 days per month

Hospitals/HomeCare/Physician Services/Network

Plan 2 – Clerical/Service/Support

Years Of Service		40hrs scheduled/week	36hrs scheduled/week	24hrs scheduled/week	20hrs scheduled/week
0-4	Years	124.0	111.6	74.4	62.0
5-9	Years	164.0	147.6	98.4	82.0
10-14	Years	196.0	176.4	117.6	98.0
15-19	Years	220.0	198.0	132.0	110.0
20+	Years	236.0	212.4	141.6	118.0

Plan 3 – Professional/Technical

Years Of Service		40hrs scheduled/week	36hrs scheduled/week	24hrs scheduled/week	20hrs scheduled/week
0-4	Years	160.0	144.0	96.0	80.0
5-9	Years	200.0	180.0	120.0	100.0
10-14	Years	232.0	208.8	139.2	116.0
15-19	Years	256.0	230.4	153.6	128.0
20+	Years	272.0	244.8	163.2	136.0

Plan 4 – Managers/Physicians

Years Of Service		40hrs scheduled/week	36hrs scheduled/week	24hrs scheduled/week	20hrs scheduled/week
0-4	Years	200.0	180.0	120.0	100.0
5-9	Years	232.0	208.8	139.2	116.0
10-14	Years	256.0	230.4	153.6	128.0
15-19	Years	272.0	244.8	163.2	136.0
20+	Years	272.0	244.8	163.2	136.0

Maximum Carryover – All Groups

Hours	80	72	48	40
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PTO will not be tracked for Administrative Directors and above. This does not include Medical Directors, who will accrue PTO based on the rates above.

Nursing & Rehab (Long-Term Care)

Plan 2 – Clerical/Service/Support

Years Of Service	40hrs scheduled/week	36hrs scheduled/week	24hrs scheduled/week	20hrs scheduled/week
0-4 Years	124.0	111.6	74.4	62.0
5-9 Years	148.0	133.2	88.8	74.0
10-14 Years	172.0	154.8	103.2	86.0
15-19 Years	188.0	169.2	112.8	94.0
20+ Years	204.0	183.6	122.4	102.0

Plan 3 – Professional/Technical

Years Of Service	40hrs scheduled/week	36hrs scheduled/week	24hrs scheduled/week	20hrs scheduled/week
0-4 Years	160.0	144.0	96.0	80.0
5-9 Years	184.0	165.6	110.4	92.0
10-14 Years	208.0	187.2	124.8	104.0
15-19 Years	224.0	201.6	134.4	112.0
20+ Years	240.0	216.0	144.0	120.0

Plan 4 – Managers/Physicians

Years Of Service	40hrs scheduled/week	36hrs scheduled/week	24hrs scheduled/week	20hrs scheduled/week
0-4 Years	184.0	165.6	110.4	92.0
5-9 Years	216.0	194.4	129.6	108.0
10-14 Years	232.0	208.8	139.2	116.0
15-19 Years	248.0	223.2	148.8	124.0
20+ Years	248.0	223.2	148.8	124.0

Maximum Carryover – All Groups

Hours	80	72	48	40

PTO will not be tracked for Administrative Directors and above. This does not include Medical Directors, who will accrue PTO based on the rates above.