

EXHIBIT A

			Maximum Accrual				VACATION SELL BACK OPTIONS										
	Years of Service	Vacation Accrual per year	Dept. Head	Middle Mgmt.	Misc. Group	Police	Department Head			Middle Mgmt.			Miscellaneous			Police	
							Maintain	Use	Sell Back	Maintain	Use	Sell Back	Maintain	Use	Sell Back	Maintain	Use
Tier 1	0 Years to 2 Years	80	160	120	120	120	80	0	0	0	0	0	0	0	0	0	0
Tier 2	2 Years to 5 Years	80	160	120	120	160	80	40	20	80	40	20	80	40	20	80	40
Tier3	5 Years to 15 Years	120	240	180	180	240	80	40	40	80	40	40	80	80	40	80	80
Tier 4	15 Years and above	160	320	240	240	320	80	40	80	80	40	40	80	80	80	80	80

Fire Dept.					Fire Department	
					Use	Sell Back
Tier 1	0 Years to 5 Years		201	502.5	80	50
Tier 2	5 Years and above		273	682.5	80	100

Sell Back
0
20
40
80