

Pine County Sheriff's Department, Corrections Officer Benefit Package – Part-time & Full-time 2022:

- **Union** – AFSCME MN Council 65, Local #1904, AFL-CIO

- **Wages 2022 Contract**– Corrections Officers

*Step 1 - \$21.77	**Step 2 - \$22.70	Step 3 - \$23.64	Step 4 - \$24.56
Step 5 - \$25.49	Step 6 - \$26.43	Step 7 - \$27.36	Year 10 - \$28.30

- **Wages 2023 Contract**– Corrections Officers

Step 1 - \$22.37	*Step 2 - \$23.33	**Step 3 - \$24.29	Step 4 - \$25.24
Step 5 - \$26.20	Step 6 - \$27.16	Step 7 - \$28.12	Year 10 - \$29.07

- **Wages 2024 Contract**– Corrections Officers

Step 1 - \$23.06	Step 2 - \$24.05	*Step 3 - \$25.04	**Step 4 - \$26.02
Step 5 - \$27.01	Step 6 - \$28.00	Step 7 - \$28.99	Year 10 - \$29.98

***FT Staff - Step increases are attained each year on your anniversary date**

PT Staff - Step increases are attained each 2080-hour milestone.

- ****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 \$1.00 per hour shall be paid to all employees whose shift commences for any hours worked between the hours of 6:00 p.m. and 6:00 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 \$1.00 per hour for which they are designated the OIC.
- **Benefits** – (per 2022 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: (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.