

Figure: 34 TAC §25.162(e)
State Personal or Sick Leave Conversion Factor Tables

Age Last Birthday	Months											
	0	1	2	3	4	5	6	7	8	9	10	11
20	174.8753	174.8633	174.8514	174.8394	174.8274	174.8154	174.8035	174.7726	174.7605	174.7485	174.7365	174.7244
21	174.7124	174.6993	174.6863	174.6732	174.6602	174.6471	174.6144	174.6013	174.5882	174.5750	174.5619	174.5488
22	174.5356	174.5213	174.5070	174.4927	174.4784	174.4640	174.4497	174.4145	174.4001	174.3857	174.3713	174.3569
23	174.3425	174.3267	174.3110	174.2952	174.2795	174.2637	174.2261	174.2103	174.1944	174.1786	174.1627	174.1469
24	174.1310	174.1140	174.0969	174.0798	174.0627	174.0457	174.0286	173.9882	173.9710	173.9539	173.9367	173.9195
25	173.9023	173.8839	173.8654	173.8470	173.8285	173.8100	173.7663	173.7478	173.7292	173.7107	173.6921	173.6735
26	173.6550	173.6352	173.6155	173.5958	173.5760	173.5563	173.5366	173.4900	173.4702	173.4503	173.4305	173.4106
27	173.3907	173.3696	173.3485	173.3274	173.3063	173.2852	173.2357	173.2144	173.1932	173.1719	173.1507	173.1295
28	173.1082	173.0856	173.0630	173.0404	173.0178	172.9952	172.9726	172.9199	172.8971	172.8744	172.8516	172.8289
29	172.8061	172.7820	172.7579	172.7338	172.7097	172.6856	172.6293	172.6051	172.5809	172.5566	172.5324	172.5082
30	172.4839	172.4581	172.4324	172.4066	172.3808	172.3550	172.3292	172.2686	172.2427	172.2168	172.1909	172.1649
31	172.1390	172.1115	172.0840	172.0565	172.0290	172.0015	171.9375	171.9098	171.8821	171.8544	171.8268	171.7991
32	171.7714	171.7419	171.7125	171.6830	171.6535	171.6240	171.5945	171.5260	171.4963	171.4667	171.4370	171.4074
33	171.3778	171.3463	171.3148	171.2833	171.2519	171.2204	171.1471	171.1154	171.0837	171.0521	171.0204	170.9888
34	170.9571	170.9235	170.8898	170.8561	170.8225	170.7888	170.7552	170.6770	170.6432	170.6093	170.5755	170.5416
35	170.5078	170.4718	170.4359	170.4000	170.3640	170.3281	170.2446	170.2085	170.1723	170.1362	170.1000	170.0639
36	170.0277	169.9892	169.9508	169.9123	169.8738	169.8353	169.7969	169.7078	169.6691	169.6303	169.5916	169.5529
37	169.5142	169.4732	169.4321	169.3911	169.3500	169.3090	169.2146	169.1733	169.1320	169.0908	169.0495	169.0082
38	168.9669	168.9230	168.8791	168.8351	168.7912	168.7472	168.7033	168.6022	168.5580	168.5138	168.4696	168.4255
39	168.3813	168.3344	168.2875	168.2406	168.1937	168.1468	168.0391	167.9919	167.9448	167.8976	167.8504	167.8032
40	167.7561	167.7061	167.6561	167.6061	167.5561	167.5061	167.4561	167.3414	167.2911	167.2409	167.1906	167.1403
41	167.0901	167.0370	166.9840	166.9310	166.8780	166.8250	166.7034	166.6501	166.5968	166.5435	166.4902	166.4369
42	166.3837	166.3267	166.2698	166.2129	166.1559	166.0990	166.0421	165.9115	165.8543	165.7970	165.7397	165.6825
43	165.6252	165.5642	165.5033	165.4423	165.3814	165.3204	165.1818	165.1205	165.0592	164.9979	164.9366	164.8753
44	164.8140	164.7489	164.6838	164.6187	164.5536	164.4885	164.4234	164.2752	164.2097	164.1443	164.0788	164.0134
45	163.9479	163.8786	163.8093	163.7400	163.6707	163.6014	163.4444	163.3747	163.3050	163.2353	163.1656	163.0959
46	163.0263	162.9526	162.8790	162.8053	162.7317	162.6580	162.5844	162.4173	162.3432	162.2692	162.1952	162.1211
47	162.0471	161.9690	161.8909	161.8128	161.7346	161.6565	161.4797	161.4012	161.3227	161.2442	161.1656	161.0871
48	161.0086	160.9258	160.8430	160.7602	160.6774	160.5947	160.5119	160.3240	160.2407	160.1575	160.0743	159.9910
49	159.9078	159.8202	159.7326	159.6449	159.5573	159.4697	159.2711	159.1831	159.0950	159.0069	158.9188	158.8307
50	158.7427	158.6502	158.5578	158.4654	158.3730	158.2806	158.1881	157.9777	157.8849	157.7920	157.6991	157.6063
51	157.5134	157.4165	157.3196	157.2226	157.1257	157.0288	156.8082	156.7108	156.6134	156.5160	156.4186	156.3212
52	156.2239	156.1229	156.0219	155.9210	155.8200	155.7190	155.6181	155.3862	155.2848	155.1834	155.0820	154.9806
53	154.8792	154.7749	154.6706	154.5663	154.4620	154.3577	154.1164	154.0117	153.9069	153.8022	153.6974	153.5927
54	153.4880	153.3808	153.2736	153.1664	153.0593	152.9521	152.8449	152.5939	152.4864	152.3788	152.2712	152.1636
55	152.0561	151.9460	151.8359	151.7259	151.6158	151.5057	151.2463	151.1359	151.0255	150.9150	150.8046	150.6941
56	150.5837	150.4702	150.3567	150.2431	150.1296	150.0161	149.9026	149.6342	149.5203	149.4065	149.2926	149.1787
57	149.0648	148.9468	148.8287	148.7106	148.5926	148.4745	148.1962	148.0778	147.9594	147.8410	147.7227	147.6043
58	147.4859	147.3619	147.2379	147.1140	146.9900	146.8660	146.7420	146.4527	146.3284	146.2041	146.0798	145.9555
59	145.8312	145.7002	145.5692	145.4382	145.3072	145.1762	144.8751	144.7438	144.6125	144.4811	144.3498	144.2185
60	144.0872	143.9481	143.8091	143.6700	143.5310	143.3919	143.2528	142.9379	142.7985	142.6591	142.5198	142.3804
61	142.2410	142.0932	141.9453	141.7974	141.6496	141.5017	141.1734	141.0252	140.8770	140.7289	140.5807	140.4325
62	140.2843	140.1272	139.9700	139.8128	139.6556	139.4985	139.3413	138.9978	138.8403	138.6828	138.5253	138.3678
63	138.2103	138.0435	137.8767	137.7098	137.5430	137.3762	137.0180	136.8509	136.6837	136.5165	136.3494	136.1822
64	136.0150	135.8383	135.6616	135.4848	135.3081	135.1313	134.9546	134.5807	134.4036	134.2265	134.0494	133.8723
65	133.6952	133.5081	133.3211	133.1340	132.9470	132.7600	132.3704	132.1830	131.9956	131.8082	131.6207	131.4333
66	131.2459	131.0485	130.8510	130.6536	130.4561	130.2587	130.0612	129.6550	129.4572	129.2593	129.0615	128.8637
67	128.6658	128.4578	128.2497	128.0417	127.8337	127.6256	127.2034	126.9950	126.7866	126.5782	126.3698	126.1613
68	125.9529	125.7344	125.5158	125.2973	125.0787	124.8602	124.6416	124.2028	123.9839	123.7650	123.5461	123.3272
69	123.1083	122.8796	122.6509	122.4222	122.1935	121.9648	121.5107	121.2817	121.0527	120.8236	120.5946	120.3656
70	120.1365	119.8977	119.6589	119.4201	119.1813	118.9425	118.7037	118.2340	117.9949	117.7557	117.5166	117.2775
71	117.0383	116.7895	116.5407	116.2918	116.0430	115.7941	115.3097	115.0606	114.8115	114.5623	114.3132	114.0641
72	113.8150	113.5562	113.2975	113.0388	112.7801	112.5213	112.2626	111.7637	111.5047	111.2458	110.9868	110.7278
73	110.4688	110.2001	109.9313	109.6626	109.3938	109.1251	108.6125	108.3435	108.0746	107.8056	107.5367	107.2677
74	106.9988	106.7205	106.4423	106.1641	105.8858	105.6076	105.3294	104.8039	104.5255	104.2471	103.9687	103.6903
75	103.4119	103.1249	102.8378	102.5507	102.2637	101.9766	101.4399	101.1528	100.8656	100.5785	100.2913	100.0042
76	99.7170	99.4224	99.1278	98.8332	98.5386	98.2440	97.9494	97.4035	97.1088	96.8142	96.5196	96.2250
77	95.9304	95.6301	95.3298	95.0295	94.7291	94.4288	93.8768	93.5766	93.2764	92.9762	92.6759	92.3757
78	92.0755	91.7712	91.4670	91.1627	90.8584	90.5541	90.2498	89.6951	89.3911	89.0870	88.7830	88.4789
79	88.1749	87.8688	87.5627	87.2565	86.9504	86.6443	86.0900	85.7843	85.4785	85.1728	84.8670	84.5613
80	84.2555	83.9487	83.6419	83.3351	83.0283	82.7215	82.4146	81.8650	81.5587	81.2524	80.9461	80.6398
81	80.3335	80.0281	79.7227	79.4173	79.1118	78.8064	78.2637	77.9589	77.6541	77.3493	77.0445	76.7397
82	76.4349	76.1315	75.8281	75.5247	75.2214	74.9180	74.6146	74.0821	73.7795	73.4768	73.1742	72.8715
83	72.5689	72.2679	71.9670	71.6661	71.3651	71.0642	70.5419	70.2417	69.9416	69.6414	69.3412	69.0411
84	68.7409	68.4432	68.1454	67.8476	67.5499	67.2521	66.9543	66.4455	66.1485	65.8516	65.5547	65.2577
85	64.9608	64.6671	64.3734	64.0798	63.7861	63.4924	62.9969	62.7041	62.4114	62.1186	61.8258	61.5330
86	61.2403	60.9532	60.6660	60.3789	60.0918	59.8047	59.5176	59.0404	58.7542	58.4680	58.1819	57.8957
87	57.6095	57.3318	57.0540	56.7762	56.4985	56.2207	55.7632	55.4864	55.2096	54.9328	54.6560	54.3792
88	54.1024	53.8374	53.5724	53.3074	53.0423	52.7773	52.5123	52.0803	51.8163	51.5523	51.2883	51.0243
89	50.7603	50.5118	50.2634	50.0149	49.7664	49.5179	49.1137	48.8662	48.6188	48.3714	48.1239	47.8765
90	47.6291	47.3978	47.1665	46.9353	46.7040	46.4727	46.2414	45.8678	45.6376	45.4073	45.1771	44.9469
91	44.7166	44.5007	44.2848	44.0689	43.8530	43.6372	43.2903	43.0755	42.8606	42.6458	42.4310	42.2161
92	42.0013	41.7981	41.595	41.3919	41.1887	40.9856	40.7824	40.4618	40.2597	40.0575	39.8554	39.6532
93	39.4511	39.2543	39.0576	38.8608	38.664	38.4672	38.1633	37				