

**CITY OF CHESAPEAKE**  
**BENEFITS MATRIX**  
 Effective July 1, 2008

<b>BENEFITS YEARS OF SERVICE</b>	<b>ANNUAL LEAVE ACCRUAL RATE per month</b>	<b>SICK LEAVE ACCRUAL RATE per month</b>	<b>HOLIDAY LEAVE</b>	<b>FUNERAL LEAVE</b>
<b>FOR ELIGIBLE FULL-TIME EMPLOYEES (37.5-40 hours per week)</b>				
1-4 years	8 hrs	8 hrs	number of days based on holiday observance calendar	up to 3 work days at 8 hrs per day
5-9 years	10 hrs	8 hrs		
10-14 years	12 hrs	8 hrs		
15-19 years	14 hrs	8 hrs		
20 or more years	16 hrs	8 hrs		
<b>FOR ELIGIBLE FULL-TIME FIREFIGHTERS (56 hours per week)</b>				
1-4 years	22.4 hrs	11.2 hrs	holiday leave included in annual accrual	up to 3 work days at 11.2 hrs per day
5-9 years	25.2 hrs	11.2 hrs		
10-14 years	28.0 hrs	11.2 hrs		
15-19 years	30.8 hrs	11.2 hrs		
20 or more years	33.6 hrs	11.2 hrs		
<b>FOR ELIGIBLE FULL-TIME POLICE OFFICERS*</b>				
1-4 years	16 hrs	8 hrs	holiday leave included in annual accrual	up to 3 work days at 8 hrs per day
5-9 years	18 hrs	8 hrs		
10-14 years	20 hrs	8 hrs		
15-19 years	22 hrs	8 hrs		
20 or more years	24 hrs	8 hrs		
<b>FOR ELIGIBLE PART-TIME EMPLOYEES</b>				
0-39 hrs worked per month	none	none	receive paid leave equal to # of hrs that would have been worked on holiday	receive paid leave equal to # of hrs that would have been worked on that day
40-79 hrs worked per month	2 hrs	2 hrs		
80-119 hrs worked per month	4 hrs	4 hrs		
120-159 hrs worked per month	6 hrs	6 hrs		
>160 hrs worked per month	none	none		

\*Accrual rate also pertains to designated employees working extended shifts within a 24-hour operational unit and operational units that include holidays in their regular work schedule.