

Hybrid PTO 2,0

OPT-IN PROGRAM 0

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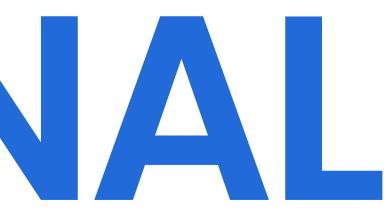


NEVER FORGET

JOINING THE NEW PTO PROGRAM IS

100%

OPTIONAL



APPLIED FEEDBACK VERSION 1.0 VS VERSION 2.0

VERSION 1.0 - 2022

- Max PTO Carry Over 320 Hours
- Max STML Balance 680 hours
- All employees required to change
- RHS contributions end for all employees
- Must use 80 hours of PTO before STML
- STML was front loaded in January 46.5 hours

- Max PTO Carry Over 336 Hours (🗸)
- Max STML Balance Unlimited
- Opt-In Join during open enrollment
- RHS contributions continue for opt-out employees
- Must use 40 hours of PTO before STML
- STML accrues each pay period 1.79 per pay period

VERSION 2.0-2023

HYBRID PTO 2.0 PAID TIME OFF

01

02

03

PTO hours are used for all time off - vacation, scheduled, emergency, sick time, etc.*

Max carryover for PTO is 336 hours regardless of years of service

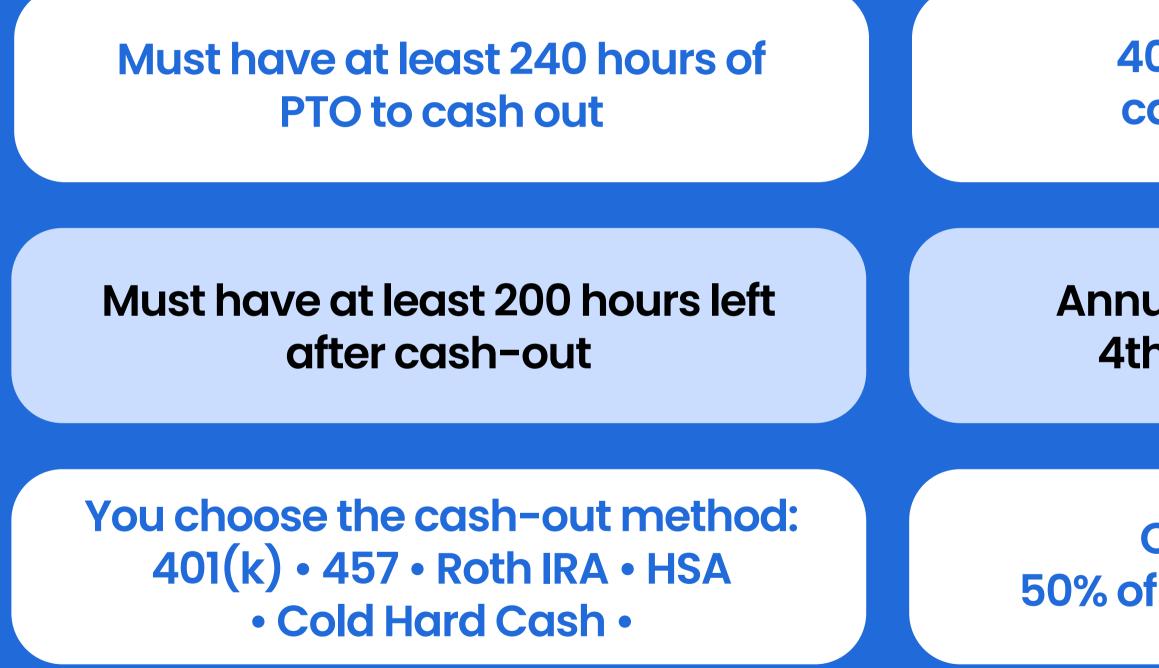
PTO accrual rates are tiered based on years of service

*Unless approved for STML



HYBRID PTO 2.0

\$ PTO Cash-Out \$



Please Note: Cash-outs are subject to applicable payroll taxes but do not count as compensation in URS



40 - 80 hours can be cashed out annually

Annual Cash-Out will be in 4th Quarter of the Year

Cash-Out Value is 50% of Employee's Hourly Rate HYBRID PTO 2.0

Important Dates & Conditions

2023 OPT-IN DEADLINE MARY 31 Program starts July 1, 2023

PTO CASH-OUT WINDOW

Money hits pre-Thanksgiving

 $\mathbf{OCT.} -31$

ONCE YOU JOIN THE HYBRID PTO 2.0 PROGRAM THERE IS NO GOING BACK TO THE TRADITIONAL PROGRAM

After 2023, employees on the traditional program will have an annual opportunity to opt-in during open enrollment

MUST BE BELOW 336 HOUR MAX BEFORE THE LAST FULL PAY PERIOD IN DECEMBER

HYBRID PTO 2.0

Short-Term Medical Leave (STML)

- Accrues at the rate of 1.79 hours per pay period
- No limit to carryover amount
- Must use 40 hours of PTO before **STML kicks in**
- In the case of a second STML event in a year, only 20 hours of **PTO must be used**

STML protects against loss of wages in the event of extended illness or injury to you or a family member.

- portal

 STML will be used concurrently for FMLA qualifying events

 HR will give approval for STML & an application will be on the

 HR will assist employees in the STML/FMLA process

Traditional Leave Program - Traditional Employees											
	Vacation Biweekly	Annual	Vacation Maximum	Sick Biweekly	Sick Annual	Sick Leave Maximum					
YOS	Accrual	Accrual	Carryover	Accrual	Accrual	Carryover					
0-5	4.61	120	240								
6-10	5.53	144	288	3.69	96	unlimited					
11+	6.46	168	336								

Mo	
avc	
wa	

Hybrid PTO Program - Traditional Employees											
	PTO Biweekly	Annual	PTO Maximum	STML Annual	STML Biweekly	STML Maximum	Maximum Annual PTO Cashout (1/2				
YOS	Accrual	Accrual		Increase	Accrual	Carryover	Hourly Rate)				
0-5	6.51	169.26	336	46.54	1.79	Unlimited	80				
6-10	7.43	193.18	336	46.54	1.79						
11+	8.36	217.36	336	46.54	1.79						

re information ailable at Iter.orem.org

HR is here for you!

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