

**Monthly Earning Rates  
in Hours \***

<b>If you earn this many days per year</b>	<b>If you earn this many days per month</b>	<b>And your daily shift is this many hours</b>	<b>Then you earn this many hours per month</b>
10.00	0.83	7.50	6.25
11.00	0.92	7.50	6.88
12.00	1.00	7.50	7.50
13.00	1.08	7.50	8.12
15.00	1.25	7.50	9.38
20.00	1.67	7.50	12.50

\* Rates are approximate. Employees working less than 52 weeks per year will accrue sick leave and vacation time on a pro-rated basis. Leave time is also pro-rated based on the hours per day an employee is authorized to work.