

### ***Sandy Police Department Benefits Explained***

- Incentive Pay
  - Intermediate Certificate 4%
  - Advanced Certificate 8%
  - English/Spanish Bilingual 3%
  - Graveyard 3%
- Specialty Position Pay
  - Detective 5%
  - School Resource Officer 3%
  - Traffic Officer 3%
  - Training Officer 5%
- Longevity Pay
  - 96+ Months – 1%
  - 120+ Months – 2%
- Medical/Dental/Vision Insurance – For Employee, 100% Paid by City; for Dependents, 90% Paid by City/10% Paid by Employee
- City Paid Life Insurance \$100,000 and City Paid Accidental Death & Dismemberment Coverage, \$100,000 and an additional \$10,000 statutory life insurance for sworn officers.
- Monthly Gym Reimbursement – Up to \$50
- Employee Assistance Program (EAP)
- City Deferred Comp Contribution – \$115 a Month
- Duty Equipment Reimbursement – \$350 Annually
- City-Paid Monthly Payment to PORAC Legal Defense Fund
- Department Provided Equipment – All Uniforms, Ballistic Vest, Boots, Issued Firearms, and more.
- 11 City Recognized/Paid Holidays
- Vacation Time Accrual – 94+ Hours Per Year for New Officer
- Paid Sick Time
- Ability to Accumulate/Earn up to 80 Hours Comp Time (Additional Paid Time Off)
- City Paid Contribution into PERS Retirement Program – OPSRP and IAP (like a 401k)
- Pay Level/Paid Time Off Hours Negotiable for Experienced Lateral Applicants