

## WHY SHOULD YOU BECOME A SPOKANE COUNTY DEPUTY SHERIFF?

Spokane County Sheriff's Office is currently hiring for deputy sheriff positions. Please review the following information that may be helpful in deciding your future with the Spokane County Sheriff's Office.

### COMPENSATION

Officer Candidate/Deputy Sheriffs earn \$23.16/hour while attending training at the Washington Criminal Justice Training Commission Police Academy (approximately 18 weeks). Once commissioned, an entry-level deputy's base pay is \$27.83/hour. Base pay increases 10.5% annually for the first three years of employment to a maximum of \$37.55/hour at the beginning of the third year of employment.

In addition to base pay, deputies can also receive the following additional pay:

**Shift Differential** \$130.17/month (for working nights) \$65.09/month (for working swing)

**Uniform allowance** \$1,088.00/year (received after 1 year of service)

**Longevity Pay** Deputies may receive longevity pay *or* education incentive pay whichever is higher. They may not receive both.

After 4 years of service \$130.17/month

After 8 years of service \$227.80/month

After 12 years of service \$357.97/month

After 16 years of service \$455.60/month

After 20 years of service \$585.77/month

After 24 years of service \$715.94/month

**Education Incentive** Deputies with college degrees will receive this incentive based upon the following:

AA or AS degree \$168.82-\$227.80/month

BA or BS degree \$337.64-\$455.60/month

MS, MA, or MBA degree \$434.11-\$585.77/month

**Specialty Pay** Members of these specialty units receive additional pay as follows:

K9 Handler \$496.93/month

Explosives Disposal Unit (Bomb Squad) \$390.52/month

SWAT \$195.26/month

Field Training Officer \$195.26/month

Marine Enforcement \$195.26/month

Drug Enforcement \$195.26/month

Firearms Instructor/Armorer \$195.26/month

There are also numerous opportunities to earn overtime pay (at 1.5 times the normal rate) as well as extra duty employment opportunities. Deputies also have the option to sell back up to 40 hours of vacation time per year.

**LATERAL AND INTERMEDIATE LATERAL APPLICANTS ONLY:** \$3000 sign-on bonus paid out in two payments: 50% on the next regularly scheduled pay date after first day of employment; 50% after one year of service and successful completion of probationary period.

## **OPPORTUNITIES**

The Spokane County Sheriff's Office offers numerous career opportunities within the law enforcement field including:

Major Crimes Detectives K9 Handler  
Sex Crimes Detectives Marine /Dive Team  
Domestic Violence Detectives Field Training  
Property/Drug Crimes Detectives Motorcycle Unit  
SWAT Team Emergency Vehicle Operations Instructors  
Explosive Disposal Unit (Bomb Squad) Civil Unit  
Major Traffic Collision Investigator/Reconstructionist Law Enforcement Administration  
Firearm Instructor/Armorer Crisis Negotiation  
Defensive Tactics Instructor Air Support Unit  
Plus many other Trainers/Subject Matter Experts in numerous aspects of the law enforcement field.

## **Spokane County Employee Benefits Summary**

*The following is a brief list of benefits available to Spokane County regular employees. Complete information is available from Human Resources Department. This information is subject to change.*

### **PAID TIME OFF**

#### **Spokane County Observed Holidays**

Ten paid holidays are observed by most County employees. Represented employees should consult their contract perspective collective bargaining agreement. For deputies, the department recognizes 5 holidays so depending on hire date, they provide up to 7 personal holidays during the year.

#### **Vacation**

For employees with less than five (5) years of continuous service, the accrual rate: 8.0 hours of vacation each month for a total of 96 hours per year. After six (6) months, employees are eligible to take accumulated vacation time. (Please note the vacation time accumulation may vary depending on contract language).

#### **Sick Leave**

Sick leave is earned at an accrual rate of 8.0 hours per month and can be taken as the days are accumulated.

#### **Other Leaves**

Spokane County provides several other paid leaves such as: bereavement leave, jury duty and military duty leave.

## INSURANCE BENEFITS

### MEDICAL INSURANCE

Two plans are currently available: Premera Blue Cross (PPO) and Kaiser Permanente (HMO). Spokane County pays 95% of the premium for full-time employees and 90% of the premiums for spouses and dependents. **Please note that we have two pay periods per month.**

#### 2020 Rates

##### **Premera:**

Employee Only: \$34.36 per pay period  
Employee & Spouse: \$135.10 per pay period  
Employee & Family: \$189.40 per pay period  
Employee & Child(ren): \$123.04 per pay period

##### **Kaiser:**

Employee: \$32.46 per pay period  
Employee & Spouse: \$127.00 per pay period  
Employee & Family: \$177.16 per pay period  
Employee & Child(ren): \$116.18 per pay period

### DENTAL INSURANCE

Two plans are currently available: Delta Dental of Washington (PPO) and Willamette Dental (DMO). Spokane County pays 95% of the premium for full-time employees and 90% of the premiums for spouses and dependents.

##### **Delta Dental**

Employee: \$5.42 per pay period  
Family: \$10.84 per pay period

##### **Willamette Dental**

Employee: \$5.98 per pay period  
Family: \$11.96 per pay period

##### **Group Life Insurance**

The County provides a \$10,000 employee group life insurance policy to each employee. This benefit is paid in full by Spokane County. In addition to the \$10,000 group life insurance policy, additional insurance may be purchased by the employee for self, spouse and dependents. DSA members are provided additional \$30,000 basic life coverage as part of the association membership.

##### **Long Term Disability Coverage**

You would be enrolled through Spokane County Deputy Sheriff's Association for this benefit. It provides an income protection benefit in the event of a long-term illness or injury.

## RETIREMENT

##### **Retirement Plan (401a)**

Spokane County employees are automatically included in the WASHINGTON STATE PUBLIC EMPLOYEES' RETIREMENT SYSTEM. Deputies participate in the Law Enforcement plan (LEOFF Plan 2). Both the employer and the employee contribute to the plan. This retirement plan provides a lifetime monthly benefit once vested and at retirement age.

##### **Tax Deferred Compensation (457b)**

Employees may supplement their retirement income and save money on taxes by participating in this optional County program. Former employer plans may be rolled into the deferred compensation plan.

## VOLUNTARY BENEFITS

### **AFLAC**

Supplemental insurance is optional and is provided by AFLAC to help pay for benefits not covered by major medical insurance. The employee pays 100% of the premium.

### **Travel Assistance**

Provides additional travel protections anytime you travel more than 100 miles from home. Includes pre-trip information, emergency ticket replacement, and emergency evacuation coverage. This benefit is paid in full by Spokane County.

### **Employee Assistance Program**

Employees and their family members are eligible to receive free confidential assistance from an outside agency to assist with problems related to: marriage, family, alcohol, drugs, personal and work. These services are available up to five (5) sessions per year/per issue.

### **Flexible Spending Plan (FSA)**

Spokane County sponsors a Section 125 Flexible Spending Account to allow you to pay for your out-of-pocket Medical & Daycare Expenses with Tax Free Dollars. The FSA allows you to make an annual election and have pre-tax money withheld from your paycheck and reimbursed to you for eligible expenses. Contract year is January 1 – December 31. Enrollment only available during Open Enrollment annually. Premiums are automatically set up pre-tax under the FSA.

### **Voluntary Term Life Insurance**

Voluntary Term Life Insurance is additional optional life insurance provided through The Standard Insurance. New employees are guaranteed up to \$50,000 for self and \$20,000 for a spouse with no medical underwriting needed.

## WORK/LIFE PROGRAMS

### **Employee Assistance Program**

Employees and their family members are eligible to receive free confidential assistance from an outside agency to assist with problems related to: marriage, family, alcohol, drugs, personal and work. These services are available up to five (5) sessions per year/per issue. There are also benefits relating to financial and legal concerns.

### **Reduced Cost Bus Pass Program**

Spokane County encourages employees to use alternatives to driving alone to work and participates in a program offered by Spokane Transit Authority (STA) to reduce the cost of bus passes. The program provides employees the option to pay \$5 per month for a bus pass.

### **Wellness Programs**

There are opportunities for nearby exercise programs at reduced cost and education programs around wellness themes including financial well-being, nutrition and stress reduction.

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***NOTE: All dollar amounts are current but subject to change. AS OF 1/2020***