

City of Fort Pierce Police Department



Police Officer Benefits Include:

- **Generous Retirement Plans**
 - 3% multiplier (this means that after 25 years of service you retire with 75% of your final average salary)
 - Mandatory participation in the state of Florida's Supplemental Retirement Plan for law enforcement officers (185 fund) offers up to an additional 25% retirement income after 25 years of service (1% per year)
 - Combined: **100 percent of final average salary after 25 years of service!**
 - Eligible to retire after 25 or more years of service regardless of age, or age 55 with 10 or more years of service
 - Optional: Deferred Retirement Option Program (DROP) available after 25 or more years of service regardless of age, or age 55 with 10 or more years of service
 - Optional: the City of Fort Pierce also offers employees the opportunity to participate in a Deferred Compensation program (457b plan) during employment

- **11 Paid Holidays**
 - New Years Day
 - Martin Luther King, Jr.'s Birthday
 - George Washington's Birthday
 - Memorial Day
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving Day
 - The Day After Thanksgiving Day
 - December 24th
 - December 25th

- **Health Care**
 - Five Health Care options available
 - Dependent coverage is paid for by both the employee and the city
 - Dental coverage is paid for by both the employee and the city

- **Vacation Leave**
 - 1 year of service but less than 5: 12 days per year
 - 5 years of service but less than 10: 14 days per year
 - 10 years of service but less than 15: 17 days per year
 - 15 years of service and over: 20 days per year

- **Sick Leave**
 - Accrued at a rate of 1 working day (8 hours) per calendar month (unlimited accumulation is permitted)

- **Compensatory Time**
 - Compensatory time is offered in lieu of overtime
 - Compensatory time can be accrued up to a maximum of 120 hours

- **Paid Overtime**
 - Overtime is calculated at 1 ½ times normal hourly rate
 - “Call out” time is a minimum 2 ½ hours overtime

- **Paid Military Leave**

- **College Tuition Reimbursement**
 - 100% of college tuition reimbursed at State rates

- **Promotional Opportunities**
 - Promotional testing is completed for all promotions
 - Potential promotion is based on the following rank structure:
 - Sergeant
 - Lieutenant
 - Major
 - Deputy Chief

- **Career Development**
 - Specialized assignment opportunities, to include:
 - K-9 Officer
 - Field Training Officer
 - Crime Prevention Practitioner
 - Recruiting Officer
 - Criminal Investigations Detective
 - Training Unit
 - Marine Unit
 - Honor Guard
 - Traffic Specialist
 - Juvenile Specialist
 - Explorer Post Advisor
 - Bike Unit
 - Crime Suppression Unit Detective

- **Equipment Provided**
 - All equipment necessary to do the job of a police officer is provided, including:
 - Firearms
 - Leather gear
 - Uniforms
 - Bullet Proof vests

- **Take Home Vehicle Program**
 - Take Home Vehicle program available upon successful completion of probationary period

- **Patrol Schedule**
 - 11.5 hour shift: work 3 days, 4 days off, work 4 days, 3 days off
 - Rotate days off every 6 months
- **Off-Duty Detail Opportunities**
 - Hourly off duty rate is \$30, with a 3 hour minimum

Wages

Non-Certified Police Officer: \$31,200
Certified Police Officer: \$41,758 - \$60,704

- Sworn Officers with experience as a law enforcement officer may be advanced up to Step 4 of Step Plan: \$43,943 starting salary

Salary incentives

- Up to \$130 per month in Educational Salary Incentives available through FDLE
- Monthly Stipend of \$320 for Specialized Units and Assignments:
 - Detectives (Criminal Investigation and Crime Suppression Unit)
 - Crime Prevention Officers
 - K-9 Officers
 - Training Officers
 - Field Training Officers
 - Armorer
 - Traffic Specialist
 - Recruiting Officer