

## **EXHIBIT A**

### **Paid Leave Accruals**

#### **Current:**

- **Vacation:**
  - Unlimited accrual
  - Payout capped at 2x annual accrual
  - Maximum payout is 400 hours
- **Sick/personal leave:**
  - Unlimited accrual
  - Employees earn twelve days per year (one day per month)
  - Payout tied to years of service
  - No payout for less than five years of service
  - Must leave in good standing to be eligible for payout

#### **Proposed:**

- **Vacation:**
  - Cap accruals at 400 hours (50 days)
  - Maintain current balances that are above the max
  - Accruals will pause for employees with balances at or above 400 hours and resume when the balance falls below
- **Sick/Personal:**
  - Cap accruals at 1,440 hours (180 days)
  - Maintain current balances that are above the max
  - Accruals will pause for employees with balances at or above 1,440 hours and resume when the balance falls below
- **Vacation Sell Back**
  - Eligible employees can sell back 40 hours of vacation as authorized by Commissioners Court
  - Eligible employees must maintain 160 hour vacation balance (20 days) in order to sell back leave