

AMENDATORY SECTION (Amending WSR 19-11-136, filed 5/22/19, effective 7/1/19)

WAC 357-31-165 At what rate do general government employees accrue vacation leave? (1) Full-time general government employees accrue vacation leave at the following rates:

(a) During the first and second years of current continuous state employment - Nine hours, (~~twenty~~) 20 minutes per month;

(b) During the third year of current continuous state employment - (~~Ten~~) 10 hours per month;

(c) During the fourth year of current continuous state employment - (~~Ten~~) 10 hours, (~~forty~~) 40 minutes per month;

(d) During the fifth and sixth years of total state employment - (~~Eleven~~) 11 hours, (~~twenty~~) 20 minutes per month;

(e) During the seventh, eighth, and ninth years of total state employment - (~~Twelve~~) 12 hours per month;

(f) During the (~~tenth, eleventh, twelfth, thirteenth and fourteenth~~) 10th, 11th, 12th, 13th, and 14th years of total state employment - (~~Thirteen~~) 13 hours, (~~twenty~~) 20 minutes per month;

(g) During the (~~fifteenth, sixteenth, seventeenth, eighteenth and nineteenth~~) 15th, 16th, 17th, 18th, and 19th years of total state employment - (~~Fourteen~~) 14 hours, (~~forty~~) 40 minutes per month;

(h) During the (~~twentieth, twenty-first, twenty-second, twenty-third and twenty-fourth~~) 20th, 21st, 22nd, 23rd, and 24th years of total state employment - (~~Sixteen~~) 16 hours per month; and

(i) During the (~~twenty-fifth~~) 25th and succeeding years of total state employment - (~~Sixteen~~) 16 hours, (~~forty~~) 40 minutes per month.

(2) As provided in WAC 357-58-175, an employer may authorize a lump-sum accrual of vacation leave and/or accelerate the vacation leave accrual rate to support the recruitment and/or retention of a candidate or employee for a WMS position. Vacation leave accrual rates may only be accelerated using the rates established in subsection (1) of this section and must not exceed the maximum listed in subsection (1)(i) of this section.

(3) The following applies for purposes of computing the rate of vacation leave accrual:

(a) Employment in the legislative and/or the judicial branch except for time spent as an elected official or in a judicial appointment is credited.

(b) Employment exempt by the provisions of WAC 357-04-040, 357-04-045, 357-04-050, 357-04-055 is not credited for the purposes of computing the rate of vacation leave accrual.

(c) Exempt employment with (~~a general government~~) an employer is credited, other than that specified in WAC 357-04-055 which is excluded.

AMENDATORY SECTION (Amending WSR 22-01-022, filed 12/3/21, effective 7/1/22)

WAC 357-31-166 At what rate do higher education employees accrue vacation leave? (1) Full-time higher education employees accrue vacation leave at the following rates:

- (a) During the first year of continuous state employment - 12 days (eight hours per month);
- (b) During the second year of continuous state employment - 13 days (eight hours, 40 minutes per month);
- (c) During the third and fourth years of continuous state employment - 14 days (nine hours, 20 minutes per month);
- (d) During the fifth, sixth, and seventh years of total state employment - 15 days (10 hours per month);
- (e) During the eighth, ninth, and (~~tenth~~) 10th years of total state employment - 16 days (10 hours, 40 minutes per month);
- (f) During the (~~eleventh~~) 11th year of total state employment - 17 days (11 hours, 20 minutes per month);
- (g) During the (~~twelfth~~) 12th year of total state employment - 18 days (12 hours per month);
- (h) During the (~~thirteenth~~) 13th year of total state employment - 19 days (12 hours, 40 minutes per month);
- (i) During the (~~fourteenth~~) 14th year of total state employment - 20 days (13 hours, 20 minutes per month);
- (j) During the (~~fifteenth~~) 15th year of total state employment - 21 days (14 hours per month);
- (k) During the (~~sixteenth~~) 16th and succeeding years of total state employment - 22 days (14 hours, 40 minutes per month).

(2) Higher education employers may establish accrual rates that exceed the rates listed in subsection (1) of this section. This does not apply to individual positions.

(3) The following applies for purposes of computing the rate of vacation leave accrual:

(a) Each contract year, or equivalent, of (~~full-time faculty and/or administrative~~) exempt academic and professional personnel employment with a higher education employer is credited as one year of qualifying service.

~~((4))~~ (b) Employment exempt by the provisions of WAC 357-04-040, 357-04-045, 357-04-050, and 357-04-055 is not credited for the purposes of computing the rate of vacation leave accrual.

(c) Employment in the legislative and/or judicial branch except for time spent as an elected official or in a judicial appointment is credited.

(d) Exempt employment with a general government employer is credited, other than that specified in WAC 357-04-055 which is excluded.