

Effective 10/01/2014

	<b>Base Pay</b> (Based on 2184 hours at \$21.42 per hour)	Signing Bonus*	The following are additional payments guaranteed by union contract	Compensation for holidays	Shift premium pay**	Uniform Maintenance Allowance	Shoe Allowance	<b>Base pay plus additional compensation</b>
	\$46,781.28	\$1,000		\$2,313.36	\$1,120	\$400	\$100	

Officers also receive monthly educational incentive payments based on their level of education, up to \$130 per month.

	Minimum Pay	Maximum Pay
Sergeant (not including overtime)	\$56,565.60	\$80,639.52
Lieutenant (salaried position)	\$68,480.08	\$86,323.68

\*Upon conditional offer of employment, subject to reimbursement upon voluntary separation within 36 months of completion of training.

\*\* Shift premium is paid at an additional \$1.60 per hour for each hour worked between 8PM and 8AM. Based on the current patrol schedule of twelve-hour shifts rotating at 4AM and 4PM, the minimum shift premium pay is four hours per work day. Assuming all annual leave is used, there are 175 work days per year. This calculates to a minimum shift premium pay of \$1,120.

Additional benefits include:

- Annual leave (vacation) of 84 hours after first year, increasing after three years.
- Annual sick leave of 96 hours with rollover accrual.
- All uniforms and equipment are provided.
- Compensation time can be earned in lieu of overtime, and up to 48 hours may be banked.
- Employee health insurance coverage provided at NO COST (paid % for dependent coverage).
- Life insurance equal to one year of base salary provided at NO COST.
- Long term disability coverage provided at NO COST.
- Tuition reimbursement provided for qualifying coursework at accredited institutions.

Retirement Benefits:

- The Gulfport Municipal Police Officers Trust Fund is an independent retirement fund overseen by a local board of trustees.
- The monthly benefit shall equal 2.88 percent of average final compensation times the number of years of credited service.
- Normal retirement is 25 or more years of service and age 52, or 10 or more years of service and age 55.
- Example: an officer who starts at age 21 and retires at age 52 would be eligible for a pension benefit equivalent to approximately 90% of his or salary at the time of retirement.
- Upon retirement, officers are paid accumulated sick leave, up to 400 hours depending on total accumulation and time in service
- The City also offers a deferred compensation program.