

**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, 20 minutes per month;

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

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

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

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

(f) During the 10th, 11th, 12th, 13th, and 14th years of total state employment - 13 hours, 20 minutes per month;

(g) During the 15th, 16th, 17th, 18th, and 19th years of total state employment - 14 hours, 40 minutes per month;

(h) During the 20th, 21st, 22nd, 23rd, and 24th years of total state employment - 16 hours per month; and

(i) During the 25th and succeeding years of total state employment - 16 hours, 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 an employer is credited, other than that specified in WAC 357-04-055 which is excluded.

[Statutory Authority: RCW 41.06.133. WSR 24-18-070, § 357-31-165, filed 8/29/24, effective 10/1/24. Statutory Authority: Chapter 41.06 RCW and RCW 41.06.150. WSR 19-11-136, § 357-31-165, filed 5/22/19, effective 7/1/19. Statutory Authority: Chapter 41.06 RCW. WSR 18-17-132, § 357-31-165, filed 8/20/18, effective 9/21/18. Statutory Authority: Chapter 43.01 RCW. WSR 17-20-052, § 357-31-165, filed 9/29/17, effective 10/31/17. Statutory Authority: Chapter 41.06 RCW. WSR 09-03-012, § 357-31-165, filed 1/9/09, effective 2/13/09; WSR 05-21-059, § 357-31-165, filed 10/13/05, effective 11/15/05; WSR 05-12-080, § 357-31-165, filed 5/27/05, effective 7/1/05; WSR 05-08-137, § 357-31-165, filed 4/6/05, effective 7/1/05.]