



## Benefits:

- Health Insurance
- Dental Insurance
- Vision Insurance
- Retirement Match (7%)
- Life Insurance
- Supplemental Insurance
- Educational Assistance
- Paid Holidays
- Personal Emergency Leave
- Sick Leave
- Funeral Leave
- Vacation
- Compensatory Time
- Shift Differential
- Specialty Pay
- Longevity Pay
- Cleaning Allowance
- Hiring and Education Bonuses

*Coverage is effective the first of the month following 30 days of employment.*

## Health Insurance:

The City of North Platte has two coverage types:

- Employee Only (Single Coverage)
- Employee + Spouse + Dependent Children (Family)

Premium:

- Single-\$86.06/month
- Family-\$440.86/month

## Dental Insurance:

Premium:

- Employee Only-No Premium
- Employee + Spouse-\$37.24/month
- Employee + Children-\$50.50/month
- Employee + Family-\$93.88/month

## Vision Insurance:

The City of North Platte provides a basic vision plan at no cost to the employee. A buy-up plan is available.

## Retirement:

The city provides a 7% match.

## Life Insurance:

Life insurance is provided at no cost to the employee. Employee-\$50,000, Eligible Spouse-\$5,000, Eligible Children-\$1,000.

## Supplemental Insurance:

A variety of policies are available through Colonial Life such as cancer, accident, and disability policies. All premiums are paid by the employee.

## Educational Assistance:

Qualifying sworn law enforcement officers, and their dependents, are entitled to a waiver of one hundred percent of the resident tuition charges of any state university, state college, or community college up to 5 years to attain an associate degree or a baccalaureate degree.

## Holidays:

The North Platte Police Department offers 10 paid holidays. Employees who work the holiday receive their regular pay in addition to time and one half. Those off on a holiday receive 8 hours of pay or compensatory time.



### Holidays (cont.):

The following holidays are observed:

- New Year's Day
- Martin L. King Jr. Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

### Personal Emergency Leave:

Forty-Eight (48) hours per year charged against sick leave.

### Sick Leave:

Sick leave is earned at a rate of eight (8) hours per month, with a maximum accumulation of 1040 hours.

Nebraska certified lateral entry officers begin employment with 80 hours of sick leave.

Employees accumulating sick leave hours in excess of 1040 hours may convert the hours to vacation or receive pay for the excess hours on their anniversary date.

Employees who separate after 10 years of employment will be compensated for one-half (1/2) of their accumulated sick leave, not to exceed 520 hours.

### Funeral Leave:

Funeral leave is granted in the event of the death of a qualifying member of the employee's immediate family. The following benefit is provided:

- 24 hours if less than 300 miles from North Platte
- 40 hours if more than 300 miles from North Platte
- 4 hours at the discretion of the Chief of Police

### Vacation:

Vacation is accumulated as follows:

- 1-4 years – 80 hours
- 5-9 years – 120 hours
- 10+ years – 160 hours

Years of service as an officer of any Nebraska law enforcement agency are considered when accruing vacation as follows:

- End of probation but less than 5 years – 80 hours
- 5-9 years – 120 hours
- 10+ years – 160 hours

After 10 years of service, an employee may carry over 240 hours of accrued vacation.

### Compensatory Time:

Work performed by sworn officers in excess of eighty (80) hours per two (2) week pay period will be paid as overtime or compensatory time as selected by the employee. An employee may accumulate a maximum of 180 hours of unused compensatory time. Ten (10) hours of compensatory time can be converted to pay each pay period.



### Shift Differential:

A shift differential premium of \$.40/hour is paid to employees who are assigned to work between the hours of 6PM-6AM.

### Specialty Pay:

The following specialty pay is available to qualifying employees:

- State Certified Polygraph Operator - \$55/mo.
- Field Training Officer - \$80/mo.
- Certified DRE - \$55/mo.
- Bilingual Pay - \$100/mo.
- K9 Handler - \$120/mo.
- IEAD Certification - \$100/mo.

### Longevity:

Longevity pay is earned as follows:

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

### Cleaning Allowance:

A cleaning allowance is paid as follows:

- Non-uniformed officers - \$80/mo.
- Uniformed officers - \$55/mo.

### Education Bonus:

A sworn officer, not previously employed by the North Platte Police Department, will receive an education payment of \$2,000, as additional salary, after successfully completing the probationary period if the officer has attained an associate's or bachelor's degree prior to the date of hire.

A sworn officer hired with an associate degree, or who attains an associate degree after the date of hire, will be advanced two (2) steps on the applicable pay scale, not to exceed the maximum step, after successfully completing the probationary period.

### Hiring Bonus:

Nebraska certified officers will receive a \$10,000 hiring bonus after successfully completing the probationary period.

Employees who successfully graduate the Nebraska Law Enforcement Training Center with a Nebraska certification, will receive a \$7,500 hiring bonus after successfully completing the probationary period.

### Contact Us

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<https://www.ci.north-platte.ne.us/community-safety/police>

## How City Benefits Impact Your Bottom Line

Example Pay Rate	\$25.00 per hour	\$30.00 per hour	\$35.00 per hour
C i t y  C o n t r i b u t i o n	<b>\$1.75</b> per hour	<b>\$2.10</b> per hour	<b>\$2.45</b> per hour
7% match for retirement	<b>\$5.70</b> per hour (single Coverage)	<b>\$5.70</b> per hour (single Coverage)	<b>\$5.70</b> per hour (single Coverage)
Percentage of health insurance	<b>\$13.35</b> per hour (family coverage)	<b>\$13.35</b> per hour (family coverage)	<b>\$13.35</b> per hour (family coverage)
for an employee selecting <b>Single Coverage</b> on the health plan <b>Like making</b>	<b>\$32.45</b> per hour	<b>\$37.80</b> per hour	<b>\$43.15</b> per hour
For an employee selecting <b>Family Coverage</b> on the health plan <b>Like making</b>	<b>\$40.01</b> per hour	<b>\$45.45</b> per hour	<b>\$50.80</b> per hour