

NORTH PLATTE POLICE DEPARTMENT BENEFITS  
1/8/2021

**I. HEALTH INSURANCE** – Meritain Health/Midland’s Choice

- Effective 30 days from the 1st of the month following date of hire.
- Premium –
  - Non-Union - Single - \$208.88/Month. Family - \$535.02/Month.
  - Union – Single - \$83.56/Month. Family - \$428.02/Month.

Must apply within 30 days of hire or qualifying event or will not be able to apply until the following March during the open enrollment period.

**II. VISION INSURANCE** - Pays \$250 Per Year Per Person  
For Employees Not Covered by Health Insurance:

- Employee Only - \$2.58/Month
- Family - \$6.72/Month

**III. DENTAL INSURANCE** - Principal

- Premium - Non-Union Employee Only - \$36.36  
Non-Union Employee & Spouse - \$72.88  
Non-Union Employee & Children - \$85.96  
Non-Union Employee & Family - \$128.40  
Union Employee Only – City Pays  
Union Employee & Spouse - \$36.52  
Union Employee & Children - \$49.60  
Union Employee & Family - \$92.04

**IV. LIFE INSURANCE** – The Standard – No Cost To Employee

- Employee - \$40,000
- Dependents - \$5,000 Eligible Spouse, \$1000 Eligible Children

**V. LIFE INSURANCE (OPTIONAL)** – The Standard

- Employee Cost – Rates Vary

**VI. CANCER INSURANCE**

- Available Through AFLAC

**VII. ACCIDENT INSURANCE**

- Available Through AFLAC

**VIII. DISABILITY INSURANCE**

- Available Through AFLAC

## **IX. LEAVES**

### **Sick Leave** -

- Immediate Family - spouse, child, grandchild, parent, sibling, same relatives of employee's spouse.
- Union - 8 hours/month up to 1,040 hours. Over 1,040 trade 2/1 vacation or pay on anniversary date.
- Non-Union - 8 hours/month up to 800 hours. Over 800 trade 2/1 vacation or pay on anniversary date.
- Employees with 12 years of employment may choose to use accumulated sick leave beyond 1040 hours as vacation or pay at a rate of 8 hours of vacation for 8 hours of sick leave.
- Non-Union - Death/Retirement - pays 1/2 balance, not to exceed 400 hours, if employee retires after 20 years, at 62+ years of age, or pursuant to State Statute. In case of death paid as directed or designated in pension plan.
- Union - If employees separates after 10 years of employment or upon death, will be compensated for one-half (1/2) of their accumulated sick leave, not to exceed 520 hours. In case of death, sick leave is paid as directed or designated in the pension plan.

**Personal Emergency** - 48 hours for Union, 8 hours for non-union for personal use after 1 complete year of service; charged against sick leave so employee must have accumulated sick leave to cover the personal emergency.

**Vacation** - Taken in any increment.

- 1 - 4 years - 80 hours (2 weeks)
- 5 - 9 years - 120 hours (3 weeks)
- 10+ years - 160 hours (4 weeks)

### **Lateral Entry Vacation - (Years of service as an officer of a Nebraska Law Enforcement Agency)**

- End of Probation - Less than 5 years - 80 hours (2 weeks)
- 5 - 9 years - 120 hours (3 weeks)
- 10+ years - 160 hours (4 weeks)

Can carry-over 240 hours after 10 years of service.

**Funeral Leave** - 24 hours/less than 300 miles, 40 hours/over 300 miles for immediate family.

- Immediate Family - spouse, child, grandchild, child's spouse, parent, sibling, grandparent, step-child, step-parent, step-sibling, and same relatives of employee's spouse.
- Non-Immediate Family - under 4 hours at discretion of Chief.

### **Holidays**

**New Years Day**, January 1; **Martin Luther King Jr. Day**, Third Monday in January; **President's Day**, Third Monday in February; **Memorial Day**, Last Monday in May; **Independence Day**, July 4; **Labor Day**, First Monday in September; **Veteran's Day**, November 11; **Thanksgiving**, Fourth Thursday in November; **Day after Thanksgiving**, Friday after Fourth Thursday in November; and **Christmas**, December 25.

- Overtime paid for the actual holiday not for the observed holiday.
- Paid 8 hours regular time if the Holiday falls on scheduled day off.

**Comp Time** - Taken in any increment.

- Can accumulate up: Union, 180 hours; Non-Union, 240 hours.
- Hours recorded at time and 1/2 - e.g. 3 hours recorded as 4.50 hours.
- Comp to pay – maximum of 10 hrs. per pay period. Paid at straight time.

## **X. PAY/BENEFITS**

**Shift Differential** - \$.40 per hour 1800-0600. Paid only for hours worked, not paid while on leaves.

**Shift Differential Overtime** - \$.60 per hour 1800-0600 for overtime hours worked.

### **Longevity Pay**

5-9 years - \$10/month  
10-14 years - \$20/month  
15+ years - \$30/month

**Bachelor Degree** - \$30/month. Paid on opposite pay period as longevity; shows on pay check as longevity.

**Specialty Pay** - \$55/month – State Certified Polygraph Operator  
\$65/month – Field Training Officer  
\$35/month – Certified DRE  
\$40/month – NE Supreme Court Certified Interpreter

### **Education Bonus**

\$2,000 paid following probation to any sworn officer, not previously employed by the North Platte Police Department, for an Associate and/or Bachelor Degree attained from a post-secondary institution with institutional or programmatic accreditation recognized by the U.S. Department of Education

### **Retirement** - City matches

- Sworn Officers – 7% City matched. Invested at employee's discretion. Wells Fargo Advisors handle investments. They encourage couples to make appointments for financial planning purposes – 532-1783. Employee is 100% vested in their share immediately. Vested 40% in the City Share after 4 years then 10% each additional year – fully vested after 10 years. Retirement can only be drawn if employee quits, dies, or retires. Contact Dave Perry 532-1783.
- Civilians - 6% City Match following 1 year of employment.
- ICMA 457 – Optional.
- ICMA Roth – Optional.

### **Cleaning/Clothing Allowance**

- \$80/month – non-uniformed officers.
- \$55/month – uniformed officers, union personnel.

### **Employee Assistance Program**

Confidential counseling services provided. City will pay for 5 sessions per year, per employee. The sessions may be used by employee and/or their dependents.