

Gulf States, Councils, & NMFS Annual Leave Policies

	Accrual Cap & Carryover	Payout: Non-Retirement Separation	Payout: Retirement Separation
GMFMC	No cap, unlimited carryover	Bi-weekly payments until exhausted	Bi-weekly payments until exhausted
FL	240/480 hours; Excess converted to Sick Leave at end of year	240/480 hours lump sum payment	240/480 hours lump sum payment
AL	480 Hrs	480 hours lump sum payment	480 hours lump sum payment
MS	No cap, unlimited carryover	240 hours; Excess counted as creditable hours for retirement	240 hours; Excess counted as creditable hours for retirement
LA	No cap, unlimited carryover	300 hours lump sum payment	300 hours lump sum payment
TX	180-532 hours carried over annually depending on years of service; E.G., 5-10 yrs = 268 hours; 20-25 yrs = 388 hrs; Excess converts to sick leave	Annual leave balance paid as lump sum upon leaving service. Unused AL can be converted to credit hours for retirement.	Lump sum or stretched out till exhausted. Unused AL can be converted to credit hours for retirement.
GSMFC	300 hours. Excess forfeited at end of year	300 hours lump sum payment	300 hours lump sum payment
SAFMC	480 hours max. Excess forfeited at end of year.	480 hours lump sum payment	480 hours lump sum payment
Other Councils	240 hours max. Excess forfeited at end of year	240 hours plus accrued annual leave lump sum payment	240 hours plus accrued annual leave lump sum payment
NMFS	240 hours or authorized max. Excess leave forfeited at the end of year	448 hours lump-sum payment for accumulated and accrued annual leave	448 hours lump-sum payment for accumulated and accrued annual leave