



# Shelburne Police Department

5420 Shelburne Rd., Suite 100  
Shelburne, Vermont 05482-0058  
(802) 985-8051

## Benefits Package

### Recruitment / Retention Bonus

Recruitment incentive - **\$5000.00**, following graduation from the Police Academy, and successful completion of field training and probationary period (12 months).

12 months after payment of the recruitment incentive: **\$2500.00**

24 months after payment of the recruitment incentive: **\$2500.00**

### Police Officer Rate of Pay; January 2024 – June 2024

\$26.51 per hour – Date of Hire (no experience) **\$55,480 a year, base pay.**

\$27.51 per hour – Upon successful completion of either your field training or the full-time academy, whichever comes first **\$57,220 a year, base pay.**

\$28.51 per hour – Upon successful completion of full-time academy and the field training program. **\$59,300 a year, base pay.**

- These are base rates of pay and do not include shift differential.
- 1500 – 2300 hrs. \$1.15 an hour.
- 2300 – 0700 hrs. \$1.40 an hour.
- Additional entry compensation is possible based on the candidate's experience.

### Dispatch Rate of Pay; January 2024 – June 2024

\$23.29 per hour – Date of Hire (no experience) **\$48,443 a year, base pay.**

\$24.29 per hour – Upon successful completion of your communication training, E-911 training and your 6-month probationary period. **\$50,523 a year, base pay.**

- These are base rates of pay and do not include shift differential.
- 1500 -2300 hrs. \$1.15 an hour.
- 2300 – 0700 hrs. \$1.40 an hour.

- Additional entry compensation is possible based on the candidate's years of experience.

### **Medical**

Health Care – Choice of two programs (MVP Insurance) – Town of Shelburne reimburses the first 50% of the deductible each year.

1. Platinum Plan – Town of Shelburne Pays 90% of the cost of the premium (single / 2 person / family / etc.)
2. Gold 3 HDHP Plan – Town of Shelburne Pays 100% of the cost of the premium (single / 2 person / family / etc.)

Dental – Delta Dental - 100% of the cost for the employee and family.

Eye Care – Through MVP (Eye Med) – plan is optional and paid for by the employee at 100%. Plan is very affordable.

Life Insurance / Long Term Disability – 100% paid for by the Town for the Employee.

### **Time Off**

Vacation Time – Accrued at 8 hours per month until the 5<sup>th</sup> anniversary. Beyond 5<sup>th</sup> anniversary of date of hire until 10<sup>th</sup> anniversary 12 hours per month. Beyond 10<sup>th</sup> anniversary of date of hire 15 hours per month.

Sick Time – Accrued at 8 hours per month until the 5<sup>th</sup> anniversary. Beyond 5<sup>th</sup> anniversary of date of hire 12 hours per month.

Personal Time – 36 hours per year.

Paid Holidays – 13 paid holidays per year.

Compensatory Time: Up to 60 hours a year can be accumulated.

Holiday Compensatory Time: Up to 60 hours a year can be accumulated.

### **Personal Development:**

We have educational reimbursement opportunities up to 100% of the direct cost on classes and programs that meet certain criteria. Please see <https://www.shelburnevt.org/DocumentCenter/View/3425/Personnel-Policy>

### **Retirement**

Police: VMERS (Vermont Municipal Employees Retirement System) – Group C. Vested after 5 years / Eligible for retirement at age 55.

Dispatch: VMERS – Group B [www.vermonttreasurer.gov/vmers](http://www.vermonttreasurer.gov/vmers)

Mission Square (formally ICMA) 457 plan – 100% funded by the employee.