

Sick, Vacation and Holiday Time Comparison

Municipality/ County	Sick Leave Days	Sick Leave Max. Accumulation	Sick Leave Payout Policy	Vacation Days	Vacation carryover policy	Vacation payout policy	Holidays
Milwaukee County	3.7 hours per pay period	No maximum		<p>* 5 days after 6 months of service</p> <p>* 10 days after 1 year of service</p> <p>* 15 days after 5 years of service</p> <p>* 20 days after 10 years of service</p> <p>* 25 days after 15 years of service</p> <p>* 30 days after 20 years of service</p>	Employee may carryover half of their annual vacation allotment.	<p>Any unused vacation is paid out upon termination of employment or retirement.</p> <p>If an employee returns to County employment in a non-represented position or as an Attorney or Nurse, after leaving, except in cases of being discharged or retiring, the vacation earned previously and unused sick time automatically returns. Any person who retired, was discharged or comes back into a represented position, excluding Nurses and Attorneys, starts over with</p>	10/11 days of holiday, any accrued holiday time is paid out after 6 months or upon termination or retirement of employee.

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						sick and vacation time.	
City of Appleton	8 hours per month	120 days (960 hours)	Upon retirement any unused sick time, up to a maximum of 120 days, shall be paid to the Post Employment Health Plan.	Nonexempt/Exempt * 10/12 days after 1 year of service *15/17 days after 5 years of service * 16/18 days after 8 years of service * 22/24 days after 12 years of service * 27/29 days after 20 years of service * 32/34 days after 25 years of service	An employee may carryover a maximum of 10 days of vacation from one year to the next.	Any unused vacation is paid out upon termination of employment, except when an employee has worked less than 18 months, then they receive 5/6 vacation day for each month of completed service, minus any vacation days used since their date of hire.	12 holidays (4 floating)
Dodge County	After probationary period, one (1) day for each month of regular full- time employment.	Maximum 120 days. Beyond max, days are placed into their emergency sick leave bank.	5+ Years, 20% 10+ Years, 30% 15+ Years 50% 20+ Years 60%	1+, 10 days max 7+, 15 days max 14+, 16 days max 15+, 17 16+, 18 17+, 19 18+, 20 19+, 21 20+, 22 21+, 23 22+, 24 23+, 25		100% payout of available vacation time after probation period	100% payout of accrued holidays after probation period

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Federal Government	4 hours per pay period	No limit, any unused balance rolls from year to year.	Unused sick leave is credited to the individual's Civil Service Retirement System for the purpose of annuity computation upon retirement. The annuity computation is increased by the days of unused sick leave.	* 4 hours per pay period 0-3 years of service * 6 hours per pay period after 3 years of service * 8 hours per pay period after 15 years of service	Accumulate maximum of 30 days that can be carried over year to year.	Any unused vacation time is paid out.	10 paid holidays
City of Janesville	8 hours per month	120 days (960 hours), anything earned over 960 hours at the end of the year is paid out at \$50 for every 8 hours	No payout	* 5 days after 6 months of service (if starting between 1/1- 6/30) * 10 days after 1 st year of service * 15 days after 5 years of service * 16 days after 11 years of service * 17 days after 12 years of service * 18 days after 13 years of service * 19 days after 14 years of service *20 days after 15 years of service	Employee may not carryover any vacation time during the first 2 years of employment. Beginning the third year employees can carryover one full year worth of vacation.	Paid out for any unused vacation.	11 holidays (3 floating), paid out for 3 floating holidays upon termination of employment

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				* 25 days after 25 years of service			
Jefferson County			Paid out only if employee is eligible to retire (need not actually retire) 65% of up to 865 hours			100% payout of available balance + pro-rated annual allowance at time of termination	
Kenosha County	365 (County has short- term disability, not sick time)	None	No payout	0-1 Years, 5 days max 1-6 Years, 10 days max 7-15 Years, 15 days max 15-25 Years, 20 days max 25+ Years, 25 days max	Max of 80 vacation hours from one vacation year into the next, providing that employee has accrued a vacation of fifteen (15) or more working days and has used at least 80 vacation hours.	100% payout of available balance + pro-rated annual allowance at time of termination	No payout
City of Kenosha	12 days per year	120 days (960 hours)	No payout (Kenosha previously allowed payouts of sick time at retirement, but that was changed in 2011.)	7-12 days 1 st year of employment 25 days earned after 25 years of service	Vacation carryover must be requested (only for certain circumstances) and must be used by March of following year	Unused days are paid out upon termination of employment	12 days per year (2 floating), unused days paid out upon termination
City of Madison	4 hours per pay period Hrly employees- 8 hours for every 200 hours worked for up to 3 days	163 days (1,304 hours)	At the end of each year any regular employee with a sick balance exceeding 150 days will receive a payout at the end of the year for all excess hours. Hourly employees may not carryover sick leave from year to year, half of any unused sick time is paid out at the end of the year.	* 10 days vacation 0-3 years of service * 12.5 days vacation 4-7 years of service * 15 days vacation 8-11 years of service * 17.5 days vacation 12-	Employees can carryover up to 10 days of unused vacation into the next year, must be used by June 30 th .	Employees earn vacation on a prorated biweekly basis. If an employee uses vacation and terminates employment before the end of the year they may	8 holidays per year

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	in a year		<p>Any employee who is displaced and becomes unemployed will receive the equivalent value of their unaccumulated sick leave not to exceed the value of 6 months of the employer's normal contribution toward health insurance.</p> <p>Paid out 100% upon retirement, if the payout exceeds \$2,000 the funds will be placed into the City of Madison Post-Retirement Sick Leave Conversion Medical Reimbursement Plan and Trust or the City of Madison Governmental 401(a) Special Pay Plan and Trust</p>	<p>15 years of service</p> <p>* 20 days vacation 16-19 years of service</p> <p>* 25 days vacation 20-27 years of service</p> <p>* 27 days vacation 28 + years of service</p>		be responsible for paying back any unearned vacation time.	
City of Milwaukee	1.25 days per month (for most employees)	120 days (960 hours)	No payout if terminating employment other than retirement.	<p>* 3.7 hours per pay period 0-4 years of service</p> <p>* 5.3 hours per pay period 4+ -9 years of service</p> <p>*6.8 hours per pay period 9+- 14 years of service</p> <p>* 8.4 hours per pay period 14+- 21</p>	<p>Maximum Vacation Balances (Mgmt/Nonmgmt)</p> <p>* 176/136 hours for employees who have completed up to 4 years</p> <p>* 216/176 hours for employees who have completed 4+ -9 years</p> <p>* 256/216 hours for employees who have</p>	Vacation taken before the full amount has been earned shall be considered time owed to the city until it is earned. If an employee terminates employment any used unearned vacation will be deducted from	11 holidays per year

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				<p>* 9.9 hours per pay period 21+</p> <p>When an employee who resigns from the city applies for reinstatement the city service commission may grant that employee credit for prior service for vacation purposes if the situation should warrant that action.</p>	<p>completed 9+ -14 years</p> <p>* 296/256 hours for employees who have completed 14+- 21 years</p> <p>* 336/296 hours for employees who gave completed over 21 years</p>	their final paycheck.	
Ozaukee County	16 sick days per year	Max of 1,200 hours, after that amount paid out at 50% or put into post-employment health account (100%)	Only amount in excess of 1,200 hours will be paid out at 50%.	<p>0-5: 10 days max</p> <p>6-13: 15</p> <p>14-23: 20</p> <p>24+: 25</p>		100% payout of up to amount accrued over 2 years.	
Rock County			Paid out on 50% of balance if employed for 10+ years			100% payout of available balance + pro-rated annual allowance at time of termination	
UW System	Initial 22 day allocation,	No maximum accumulation, accumulates	Upon retirement the sick leave balance can be converted to credits to pay for post-retirement	22 days per year (prorated for part-time employees)	After 10 years of service employees may bank up to 40 hours of vacation per		12 holidays (3 floating)

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	after 18 months 1 day per month or 6 days per semester	year to year	health insurance.		year in an Annual Leave Reserve Account, after 25 years of service up to 80 hours can be banked. Annual vacation carryover policies vary by institution.		
Walworth County			Some employees paid at 100% up to max of 720 hours, others paid out at 50% up to max of 720 hours			100% payout of available vacation time after probation period	100% payout of accrued holidays after probation period
Washington County	8 hours per month	90 days (720 hours)	If retiring after age 65, or retiring at 55 or older with 20 years of service, employees can convert 30% of unused accumulated sick time into cash as retirement pay.	* 10 days after 1 year of service * 15 days after 7 years of service * 20 days after 12 years of service * 25 days after 25 years of service			11 holidays (2 floating)
City of Waukesha	8 hours per month	125 days (1000 hours)	Sick leave is not paid out. The only exception is death of an employee, 100% of sick leave paid out to estate.	* 6.67 hours per month - 0-7 years of service * 8 hours per month 7+-8 years of service * 10 hours per month 8+- 13 years of service * 10.67 hours per month	Accumulates at a maximum of 1.5 times the annual allotment	Paid out all vacation earned upon termination of employment.	11 Holidays per year (2 floating), unused holidays paid out upon termination of employment

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				13+ -14 years of service * 12 hours per month 14+- 15 years of service * 13.33 hours per month 15+- 17 years of service * 14 hours per month – 17+-20 years of service * 14.67 hours per month 20+- 21 years of service * 15.33 hours per month 21+- 22 years of service *16 hours per month 22+ -23 years of service * 16.67 hours per month 23+ - 24 years of service * 17.33 hours per month 24+- 25 years of service * 18 hours per month 25+ years of service			
State of Wisconsin	5 hours per pay period	Unused sick time accumulates	Upon retirement the state matches a certain percentage of the unused sick leave and the entire balance	Non-exempt/Exempt * 104/120 hours through first 5 years of service			13.5 holidays (4.5 floating)

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		year to year until retirement.	is converted to the employee's hourly rate to pay health insurance premiums.	* 144/160 through years 5+ - 10 * 160/176 through years 10+ - 15 * 184/200 through years 15+ - 20 * 200/216 through years 20+ - 25 216/216 through years 25+			