

Firefighter Benefits Comparison

Benefit	AMR		The Villages		SBOCC	
PTO	Length of Continued Employment	Annual Vacation Accrual	Length of Continued Employment	Annual Vacation Accrual	Length of Continued Employment	Annual Vacation Accrual
	N/A		6-12 mos.	5 days	N/A	
	0-4 yrs.	14 days Bargaining Unit 21 days Non-bargaining	1-4 yrs.	10 days	0-5 yrs.	15 days
	5-9 yrs.	28 days Non-bargaining	5-9 yrs.	15 days	6-9 yrs.	20 days
	5-10 yrs.	21 days Bargaining Unit	N/A		N/A	
	10+ yrs.	28 days Bargaining 35 days Non-bargaining	10+ yrs.	20days	10+ yrs.	25 days
PTO Carryover	Bargaining unit: 7 days at end of Dec, use by end of June		Not to exceed 1.5 times total annual PTOV		YEARS OF CONTINUOUS EMPLOYMENT	TOTAL DAYS
	Non-bargaining unit: max accrual = annual accrual + 14 days.				Date of Hire to End of 5th Year	25
					6th Year to End of 9 th Year	35
			Start of 10 th Year and Over	43		
PTO@ Separation	Employees paid accrued vacation time / PTO.		Employees in good standing paid unused accrued vacation time.		Employees in good standing paid 80% of accrued unused PTO, not to exceed maximum allowable carry-over.	
Sick Time	Bargaining Unit employees: 7 days		Length of Continued Employment	Annual Sick Leave	N/A	
			1-11months	2 days		
	N/A Non-bargaining unit		1-4 years	5 days		
			5+ years	10 days		
Sick Time Carryover	Up to 65 days		Up to 20 days per calendar year		N/A	
Jury Duty	Paid difference between anything paid in juror fees and normal salary. Up to 30 days Bargaining unit; 10 days Non-bargaining unit.		Paid difference between anything paid in juror fees and normal salary.		Paid difference between anything paid in juror fees and normal salary. Unless employee elects to forfeit County-pay and receive court compensation instead.	
Bereavement	3 consecutive calendar days		3 days do not have to be consecutive		3 days do not have to be consecutive	
Holidays	8		9		11	
Personal Days	N/A		2		N/A	
Tuition Assistance	"C" or above \$3,000 per calendar year for career-related programs.		"C" or above \$1,877.97 per calendar year for Associate \$4,108.89 Bachelor and Master level courses.		A or "Pass" =100% 8=85% C=75% \$3,403.00 per calendar year for Associate, Bachelor and Master level courses.	