

# Benefits

## ➤ **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 24<sup>th</sup>
- December 25<sup>th</sup>

## ➤ **Generous Retirement Plans**

- 3% multiplier (this means that after 25 years of service you retire with 75% of your final average salary)
- Eligible to retire after 25 or more years of service regardless of age, or age 55 with 5 or more years of service
- Supplemental Retirement Plan (185 fund) offers additional retirement income

## ➤ **Health Care**

- Employee's coverage is provided at no cost
- Dependant coverage is paid for by both the employee and the city
- Dental coverage is paid for by both the employee and the city

## ➤ **Vacation Time**

- 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 hrs) per calendar month
- Unlimited accumulation is allowed

## ➤ **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 (up to Bachelor's Degree)**

- 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 / Commander
  - Captain
  - Assistant Chief

➤ **Career Development**

- Master Patrol Officer Program
- Specialized assignment opportunities, to include:
  - Special Weapons and Tactics (SWAT)
  - K-9 Officer
  - Field Training Officer
  - Crime Prevention Practitioner
  - Recruiting Officer
  - Criminal Investigations Detective
  - Training Officer
  - Boat Operator

➤ **Equipment Provided**

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

➤ **Off Duty Detail Opportunities**

- Hourly off duty rate is \$28, with a 3 hour minimum

## Wages

### Non-Certified Police Officer

\$33,924.80

### Certified Police Officer

\$35,172.80

## Education and Training Incentives

|  |                        |
|--|------------------------|
| Associate of Arts/Science Degree               | \$30 per month         |
| Bachelor of Arts/Science Degree                | \$80 per month         |
| Additional Law Enforcement Educational Courses | \$50 per month         |
| <b>Total Possible Incentives</b>               | <b>\$130 per month</b> |