



# BOISE POLICE DEPARTMENT



Entry Level Officer Hired July 2018				
Effective Date	Job Title	Hourly Pay (with longevity)	Annual Pay (with longevity)	
July 2018	Police/Probationary Officer	\$ 22.66	\$ 47,132.80	
July 2019	Police Officer I	\$ 24.66	\$ 51,292.80	*
July 2020	Police Officer II	\$ 28.69	\$ 59,675.20	*
July 2023	POIII SOIII - 5 year	\$ 28.69	\$ 59,675.20	*
July 2025	POIII SOIII - 7 year	\$ 34.44	\$ 71,635.20	*
July 2028	POIII SOII - 10 year	\$ 35.82	\$ 74,505.60	*
July 2033	POIII Corporal - 15 year	\$ 37.75	\$ 78,520.00	*
July 2038	POIII Corporal - 20 year	\$ 40.28	\$ 83,782.40	*

\*Amount subject to change, pending new collective labor agreement

Lateral Officer Hired July 2018				
Effective Date	Job Title	Hourly Pay (with longevity)	Annual Pay (with longevity)	
July 2018	Police/Probationary Officer	\$ 28.69	\$ 59,675.20	
July 2020	Police Officer II - 2 year	\$ 31.27	\$ 65,041.60	*
July 2023	Police Officer III - 5 year	\$ 32.71	\$ 68,036.80	*
July 2025	POIII SOIII - 7 year	\$ 34.44	\$ 71,635.20	*
July 2028	POIII SOII - 10 year	\$ 35.82	\$ 74,505.60	*
July 2032	POIII Corporal - 15 year	\$ 37.75	\$ 78,520.00	*
July 2037	POIII Corporal - 20 year	\$ 40.28	\$ 83,782.40	*

\*Amount subject to change, pending new collective labor agreement

**Each member who is employed on the first day of the fiscal year shall receive a one-time payment equal to four percent (4%) of their base wage on the first paycheck in December beginning in 2014 and concluding in December 2017**

Years of Employment	Annual Vacation	Maximum Accumulation
Less than 5 years	10 hrs./month	144 hours
5 years but less than 10 years	12 hrs./month	176 hours
10 years but less than 15 years	14 hrs./month	216 hours
15 years but less than 20 years	16 hrs./month	248 hours
20 years or more	18 hrs./month	288 hours



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Contract Benefits – BPD has a Union negotiated contract which also contains a Sunset clause

- State of Idaho PERS City contribution of 11.66% with employee contribution of 8.36%
- 6.2% City Contribution to 457, does not require employee contribution
- Optional PERSI Choice 401K
- Optional Roth after tax plan
- \$1,200 annual clothing allowance, after first year of employment
- \$480 cleaning credits a year for a local dry cleaner
- 10 hours’ vacation per month increasing to 18 hours per month based on years of service
- 8 hours’ sick time per month
- Sick leave buy down to VEBA PEHP for post-employment health care coverage (tax free!)
  - Any time over 600 hours each year is bought down at 60% and placed in a postemployment healthcare plan (PEHP) to help pay your medical premiums from retirement to Medicare
- 480-hour comp bank with annual sell back down to 240 hours
- 3-hour minimum for Court appearance
- 3-hour cancellation payment inside of 48 hours
- 4 10-hour shifts, 3 consecutive days off per week
- Shift differential 3% Swings 5% Nights
- Can carry your own rifle, within certain limitations, on duty
- Monthly open range – unlimited department issued hand gun ammunition available to all officers at no cost
- Life insurance and long term disability plans available through the City of Boise at group rates
- Flexible spending account for dependent care or non-reimbursable medical expenses
- Our fleet is comprised of 2012-17 Dodge Chargers, 2013-14 Ford Explorers, and BMW motorcycles
  - We rotate vehicles out at 100k miles or 5 years
  - Approx. 45% of department is assigned take home vehicles
- All safety equipment is provided, along with initial allotment of uniforms.

BPD has a self-insured health trust with benefits to age 65 (includes dental and vision). There are four health plans to choose from, and contributions are on a monthly basis. Here’s what some of the options look like:

	Preferred	Preferred 200	Preferred-ERHC	Engage 200
Level of Coverage	Cost per month			
Participant	\$10.00	\$10.00	\$0.00	\$40.00
Participant and Spouse	\$20.00	\$20.00	\$0.00	\$80.00
Participant and 1 Child	\$20.00	\$20.00	\$0.00	\$80.00
Participant and 2 or more children	\$40.00	\$40.00	\$0.00	\$95.00
Participant and Family	\$40.00	\$40.00	\$0.00	\$95.00