



Berks County Sheriff

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Mandy P. Miller
Sheriff

“Making a Difference”

County of Berks 2025 Employee Benefits Overview

The following benefits overview is specific to full-time Sheriff Deputies. Medical, dental and vision coverage take effect on the 90th day of employment. Life insurance and short and long term disability go into effect on the first of the month following completion of three full months of full-time employment.

Medical and Prescription Insurance

Capital Blue Cross PPO:

- In Network Deductible: \$250.00 individual, \$500.00 family
- Out of network deductible: \$500.00 individual, \$1,000 family
- \$15.00 co-pay for primary care office visit or specialist office visit
- \$10.00 copay for virtual care general visit or \$15.00 for virtual specialist visit
- \$40.00 copay for urgent care visit
- \$100.00 copay for emergency room visit, waived if admitted.

CVS Caremark Prescription:

- Retail, 30-day supply
- \$7/generic; \$25/formulary, \$40/non-formulary
- Mail order or CVS Maintenance Choice, 3-month supply.
- \$15/generic; \$50/formulary, \$80/non-formulary

Cost to Employee (per pay):

	With Health Assessment			Without Health Assessment		
	Single	Spouse/child	Family	Single	Spouse/child	Family
Capital Blue Cross PPO	\$39.50	\$76.19	\$113.99	\$49.36	\$95.22	\$141.10
Spousal Surcharge	\$55					

*Spousal Surcharge – A bi-weekly surcharge will be applicable for employees electing coverage for a spouse where said spouse is eligible for coverage through their employer’s plan. Employees will be required to complete the spousal surcharge option in Oracle. Vision and dental benefits are included at no additional cost to the employee. There is an opt out provision of the medical health care plan. If you opt out of the medical health care plan and show proof of insurance from another source, the annual payment for opting out is \$2,000. The opt out will be paid in monthly installment in the first paycheck of each month. Employees who are enrolled in the County’s healthcare plan through a spouse or parent will not be eligible for the opt out bonus.

Hourly Rate of Pay:

	Start Rate	After 1 Year	After 2 Year	After 3 Year	After 4 Year	After 5 Year	After 6 Year
Deputy Sheriff	\$27.19	\$28.02	\$28.91	\$29.79	\$30.70	\$31.68	\$32.63
Starting Hourly Rate for Non-ACT 120/ Non ACT-2 shall be \$24.49							

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER M/F/V/D

