

**MANAGEMENT STAFF BENEFITS POLICY:**  
**SHERIFF AND CONSOLIDATED COMMUNICATIONS**

**POLICY:** It is the policy of Black Hawk County to provide its Sheriff's Office civilian sergeant and command staff and Consolidated Communications Center shift supervisory staff with sick leave, longevity pay, deferred compensation contribution, vacation, holidays, casual days, casual-sick converted days, and funeral leave identical to those benefits (accrual schedule and usage) provided to the bargaining unit sworn sergeants. Health, life, long-term disability and dental insurance benefits will be identical to the provisions described in this *Black Hawk County Benefits and Policies for Non-Bargaining Employees* guide under the section entitled "Insurance."

**SCOPE:** This policy shall only be applicable to Black Hawk County Sheriff's Office civilian sergeant and command staff and Consolidated Communications Center shift supervisory staff. Whenever the provisions of this policy are in conflict with federal or state laws or regulations, the provisions of the laws or regulations shall prevail.