### Police Officer
### Wages and Benefits

#### PBA Pay Plan

<table>
<thead>
<tr>
<th>Years in Department</th>
<th>Effective January 2, 2018</th>
<th>Effective January 1, 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 3 Years</td>
<td>$47,736</td>
<td>$49,649</td>
</tr>
<tr>
<td>3- 5 Years</td>
<td>$51,022</td>
<td>$53,060</td>
</tr>
<tr>
<td>5-8 Years</td>
<td>$53,040</td>
<td>$55,161</td>
</tr>
<tr>
<td>8- 10 Years</td>
<td>$54,579</td>
<td>$56,763</td>
</tr>
<tr>
<td>10- 12 Years</td>
<td>$56,680</td>
<td>$58,947</td>
</tr>
<tr>
<td>12 - 18 Years</td>
<td>$58,385</td>
<td>$60,715</td>
</tr>
<tr>
<td>18 + Years</td>
<td>$60,132</td>
<td>$62,545</td>
</tr>
</tbody>
</table>

The salary scale does not include night shift differential, court time, educational stipends, specialty pay or overtime – all factors which may increase your pay. Overtime is regularly available on a weekly basis for those that want it. For lateral applicants, the City of Portland recognizes prior municipal law enforcement experience and pays commensurate to a candidate’s years of experience.

#### Benefits Overview

**Leave Time**

Employees are granted twelve (12) days of sick leave per year earned (accrued) on a weekly basis. Two days of earned sick leave may be converted to personal leave annually. Employees accrue vacation time throughout the year starting with two weeks of vacation in the first year and as much as five weeks depending on years of service. Officers may also accrue comp time and overtime to increase pay and/or time off. Twelve holidays are offered with the option to cash the days out or use as discretionary leave.

**Pension**

Police officers are enrolled in their choice of two pension plans. The Maine State Retirement System offers a 25 year/no age benefit into which the City contributes 7.5% and the employee contributes 6.5%. The City also offers a 401-A plan administered by ICMA into which the same contributions are made. Both plans have long term disability included. The Portland Police Department does not participate in Social Security.
Group Term Life Insurance

Life insurance is available at no cost to officers. Higher levels and dependent insurance are available for a nominal fee.

Health Insurance

The City of Portland maintains a self-insured Point of Service Health Plan (POS) currently administered by Aetna. Coverage is effective on the first day of the month following your start date. Current weekly costs are:
- $0.00 for employee only
- $53.16 for employee and child(ren)
- $75.91 for employee and adult (spouse/domestic partner)
- $129.05 for employee, adult (spouse/domestic partner) and child(ren)

Fitness Reimbursement

The City of Portland’s health plan provides fitness reimbursement benefits to employees only who are members of the health insurance plan. Benefits are limited to $25 per month, included as a taxable reimbursement in your paycheck. The police department also houses a fully equipped gym.

Dental Insurance

Dental insurance is available through Northeast Delta Dental for employees, dependents and domestic partners. Current weekly costs are:
- $8.44 for single
- $20.45 for two-person (employee and child or employee and adult)
- $25.20 for family (employee and children or employee, adult and child(ren))

Health and/or Day Care Flexible Spending Accounts (FSAs)

Employees may defer monies on a pre-tax basis over 52 pay days for eligible medical and dental expenses not covered by insurance or child care and elder care expenses through one or both of these accounts. Flex-Plan Services, Inc. is the City of Portland’s administrator for these accounts.

Income Protection

Employees are eligible to purchase income protection at their own expense through Maine Municipal Employees Health Trust (MMEHT). The cost is $1.90 per $100 of coverage purchased. Employee may opt for coverage at 40%, 55% or 70% of their gross salary. Benefits are paid on a weekly basis and continue for maximum of 52 weeks per disability.

Supplemental Retirement Savings Plans

The City of Portland offers two supplemental retirement savings plans through ICMA RC; a 457 deferred compensation plan and a payroll deduct Roth IRA plan. Employees are eligible to join either or both of these plans effective the first of a month.

Employee Assistance Program

The City of Portland provides an in-house Employee Assistance Program.
Tuition Reduction Programs
The City of Portland has a special arrangement with University of Southern Maine (USM) that offers employees a 50% tuition reduction on undergraduate or graduate degree courses. Discount tuition vouchers for 15% off regular courses are available for Kaplan University. Dependents are not eligible.

Other Employee Discount Opportunities
• AAA Northern New England group discount
• BJs membership discount
• Portland Dine Around group discount
• Verizon Wireless cell phone discount
• Tire Warehouse service labor discount
• NAPA auto parts discount
• Fun park discounts