

Attachment A

Vacation Accrual Recommendations

	Market Survey Accrual Rate (MS)		Chandler Current Accrual Rate (CC)			Recommended Accrual Rate (RR)			Employee Counts
Years of Service	Pay Period Accrual Rate	Annual Accrual Rate	Pay Period Accrual Rate	Annual Accrual Rate	(MS-CC) Annual Accrual Rate Difference	Pay Period Accrual Rate	Proposed Annual Accrual Rate	(RR-MS) Annual Accrual Rate Difference	Staff* in YOS tier as of 7/23
0-5	4.92	128.00	4.70	122.20	-5.80	5.00	130.00	2.00	570.00
5-10	5.85	152.00	5.60	145.60	-6.40	5.90	153.40	1.40	350.00
10-15	6.58	171.00	6.50	169.00	-2.00	6.60	171.60	0.60	118.00
15-20	6.96	181.00	7.40	192.40	11.40	7.40	192.40	11.40	276.00
20+	7.15	186.00	8.30	215.80	29.80	8.30	215.80	29.80	320.00