



SHERIFF DOUG TIMMERMAN

Mercer County Sheriff's Office

4835 State Route 29
Celina, OH 45822
Phone: (419) 586-7724
Fax: (419) 586-2234

2026 - EMPLOYEE BENEFITS SHEET

	Start	1-yr Step	2-yr Step	3-yr Step
Corrections Officer: One-year Probation	\$25.62	\$28.96	\$32.30	\$35.64
Patrol Deputy: One-year Probation	\$25.62	\$28.96	\$32.30	\$35.64
Communications Officer: Six-month Probation	\$23.07	\$24.41	\$25.78	\$27.14
Cook/Custodian: One-year Probation	\$17.35	\$19.02	\$20.69	\$22.34
Academy – Cadet Program	\$20.00	<i>Moves to Patrol Deputy start pay after successful completion of the academy.</i>		

Pay Periods: Biweekly. All checks are direct-deposited.

Hours of Work: We are a 24-hours a day, 7 days a week operation. To accomplish this:

- Correction employees work six twelve-hour shifts and one eight-hour shift per pay period.
- Patrol employees work four ten-hour shifts each week.
- Communication employees work five eight-hour shifts each week.
- Cook/Custodians work five eight-hour shifts each week.

Overtime is scheduled on an as needed basis. Law Enforcement positions are also offered voluntary-based overtime for Extra Duty functions. If there are not enough volunteers, overtime may be assigned.

Days Off: All positions work a schedule with rotating days off.

Time Off: Full-time employees accrue paid vacation leave according to the following schedule and may begin to use it upon accrual:

Vacation:

- Less than eight (8) years of service: 2 weeks paid vacation or 3.1 hours per 80-hour pay period.
- After eight (8) years of service: 3 weeks paid vacation or 4.6 hours per 80-hour pay period.
- After fifteen (15) years of service: 4 weeks paid vacation or 6.2 hours per 80-hour pay period.
- After twenty-five (25) years of service: 5 weeks paid vacation or 7.7 hours per 80-hour pay period.

Personal Days:

- All full-time employees as of January 1st will receive two (2) personal days (16 hours)
- Any employees hired between January 1st to March 1st will receive two (2) personal days (16 hours)
- Any employees hired between March 2nd to October 31st will receive one (1) personal day (8 hours)
- Any employees hired after November 1st will not get any personal days until January 1st of the following year.

Sick Leave:

- Sick leave is accrued at the rate of 4.6 hours per 80-hour pay period. Sick leave accumulates indefinitely.
- Upon retirement from active service with the County, employees are eligible for payment of twenty-five (25%) percent of their accumulated unused sick leave.
 - The rate of pay the employee is receiving at the time of retirement is the rate that will be used as the rate of sick leave conversion.



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Holidays: Mercer County recognizes the following twelve (12) holidays:

New Year's Day	Martin Luther King Day	President's Day	Memorial Day
Juneteenth	Fourth of July	Labor Day	Veteran's Day
Columbus Day	Thanksgiving Day	Friday after Thanksgiving	Christmas Day

- Holidays are recognized on their actual day unless they fall on a weekend. If they fall on a Saturday, the prior Friday will be observed. If they fall on a Sunday, the following Monday will be observed.
- All employees other than those employees working a straight Monday - Friday will receive holiday pay for the listed holidays regardless if they work or not. The holiday rate is one (1) extra day (8 hours) paid in the pay period in which the holiday falls.

Selections:

- Some applicants will be selected for an interview. After an interview process, the board of interviewers will make a recommendation to the Sheriff. The Sheriff may again interview and/or make a conditional offer of employment.
- A conditional offer of employment means, if you successfully complete all the following pre-employment requirements, you will be awarded the position:
 - Intense Background Investigation
 - Criminal Records Check
 - Computerized Voice Stress Evaluation (Lie Detector)
 - Psychological Evaluation
 - Financial Evaluation (Credit Check)
 - Physical
 - Drug Screen

Insurance:

Health/Dental Insurance (*individual or family*) is provided to the employee.

- Individual - Costs \$43.45 bi-weekly Family - Costs \$153.14 bi-weekly

Vision Insurance (*individual or family*) is provided to the employee.

- Individual - Costs \$1.22 bi-weekly Family - Costs \$3.11 bi-weekly

Deductible per Calendar Year:

- In-Network: *Individual*: \$1,800 (Per Person) / *Family*: \$3,600 (Aggregate)
- Out-of-Network: *Individual*: \$3,200 (Per Person) / *Family*: \$5,800 (Aggregate)
- Out-of-Pocket Max: (in Network) \$5,000 Individual (Per Person) / \$7,500 Family (Aggregate)
- Out-of-Pocket Max: (out-of-Network) \$7,000 Individual (Per Person) / \$10,000 Family (Aggregate)

Health Savings Account (HSA)

- Employer Contribution: *Individual* \$200; + \$700 Wellness Program Incentive
- Employer Contribution: *Family* \$500; + \$800 Wellness Program Incentive

Life Insurance: \$10,000.00

Retirement: *Public Employees Retirement System (PERS). County only pays into PERS - not into Social Security.*

- County contributes a percentage of your wages. Civilian: 14%; Law Enforcement: 18.1%
- Employee contributes a percentage of their wages. Civilian: 10%; Law Enforcement: 13%

Several retirement options are available upon retirement: age eligibility, years of service, etc. If, for some reason you leave county employment, your contributions to PERS can be withdrawn after a waiting period.