

WHY SHOULD YOU BECOME A SPOKANE COUNTY DEPUTY SHERIFF?

The 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

Deputy Sheriff-Entry Level employees earn \$23.98/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 \$28.82/hour. Base pay increases 10.5% annually for the first three years of employment. Intermediate-Lateral and Lateral salaries will be determined by their years of service with their previous law enforcement agency, with the lowest step starting at \$28.82/hour on the pay scale for Intermediate-Laterals and at \$35.19/hour for Laterals on the pay scale. All deputy positions max out at the top step of the pay scale at \$44.19/hour.

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

Shift Differential

Shift Incentive pay will consist of 1% of Step 5 deputy pay for all members assigned to a shift defined as Swing Shift (as indicated in the DSA CBA) and 2% of Step 5 deputy pay for all members assigned to a shift defined as Graveyard Shift (as indicated in the DSA CBA). Shift incentive pay will be calculated based on Step 5 deputy pay for all ranks. *All deputies who are on probation shall receive 1% of Step 5 deputy pay for the year that they are on probation. This pay shall be in lieu of shift incentive pay.*

Uniform allowance \$2,200.00/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 continuous full-time County service: 2%/month additional pay
After 8 years of continuous full-time County service: 3.5%/month additional pay
After 12 years of continuous full-time County service: 5.5%/month additional pay
After 16 years of continuous full-time County service: 7%/month additional pay
After 20 years of continuous full-time County service: 9%/month additional pay
After 24 years of continuous full-time County service: 11%/month additional pay

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

AA or AS degree: 3.5% additional pay
BA or BS degree: 7% additional pay
MS, MA, or MBA degree: 9% additional pay

Specialty Pay

Members of these specialty units receive additional pay as follows:

Explosives Disposal Unit (Bomb Squad): 6% above Step 5/month*
Field Training Officer: 5% above Step 5/month*
Firearms/Armorer Instructor: 3% above Step 5/month*
Investigative Division: 3% above Step 5/month*
Investigative SIIR Members: 3% above Step 5/month*
K-9 Handler: 3-4.5% above Step 5 (depending on weekly/monthly duties)/month*
Marine Enforcement / Dive Team: 3% above Step 5/month*
SWAT / Hostage Negotiators: 3% above Step 5/month*
Tactical Flight Officer: 6% above Step 5/month*
Traffic: 3% above Step 5/month*

There are also numerous opportunities to earn overtime pay (at 1.5 times the normal rate) as well as extra duty employment opportunities.

**Amounts listed are in accordance with the Spokane County Deputy Sheriff Association (DSA) Collective Bargaining Agreement (CBA); all specialty pay assignments are subject to the Sheriff's Office approval/CBA. Members who leave or are reassigned from any specialty pay will cease to receive the added pay. Members may receive more than one specialty pay with the approval of the Sheriff.*

SIGN-ON BONUS!

\$25,000* Sign-On Bonus (for lateral deputies) and \$10,000* Sign-On Bonus (for entry level deputies)
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

**All sign-on bonuses must be given approval by the Spokane County HR Director prior to issuance;
current Spokane County employees are not eligible for sign-on bonuses.*

CAREER OPPORTUNITIES

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

Air Support Unit
Civil Unit
Crisis Negotiation
Defensive Tactics Instructor
Domestic Violence Detectives Field Training
Emergency Vehicle Operations Instructors
Explosive Disposal Unit (Bomb Squad)
Firearm Instructor / Armorer
K-9 Handler
Law Enforcement Administration
Major Crimes Detectives
Major Traffic Collision Investigator / Reconstructionist
Marine / Dive Team
Motorcycle Unit
Property / Drug Crimes Detectives
Sex Crimes Detectives
SWAT Team

Plus, experience 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 the Human Resources Department. This information is subject to change.

PAID TIME OFF

Spokane County Observed Holidays

Up to ten (10) paid holidays are observed by most County employees. Represented employees should consult their respective collective bargaining agreement. For deputies, the Agency recognizes six (6) holidays plus deputies shall be entitled to seven (7) paid personal holidays per calendar year.

Vacation

For employees with less than five (5) years of continuous service, the accrual rate is one (1) day of vacation each month for a total of twelve (12) days 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/collective bargaining agreement language).

Sick Leave

Sick leave is earned at an accrual rate of one (1) day 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 (2) 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. Premiums are deducted each pay period. **Please note that we have two pay periods per month.**

2022 Rates

Premera:

Employee Only: \$38.04 per month
Employee & Spouse: \$149.52 per month
Employee & Family: \$209.60 per month
Employee & Child(ren): \$136.16 per month

Kaiser:

Employee: \$35.92 per month
Employee & Spouse: \$140.56 per month
Employee & Family: \$196.06 per month
Employee & Child(ren): \$128.58 per month

DENTAL INSURANCE

Two (2) 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: \$5.74 per month
Family: \$11.48 per month

Willamette Dental

Employee: \$5.98 per month
Family: \$11.96 per month

Group Life Insurance

The County provides a \$25,000 group life insurance policy to employees. The County provides a \$10,000 benefit for those represented by 492, 492CS & 492CL. This benefit is paid in full by Spokane County.

Long Term Disability Coverage

Provides an income protection benefit in the event of a long-term illness or injury at the rate of 60% of income up to a maximum of \$5,000 per month. Spokane County pays the monthly premium for this plan. Deputy Sheriff's receive a benefit through their union for disability.

RETIREMENT

Retirement Plan (401a)

Spokane County employees are automatically included in the WASHINGTON STATE RETIREMENT SYSTEM. Both the employer and the employee contribute to the plan. This retirement plan provides a guaranteed lifetime monthly benefit once vested and eligible for retirement.

Additional Retirement Plan (457b)

Employees may supplement their retirement income and save money on taxes by participating in this optional County program. Roth (after-tax) option is also available through this retirement 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.

Flexible Spending Plan (FSA)

Spokane County sponsors a Section 125 Flexible Spending Account to allow out-of-pocket Medical & Daycare Expenses to be paid with Tax Free Dollars. Premiums are automatically set up pre-tax under the FSA.

Additional Life Insurance

Additional Term Life Insurance provided through The Standard Insurance at competitive rates. New employees are guaranteed up to \$100,000 for self and \$30,000 for a spouse with no medical underwriting needed.

WORK/LIFE PROGRAMS

Employee Assistance Program

Employees and their family members are eligible to receive free counseling. There are also benefits relating to financial and legal concerns.

Free Bus Pass Program

Spokane County participates in a program with Spokane Transit Authority (STA) which provides free bus passes to employees.

Wellness Programs

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

Discounts

There are local discounts available to Spokane County employees.

The above is a brief list of benefits available to Spokane County regular employees. Complete information is available from the Human Resources department. This information is subject to change.

NOTE: All dollar amounts are current but subject to change. AS OF 2/2022