


Effective 10/01/2009

	<b>Base Pay</b> (Based on 2184 hours at \$19.99 per hour)	The following are additional payments guaranteed by union contract	Compensation for holidays	Uniform Maintenance Allowance	Shoe Allowance	<b>Base pay plus additional compensation</b>
	\$43,650.20		\$1,619.19	\$400.00	\$100.00	
\$ Annual pay increases are based on a 2.5% step as well as a cost-of-living allowance determined by CPI-U.						
\$ Officers are eligible for annual performance bonuses of up to 2% of their base pay.						
\$ Officers receive monthly educational incentive payments based on their level of education, up to \$130 per month.						
		Minimum Pay		Maximum Pay		
Sergeant (not including overtime)		\$53,302.50		\$70,359.30		
Lieutenant (salaried position)		\$64,530.31		\$81,344.73		

Additional benefits include:

- Annual leave (vacation) of 84 hours after first year, increasing after three years.
- Annual sick leave of 96 hours with rollover accrual.
- All uniforms and equipment are provided.
- Compensation time can be earned in lieu of overtime, up to 48 hours.
- 100% paid individual health insurance. Paid 50% of dependant coverage.
- 100% paid life insurance policy.
- Time off is provided for participation in mentoring programs in local schools.
- Night shift pay incentive of \$1.40 per hour above base.

Retirement Benefits:

- The program is the Gulfport Municipal Police Officers Trust Fund
- The monthly benefit shall equal two and three-fourths (2.75) percent of average final compensation (**computed including overtime**), for each year of credited service.
- Normal retirement is 25 or more years of service and age 52, or 10 or more years of service and age 55.
- Upon retirement, officers are paid accumulated sick leave, up to 400 hours depending on total accumulation and time in service
- The City also offers a deferred compensation program.