

Benefits of Newly Hired Warren Police Officers

Revised July 1, 2024

- Wages:** New Hire Start \$67,354 and top wage of \$88,094 after 4 years.
2-4 Years of Experience Start \$77,725 and top wage of \$88,094 after 2 years.
5+ Years of Experience Start at top wage of \$88,094.
- Pay Raises:** January 1, 2025 2.5% raise.
- Overtime:** 3-hour court time
- Pension:** Defined Benefit Plan (Pension); 5% contribution rate;
- Insurance:** Blue Cross Community Blue 4 Health Insurance; Maximum out of pockets of \$2,000/\$4,000 with NO monthly premiums; Delta or Golden Dental; Health Care upon retirement in form of Health Savings Account; Life Insurance Policy;
- Disability:** Duty disability insurance benefit for officers permanently disabled in the line of duty covering spouse and minor children;
- Shifts:** Patrol works 12-hour shifts with start times of Days 08:00; Split 15:00; & Nights 20:00. Split shift premium of 4% and Night shift premium of 5%. Patrol works 84 hour pay periods with extra 4 hours earned as time off or pay.
- Holidays:** Paid 16 holidays per year plus time and a half to work a holiday; double time on holiday overtime.
- Vacation:** 160 hours of paid vacation annually (from start) increasing yearly after 10 years
- Additional:** 16 hours of paid personal time annually.
\$100 Buy American Bonus. Buy or Lease a new Ford, GM or Stellantis vehicle.
- Clothing:** \$1,100 annual reimbursement for uniform/equipment purchases; \$600 annual reimbursement for cleaning of uniforms;
- Education:** Certificate, Associate Degree or Bachelor Degree a in Police Science and/or Police Administration and/or four (4) years of service pays \$200, \$400 or \$600 annually.
- Longevity:** \$680 longevity bonus paid each year after 5 years; then increases by \$680 every 5 years.
- Gun Bonus:** Annual bonus of \$950 compensation for carrying your weapon off duty.
- Special Jobs:** Aside from Patrol, Police Officers have other opportunities including: Community Policing; Special Response Team; Evidence Technician; Field Training Officer; Jail; Liquor Enforcement; Motor Traffic; School Resource Officer; Special Operations Surveillance; Canine, Undercover Drug Enforcement; and CHIEF.

Current Contract – Expires June 30, 2025

www.WarrenPOA.com/contract