

POLICE OFFICER EMPLOYMENT BENEFITS



PER THE LABOR RELATIONS CONTRACT

FOR JANUARY 1, 2006 – DECEMBER 31, 2007

Employment Benefits

Salary (2007)

Academy Rate - \$32,142

Step 1 (upon Academy graduation) - \$39,345

Step 2 - \$40,983

Step 3 - \$44,266

Step 4 - \$49,181

Step 5 - \$57,478

Annual Longevity Pay after Completion of:

1st year of service – 2% of base salary

2nd year of service – “ “ “

3rd year of service – “ “ “

4th year of service – “ “ “

5th through 9th years of service – 4.25% of base salary

10th through 14th years of service – 5.25% of base salary

15th through 18th years of service – 6.25% of base salary

19th year of service & thereafter – 7.25% of base salary

Holiday Pay (check issued in December)

Generally, Department members receive an annual check consisting of 12 days pay for the following holidays:

New Year's

Martin Luther King Day

Lincoln's Birthday

Washington's Birthday

Memorial Day

Independence Day

Labor Day

Columbus Day

Election Day

Veteran's Day

Thanksgiving Day

Christmas

Overtime and Call Back

Overtime: All overtime is paid at 1.5 times your base salary

Call Back: Off-duty members who are called back to duty for any reason are paid a minimum of 4 hours pay at 1.5 times their base salary.

Holidays: Members required to work on any of the above holidays are paid overtime.

Work Schedule

Members work permanent 8 hour and 20 minute shifts.

Members work a rotating weekly schedule of 5 days on & 2 days off, then 6 days on & 3 days off.

Compensatory Time

When working overtime, members can elect to take up to 2/3 of the overtime earned in compensatory time in lieu of money. Members may accumulate a maximum of 480 hours of compensatory time.

Members must use compensatory time in accordance with the following limits:

1st year of service - No Limit

2nd year of service - 200-hour cap

3rd year of service - 160-hour cap

4th year of service - 120-hour cap

5th year of service & thereafter - 100-hour cap

Sick Leave

During the first 15 years of service, sick leave is earned at a rate of 15 days per year (1 per month plus an additional 3 on the member's next anniversary date).

After completion of 15 years of service, sick leave is earned at a rate of 18 days per year (1.5 days per month).

Upon initial employment, a member is credited with a catastrophic bank of 240 days. This bank is reduced by 7.5 days on each anniversary date of employment.

Upon retirement, a member is paid 25% of the value of the sick leave credited to them in excess of 120 days and up to 240 days (not including any days remaining in the catastrophic bank).

Vacation

Members are given paid vacation in the following manner:

- 1st year of service – 7 days (credited on a pro-rated basis on 12/31 of year of hire – to be used following year)
- 2nd year of service – 10 days
- 3rd year of service – 15 days
- 4th year of service – 20 days
- 5th year of service & thereafter – 25 days

Personal Leave

24 hours each calendar year

Death Leave

5 paid days due to a death in immediate family (spouse, child, sibling, parent, grandparent).

Health Insurance

The City provides hospitalization, medical, and dental insurance for each officer and their family (spouse and children), and offers a variety of insurance providers from which to choose medical coverage. The City's dental insurance provider is Delta Dental.

Members must contribute a portion of health and dental insurance costs in the following manner:

- 1st year of service – 50%
- 2nd year of service – 40%
- 3rd year of service – 30%
- 4th year of service – 20%
- 5th year of service – 10%
- 6th year of service & thereafter (*including retirement*) – The City pays 100%

Life Insurance

The City provides the following life insurance coverage:

\$10,000 on the employee

\$5,000 on the employee's spouse

\$1,000 on each of the employee's children who are six months of age or older

\$100 on each of the employee's children who are less and 6 months old

In addition, the policy contains a 24-hour accidental death and dismemberment provision so that if the member dies as a result of any accident, a benefit of \$30,000 will be paid.

Uniforms and Equipment

All necessary uniforms and equipment are provided at the City's expense.

Pensions

The City provides a non-contributory retirement plan, whereby members are eligible to retire at 50% pay after 20 years of service.

Residency

Members are not required to live in the City. However, members who choose to live outside of the City during their first six years of employment will forfeit their annual Holiday check for that period of time. A residence must be established within 20 miles of Police Headquarters.

Seniority

Choice of shift assignments, platoon work schedules, vacation selections, and most job assignments are done strictly by seniority.

Promotional Opportunities

Advancement to the ranks of Sergeant, Lieutenant, Captain, Assistant Chief and Chief are based upon a competitive civil service exam. Officers with 3 years of continuous service with the Department are eligible to take the Sergeants exam.

Tuition Reimbursement

Members who successfully complete optional educational courses related to the furtherance of their proficiency as a police officer are eligible to be reimbursed by the City for 50% of the cost of the tuition and other expenses.

The Police Academy

Uniforms

The City provides its recruits with all necessary academy attire.

Meals

Recruits who successfully complete the academy will be reimbursed – at the current rate – for meal costs incurred during training.