

(C) *Annual leave.*

(1) It shall be the policy of the county to grant paid annual leave as a privilege for its employees. Annual leave for probationary or regular full-time (40-hour work period) employees shall be computed at the following rates:

Years of Current and Reinstated Service	Minutes Earned Each Month	Hours Earned Each Year	Days Earned in One Year
Less than 5 years	560	112	14
5 but less than 10 years	680	136	17
10 but less than 15 years	800	160	20
15 but less than 20 years	920	184	23
20 years or more	1,040	208	26

(2) Benefits-eligible employees will accrue prorated annual leave in direct proportion to annual scheduled work hours at the time of the accrual. No employee may be granted annual leave in excess of the amount accumulated.

(D) *Sick leave.* Sick leave is a privilege granted to probationary and regular county employees and may be used only in cases of personal illness, disability or related examination or treatment of an employee or his or her immediate family. Full-time (40-hour work period) employees shall earn sick leave at the rate of 480 minutes per calendar month or 12 days per year. Benefits-eligible employees will accrue prorated sick leave in direct proportion to the annual scheduled work hours at the time of the accrual. Sick leave may be granted and taken to allow an employee to attend a family member's funeral or to tend an ailing member of his or her immediate family. No employee may be granted sick leave in excess of the amount accumulated.

(E) *Parental leave.* Wake County offers paid parental leave to parents for the birth, bonding and care of a child. The purpose of paid parental leave is to allow up to **eight weeks of paid leave for regular benefits eligible employees of the County for: parental care of a newborn or a child placed for adoption, foster care, or guardianship within 12 months of the qualifying event.** Paid parental leave is provided to supplement the unpaid leave provided under the federal Family and Medical Leave Act and is provided in accordance with the federal Family and Medical Leave Act.