# LATERAL OFFICERS

## WAGES & PERKS

- Starting Pay:
  - $8,326/month - $99,912/year
- Prior experience from other agencies will be counted towards years of service at DPD and applied to:
  - Longevity Pay
    - 4% longevity steps at 7 and 14 years
  - Vacation Hour Accrual Rate
  - Promotional opportunities
    - Eligible after the probationary period
  - Master COP Program - up to 11% pay increase
    - Eligible after the probationary period
- Overtime Opportunities
- Training and Advancement Opportunities
- 4 On, 4 Off Patrol Schedule

## COMPETITIVE BENEFITS PACKAGE

- Vacation (80 hrs), Personal (48 hrs), Sick (60 days)
- Health Care Savings Plan
  - City contributes $12,000 after 3 years
  - City contributes 3% of your base salary
- Medical Plan
  - Employer pays 90% monthly premium for single coverage
  - Employer pays 80% for family coverage
- Cafeteria Plan
  - $304/month for single coverage and $229/month for family coverage
- PERA Retirement
- MN Deferred Comp
  - City contributes $304/month to cafeteria plan
- Dental Plan
  - Employer pays 100% of low option single coverage
- Life Insurance
  - Employer pays $50,000