

**Pay and Benefits:**

Base Salary Range: \$65,673. - 80,193.

With the additional compensation enhancements and incentives, Police Officer's salary may increase up to \$96,248. per year plus benefits.

**Work Schedule:** 3 days per week/12.5 hours per day.

**PERS Retirement:** 3% at 50 years of age – Benefits are provided by the Public Employee's Retirement System (PERS). Each full-time regular employee becomes a member immediately.

**11 Paid Holidays:** The City shall provide nine (9) hours of paid time off for each holiday to those employees who are eligible.

**General Leave:** Up to 248 hours accrual per year based on years of service.

**Education Incentive Pay:** The City shall provide Educational Incentive Pay as an incentive for employees, with the exception of the classification of Police Recruit, to improve their level of education in relevant fields beyond the expected level for their position. Employees are eligible to receive Educational Incentive Pay after six (6) months of City service.

**Degree in Related Field**

**Police Officer**

AA Degree or its equivalent

\$175/mo. (\$80.77 per pay period)

Bachelor's Degree

\$325/mo. (\$150.00 per pay period)

Master's Degree

\$375/mo. (\$173.07 per pay period)

**Specialized Unit Pay:** Except as indicated, employees assigned and engaged in the performance of work that constitutes the following special assignments shall receive, in addition to their regular compensation, premium pay in the amount of two and one half percent (2 ½ %) of base salary.

**Bilingual Pay:** Employees, except Police Officer Recruits who successful pass the City's examination for conversational skill, in a language other than English (which the Human Resources Director has approved as being needed for City Business), are eligible to receive \$250.00 per month as a bi-lingual pay incentive.

**Uniform Allowance:** Employees will be paid a uniform allowance of \$429.00 per year. The allowance is paid bi-weekly (\$16.50 per pay period/26 pay periods per year).

**Career Officer Program:** Officers qualifying under the Career Officer Program shall be eligible for additional compensation in accordance with the following.

<b><u>Level</u></b>	<b><u>Increase in Base Salary</u></b>
Senior Officer I	2.5%
Senior Officer II	4.5%
Master Officer	6.5%

**Shift Differential Pay:** Employees whose regular shift is in the graveyard shift (shift begins at 6:00 p.m. and ends at 6:30 a.m. the following day) shall receive \$50.00 per month for each month worked on said shift. This differential is designed to compensate the employee for the inconvenience of working this particular shift.

**Medical/Dental/Vision Plans:** The City offers extensive medical and dental benefits to all full-time employees as part of a generous flexible benefits plan. Indemnity plans and HMO's are offered.

**Paid Life Insurance, Long- Term Disability Insurance Plans:** All regular full-time employees receive life insurance in an amount that is at least equal to the nearest \$1,000 of their annual salary. The actual amount may be greater depending on the bargaining unit.

**Flex Benefit Plan:** Employees may set aside monies on a pre-tax basis to pay for eligible reimbursed medical and/or dependent care expenses.

**Tuition/Textbook Reimbursement:** for up to \$500.00 each calendar year if the employee is attending a community college or \$2,000.00 each calendar year if the employee is attending a four year college or university will be paid upon receipt by the Human Resources Department of proof of successful completion of the occurs(s) and proof that payment of fees has been made.

**Deferred Compensation Program:** Employees may defer pre-tax earning into a 457 deferred compensation program. This program is available to all employees who choose to participate. It is mandatory for temporary part-time employees who are not eligible for PERS participation in lieu of Social Security.

**Retiree Health Contribution:** The City will contribute (reimburse) a maximum of \$350.00 per month towards the payment of medical insurance premiums for employees who have five (5) years of continuous City service and at the time of leaving City service, retire within a PERS pension.