



PARK RANGER SALARY, BENEFITS & WORKING CONDITIONS

SALARY

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Park Ranger	January 2018
0 – 1 year	\$4,588
Over 1 year – 2 years	\$4,753
Over 2 year – 3 years	\$4,924
Over 3 year – 4 years	\$5,101
Over 4 year – 5 years	\$5,285
Over 5 years	\$5,475

OVERTIME

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

SHIFT DIFFERENTIAL PAY

5:00pm – 11:00pm	.40 per hour
11:00pm – 7:00am	.55 per hour

CALL BACK PAY

3-hour minimum at the overtime rate.

HOLIDAY PAY

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

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WORKING CONDITIONS

LONGEVITY

Employees receive service year premiums for completed years of Service

Completed Years of Service	Monthly Amount
10	\$45
15	\$70
20	\$95
25	\$120

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. 1 Floating Holiday.

HOLIDAY COMPENSATORY TIME

May convert any holidays worked to a Holiday Compensatory time-off bank.

COMPENSATORY TIME

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

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SICK LEAVE

- Accrue one day per month up to 120 days.

DISABILITY – FAMILY – FUNERAL LEAVES

- Family Leave: For family medical, birth or adoption of a child.
- Bereavement/Funeral Leave: Up to 5 days full pay.
- Limited Duty for short term injury or illness when can't perform full job functions.

RETIREMENT

Washington State Public Employee's Retirement System (PERS) plan

MEDICAL, DENTAL, VISION, PRESCRIPTION DRUG COVERAGE

Competitive benefits provided

SICK LEAVE CASH OUT

Cash out rate of 1% per year up to 25%. (Employed at least 5 years and separate in good standing)

WELLNESS BENEFITS

Local health club membership provided

EMPLOYEE ASSISTANCE SERVICES

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

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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.

CLEANING AND REPAIR

Cleaning for all uniform items is provided and repairs damaged personal equipment.

PROFESSIONAL DEVELOPMENT & EDUCATION REIMBURSEMENT

- A minimum of 24 hours annual training per year.
- 100% tuition reimbursement for college related courses (\$400 per year).

PERFORMANCE FEEDBACK

Semi-annual performance appraisal

PROBATIONARY PERIOD

One year from date of hire.

RESIDENCY REQUIREMENT

Live within one hour of the Police Department.

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PROFESSIONAL DEVELOPMENT TRAINING

- Annual conferences and seminars
- Annual firearms and less lethal devices
- Bicycle Patrol
- Crisis Intervention
- Crime Prevention
- Crime Prevention Through Environmental Design
- Cultural Diversity
- De-escalation training
- Defensive Tactics
- Emergency Vehicle Operation & Control
- First Aid (Wilderness)/CPR/Hazardous Materials/Bloodborne Pathogens
- Hostage Negotiations
- Incident Command Systems
- Instructor Development
- Gang Prevention
- Incident Command Systems
- Monthly Regional Park Ranger Meetings
- North Cascade Institute Programs
- Park Interpretive courses
- Washington Recreation and Park Association Conferences

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

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- 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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