

## **SALARY & BENEFITS**

The starting yearly salary is \$56,638- \$70,473\*

*\*This does not include overtime, incentive pay, bilingual pay and longevity pay*

### **Retirement Plan**

Police officers are part of the California PERS 2.7 @ 57 retirement formula. Officers do not contribute to social security.

### **Medical Benefits**

District pays **100%** of employee and dependents coverage for medical, vision, and dental.

### **Work Schedule**

Police officers work a “4/10” schedule. Most officers have **weekends off** making our work schedule very family friendly. Additionally, most officers have **holidays off**.

### **Vacation**

Police officers receive 2 weeks paid vacation per year to start. Maximum accrual of vacation is 4 weeks per year with 20 or more years of service with the Los Angeles School Police Department.

1 - 4 years of service: 80 hrs. (2 weeks)

5 - 15 years of service: 120 hrs. (3 weeks)

20 + years of service: 160 hrs. (4 weeks)

### **Sick Leave**

Police officers receive 104 hours of full paid sick leave each year. Unused sick time rolls over to the following year.

### **Holiday Pay**

12 paid holidays per year

### **Bilingual Pay**

\$46 bilingual pay per month (\$0.2875 per hour)

### **POST Incentive Pay**

Police officers receive incentive pay for all P.O.S.T. certification.

Basic: 2%

Intermediate: 5%

Advanced: 10%

### **Longevity Pay**

Police officers receive longevity pay based on the years of service with the Los Angeles School Police Department.

5 years of service: 5%

8 years of service: 11%

15 years of service: 15%

### **Tuition Reimbursement**

Police officers receive a generous tuition reimbursement when they take college classes while employed with the department.

### **Uniform Allowance**

Police officers receive a yearly \$700 uniform allowance.

### **Life Insurance**

The district pays for a \$10,000 life insurance plan. Additional coverage is available at employee's expense.

### **Compensatory Time**

In lieu of receiving payment for overtime, an employee may request to accrue compensatory time off. With a maximum accrual of 130 hours per fiscal year. Unused compensatory time will be paid in lump sum at the end of October of each year.

### **Bereavement Leave**

3 days of bereavement leave for immediate family.

5 days of bereavement leave for out of state immediate family.