

MUNICIPALITY	TIME FRAME	ACCRUAL	EXEMPTION LANGUAGE
Green Bay	Start to end of 5th year	80 hours (10 days)	None
	6th through end of 10th year	120 hours (15 days)	
	11th through end of 15th year	136 hours (17 days)	
	16th through end of 20th years	160 hours (20 days)	
	21st year	200 hours (25 days)	
Oshkosh	After 1 year	10 days	None
	After 5 years	15 days	
	After 10 years	20 days	
	After 18 years	25 days	
	After 25 years	28 days	
Fond du Lac	Non-Exempt		Senior Management Employees: Employees in Pay Grades 16 and 17 shall be deemed to have completed at least 15 years of continuous service for vacation purposes upon appointment or promotion to such pay grade.
	Less than 8 years	10 days	
	8-14 years	15 days	
	15-19 years	20 days	
	20 years or more	25 days	
	Exempt		
	Less than 4 years	10 days	
	4-14 years	15 days	
	15-19 years	20 days	
	20 years or more	25 days	
West Allis	0-5 years	10 days	Department Heads, with the approval of the HR Manager, Manager of Finance-Comptroller/ Deputy Treasurer and City Administrative Officer/Clerk-Treasurer, may make exceptions to the provisions contained herein for significant recruitment/hiring reasons.
	5-8 years	11 days	
	8-12 years	16 days	
	12-16 years	19 days	
	16-20 years	22 days	
	20-21 years	23 days	
	21-22 years	24 days	
	22-23 years	25 days	

23-24 years	26 days
24-25 years	27 days
25+	28 days

Janesville

New Hire between 1/1 and 6/30	0 days in 1st 6 months, 5 days in 2nd half of year after 6 months, 10 days next calendar year
New Hires between 7/1 and 12/31	0 days in 1st 6 months, then 10 days the next calendar year after 6 months
After 5 years	15 days
After 11 years	16 days
After 12 years	17 days
After 13 years	18 days
After 14 years	19 days
After 15 years	20 days
After 22 years	25 days

Department and Division Heads will be credited for prior full years of professional level experience acquired in other related agencies or units of government

LaCrosse

Exempt - Initial Year of Employment	3.076 hours per pay period
After 1 years	10 days
After 5 years	15 days
After 10 years	18 days
After 13 years	20 days
After 16 years	22 days
After 20 years	25 days
After 26 years	26 days
After 27 years	27 days
After 28 years	28 days
After 29 years	29 days
After 30 years	30 days
Non-Exempt - Initial Year of Emp	1.538 hours per pay period
After 1 year	5 days
After 2 years	10 days
After 6 years	15 days
After 10 years	18 days

None

None

After 13 years 20 days
 After 16 years 22 days
 After 20 years 25 days
 After 26 years 26 days
 After 27 years 27 days
 After 28 years 28 days
 After 29 years 29 days
 After 30 years 30 days

City Executives (certain employees)

After 6 months 15 days
 After 2 years 20 days
 After 8 years 25 days
 After 15 years 27 days
 After 20 years 30 days

Airport Director, Assessor, City Attorney
 City Engineer, Finance Director, Fire Chief,
 HR Director, IT Director, PRF Director,
 Planning & Dev. Director, Police Chief,
 Transit Manager

Appleton

Exempt

Hired prior to July 1 of any year 5 days
 After 1 year 10 days
 After 5 years 15 days
 After 8 years 18 days
 After 12 years 22 days
 After 20 years 29 days

Non-Exempt

Hired prior to July 1 of any year 5 days
 After 1 year 10 days
 After 6 years 12 days
 After 8 years 15 days
 After 12 years 20 days
 After 15 years 22 days
 After 20 years 25 days

HR Director may request exceptions to
 the vacation provisions as it relates to
 placement on the schedule, on a case-
 by-case basis with a report to the
 Human Resources Committee.

Racine

1st year

Earn 1/2 days per full month of employ

Look at type of prior service and years

		up to November 1	of service, very flexible; no language
	After 1 year	10 days	
	After 7 years	15 days	
	After 14 years	18 days	
	After 18 years	20 days	
	After 23 years	25 days	
Sheboygan	Less than 1 year	1/1-3/1 - 40 hours 4/1-6/30 - 28 hours 7/1-9/30 - 16 hours 10/1-12/31 - 0 hours	No written language or policy on exceptions, just a practice City Administrator approves for dept director; HR Director for all others
	After 1 year	10 days	
	After 5 years	15 days	
	After 13 years	20 days	
	After 21	25 days	
Eau Claire	Up to 5 years	10 days	New hires can be granted additional hours at the time of hire to be added into their bank.
	After 5 years	15 days	
	After 11 years	20 days	
	After 17 years	25 days	
Waukesha	1st of the month following hire date to 1 years	6.67 hours per month (10 days)	Hours accrued on the first of each month; maximum accrual 1 1/2 times; carry over from one year to next
	After 7 years	8 hours (12 days)	
	After 8 years	10 hours (15 days)	
	After 13 years	10.67 hours (16 days)	Outside hires can be granted up to 2 additional weeks of vacation. Does not apply to promotions.
	After 14 years	12 hours (18 days)	
	After 15 years	13.33 hours (20 days)	
	After 17 years	14 hours (21 days)	
	After 20 years	14.67 hours (22 days)	Per City Attorney opinion, if new hire granted higher accrual at time of hire, employee's monthly accrual cannot increase until the employee has reached the years of service above initial increment
	After 21 years	15.33 hours (23 days)	
	After 22 years	16 hours (24 days)	
	After 23 years	16.67 hours (25 days)	
	After 24 years	17.33 hours (26 days)	

After 25 years

18 hours (27 days)

granted.