

Effective 10/01/2016

	Base Pay (Based on 2184 hours at \$21.418 per hour)	Signing Bonus*	The following are additional payments guaranteed by union contract	Compensation for holidays	Shift premium pay**	Uniform Maintenance Allowance	Shoe Allowance	Base pay plus additional compensation
	\$46,776.91	\$1,000		\$2,570.16	\$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)	\$61,176.02	\$80,649.82
Commander (salaried position)	\$70,531.48	\$91,580.79

*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, the minimum shift premium pay is four hours per work day. Assuming all annual leave is used, the minimum shift premium pay is \$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.
- Officers who reside in Pinellas County are assigned a take-home vehicle.
- All uniforms and equipment are issued, including body armor and AR-15 patrol rifle.
- 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.
- AD&D, and 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.
- Officers may retire at age 50 with at least ten years of credited service.
- Example: an officer who starts at age 21 and retires at age 50 would be eligible for a pension benefit equivalent to approximately 84% of his or her salary at the time of retirement.
- Upon retirement, officers are paid accumulated sick leave, up to 800 hours depending on total accumulation and time in service
- The City also offers a deferred compensation program.