

**Texas Department of Criminal Justice
Sick and Vacation Leave Factor Table**

The ERS grants creditable service for accrued and unused sick and vacation (annual) leave.

This service may be used to increase the annuity payments. For employees hired prior to September 1, 2009, this service may also be used to satisfy requirements for retirement eligibility.

<i>Employees Retirement System Of Texas (ERS) Creditable Service Granted For Unused Leave Accruals</i>	<i>Required Leave Accrual Range (Stated In Hours & Minutes)</i>
1 Month	160:00
2 Months	160:01 – 320:00
3 Months	320:01 – 480:00
4 Months	480:01 – 640:00
5 Months	640:01 – 800:00
6 Months	800:01 – 960:00
7 Months	960:01 – 1120:00
8 Months	1120:01 – 1280:00
9 Months	1280:01 – 1440:00
10 Months	1440:01 – 1600:00
11 Months	1600:01 – 1760:00
12 Months	1760:01 – 1920:00
13 Months	1920:01 – 2080:00
14 Months	2080:01 – 2240:00
15 Months	2240:01 – 2400:00
16 Months	2400:01 – 2560:00
17 Months	2560:01 – 2720:00
18 Months	2720:01 – 2880:00
19 Months	2880:01 – 3040:00
20 Months	3040:01 – 3200:00
21 Months	3200:01 – 3360:00
22 Months	3360:01 – 3520:00
23 Months	3520:01 – 3680:00
24 Months	*3680:01 – 3840:00
*Employees may be granted more than 24 months creditable service if final accrued sick and vacation (annual) leave balances exceed 3840:00 hours.	

Note: Unused accrued sick and vacation (annual) leave balances must be independently calculated.

Example:

320:22 Unused Vacation (Annual) Leave = 3 Months
 318:45 Unused Sick Leave = 2 Months
 5 Months ERS Creditable Service