

Police Officer Benefits Package:

(In accordance with the current P.B.A. contract.)

SALARY:

PBA Salary Schedule as of January 2019:

Trainee:	\$49,877
Step 1:	\$56,597
Step 2:	\$60,738
Step 3:	\$64,883
Step 4:	\$68,630
Step 5:	\$72,374
Step 6:	\$76,120

CID: \$79,143

Sergeant: \$82,168

Pay increases after 1, 2, 3, 4, 5, and 6 years of service.

Employees are also eligible for shift differential pay, longevity pay, and overtime per PBA contract..

*Certified Police Officers from other agencies may be eligible for increased step in starting salary based on experience.

VACATION:

During your first year of employment, you may apply to use up to 5 days of your first year's entitlement after completion of 6 months of continuous service.

Year of anniversary Date:	Days of Vacation (per year)
1 st – 4 th	10
5 th – 9 th	15
10 th – 14 th	18-22
15 th	23
16 th	24
17 th +	25

* Certified Police Officers from other agencies may be eligible for increased vacation time depending on experience.

PERSONAL LEAVE:

Five (5) Personal Leave days each year.

HOLIDAYS:

Employees receive a lump sum payment equivalent to one day's pay at straight time rates for each month he has been employed as a member of the bargaining unit during that calendar year (96 hours).

HEALTH & DENTAL:

Employees have choice of several select HMO's and POMCO for individual or family coverage:

- ❖ POMCO OCEBA PLAN average monthly contribution:
 - \$244.26 (family)
 - \$94.34 (individual)
- ❖ GUARDIAN DENTAL average monthly contribution:
 - \$40.00 (family)
 - \$10.00 (individual)

*Retirement Health benefits are available depending on age, years of service, etc.

SICK LEAVE:

Employees receive 12 days of sick leave per calendar year. *Any unused sick time can be paid at the employee's hourly rate, in a lump sum at the end of the year (up to 96 hours) or carried over year to year.

EQUIPMENT/TRAINING:

Officers are issued all necessary equipment to include: uniforms, summer/winter boots, winter/rain jackets, all leather gear, ballistic vest, portable radio, handgun, Taser, pepper spray, extendable baton, riot gear, AR-15 rifle/shotgun, AED's, etc.

We offer our personnel some of the best training available to include: Reid Interview/Interrogation, SWAT/ Emergency Services, Advanced Evidence Techniques, Crime Scene Specialist, Advanced Juvenile Investigation, Accident Reconstruction, EVOG, Response to Terrorism, Responding to Missing/Exploited Children, Street Survival, and more.

RETIREMENT:

New York State Police and Fire Retirement System pursuant to section 384(D) of the Retirement and Social Security law. Employees are eligible for retirement following 20/25 years of service depending on the Tier Retirement Program they are in, and will receive 50% of their final year average salary. Employees are not required to contribute from their annual salary.

INSURANCES ON RETIREMENT:

The Town shall provide the same health insurance plan, except any HMO plan, and dental and vision plans received by active employees, who at have at least twenty (20) years of credited service as a police officer, of which fifteen (15) years is with the Town.

** Certified Police Officers from other agencies interested in employment with DeWitt Police Department will be considered for increased starting salary and vacation benefits depending on experience.

While we strive for accuracy, the above benefits may be subject to change as PBA contracts are updated.