

Corrections Officer Salary & Benefits – 2019

1. **Starting Salary:** \$37,208/year for full-time employees; \$14.75/hour for part-time employees.

Other Pay:

- ◆ Option of time and a half pay or compensatory time for overtime work.
- ◆ Yearly sick time usage bonus
- ◆ Officer in Charge (OIC) - \$2.00 per hour differential for all hours worked while working in that capacity.

2. **Vacation:**

<u>Length of service</u>	<u>Vacation time</u>
1 year – 5 years	10 days
6 year – 12 years	15 days
13 or more years	20 days

3. **Sick leave:**

Earn one sick day a month as long as no unpaid leave of absence in excess of five working days or no unauthorized leave is taken. Any employee hired after the fifteenth day of the month will not earn a sick day for that month. Employee may accumulate a maximum of 1400 hours.

An employee shall be eligible for Sick Leave Bonuses based on the amount of sick days used each calendar year as follows:

<u>Days</u>	<u>Bonus</u>
0	\$500
1	\$400
2	\$300
3	\$200
4	\$100

4. **Personal leave:**

Employees receive four (4) personal days a year to be used during the year, which cannot be carried over to subsequent years. In the first calendar year of employment, personal days are prorated based on the following chart:

<u>Date of Hire</u>	<u>Personal Days</u>
January 1 – March 31	4
April 1 – June 30	3
July 1 – September 30	2
October 1 – December 31	1

5. **Holidays:**

Employees are entitled to thirteen holidays.

6. NYS Retirement System - (25-Year Retirement Plan)

Tioga County is a participating employer with the NYS Retirement System and all full-time permanent employees and employees that are currently a member of the NYS Retirement must join.

7. Health Insurance:

For new employees, Tioga County offers Excellus Blue Cross/Blue Shield PPO Option H-Split medical coverage with \$15 co-pay for most services unless announced otherwise within the PPO Plan description. The cost for 2019 is 15% of the total premium for individual and family coverage. This entitles an employee to medical coverage and prescription coverage of \$5 for Tier 1 drugs, \$15 for Tier 2 drugs, and \$30 for Tier 3 drugs.

Employee health insurance contributions are automatically deducted pre-tax unless the employee waives participation in the program.

There is no dental or vision coverage.

Coverage begins the first day of the month following the month that the employee was hired. However, if the employee begins work on the first workday of the month then coverage begins the first of that month.

8. Life Insurance:

Tioga County will cover the premium for a life insurance policy having a face value of \$10,000. This policy would be payable upon the death of the said employee, and would terminate upon the termination of employment with the County.

9. Flex Spending Plan:

Employees may also join a flex program to have pre-tax dollars set aside for medical and dependent care expenses. Employees must first pass their probationary period to be eligible for participation in the medical flexible spending program but may join the dependent care immediately.

10. Deferred Compensation:

Employees may elect to participate in a pre-tax payroll deduction investment plan administered by Nationwide Retirement Solutions.

11. Employee Assistance Program:

This program, Balance Works, a service provided by ENI, provides employees and their family members a free, confidential, 24/7 work/life benefit, which includes: immediate connection to a mental health professional for issues such as depression, substance abuse, relationship or career problems; unlimited use of a Personal Assistant to conduct research, find a contractor, research a college, or assist with planning a vacation or wedding; financial consultations; legal consultations; child/eldercare resources; and online access to work/life tools, articles, videos and interactive courses via your own web portal.

12. Job Oriented Training:

Upon successful completion of a course of training related to an employee's duties, the full-time employee shall be entitled to reimbursement of **one-half** of the cost of tuition, therefore, provided that the attendance at such course shall have had the prior approval of both the department head and the Personnel Officer.