



Compensation and Benefits Package 2025 POLICE OFFICERS AND SERGEANTS

WAGES/SALARY and PAY INCREASES

Cost of Living Increase on January 1, 2025: 3%

- Officers: \$7,210.61 to \$9,202.77
- Sergeants: \$9,849.67 to \$10,859.27

Differential between police officer and sergeant: 18%

ADDITIONAL INCENTIVE AND PREMIUM PAYS

Shift differential Pay: 1% for swing shift, 2% for night shift.

Education Pay: 2% for associate degree, 4% for bachelor degree

Fitness Pay: \$750 for meeting three components of CJTC fitness testing requirements.

Specialty Assignments: Detective, Field Training Officer, Emergency Vehicle Operations Course, Active Shooter, Patrol Tactics, DT/Taser, Firearms.

Uniforms Provided + \$440 boot allowance and uniform cleaning allowance of \$80/per month

Longevity Pay: 2% after six (6) years, an additional 2% or 4% total, after ten (10) years, and an additional 2% or 6% total after fifteen (15) years.

WORK SCHEDULES AND OVERTIME

Regular Work Schedule: 4 days on/4 days off

Overtime: Compensated at the rate of time and one-half for hours worked outside of a regularly scheduled shift.

Call-in Pay: Two-hour guarantee at the rate of time and one-half.

Out of Class Pay: Minimum 5% for one shift or longer.

Compensatory Time: Option to receive compensatory time for overtime hours worked up to 120 hours.

PAID TIME OFF

Vacation:

Year 1 = 99 Hours

Year 2 = 115 Hours

Thereafter = 8 additional hours accrued each year

Max accrual = 240 Hours on your anniversary date of hire

Accrued, unused vacation hours are paid at the time of separation of employment.

Shift swaps in lieu of taking paid time off.

Sick Leave:

Accrue at the rate of 11 hours per month to a maximum of 1,200 hours.

Upon death or retirement, employees compensated for 50% of accumulated sick leave over 720 hours. In the case of line of duty death, compensated for 100% of accumulated sick leave.

Bereavement: Paid bereavement leave up to 4 workdays.

Holidays: 11 identified holidays + one floating holiday.

All officers receive a lump sum payment in November equal to 96 hours in lieu of holidays off.

Officers who work a holiday receive overtime at a rate of one and one-half times their regular rate of pay.

Personal Days:

Two (2) scheduled shifts off

Paid Family and Medical Leave: State provided benefit.

RETIREMENT

Law Enforcement Officers' and Fire Fighters (LEOFF) retirement pension is a traditional, defined-benefit pension plan dependent on both salary and years of service.

Optional deferred compensation plan is offered through the State.

HEALTH INSURANCE

The city provides Kaiser Medical and Delta dental coverage for all full-time officers. The city pays 100% of the employee-only premium for medical and dental and 90% of dependents.

Employee Assistance Program (EAP):

The Employee Assistance Program offers confidential advice, support, and practical solutions to real-life issues.

The work-life services include: confidential counseling, 24-hour crisis help, life coaching, peer support groups, financial help, legal services, online legal forms, child & parenting services, adult & eldercare services, and webinars and training.

PROFESSIONAL DEVELOPMENT

The department provides a minimum of 60 hours of high-quality training each year. The Department pays for additional training in specialty and other skill development areas.

WELLNESS PROGRAM

The city provides a robust incentive Wellness Program to encourage all employees to pursue a healthy lifestyle. It is designed to promote: a healthy diet, consistent exercise, financial wellness, mental wellbeing, giving and regular health screenings.

ADDITIONAL BENEFITS

Take home cars for all officers and sergeants who live within designated area per contract Ridgefield Police Department.

The city offers the following additional benefits:

- Group Life Accidental Death and Dismemberment Insurance in an amount equal to two-times an employee's base salary.
- Long Term Disability Insurance
- Optional Self-paid voluntary benefits include:
 - Deferred Compensation ROTH and PRETAX options
 - FSA Medical and FSA Dependent Care
 - Voluntary Term Life Insurance
 - AFLAC