

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 – 2020
 - Step 1 - \$20.74 ○ Step 3 - \$22.52 ○ Step 5 - \$24.29 ○ Year 7 - \$26.07
 - Step 2 - \$21.63 ○ Step 4 - \$23.40 ○ Year 6 - \$25.18 ○ Year 10 - \$26.96
 - Corrections Officers Grade 7 – 2021
 - Step 1 - \$21.34 ○ Step 3 - \$23.17 ○ Step 5 - \$24.99 ○ Year 7 - \$26.83
 - Step 2 - \$22.26 ○ Step 4 - \$24.08 ○ Year 6 - \$25.91 ○ Year 10 - \$27.74
 - Hiring above step: Newly hired employees with previous law enforcement, corrections or dispatching 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 \$2.00 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 \$2.00 per hour for which they are designated the OIC.
- **Benefits** – (per 2020-2021 contract)
 - Annual Uniform Allowance (\$700 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.