

# EMPLOYEE BENEFITS PROGRAM

The Lafayette Parish Sheriff's Office provides health insurance, dental insurance, and life insurance for all full time employees. The benefits are as follows:

- **Health, Life, and Dental Insurance** – Employees are fully covered under the Lafayette Parish Sheriff's Office Group Health Plan with benefits paid in full by the Lafayette Parish Sheriff's Office. Life insurance coverage is provided at 2 ½ times the employee's annual gross salary.
- **Dependent Coverage** – Employees have the option of providing health and dental insurance coverage to their dependents at additional cost.
- **Paid Holidays** – Full time employees are paid for 14 observed holidays at their regular rate of pay.
- **Paid Vacation** – Full time employees accumulate vacation hours (depending on years of service) 0-5 years: 120 hours/year; 5-10 years of service: 144 hours/year; 10-15 years of service: 168 hours/service; 15 + years of service: 192 hours/year
- **Sick Leave** – Sick leave is not accrued; sick time shall be considered any time accrued in excess of an employee's total annual earned leave, determined at June 30<sup>th</sup>
- **Off-Duty Security** – Employees that are P.O.S.T. Enforcement certified are permitted to accept off-duty security details.
- **State Supplemental Pay** - P.O.S.T. certified deputies may earn an additional \$6,000.00 annually through the state supplemental pay plan after one year of employment
- **The LA Sheriff's Pension and Relief Fund** – The LA Sheriff's Pension and Relief Fund – Full time employees become fully vested in the Sheriff's Pension Plan after 12 years of continuous service. At this time the employee contribution is 10.25% of gross wages and 12.75% of the employee's gross wages is matched by the Sheriff's Office.
- **Deferred Compensation Program**- Employees have the option of participating in a state approved deferred compensation program.
- **Uniform/Unit** – Appropriate uniforms and other equipment are assigned to employees
- **Education Reimbursement** – Full time employees may be reimbursed for tuition for college credit courses taken that meet certain criteria. (See General Order 237)
- **Educational Incentives** – Qualifying employees receive additional incentive pay for having an Associate's, Bachelor, or Master's Degree from an approved accredited university.
  - Associate = \$100.00 monthly supplement
  - Bachelor = \$200.00 monthly supplement
  - Master = \$250.00 monthly supplement