



POLICE OFFICER SALARY, BENEFITS & WORKING CONDITIONS

SALARY

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Patrol Officer	January 1, 2019	January 1, 2020	January 1, 2021
0 – 1 year	\$6,260	\$6,417	\$6,577
Over 1 year – 2 years	\$6,559	\$6,723	\$6,891
Over 2 year – 3 years	\$6,860	\$7,031	\$7,207
Over 3 year – 5 years	\$7,153	\$7,332	\$7,515
Over 5 years	\$7,453	\$7,639	\$7,830
Sergeant	January 1, 2019	January 1, 2020	January 1, 2021
0 – 1 year	\$8,234	\$8,440	\$8,651
Over 1 year – 2 years	\$8,535	\$8,748	\$8,967
Over 2 years	\$8,854	\$9,075	\$9,302

City matches employee contributions to a 457 deferred compensation account:

2019 1.5%
2020 2.5%
2021 3%

LATERAL ENTRY

Any prior fully commissioned, Washington State, law enforcement service counted once the probation period has been successfully completed.

OVERTIME

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

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 (2.5).

BILINGUAL PAY

Additional 4% of base salary for conversational proficiency

EDUCATION PREMIUM

Bachelor of Arts Degree	4% of base salary
Master's Degree	4% of base salary plus \$100.00 monthly

LONGEVITY

Employees receive service year premiums for completed years of Service

05	1% of base salary
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 5 Years	8.5 Hours per month
5 to 10 Years	12 Hours per month
10 to 15 Years	16 Hours per month
15 to 20 Years	18 Hours per month
Over 20 Years	20 Hours per month

HOLIDAYS

11 paid holidays per year.

COMPENSATORY & HOLIDAY TIME

Ability to convert an additional 80-hours of earned holiday or overtime to compensatory time-off. Employees may cash out up to 40 hours of earned time twice a year.

SICK LEAVE

- Accrue 10 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 48 hours of leave.

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

Patrol Assignments work 12 hour shifts

- 2 work/2 days off, 3 work /2 days off, 2 work/3 days off, repeated
- One twelve hour shift is substituted for an eight hour every 14 days
- Day Shift 6:00am – 6:00pm, Night Shift 6:00pm – 6:00am
- Rotate shifts every four months

Specialty Assignments work 8.5 hour shifts

Traffic, School & Neighborhood Resource, Detectives, K-9, Priority Policing, and Crime Prevention Officers

- 5 work/2 days off, 5 work/2 days off, 4 work/3 days off, repeated
- Work hours depend on assignment

REST PERIODS

Two 30 minute breaks during an 8.5 hour shift. Those assigned 12 hour shifts will have one additional 15 minute rest period.

CAREER OPPORTUNITIES

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

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

PROBATIONARY PERIOD

One year following graduation from the police academy.

RESIDENCY REQUIREMENTS

None for non-specialty assignments. Those assigned to Criminal Investigations and the Tactical Team must reside no more than 45 minutes away and K-9 Officers no more than 20 minutes away from city limits.

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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