

## SECTION VII



## STEVENSVILLE POLICE DEPARTMENT BENEFITS

## BENEFITS

1. Hourly wage is starting at \$21.00 per hour, DOE.
2. Officers earn eight (8) hours of sick leave per month, with no accumulation limit. Accrued sick time is paid out upon separation at a rate of 25% of total accrual.
3. Officers are paid overtime for hours worked over 40 in a work week at the rate of time and one-half. Hours worked in a work week do not include sick time, vacation time, and/or holiday time.
4. Officers work eight (8) hour workdays or ten (10) hour workdays in the summer depending on department needs.
5. Officers are paid every two weeks.
6. Officers work various shift assignments and variable days off.
7. Officers receive eleven (11) paid holidays per year.
8. Officer receive fifteen (15) paid vacation days per year.
9. Insurance benefits package available for all employees who work a minimum of 40 hours per work week. Details available upon request.

## VACATION

- ▶ 1 day through 10 years of service: employees earn 15 days vacation each year
- ▶ 10 - 15 years of service: employees earn 18 days of vacation each year.
- ▶ 15 - 20 years of service: employees earn 21 days of vacation each year.
- ▶ 21 years of service or more: employees earn 24 days of vacation each year

**Note:** Employees may not accumulate more than twice the annual vacation earned as of the last day of any calendar year.

## RETIREMENT

Town of Stevensville employees participate in the State of Montana Public Employee Retirement System. Employee's current contribution rate is 6.9% of gross wages and the Town of Stevensville current contribution rate is 9.07% of gross wages.