

**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>
8.00	0.67	8.00	5.33
10.00	0.83	8.00	6.67
13.00	1.08	8.00	8.67
15.00	1.25	8.00	10.00
20.00	1.67	8.00	13.33

\* 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.