**Police Officer Employment Benefits**

1. Retirement: Defined Contribution, with the city contributing 10.5% of your gross wage, with you contributing 6% of your gross wage. So total contribution to your retirement is 16.5%.
2. Health Insurance: 3 options - The base plan is Priority Plan 10, and the other options are HSA Gold or HSA Silver (High Deductible with a Health Savings Plan). You pay only 20% of the Health Premiums, as long as you comply with Wellness requirements, which are easy to complete
3. Vacation:
   1. 1 week vacation after you complete FTO
   2. 1 week vacation and 1 week personal time at the end of your first year (total of 2 weeks).
   3. You can also earn comp time off from the 4 extra hrs each pay period plus any overtime hours you take as comp. and from holidays (earn 12 hrs each holiday).
   4. There are increases for vacation at various anniversaries with 24 years of service getting the max of 6 weeks vacation
4. Additional Benefits: You will have additional benefits such as bereavement pay, sick time, short term disability, long term disability, life insurance, holiday pay, tuition reimbursement, equipment reimbursement (up to $150 per year), and the option for vision and dental insurance coverage.  There is also a retiree health insurance plan.
5. Shifts: Patrol works 12 hour shifts, Detective Bureau and Community Policing works 10 or 8 hour shifts
6. Training: We train inhouse every month September through April (8 months).  These trainings include Firearms-Handgun and Rifle (multiple sessions), Control Tactics (multiple sessions), Scenarios, Reaction Drills, Active Shooter, Legal Updates, CPR/AED/Tactical First Aid, and more.  In addition, we also send officers to outside trainings as we are members of the West Michigan Criminal Justice Training Consortium and regularly do Driving training, Interviewing and Interrogation training, and many others.