



## POLICE EMPLOYEE BENEFITS For Sworn Police Employees

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### **Vacation Leave:**

- 0-5 years = 80 hours annually (8 days)
- 5-10 years = 120 hours annually (12 days)
- 10 + years = 160 hours annually (16 days)

### **Holidays:**

- 11 holidays (110 hours) + 3 personal days (30 hours), after 15 years of service 5 personal days (50 hours)
- Total 14 holidays (140 hours), after 15 years of service , Total 16 holidays (160 hours)
- Maximum of two bonus holidays per year (20 hours) for no use of sick leave.

### **Sick Leave:**

- 12 days per year (1 - 10 hour day per month)
- Annual sell back of accrued sick time for over 300 hours at 100% of pay

### **Leave Accumulation Caps:**

- Vacation - two times annual accrual
- Sick - 1040 hours

### **Medical and Dental Insurance**

- Medical: UNITEDHEALTHCARE - EPO or PPO (choice of 2 plans)
- Dental: Compdent – DMO, Advantage 3 or PPO (employee has choice of one of three plans)
- 100% single coverage for medical, DMO and PPO dental plans and/or 50% dependent coverage

### **Short Term Disability:**

- 60% of weekly salary up to \$250.00 each week for 11 weeks

### **Long Term Disability:**

- 40% of earnings to a maximum of \$3,333. Employee has the opportunity to increase long term disability coverage to 50% or 60% of earnings.

### **Life Insurance/AD&D:**

- \$50,000. plus employees may purchase additional insurance equal to one, two, or three times their annual base pay



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### Pension:

- Employee contributes 7% of base pay and longevity
- Town contributes approximately 15.5% of base pay and longevity depending on the actuary report which indicates the amount required to fund the defined benefit levels and make the plan sound
- Normal retirement after 20 years of service (equal 75% of base and longevity pay)
- Cost of Living adjustments on retirement benefit.

### Longevity:

- (Paid on pro-rated bi-weekly basis):
- Seven (7) to ten (10) years of service: \$1,500 per year.
- Eleven (11) years of service and over: \$2,000 per year.

### Tuition Reimbursement for Job Related Education:

- Less than 2 years of service - 100% of state college cost per credit hour with minimum grade of "C"
- 2 + years - 100% state or private college cost per credit hour with minimum grade of "C"
- Graduate level courses: 100% of state college cost per credit hour as follows:
- 100% = "A", 75% = "B", 50% = "C"
- If not employed 2 years after each course completion, employee must reimburse for course(s) completed when separated from Town.

### Service Awards:

- |  | Full-time  | Part-time  |
|--|------------|------------|
| • Upon completion of 5 years -   | \$100 cash | \$50 cash  |
| • Upon completion of 10 years -  | \$250 cash | \$125 cash |
| • Upon completion of 15 years -  | \$350 cash | \$175 cash |
| • Upon completion of 20 years -  | \$500 cash | \$250 cash |
| • Given thereafter in increments of 5 years up to 50 years of service increase by \$50.00 increments |            |            |

### Personally Assigned Vehicle (use allowed off duty):

- Vehicle will be assigned upon successful completion of Field Training (upon discretion of the Chief)

### Additional Benefits:

- Special Assignment and Duty Pay
- Deferred Retirement Option Plan (DROP)