

Leave Accrual Chart for 2026

The Leave Accrual Chart lists how much Annual and Sick Leave are earned at the end of each bi-weekly pay period during the 2026 leave year for full-time employees who complete a full tour of duty each pay period, based on their years of service. See the Guide, Vol. 12, § 920.20.20 for Accrual Rates Based on Creditable Service.

Leave years begin on the first day of the first full pay period in each calendar year, and end the day before the next leave year begins. **This is a different schedule than what is used for pay, taxes, TSP, and other benefits.** For example, 2026 has 27 pay periods for pay purposes but only 26 pay periods in the leave year.

Full-Time Employees

LEAVE PERIOD	FROM	-	TO	ANNUAL LEAVE EARNED			SICK LEAVE EARNED
				< 3 Years Service	3-15 Years Service	15 Years+ Service	
1	01/12/26	-	01/25/26	4	6	8	4
2	01/26/26	-	02/08/26	8	12	16	8
3	02/09/26	-	02/22/26	12	18	24	12
4	02/23/26	-	03/08/26	16	24	32	16
5	03/09/26	-	03/22/26	20	30	40	20
6	03/23/26	-	04/05/26	24	36	48	24
7	04/06/26	-	04/19/26	28	42	56	28
8	04/20/26	-	05/03/26	32	48	64	32
9	05/04/26	-	05/17/26	36	54	72	36
10	05/18/26	-	05/31/26	40	60	80	40
11	06/01/26	-	06/14/26	44	66	88	44
12	06/15/26	-	06/28/26	48	72	96	48
13	06/29/26	-	07/12/26	52	78	104	52
14	07/13/26	-	07/26/26	56	84	112	56
15	07/27/26	-	08/09/26	60	90	120	60
16	08/10/26	-	08/23/26	64	96	128	64
17	08/24/26	-	09/06/26	68	102	136	68
18	09/07/26	-	09/20/26	72	108	144	72
19	09/21/26	-	10/04/26	76	114	152	76
20	10/05/26	-	10/18/26	80	120	160	80
21	10/19/26	-	11/01/26	84	126	168	84
22	11/02/26	-	11/15/26	88	132	176	88
23	11/16/26	-	11/29/26	92	138	184	92
24	11/30/26	-	12/13/26	96	144	192	96
25	12/14/26	-	12/27/26	100	150	200	100
26	12/28/26	-	01/10/27	104	160*	208	104

* At the end of pay period 26 employees with 3-15 years service earn 10 hours of annual leave instead of six.

Part-Time Employees

	Annual Leave	Sick Leave
< 3 Years Service	1 hour for each 20 hours in a pay status	All Employees earn 1 hour sick leave for each 20 hours in a pay status
3-15 Years Service	1 hour for each 13 hours in a pay status	
15+ Years Service	1 hour for each 10 hours in a pay status	