

## 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 \$21.81/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 \$23.86/hour. Base pay increases 10.5% annually for the first three years of employment to a maximum of \$32.19/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** \$111.61/month (for working nights)

**Uniform allowance** \$1,088.00/year

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

After 4 years of service	\$111.61/month
After 8 years of service	\$195.32/month
After 12 years of service	\$306.93/month
After 16 years of service	\$390.64/month
After 20 years of service	\$502.26/month
After 24 years of service	\$613.87/month

### Education Incentive

Deputy Sheriffs with college degrees will receive this incentive based upon the following:

AA or AS degree	\$144.75-\$195.32/month
BA or BS degree (any major)	\$289.50-\$390.64/month
MS, MA, or MBA degree	\$372.22-\$502.26/month

**Specialty Pay** (members of these specialty units receive additional pay)

Explosives Disposal Unit (Bomb Squad)	\$334.84/month
SWAT	\$167.42/month
Field Training Officer	\$167.42/month
Marine Enforcement	\$167.42/month
Drug Enforcement	\$167.42/month
K9 Handler	\$426.08/month
Firearms Instructor/Armorer	\$167.42/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.

### TIME OFF

While our careers are important to defining who we are, there is more to life than our work. Let's face it, we work to live. We don't live to work. The Spokane County Sheriff's Office understands the importance of providing its employees with sufficient time for living their lives beyond their employment with the Sheriff's Office.

Spokane County patrol deputies work a 12-hour shift. One of the benefits of this shift is considerably **more days off** than a 5/8 schedule would provide. Entry-level deputies **work only 156** days each year. That's not a misprint! Entry-level deputies may be off work 209 days each year. In addition, every 5 years leave accruals actually increase.

### SICK LEAVE

In addition to vacation, deputies earn one day of sick leave each month up to a maximum accrual of 180 days. Upon retirement after at least 20 years of service, deputies are compensated up to 520 hours of their unused sick leave.

## 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.

## MEDICAL BENEFITS

Spokane County Sheriff's deputies enjoy exceptional medical and dental health care benefits with an option of choosing an HMO (Health Maintenance Organization: Group Health) or PPO (Preferred Provider Organization: Premera) plan. The table below summarizes plan coverage and deputy cost.

<b>Health and Vision Plans</b>	
HMO Group Health	PPO Premera
Premium(employee only) = 5%	Premium(employee only) = 5%
Premium(employee and family) = 10%	Premium(employee and family) = 10%
Deductible (employee only) = \$200	Deductible (employee only) = \$500
Deductible (employee and family) = \$600	Deductible (employee and family) = \$1500
Coinsurance = 90/10 up to deductible	Coinsurance = 80/20 up to deductible
Office visit co-pay = \$30	Office visit co-pay = \$30 + deductible
Preventive medicine = \$0	Preventive medicine = \$0
Max. out of pocket cost (emp. only) = \$1,000	Max. out of pocket cost (emp. only) = \$2,000
Max. out of pocket cost (emp.+ family) = \$6,000	Max. out of pocket cost (emp.+ family) = \$6,000
RX retail = \$15/\$30/\$50	RX retail = \$15/\$30/\$50
RX mail order = \$30/\$60/\$100	RX mail order = \$37.50/\$75/\$150
Mandatory Generics	Mandatory Generics
ER Co-pay = \$150	ER Co-pay = \$150
Vision hardware benefit = \$150/24 months	Vision covered in full up to \$300/year
<b>Dental Plans</b>	
Delta Dental of Washington	Willamette Dental
Premium(employee only) = \$5.70/month	Premium(employee only) = \$5.98/month
Premium(employee and family) = \$11.40/month	Premium(employee and family) = \$11.96/month

In addition to medical benefits Spokane County provides long-term disability insurance to Sheriff's Office commissioned employees. This amounts to a \$97.10 monthly benefit.

## RETIREMENT

Washington state deputy sheriffs and police officers are part of the Law Enforcement Officers and Fire Fighters (LEOFF) retirement plan. You can be vested in this plan in as little as 5 years and can retire without penalty as early as 53 years of age. Upon retirement, your benefit is based on your years of service and the average pay for your highest consecutive 60 months using the following formula: 2% x years of service x final average salary = monthly benefit

For more information go to: <http://www.drs.wa.gov/member/handbooks/leoff/plan-2/leoff2hbk.pdf>

**NOTE:** All dollar amounts are current but subject to change in the future.