

There will be a pre-employment drug test and polygraph exam.

Life insurance

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

<u>Health Insurance - 2021</u>	OPTION 4a	OPTION 5b
single	\$196/mth	\$114/mth
employee + spouse	\$430/mth	\$300/mth
employee + children	\$354/mth	\$242/mth
family	\$548/mth	\$414/mth

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

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 probation.

Personal Days

4- expire quarterly – available after 30 days of employment

Holidays

10 Paid

Sick

Earn 0.575hr/hr worked 4.6hr/80 worked 3 weeks/year

Can carry over sick balance from any previous public service or school service within the State. Sick time carries from year to year.

Sick Leave Bonus:

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

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)

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.

Selection Process

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

2021 Pay Scales

Currently all positions have seven (7) pay steps. 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.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Corrections Officer:	\$16.15	16.85	17.55	18.25	18.95	19.65	20.35
Communications:	\$16.50	17.25	18.00	18.75	19.50	20.25	21.00
Deputy Sheriff:	\$20.35	21.19	22.03	22.87	23.71	24.55	25.39
Cook:	\$13.00	13.60	14.20	14.80	15.40	16.00	16.60

Longevity

Employees with more than 10 years of service will be paid an additional \$100/yr of service each year with a maximum of \$2,000.00

Paid bi-weekly

Two week pay periods, paid following Friday