

Benefits

The Fort Pierce Police Department strives to improve our employee's lives through a Collective Bargaining Unit Agreement with the officers. This agreement entails many, but not all, of the benefits offered by the City of Fort Pierce. Some of these benefits are described below.

➤ **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 24th
- December 25th

➤ **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 hrs 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 \$27 an hour, with a 3 hour minimum

Wages

Non-Certified	\$32,866
Step 1	\$34,079
Step 2	\$35,899
Step 3	\$37,744
Step 4	\$39,615
Step 5	\$41,512
Step 6	\$43,437
Step 7	\$45,392
Step 8	\$47,376
Step 9	\$49,392
Step 10	\$51,440

Education and Training Incentives

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

Pay Plan Examples

One Year Officer (Road Patrol)	Base Salary	\$34,079
	Paid Holiday	\$ 2,072
	Paid Holiday Overtime	\$ 3,108
	Bachelor's Degree Incentive	\$ 960
	<u>LEO Educational Incentive</u>	<u>\$ 600</u>
	Total (Estimated Gross Pay)	\$40,819
	Deductions	
	Retirement Deduction (5.16%)	\$ 2,106
	<u>Supplemental Retirement (3.5%)</u>	<u>\$ 1,428</u>
	Total (Estimated Net Pay)	\$37,285
	(Excluding Taxes, Misc. Deductions)	
 Ten Year Officer (Road Patrol)	Base Salary	\$51,440
	Paid Holiday	\$ 3,128
	Paid Holiday Overtime	\$ 4,693
	Bachelor's Degree Incentive	\$ 960
	<u>LEO Educational Incentive</u>	<u>\$ 600</u>
	Total (Estimated Gross Pay)	\$60,821
	Deductions	
	Retirement Deduction (5.16%)	\$ 3,138
	<u>Supplemental Retirement (3.5%)</u>	<u>\$ 2,128</u>
	Total (Estimated Net Pay)	\$55,555
	(Excluding Taxes, Misc. Deductions)	

Note: These figures do not include overtime pay and are examples only, actual net pay varies.