

Employee Benefits Survey (other than Health)

Number of FT Employees	Sumter (218)	Citrus (559)	Marion (1,478)	Lake (800)	Hernando (661)	VillageCDD (183)	Sheriff's Office (262)
Number of Holidays	11	11	9	11	12	8	11
Birthday or Personal Day	No	No	1	1	No	1 day	Yes Birthday
Sick Leave per year	13 days	12	13 days	12	N/A	2-10 days	12 days or 96 hours
Annual Leave per year	*13 to 19 days	10 to 20	12 - 20 days	12 to 20 days*	N/A	5-15 days	12 - 24 days
Annual Cap on Annual Leave	280	240 to 480	200 - 300 hrs	*200 to 300 hrs	PTO - *300-720 hrs based on years of service	240 hours	360 hrs for Rank and file, 460 for *Sr. Admin
PTO per year	N/A	Fire Service	N/A	N/A	*18 - 30 days	N/A	No
Payment for Annual Leave	1) up to 40 hrs annually; 2)100% at separation.	100% at separation	100% at separation only	*up to 300 hrs	80% at separation or 100% if layoff or retirement	100% at separation	See notes below
Payment for Sick Leave	25% - 45% (see chart below)	30 to 50% based on years of service	At separation only - 10% - 10 yrs, 15% - 15 yrs, 20% - 20 yrs, etc.	25% of leave paid into PEHP account (new options: 457 account or cash) at time of separation, not to exceed 480 hrs	N/A	No	50% of hours above 1120 may be paid out annually.
Maximum Cap on Sick Leave	480 hrs if hired after June 1, 2009 or 960 hrs if hired before June 1, 2009	No Cap	1040 hours maximum	No Cap	N/A	120 hours (15 days)	1120
Transfer of Leave between Constitutional Officers	Yes	No	No	Yes	1 half of PTO balance	N/A	Yes
Tuition Reimbursement	Yes	Yes	Yes	Yes, not funded this fiscal year	With exception of Fire Services - on hold due to budget constraints	Yes	Yes
Tuition Cap Annually	\$2,000 (see rate chart below)	\$1,000	\$750	equivalent to 10 undergraduate credit hours per year	Firefighters only: \$2,000 to \$2,400 (based on years of service)	50% of tuition; 2 courses per semester	\$3,403
Bereavement Leave	3 to 5 days	3 to 5 days	3 days	2 to 3 days	3 Days Immediate Family 1 Day Extended Family	3 days	3 - 5 days
Employee Christmas Party/Holiday Party/Recognition Event	Yes. Offices close at 12:00. Christmas party begins at 12:30.	No	No	Varies yearly. Party lasts from 1 to 1.5 hours depending on if it is a luncheon or a breakfast. Not funded this fiscal year	No	Afternoon reception; food paid for by District Manager and CDD; Employees attend by drop-in then return to work.	Yes : Luncheon offices remain open
Are holidays counted as hours worked when computing overtime?	Yes	Yes	Yes	Yes	Yes	Yes	No

Sumter County Notes:

* indicates this information is based on years of services.

** 10 day per year are given with 5 as personal days. Personal days are used first.

*** Buy-back of personal days at end of the year is permitted.

Payment for sick - Employees retiring January 1, 2010 or after

Effective Date	Through	Pay-out Percentage
January 1, 2010	December 31, 2010	45%
January 1, 2011	December 31, 2011	40%
January 1, 2012	December 31, 2012	35%
January 1, 2013	December 31, 2013	30%
January 1, 2014	Forward	25%

Tuition Reimbursement

Reimbursement will be made for satisfactory completion are as follows:

Associate and Bachelor level courses : A or "Pass" = 100%

B = 85%

C = 75%

Master level courses: A or "Pass" = 100%

B = 85%

B = 85%

Exception: Employees who have entered DROP (Deferred Retirement Option Program) before June 1, 2009, or employees having filed an application for retirement with the Division of Retirement before June 1, 2009, with a retirement date occurring before June 1, 2014, will receive payment of 50% of unused sick leave at his current salary rate. Should the employee extend their employment beyond the retirement date stated on their retirement application, the sick leave pay-out benefit will be paid according to the phase out schedule at the actual date of retirement.

Payment for Annual Leave - 40 hrs paid if employee is unable to use excess leave due to business needs as certified by the employee's

Division Director and approved by the County Administrator.

Employee Benefits Survey (other than Health)

Number of FT Employees	SECO (388)	School Board (800)	Supervisor of Elections (11)	Tax Collector (25)	Property Appraiser (17)	Clerk of Court (53)
Number of Holidays	10	6	11	11	11	Same as County
Birthday or Personal Day	1	6 of the employee sick days may be used as personal days	1	No	1	No
Sick Leave per year	10 days ⁽¹⁾	*10 days, **12 days	6	13 days	13 days	Same as County
Annual Leave per year	25 days max ⁽²⁾	**12 to 18 days	13 to 20 days based on years of Service	13 to 19 days	*13 to 19 days	Same as County
Annual Cap on Annual Leave	80 hrs carry-over	** 42 days/fiscal year	280	240 hrs., after 10 yrs. 300 hrs.	280	240
PTO per year	N/A	N/A	N/A	N/A	N/A	Same as County
Payment for Annual Leave	100% at separation ⁽³⁾		100% at separation	100% at separation	1) up to 40 hrs annually; 2)100% at separation.	100% at separation
Payment for Sick Leave	Yes ⁽⁴⁾	Upon retirement only	50% at retirement only	50% at retirement	25% - 45% (see chart below)	50% upon retirement
Maximum Cap on Sick Leave	See below	No	720 Hours	No cap	480 hrs if hired after June 1, 2009 or 960 hrs if hired before June 1, 2009	not at this time
Transfer of Leave between Constitutional Officers	N/A	Yes, between school districts in Florida	Yes	yes	Yes	Yes
Tuition Reimbursement	Yes	Yes	Yes	Through BOCC	Yes	BOCC Program
Tuition Cap Annually	100% w/restrictions; no cap ⁽⁵⁾	No cap. Up to 50% for Master's Degree. Classroom Aide's receive 100% for AA Degree and 50% for Bachelor's Degree.	1,000	Through BOCC \$2,000.	\$1,000	BOCC Program
Bereavement Leave	1/2 to 5 days	No, must utilize sick leave	3 to 5 days	3 TO 5 DAYS	3 to 5 days	3 Days
Employee Christmas Party/Holiday Party/Recognition Event	No. Each employee is given a \$50 gift card of their choice.	No	Yes	Christmas Party after hours	Christmas Party after hours	No
Are holidays counted as hours worked when computing overtime?	Yes	No	No	Yes	Yes	No

SECO notes:

- (1) 10 days per year given on 11/1 with 5 as personal days. Personal days are used first. When employee reaches maximum hours of 480 in sick bank, all 10 days are considered as
- (2) Vacation accrual based on years of service. Maximum 25 days.
- (3) Earned vacation paid at separation. Exception: Retirees receive accrued vacation.
- (4) Personal days paid at separation. Buy-back of personal days at end of incentive year is permitted. Exception: Retirees also receive balance in old sick bank.
- (5) 100% for Bachelors; 50% for Masters w/restrictions on both.

School Board notes:

* Teachers

**Administrative Personnel

Sheriff notes:

Sr. Admin is defined as: Sheriff, Chief, Major, Captain,
Finance Director, Sheriff's Admin. Assistant

Payment for annual leave: Employees may sell 80 hours annually as long as they have used 80 hours over the past year and will have a minimum of 200 hours remaining for use

