

## **Pine County Sheriff's Department, Corrections Officer Benefit Package – Part-time & Full-time**

- **Union** – AFSCME MN Council 65, Local #1904, AFL-CIO
- **Wages** – Corrections Officers Grade 7 - 2019
  - Step 1 - \$19.33      ○ Step 3 - \$20.91      ○ Step 5 - \$23.46      ○ Year 10 - \$25.61
  - Step 2 - \$20.10      ○ Step 4 - \$21.74      ○ Year 7 - \$24.16
  - Hiring above step: Newly hired employees with previous law enforcement or corrections experience may be hired up to step 2.
  - Shift Differential: A shift differential of \$0.95 per hour shall be paid to all employees whose shift commences for any hours worked between the hours of 5:00 p.m. and 5:00 a.m.
  - Training Pay Differential: Employees providing formal training approved by their supervisor to an employee shall receive an additional \$1.50 per hour for which they provide training.
  - Officer in Charge, OIC Differential: Employees appointed to serve as the "Officer In Charge" (OIC) shall receive an additional \$1.00 per hour for which they are designated the OIC.
- **Benefits** – (per 2017-2019 contract)
  - Annual Uniform Allowance (\$650 debit card)
  - PTO (paid time off) – 16 hours per month – increases with longevity
  - Personal Days – 5 days per year
  - Overtime / Comp Time: Overtime will be paid out at a rate of (1.5) times the regular rate. Employees have a choice of receiving compensatory time in lieu of overtime pay.
  - Paid Holidays: Eleven paid holidays shall be paid at a rate of (2.5) times the regular rate for all hours worked on the actual holiday.
  - Health Insurance: Blue Cross Blue Shield (single or family coverage) includes a single coverage plan at no cost to the employee.
  - PERA Retirement
  - Health Care Savings Plan (optional)
  - Deferred Compensation Savings Plan (optional)
  - Dental Plan (optional)
  - Long Term Disability Plan (optional)
  - Short Term Disability Plan (optional)
  - Flexible Spending Plan (optional)

***Benefits for part time staff are calculated at a pro-rata percentage based on hours worked compared to full-time.***