

	Current Conversion Policy (without any vacation rollover included)  (25 year career)	Current Conversion Policy (with vacation rollover included- assumes 10 years x 32 days)  (25 year career)	Proposed Conversion Policy (without any vacation rollover included)  (25 year career)	Proposed Conversion Policy (with vacation rollover included- assumes 10 years x 32 days)  (25 year career)
Accrued Sick Days (12 sick days/year)	300	620	300	620
City Payout (20%, not to exceed 43.5 days)	- 43.5	- 43.5	- 43.5	- 43.5
Residual days to convert to service	= 256.5	= 576.5	= 256.5	= 576.5
Work days in a year (52 hr shift)	/228	/228	228	228
Days in a calendar year	x365	x365		
Days added to service	= 411	= 923	= 28.5	= 120.5
	<b>1 yr 46 days</b>	<b>2 years 193 days</b>	<b>1 year 29 days</b>	<b>2 year 121 days</b>

\*\*Example assumes no sick days taken in the 25 year career and 10 years of 20 vac + 12 holidays rolled over  
Note: 1 year of additional service can add approx \$200- \$300 a month in benefits.

## VACATION

Full Time

- 0<3 yrs = 10 days (80 hrs)
- 3<9 yrs = 15 days (120 hrs)
- 9<14 yrs = 18 days (144 hrs)
- 14+ yrs = 20 days (160 hrs)