



Police Department

POLICE OFFICER SALARY, BENEFITS & WORKING CONDITIONS

SALARY

SALARY

	January 1, 2017	January 2018
Patrol Officer		
0 – 1 year	\$5,813	\$5,958
Over 1 year – 2 years	\$6,090	\$6,242
Over 2 year – 3 years	\$6,368	\$6,528
Over 3 year – 5 years	\$6,642	\$6,808
Over 5 years	\$6,920	\$7,093
Sergeant		
0 – 1 year	\$7,644	\$7,836
Over 1 year – 2 years	\$7,925	\$8,123
Over 2 years	\$8,221	\$8,426

City matches 1% employee contributions to a 457 deferred compensation account.

OVERTIME

1.5 times the hourly rate for working beyond the normally scheduled shift.

SHIFT DIFFERENTIAL PAY

3:00pm – 11:00pm	.40 per hour
11:00pm – 7:00am	.55 per hour

CALL BACK PAY

3-hour minimum at the overtime rate.

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HOLIDAY PAY

Regular shift hours are paid at the overtime rate (1.5).

BILINGUAL PAY

Additional 4% of base salary for conversational proficiency

EDUCATION PREMIUM

Employees receive premiums for completed years of Service

Associate of Arts Degree	2% of base salary
Bachelor of Arts Degree	4% of base salary
Master's Degree	4% of base salary

LONGEVITY

Employees receive service year premiums for completed years of Service

10	2% of base salary
15	3% of base salary
20	4% of base salary
25	5% of base salary
30	6% of base salary

SPECIAL DUTY PAY

Earn an additional 3 – 4% of base salary for being a Detective, Motorcycle Officer, Tactical Team Member, Crisis Negotiator or Narcotics Unit. Field Training Officers – receive it only when they are assigned a trainee officer.

SICK LEAVE BUY OUT

Sick leave cash out 1% per year to a maximum of 25% of total upon retirement.

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BENEFITS

VACATION

Patrol Officer	Days/Year
0 to 3 Years	10 Days
3 to 5 Years	12 Days
5 to 10 Years	15 Days
10 to 15 Years	20 Days
15 to 20 Years	22 Days
Over 20 Years	25 Days

HOLIDAYS

11 paid holidays per year.

COMPENSATORY TIME

Ability to convert an additional 40-hours of earned overtime into compensatory time-off.

SICK LEAVE

- Accrue 8.5 hours per month up to 120 days.

DISABILITY – FAMILY – FUNERAL LEAVES

- Disability Leave: Earn eight hours per month to a maximum of 120 hours.
- Family Leave: For family medical, birth or adoption of a child.
- Bereavement/Funeral Leave: Up to 6 days.

RETIREMENT

Washington State LEOFF II retirement plan

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MEDICAL, DENTAL, VISION, PERSCRIPTION DRUG COVERAGE

Competitive benefits provided

WELLNESS BENEFITS

Local health club membership provided

EMPLOYEE ASSISTANCE SERVICES

Confidential services to assist employees during times of high need or crisis.

INSURANCE

- Life insurance policy
- Police professional liability

UNION SECURITY

Mount Vernon Police Services Guild

EQUIPMENT PROVIDED

A quartermaster system provides all required uniforms, accessories and equipment.

CLOTHING ALLOWANCE

Detectives & plain clothes assignments

Initial year: \$800

Second year: \$750

Additional years in the assignment: \$450

Dry cleaning is provided

PROFESSIONAL DEVELOPMENT

A minimum of 24 hours annual training per year.

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WORKING CONDITIONS

WORK SCHEDULES

Police Officers work 8.5 hour shifts

- 4 work/2 days off, repeated
 - *Police officers providing 24/7 coverage*
- 5 work/2 days off, 5 work/2 days off, 4 work/3 days off, repeated
 - *Traffic, School & Neighborhood Resource, Detectives, K-9, Priority Policing, and Crime Prevention Officers*
- Rotate shifts every 48 days

REST PERIODS

Two 30 minute breaks during an 8.5 hour shift

CAREER OPPORTUNITIES

- Crisis Negotiator
- Computer Forensic Investigator
- Detective
- Emergency Vehicle Driving Instructor
- Field Training Officer
- Firearms Instructor
- Gang Resource/Proactive
- Instructor
- K-9 Officer
- Lead Officer
- Motorcycle Officer
- Narcotics
- Neighborhood Resource Officer

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- Public Education Officer
- Recruiter
- School Resource Officer
- Tactical Team Officer
- T.E.A.M. Officer
- Promotional Opportunities

PERFORMANCE FEEDBACK

Semi-annual performance appraisal

PROBATIONARY PERIOD

One year following graduation from the police academy.

RESIDENCY REQUIREMENTS

None

INNOVATIVE AND CONTEMPORARY PRACTICES

- Commitment to community based policing principles
- Officers assigned to Neighborhood Zone deployment strategies
- Police reporting is dictated and transcribed allowing officers more time in the field
- Talk to text report writing capability
- Mobile data terminals in every patrol car
- Electronic ticketing (Sector) in every car
- Armored and tactical vehicles
- Forensic computer lab
- Less lethal equipment carried by all officers (Taser, OC)
- Additional less lethal capabilities carried patrol cars
- Handgun lights (issued)
- Rifles carried in every patrol car
- Option to carry personal rifle

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