

**25 NCAC 01E .0203 VACATION LEAVE CREDITS**

(a) Vacation leave credits shall be provided to employees subject to the State Human Resources Act who are full-time or part-time (half-time or over) and have a permanent, trainee, time-limited or probationary appointment and who are in pay status for one-half of the regularly scheduled workdays and holidays in a pay period. The rate shall be based on G.S. 126, the length of total state service as defined in 25 NCAC 01D .0112, and the leave practices of the State's competitors. Competitors include State governments, local governments, non-profit organizations, and private industry. The State Human Resources Commission may adjust the rates to maintain competitiveness, taking into consideration the State's total compensation package and the average of the State's major competitors, but shall not be less than the following:

Years of Total State Service	Hours Granted Each Year	Days Granted Each Year
Less than 5 years	112	14
5 but less than 10 years	136	17
10 but less than 15 years	160	20
15 but less than 20 years	184	23
20 years or more	208	26

(b) Newly appointed employees may receive Incentive Leave in accordance with 25 NCAC 01E .1801 through .1809.

*History Note: Authority G.S. 126-4; 126-8; Eff. February 1, 1976; Amended Eff. July 1, 1983; January 1, 1983; Temporary Amendment Eff. January 1, 1989 for a Period of 180 Days to Expire June 29, 1989; Amended Eff. January 1, 2011; November 1, 2004; July 1, 1995; March 1, 1989; Pursuant to G.S. 150B-21.3A, rule is necessary without substantive public interest Eff. October 4, 2016.*