

Vacation

Service time	earned/hr worked	hrs earned /80hr	per year
1-8 yrs	.0388	3.104	2 weeks
8-15 yrs	.0575	4.6	3 weeks
15-20 yrs	.0775	6.2	4 weeks
20 +	.0963	7.704	5 weeks

Any public service or teaching time in the State counts towards vacation accrual. May not use vacation time until end of one year service AND probation. Vacation does not expire and can roll over for up to 3 years.

Personal Days

4 Personal Days – expire quarterly – available after 30 days of employment

Holidays

11 Paid

Sick

Begin earning sick time immediately, **3 weeks per year.**

Earn 0.575hr/hr worked 4.6hr/80 worked

Can carry over sick balance from any previous public service or school service within the State. Sick time carries from year to year, no max.

Sick Leave Bonus:

\$100 each calendar ½ year that the employee does not use sick other than for FML or bereavement.

2024 Pay Scales

Currently all positions have six (6) pay steps.

Anniversary Pay Increases - Typically, employees are hired in at step 1, progress to step 2 at the end of the first year and then each additional step each year after that.

Depending on prior experience, employees MAY be hired in at step 1, 2 OR 3.

Annual Pay Increases – Each Union negotiates annual contract increase for each step.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Corrections Officer:	\$21.05	\$21.85	\$22.65	\$23.45	\$24.25	\$25.05
Communications:	\$21.05	\$21.85	\$22.65	\$23.45	\$24.25	\$25.05
Deputy Sheriff:	\$24.25	\$25.25	\$26.25	\$27.25	\$28.25	\$29.25
Cook:	\$16.25	\$16.85	\$17.45	\$18.05	\$18.65	\$19.25

Longevity

Employees with more than 7 years of service will be paid and additional **\$100/yr** of service each year with a maximum of \$2,000.00

Paid bi-weekly

Two week pay periods, paid following Friday

Gym Membership

Free to select gyms so long as you attend a minimum of 8 times per month

Meal Breaks – paid and meal provided if served during your shift.

Life insurance

\$10,000 policy, premiums paid in full by the county

Health Insurance - 2024

	OPTION 1f (\$20 copay, \$500 deductible, \$3000 oop max)	OPTION 5f (\$30 copay, \$2000 deductible, \$5000 oop max)
single	\$88/\$188/mth	\$19/\$119/mth
employee + spouse	\$217/\$417/mth	\$120/\$320/mth
employee + children	\$240/\$340/mth	\$152/\$252/mth
family	\$373/\$573/mth	\$235/\$435/mth

Participation in county wellness program can reduce your premium by \$100 (\$200 if spouse is enrolled) per month AND earns you **up to \$200 in gift cards**. Additionally, when you use *Garner* to find a doctor or specialist, get reimbursed for oop expenses **up to \$1000/yr**

We can insure your spouse only if he/she is not eligible for his/her own insurance.

Supplemental Insurance

Available as a Section 125 payroll deduction
Premium paid fully by employee
Disability, Accident, Hospitalization Cancer, Dental, Vision etc

	VSP Vision	Delta Dental
single	\$8/mth	\$21/mth
employee + spouse	\$14/mth	\$43/mth
employee + children	\$14/mth	\$47/mth
family	\$24/mth	\$78/mth

PERS

Employee share – 10% (13.0% LE)
Employer share – 14% (18.1% LE)

Deferred Comp

Available as a supplemental retirement plan

EAP

Employee Assistance Plan (ComPsych)

Selection Process

- Initial Interview with panel
- Conditional Offer
- Background Interview with Detective
- Polygraph, Fingerprinting & Drug Screen**
- Thorough Background Investigation
- Sheriff Review
- Offer of Employment
- Orientation & On-boarding