

SALARY AND BENEFITS INCLUDE:

Police Officer Salary Range:

Tracy, CA: <https://www.opm.gov/special-rates/2025/Table983U01012025.aspx>

Whitehall, OH: <https://www.opm.gov/special-rates/2025/Table081601012025.aspx>

New Cumberland, PA: <https://www.opm.gov/special-rates/2025/Table078701012025.aspx>

Fort Belvoir, VA: <https://www.opm.gov/special-rates/2025/Table078701012025.aspx>

Richmond, VA: <https://www.opm.gov/special-rates/2025/Table081601012025.aspx>

- * Overtime is compensated at the rate of 1 1/2 times your hourly rate for work

- * Night shift is paid at an additional 10% of the hourly rate for work

- * Additional Sunday premium is paid above base salary

Paid Holidays – 12 paid holidays annually.

Annual Leave - New full-time employees earn 4 hours of annual leave each 2-week pay period. This increases to 6 hours every pay period after 3 years of service, and at 15 years it increases to 8 hours every pay period.

Sick Leave - Sick Leave is used for personal medical needs; care of a family member; care of a family member with a serious health condition; or adoption related purposes. Full-time employees earn 4 hours of sick leave per pay period.

Life Insurance – The Federal Employees Group Life Insurance Program is offered at low cost.

Health Insurance - The Federal Employees Health Benefits Program (FEHB) is one of the most valuable benefits of Federal employment. Employees may select one of the more than 100 available health plans.

Long Term Care Insurance - The Federal Long Term Care Insurance Program (FLTCIP) provides long term care insurance for Federal employees and their parents, parents-in-law, stepparents, spouses, and adult children.

Retirement Program – Employees may participate in the Federal Employees Retirement System (FERS).

Flexible Spending Accounts – Employees may set aside pre-tax dollars to pay for health care and dependent care expenses.

Thrift Savings Plan – All Officers are able to contribute to the tax-deferred Thrift Savings Plan with the Federal government matching a portion of contributions.

Uniforms and Equipment – All uniforms and equipment are furnished at no cost.

Annual Clothing Allowance – Officers are provided \$800 annually to maintain and replace uniform items.

Officers are eligible to receive promotions to the supervisory ranks through a competitive process.

Access to Morale, Recreation, and Welfare (MWR) facilities and family services which includes:

- Fitness Centers. Free use of our fitness centers that offer health training and counseling, individualized fitness programs, and a full range of exercise equipment.
- Child Development Centers (CDC). Certified through the Department of Defense and accredited nationally, our centers provide full time child care for children ranging in age at an affordable cost.

For detailed information regarding Federal benefits, please see:

[New Federal Employee Enrollment \(opm.gov\)](https://www.opm.gov/policy-program-communications/federal-employee-enrollment/)