



# Mishawaka Police Department

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## CAREER OPPORTUNITIES AT MISHAWAKA POLICE

### Uniform Division/Road Patrol

**Crime Scene Technician**

**Crime Scene Photographer**

**D.A.R.E.**

**Detective Bureau**

**FTO-Field Training Officer**

### K9 Unit

**Street Crimes Unit**

**Metro SOS-Narcotics**

**MHU-Metro Homicide Unit**

**S.W.A.T.**

**Hostage Negotiator**

**And More!**

## 2014 SALARY AND BENEFIT INFORMATION

- Probationary Officer - 2014 Starting Salary \$41,346
- Promotion to Patrolman after first year – 2014 Salary \$52,033
- Promotion to Corporal after third year – 2014 Salary \$54,033
- All uniforms and equipment furnished first year
- \$2250.00 per year clothing and equipment allowance after first year
- Health, dental, and vision insurance
- Paid vacations
- Paid overtime
- Compensatory time accrual
- Membership in Public Employee's Retirement Fund (PERF)
- Take home car program after first year of employment
- Retirement at 52 years of age with 20 years of service



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## 2014 SALARY AND BENEFIT INFORMATION (*cont'd*)

**Salary:** All Probationary Patrolman start at \$41,346 per year for the first year. Probationary Officers receive full pay while attending the 15-week basic session at the Indiana Law Enforcement Academy at the Recruit pay grade.

**Vacations:** Employees shall be entitled to paid vacation as follows:

One (1) year but less than five (5) years - **2 weeks** paid vacation

Five (5) years but less than ten (10) years - **3 weeks** paid vacation

Ten (10) years but less than fifteen (15) years - **4 weeks** paid vacation

Fifteen (15) years but less than twenty (20) years - **5 weeks** paid vacation

Twenty (20) years and more - **6 weeks** paid vacation

**Sick Leave:** 60 Paid sick days per year.

**Overtime:** Overtime earned will be reimbursed to the police officer either in money or compensatory time off from duty at the rate of one and one-half (1 1/2) times the actual overtime earned by the officer..

**Clothing Allowance:** When a new officer is hired, the City will furnish the officer with a complete clothing issue and all equipment necessary to perform the job. After the completion of one year's service, the officer shall be entitled to a clothing allowance for the maintenance and replacement of uniform and equipment. This allowance is paid in two equal installments per year.

**Insurance:** A number of different insurance plans covering hospitalization, dental and visual are available through the City of Mishawaka.

**Pension:** Any full-time police officer hired after May 1, 1977, must participate in the Public Employee's Retirement Fund created in 1977 and administered by the State of Indiana. Each employee must contribute 6% of a first-class patrolman's salary. If the officer terminates prior to twenty (20) years of service, except for death or disability, contributions plus interest will be refunded.