

COLUMBIA COUNTY SHERIFF'S OFFICE MEMBER BENEFITS SUMMARY

BENEFIT	MEMBER RECEIVES	WHO IS ELIGIBLE?	ELIGIBILITY BEGINS
Annual Leave	Will be accrued at a rate of 3.693 hours bi-weekly for every 1-5 years of service, 4.615 hours bi-weekly for every 5-10 years of service, 5.538 hours bi-weekly for 10-15 years and over 15 years of service accrues at 7.384 hours bi-weekly. Unused annual leave hours earned over 300 at the end of the calendar year rolls over to sick leave.	All full-time permanent	Available for use as earned after 6 months of permanent service with supervisor approval.
Sick Leave	Will be accrued at a rate of 3.693 hours bi-weekly, 96.1 hours annually. If an employee separates employment after 10 years of continuous service the employee will be eligible for payment of accrued unused sick leave at a rate of twenty-five percent(25%) of all unused accrued sick leave credits, not to exceed payment for more than four hundred eighty (480) hours at the employee's current rate of pay. New hire with previous FRS employment may transfer 120 hours.	All full-time permanent	Available for use as earned after 6 months of permanent service with supervisor approval.
Paid Holidays	New Year's Day, Good Friday, Memorial Day, Martin Luther Kings' Birthday, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and day after Thanksgiving, Christmas Eve and Christmas Day.	All full-time permanent	Immediately by having holiday off or eight hours annual leave credit.
Death in Immediate Family	Out of state, a maximum of forty (40) hours, and in state, twenty-four(24) hours, with pay.	All full-time permanent	Immediately
Pension System	Florida Retirement System (FRS), high risk retirement, or regular risk. The Sheriff's Office pays all FRS contributions in full. A deferred compensation plan is available to supplement, if so desired.	All full-time permanent	Immediately

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Salary Incentives	All accredited incentive monies due to certified officers will be paid with proper documentation. Total maximum is \$130/month with education degree(s) and/or \$120/month with Career Incentive Courses.	All full-time permanent sworn officers	Immediately
Health Insurance	Agency paid major medical coverage to all members. Dependent coverage is optional and may be purchased by the member.	All full-time permanent	After an initial full three months of employment
Supplemental Insurance	Dental, vision, disability, hospitalization, and other insurances are available at an additional cost to the appointee.	All full-time permanent	After an initial full three months of employment.
Life Insurance	Agency paid individual term life insurance in the amount of fifteen thousand dollars (\$15,000). Additional term insurance may be purchased.	All full-time permanent	After an initial full three months of employment.
Equipment	Uniforms and equipment, with the exception of shoes/boots, is supplied as needed.	All full-time permanent employees who require uniforms for their job.	Immediately
Vehicle	Deputy Sheriff (excluding Bailiff positions) will be provided a vehicle, with maintenance and fuel included.	All full-time permanent positions that require a vehicle.	At time of job requirement.
Employee Benefit Fund	May elect to join by donating \$2 per pay day. Funds used for employee family activities such as Christmas Party, Awards Banquet, etc.	All employees	Immediately
Direct Deposit of Paycheck	Available to any banking institution or credit union.	All employees	Immediately

Out-of-State applicants NOTE: Florida has no state or local income tax.

*This list was prepared as a general summary of benefits. Details of policies and procedures are available.