



## POLICE OFFICER SALARY, BENEFITS & WORKING CONDITIONS

### BASE SALARY

#### SALARY

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##### Patrol Officer

0 – 1 year	\$89,629.32
Over 1 year – 2 years	\$93,894.84
Over 2 year – 3 years	\$98,214.36
Over 3 year – 5 years	\$102,410.88
Over 5 years	\$107,775.89

##### Sergeant

0 – 1 year	\$117,875.16
Over 1 year – 2 years	\$122,180.88
Over 2 years	\$126,759.00

City matches employee contributions up to 3% of base salary to a 457 deferred compensation account:

#### LATERAL ENTRY

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Any prior fully commissioned, Washington State, law enforcement service counted once the probation period has been successfully completed. MVPD recognizes Laterals years of service with other agencies for Salary.

#### OVERTIME

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

#### CALL BACK PAY

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3-hour minimum at the overtime rate.

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## **HOLIDAY PAY**

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Regular shift hours are paid at the overtime rate (2.5).  
Overtime on a Holiday is paid at 3.5x base wage

## **BILINGUAL PAY**

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Additional 4% of base salary for conversational proficiency

## **EDUCATION PREMIUM**

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

## **LONGEVITY**

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Employees receive service year premiums for completed years of Service

05	1% of base salary
10	3% of base salary
15	4% of base salary
20	5% of base salary
25	6% of base salary

## **SPECIAL DUTY PAY**

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

## **SICK LEAVE BUY OUT**

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

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**BENEFITS**

**VACATION**

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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**

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12 paid holidays per year.

**COMPENSATORY & HOLIDAY TIME**

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Ability to convert an additional 80-hours of earned holiday or overtime to compensatory time-off. No cap during the year, up to 80 hours a year can be carried over to the next year. The access amount in cashed out to the employee at the end of the calendar year.

**SICK LEAVE**

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- Accrue 10 hours per month up to 120 days.

**DISABILITY – FAMILY – FUNERAL LEAVES**

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- Disability Leave: Earn eight hours per month to a maximum of 120 hours in addition to sick leave banks
- Family Leave: For family medical, birth or adoption of a child.
- Bereavement/Funeral Leave: Up to 48 hours of leave.

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## RETIREMENT

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Washington State LEOFF II retirement plan

## MEDICAL, DENTAL, VISION, PRESCRIPTION DRUG COVERAGE

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Very Competitive benefits provided

## WELLNESS BENEFITS

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Monthly stipend paid to employees for Health Club, Gym, or At Home Fitness subscription of their choice

## EMPLOYEE ASSISTANCE SERVICES

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

## INSURANCE

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- Life insurance policy
- Police professional liability

## UNION SECURITY

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Mount Vernon Police Services Guild

## EQUIPMENT PROVIDED

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

Basic Law Enforcement Academy is paid for by the Department

You get paid while attending the Washington State Basic Law Enforcement Academy, including accruing vacation and sick leave.

## CLOTHING ALLOWANCE

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Detectives & plain clothes assignments

Initial year: \$800

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Second year:	\$750
Additional years in the assignment:	\$450

Dry cleaning is provided by the department at no cost to the employee for work uniforms

## PROFESSIONAL DEVELOPMENT

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A minimum of 24 hours annual training per year.

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## WORKING CONDITIONS

### WORK SCHEDULES

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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 9/80 Schedule

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

- 5 Work/2 Off, 4 Work/3 Days off
- Work hours depend on assignment

### REST PERIODS

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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

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

## **PROBATIONARY PERIOD**

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One year following graduation from the police academy.

## **RESIDENCY REQUIREMENTS**

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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**

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- 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

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- Assigned Laptops for every Officer, with docks inside the station and vehicles.
- Electronic ticketing (Sector) in every car
- Armored and tactical vehicles
- Forensic computer lab
- Video Forensic software for use by all Officers
- 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
- Standing desks available for use by Officers at the Department
- iPhones or Android phones assigned to every officer at no cost to employee

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