Salary and Benefit Information

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Contractual Period	7/1/12 - 6/30/13
First Year Base Salary	$44,100
After 1 year Probation (includes longevity pay of $16.50/mo. for each year of service)	$45,954
Senior Police Officer (after 2 years - includes longevity)	$53,015

NOTE: POST certified officers with prior experience may qualify to start at either the 1 year or 2 year rate of pay. Out-of-state officers must complete a legal equivalency certification within one year of hire.

Obtain further information by calling Lt. Jack Allen (406) 455-8556.

- **Vacation** - 120 hours per year; eligible for use after 6 months of employment
- **Holidays** - 11 days per year in odd years and 12 days per year in even years
- **Sick Leave** - 96 hours per year; eligible for use after 90 days of employment
- **Health Insurance** - City contributes $949/mo, employee contributions towards premiums vary depending on type of coverage selected: single coverage - $32/month; employee & spouse coverage - $97/month; employee & child coverage - $92/month; family - $128/month. Example: total premium (City + Employee contributions) for single = $981/mo. $25 office co-pay; includes medical, dental and vision.
- **Retirement Plan** - $783 of the City's $949/mo. health insurance contribution is factored into gross pay for retirement benefits only, and does not affect hourly pay. Employee contributes 9% of gross income, employer contributes 14.41%. The State of Montana contributes 29.37% of total compensation paid to municipal police officers each year. Mandatory enrollment through Municipal Police Officers' Retirement System (MPORS); vested after five years of service. Retirement after twenty years is computed at 2.5% x number of years of service x average of final 3 years salary.
- **Uniforms and Equipment** - probationary employees are issued required uniforms and equipment
- **Unemployment Insurance**
- **Medicare**
- **Life Insurance** - through Montana Police Protective Association: Member $20,000, Spouse $10,000, Dependant children $5,000
- **Additional compensation -** includes shift differential and overtime compensation

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