



# ST. LOUIS COUNTY POLICE DEPARTMENT

## "THE BEST PLACE FOR THE BEST PEOPLE TO WORK"

### FULL-TIME EMPLOYEE BENEFIT PACKAGE

#### SALARY

Competitive Salary information is listed on each position information sheet provided with an application

#### EDUCATION PAY

Additional pay is provided to officers having a Bachelor or Masters Degree awarded by an accredited college or university prior to their appointment to the Department. Newly hired officers or recruits will receive an additional pay step if they have a Bachelors Degree or a two-step advance above their starting pay step for a Masters Degree at the time of appointment.

#### PAID LEAVE/VACATION

20 days max. for 1 year service  
25 days per year during years 1-10  
30 days per year during years 11-20  
35 days per year during years 21-25  
40 days per year during 26+ years

#### MEDICAL INSURANCE

St. Louis County provides comprehensive individual medical insurance for full-time employees. Coverage for spouse and dependents is voluntary and available through payroll deduction.

#### LIFE INSURANCE

St. Louis County provides life insurance benefits to each employee. Family coverage and additional employee life insurance is available at a group rate through payroll deduction.

#### DEFERRED COMPENSATION PLAN

Deferred Compensation is a voluntary, supplemental retirement program which offers tax advantages to employees. Participation in this program enables employees to defer up to an annual maximum amount according to IRS guidelines.

#### FLEXIBLE BENEFIT PLAN

This plan enables employees to use before-tax earnings to pay for family health and dental insurance, unreimbursed medical expenses and dependent care expenses.

#### TRAINING RESOURCES

Computer-based training classes are available for the development of our recruits and employees. In addition, employees are given the opportunity to enhance skills through attending other training at the St. Louis County and Municipal Police Academy.

#### EMPLOYEE ASSISTANCE PROGRAM (EAP)

Confidential, professional counseling and referral services are available at no cost to all employees or their families who seek assistance with personal problems.

#### CASUAL DRESS

The Department offers civilian employees a year-round, casual work environment.

#### OFFICER UNIFORMS AND EQUIPMENT

Furnished by the Department at no cost. A \$300 uniform maintenance allowance is provided to officers working in uniform.

#### PAID HOLIDAYS

Ten paid holidays per year, including five (5) double-pay holidays.

#### DENTAL COVERAGE

Coverage is available for preventive, basic and major dental services. Dependent coverage is also available through payroll deduction.

#### WELFARE ASSOCIATION

By virtue of their employment with the Department, all employees are members of the Welfare Association. The Association's Board of Trustees organize or direct various fund raising activities and work to develop appropriate guidelines for the impartial distribution of funds to employees and their families in times of need. The Association also presents several \$1,000 scholarships to dependent children of employees, and awards a \$100 savings bond to newborn or newly adopted children of employees.

#### SHORT AND LONG TERM DISABILITY INSURANCE

St. Louis County provides insurance coverage that helps protect employees from loss of income by providing 50 percent of base salary to employees who are out of work due to illness or injury.

#### RETIREMENT PLAN

St. Louis County provides a non-contributory pension plan. Employees will have a vested interest after five (5) years of service. Additionally, employees are paid 100 percent of their vacation and paid time off at retirement/termination.

#### TUITION ASSISTANCE

St. Louis County provides each permanent full-time, non-probationary employee of the Department the opportunity to receive up to \$2,100 per fiscal year as reimbursement for course work that they choose to take that relates to their present position or advancement opportunities in their current career field; or for course work suggested by a supervisor to upgrade the employee's knowledge and/or skills.

#### VETERANS

Benefits are available to those police officers who qualify.

#### PARKING

Employees working in the Clayton area are eligible for low-cost parking.



An Internationally Accredited Police Agency

VISIT OUR WEB SITE:

[www.stlouisco.com/police](http://www.stlouisco.com/police)

*An Equal Opportunity Employer  
Male/Female*