

BMEA

Vacation Accrual Rate Based on Years of Continuous Service Completed	
	Hours/Pay Period
Less than 2 years	3.39
At least 2 years and less than 5 years	4.62
At least 5 years and less than 7 years	4.93
At least 7 years and less than 10 years	5.24
At least 10 years and less than 13 years	5.85
At least 13 years and less than 15 years	6.47
At least 15 years and less than 18 years	7.08
18 or more years	7.39

Management

Vacation Accrual Rate Based on Years of Continuous Service Completed and Hours Worked				
	Hours/Pay Period			
Weekly Hours	40	30	20	10
Less than 2 years	3.39	2.54	1.70	0.85
At least 2 years and less than 5 years	5.24	3.93	2.62	1.31
At least 5 years and less than 14 years	7.08	5.31	3.54	1.77
14 years or more	8.93	6.70	4.47	2.23
Maximum carryover balance: 320 hours				

IAFF

Years of Continuous Service Completed		40-Hour Employees		24-Hour Employees	
At Least	Less Than	Hours/80 Hour Pay Period	8 Hour Days/Year	Hours/112 Hour Pay Period	24 Hour Days/Year
0	5	3.08	10	5.54	6
5	6	4	13	6.47	7
6	7	4.31	14	7.39	8
7	8	4.62	15	8.31	9
8	9	4.93	16	9.23	10
9	15	5.23	17	9.23	10
15	16	5.54	18	10.16	11
16	17	5.85	19	11.08	12
17	18	6.16	20	12	13
18	19	6.47	21	12.93	14
19	---	6.77	22	12.93	14

All Twenty-four (24) hour shift employees are to be granted 6.47 hours per two (2) week pay period (approximately 7 holiday per year) off with full pay to compensate for not observing the holiday schedule.

BPOA

Years of Continuous Service Completed		Leave Accrual Rate	
At Least	Less Than	Hours/80 Hour Pay Period	Length of Vacation Leave in Hours
0	7	7.77	202
7	10	8.7	226
10	12	9.31	242
12	13	9.93	258
13	14	10.54	274
14	---	11.16	290