

CITY	POSITION	VACATION	SICK	PAYOUT ON SICK LEAVE	OTHER LEAVE	CAR	SEVERANCE
COCONUT CREEK	CITY MANAGER	Less than 1 year = .0385/hour (80 hrs./year); Completion of 1 year = .0577/hour (120 hrs/year); completion of 3 years = .0770/hour (160 hrs/year); Completion of 5 years = .0962/hour (200 hrs/year); completion of 10 years = .1154/hour(240 hrs/year); Completion of 20 years = .1538/hour (320 hrs/year) if hired before 9/30/89 and serving as Administrative Officers as of 9/30/2016.	96 hrs annually	Resignation, retirement or layoff in good standing = Less than 3 years = 0; Completion of 3 years but less than 15 = 50%; Completion of 15 years but less than 20 = 75%; Completion of 20+ = 100%		600/month (\$7,200/year)	20 weeks
COCONUT CREEK	ASSISTANT CITY MGR	Less than 1 year = .0385/hour (80 hrs./year); Completion of 1 year = .0577/hour (120 hrs/year); completion of 3 years = .0770/hour (160 hrs/year); Completion of 5 years = .0962/hour (200 hrs/year); completion of 10 years = .1154/hour(240 hrs/year); Completion of 20 years = .1538/hour (320 hrs/year) if hired before 9/30/89 and serving as Administrative Officers as of 9/30/2016.	96 hrs annually	Resignation, retirement or layoff in good standing = Less than 3 years = 0; Completion of 3 years but less than 15 = 50%; Completion of 15 years but less than 20 = 75%; Completion of 20+ = 100%		600/month (\$7,200/year)	
COCONUT CREEK	DIRECTOR LEVEL	Less than 1 year = .0385/hour (80 hrs./year); Completion of 1 year = .0577/hour (120 hrs/year); completion of 3 years = .0770/hour (160 hrs/year); Completion of 5 years = .0962/hour (200 hrs/year); completion of 10 years = .1154/hour(240 hrs/year); Completion of 20 years = .1538/hour (320 hrs/year) if hired before 9/30/89 and serving as Administrative Officers as of 9/30/2016.	96 hrs annually	Resignation, retirement or layoff in good standing = Less than 3 years = 0; Completion of 3 years but less than 15 = 50%; Completion of 15 years but less than 20 = 75%; Completion of 20+ = 100%		600/month (\$7,200/year)	
CORAL SPRINGS	CITY MANAGER	400 hrs one-time award; 6.5 accrual per pay period (169/year); cash out option 150 hrs each year; max accrual 800 hours; max of 500 hours for voluntary resignation	96 hrs annually	25% payout - 480 hr cap		\$583.33/month (\$7K/year)	20 weeks
CORAL SPRINGS	ASSISTANT CITY MGR	0-5 years - 96 hrs/yr; increases annually till 16+ year - 192/yr accrual: cash out option 60 hrs each year	96 hrs annually	25% payout - 480 hr cap	comp time - 60 hr/annually - cash in 20 hrs each fiscal year	\$416.67/month (\$5,000/year)	
CORAL SPRINGS	DIRECTOR LEVEL	0-5 years - 96 hrs/yr; increases annually till 16+ year - 192/yr accrual: cash out option 60 hrs each year	96 hrs annually	25% payout - 480 hr cap	comp time - 60 hr/annually - cash in 20 hrs each fiscal year	\$416.67/month (\$5,000/year)	
CORAL SPRINGS	MANAGER LEVEL	0-5 years - 96 hrs/yr; increases annually till 16+ year - 192/yr accrual: cash out option 60 hrs each year	96 hrs annually	25% payout - 480 hr cap	comp time - 60 hr/annually - cash in 20 hrs each fiscal year	\$267.83/month (\$3,214/year)	

DEERFIELD	CITY MANAGER	additional 20 days vacation leave; accrues at the "highest rate provided to other non-uniformed full-time employee"	accrues at the "highest rate provided to other non-uniformed full-time employee"	100%		No car allowance (take home vehicle)	9 months
DEERFIELD	ASSISTANT CITY MGR #1	accrue vacation @ 11.33 hours per month (136 hours/year)	accrues at the "highest rate provided to other non-uniformed full-time employee"	50%		No car allowance (take home vehicle)	20 weeks
DEERFIELD	ASSISTANT CITY MGR #2	accrue vacation @ 13.33 hours per month (160 hours/year)	accrues at the "highest rate provided to other non-uniformed full-time employee"	50%		No car allowance (take home vehicle)	20 weeks
DEERFIELD	DIRECTOR LEVEL	same as all other employees				no take home vehicle (except CRA Director - \$4,000 car allowance)	
FORT LAUDERDALE	CITY MANAGER	Accrual at 4.62 hours per pay period for a max of 120 hours (12 days) during one year of employment with 3 personal days. Both classifications receive management benefits, which include 10 additional vacation days or option to cash out at 75%	96 hrs annually	25% for 10 or less years of service in good standing 45% for greater than 10, but less than 20 years of service in good standing 65% for 20 or more years of service in good standing		\$592/month (\$7,104/year)	8 weeks - year one, 12 weeks - year 2, 16 weeks - year 3, 20 weeks - 4th year or more
FORT LAUDERDALE	ASSISTANT CITY MGR	Accrual at 4.62 hours per pay period for a max of 120 hours (12 days) during one year of employment with 3 personal days. Both classifications receive management benefits, which include 10 additional vacation days or option to cash out at 75%	96 hrs annually	25% for 10 or less years of service in good standing 45% for greater than 10, but less than 20 years of service in good standing 65% for 20 or more years of service in good standing		\$390/ month (\$4,680/year)	(1) Option A. severance pay. Two weeks of base pay for each full year of continuous service rendered, not to exceed a maximum of twenty-six (26) weeks of severance pay. (2) Option B. severance retirement. Allow the employee to retire early without penalty, if the employee is otherwise eligible for early retirement and such employee is within four (4) years of normal retirement date. This option shall be governed by the provisions of the applicable pension ordinance.
FORT LAUDERDALE	DIRECTOR LEVEL	Accrual at 4.62 hours per pay period for a max of 120 hours (12 days) during one year of employment with 3 personal days. Both classifications receive management benefits, which include 10 additional vacation days or option to cash out at 75%	96 hrs annually	25% for 10 or less years of service in good standing 45% for greater than 10, but less than 20 years of service in good standing 65% for 20 or more years of service in good standing		\$390/ month (\$4,680/year)	(1) Option A. severance pay. Two weeks of base pay for each full year of continuous service rendered, not to exceed a maximum of twenty-six (26) weeks of severance pay. (2) Option B. severance retirement. Allow the employee to retire early without penalty, if the employee is otherwise eligible for early retirement and such employee is within four (4) years of normal retirement date. This option shall be governed by the provisions of the applicable pension ordinance.
HOLLYWOOD	CITY MANAGER	200 hours/annually	96 hours/annually	<5 years - 20%, 5-10 years-40%, 10+-80%; can convert 48 hrs to vacation upon accumulation of 200 sick leave hours	40 personal leave hours/year; must be used each fiscal year; cannot be cashed out		
HOLLYWOOD	ASSISTANT CITY MGR	200 hours/annually; use or lose 80 hours or carry-over or pay-out at City Manager discretion	96 hours/annually	<5 years - 20%, 5-10 years-40%, 10+-80%; can convert 48 hrs to vacation upon accumulation of 200 sick leave hours	40 personal leave hours/year; must be used each fiscal year; cannot be cashed out		

HOLLYWOOD	DIRECTOR LEVEL	200 hours/annually; use or lose 80 hours or carry-over or pay-out at City Manager discretion	96 hours/annually	<5 years - 20%, 5-10 years-40%, 10+-80%; can convert 48 hrs to vacation upon accumulation of 200 sick leave hours	40 personal leave hours/year; must be used each fiscal year; cannot be cashed out		
LAUDERHILL	CITY MANAGER	same as all employees; 1-4 years-17 days, 5-9 years-20 days, 10-14 years-24 days, 15-19 years-27 days, 20 years and over-30 days	96 hrs annually	buyback in excess of 240 hours; 30 - 60 days @50%; 60+ days@75%		\$800/month (\$9,600/year)	one week severance pay for each year of employment, up to a maximum of 20 weeks
LAUDERHILL	ASSISTANT CITY MGR	see above	see above	see above		\$800/month (\$9,600/year)	see above
LAUDERHILL	DIRECTOR LEVEL	see above	see above	see above		\$500-\$800/month at discretion of the City Manager	see above
OAKLAND PARK	CITY MANAGER	240 hrs PTO annually (combined sick and vacation)	N/A	N/A	N/A	N/A	10 weeks
OAKLAND PARK	ASSISTANT CITY MGR	0-1 yrs: 208hrs, 2-7 yrs: 240hrs, 8-14: 264hrs, 15-19 yrs: 280hrs , 20+ yrs: 296hrs PTO annually (combined sick and vacation)	N/A	N/A	N/A	N/A	N/A
OAKLAND PARK	DIRECTOR LEVEL	0-1 yrs: 200hrs, 2-7 yrs: 232hrs, 8-14: 256hrs, 15-19 yrs: 272hrs , 20+ yrs: 288hrs PTO annually (combined sick and vacation)	N/A	N/A	N/A	N/A	N/A
SUNRISE	CITY MANAGER	152 hrs (19 days) for 1-5 YRS; 192 hrs (24 days) for 6-10 YRS; 232 hrs (29 days) for 11-17 YRS; 272 hours (34 days) after 17 YRS	96 hours/annually	upon termination or appropriate notice - 50% value, max of 1440 Hours		City owned/leased vehicle including maintenance and fuel expenses	20 Weeks
SUNRISE	ASSISTANT CITY MGR	152 hours (19 days) for 1-5 YRS; 192 hours (24 days) for 6-10 YRS; 232 hours (29 days) for 11-17 YRS; 272 hours (34 days) after 17 YRS	96 hours/annually	Retire - 50% value, max 1440 hrs Resign - 25% value, max 1440 hrs		\$2,400 Per Year	n/a
SUNRISE	DIRECTOR LEVEL	152 hours (19 days) for 1-5 YRS; 192 hours (24 days) for 6-10 YRS; 232 hours (29 days) for 11-17 YRS; 272 hours (34 days) after 17 YRS	96 hours/annually	Retire - 50% value, max 1440 hrs Resign - 25% value, max 1440 hrs		\$2,400 Per Year	n/a