



Total Compensation Survey for Police Officer as of October 1, 2014

Pima County
Town of Marana
Town of Oro Valley
Town of Sahuarita

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BASE COMPENSATION - POLICE OFFICER (2014)

City	Position Type	Description
Pima County	Deputy Sheriff	<ul style="list-style-type: none"> • FTE = 409 • Minimum = \$43,368 • Midpoint = \$52,718 • Maximum = \$62,068 • Actual Average = \$52,731
Town of Marana	Police Officer	<ul style="list-style-type: none"> • FTE = 67 • Minimum = \$47,205.60 • Midpoint = \$56,814 (Calculated) • Maximum = \$66,422.72 • Actual Average = \$54,391.89
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • FTE = 61 • Minimum = \$49,086 • Midpoint = \$61,047 • Maximum = \$73,006 • Actual Average = \$58,904
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • FTE = 29 • Minimum = \$45,808 • Midpoint = \$53,892 • Maximum = \$61,976 • Actual Average = \$53,943
Tucson	Police Officers	<ul style="list-style-type: none"> • FTE = 245 • Minimum = \$45,968.00 • Midpoint = \$54,350.40 • Maximum = \$62,733.80 • Actual Average = \$49,709.00
Tucson	Police Officers On Assignment	<ul style="list-style-type: none"> • FTE = 371 • Minimum = \$48,297.60 • Midpoint = \$57,075.20 • Maximum = \$65,852.80 • Actual Average = \$58,096.00

ASSIGNMENTS & ASSIGNMENT PAY

City	Position Type	Description of Current Benefit																								
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • \$150 per month above base (Mt Lemmon) & \$.8654/hour • 6 assignments (Mt. Lemmon Deputy, Air Unit, SWAT, Search & Rescue, Motors & Bomb Squad) are entitled to this pay 																								
Town of Marana	Police Officer	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;">7.5% added to base pay</td> <td style="width: 50%;">Lead Detective</td> </tr> <tr> <td>5% added to base pay</td> <td>Investigator</td> </tr> <tr> <td>5% added to base pay</td> <td>Lead Police Officer</td> </tr> <tr> <td>2.5% added to base pay</td> <td>DART</td> </tr> <tr> <td>2.5% added to base pay</td> <td>SWAT</td> </tr> <tr> <td>2.5% added to base pay</td> <td>EOD (Explosives)</td> </tr> <tr> <td>2.5% added to base pay</td> <td>Motorcycles</td> </tr> <tr> <td>2.5% added to base pay</td> <td>K9</td> </tr> <tr> <td>2.5% added to base pay</td> <td>DEA Task Force</td> </tr> <tr> <td>2.5% added to base pay</td> <td>Counter Narcotics Alliance</td> </tr> <tr> <td>2.5% added to base pay</td> <td>Volunteer Coordinator</td> </tr> <tr> <td>One additional hour of pay per shift paid at time and one-half rate</td> <td>Field Training Officer</td> </tr> </table>	7.5% added to base pay	Lead Detective	5% added to base pay	Investigator	5% added to base pay	Lead Police Officer	2.5% added to base pay	DART	2.5% added to base pay	SWAT	2.5% added to base pay	EOD (Explosives)	2.5% added to base pay	Motorcycles	2.5% added to base pay	K9	2.5% added to base pay	DEA Task Force	2.5% added to base pay	Counter Narcotics Alliance	2.5% added to base pay	Volunteer Coordinator	One additional hour of pay per shift paid at time and one-half rate	Field Training Officer
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Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • Field Training Officer, Lead Police Officer K9, School Resource Officer, Motor Officer, Training Coordinator \$80.00 per pay period 																								
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • \$1,000 per fiscal year per assignment, paid in equal installments on a bi-weekly pay period; • Paid for a maximum of two assignments per employee; • Assignments eligible for pay: School Resource Officer, Joint Terrorism Task Force Officer, Gang & Immigration Intelligence Team Enforcement Mission Officer, Drug Enforcement Agency Task Force Officer, Field Training Officer, Canine Officer, Motorcycle Officer, Phlebotomist, Special Weapons and Tactic Team. • 10 officers receive one (1) assignment pay; 4 officers receive pay for two (2) assignments. Total of 14 officers out of 29 receive assignment pay 																								
Tucson	Police Officers	<ul style="list-style-type: none"> • 5% above base salary • 26 types of assignments are entitled to this pay • 371 out of 616 officers receive this pay 																								

BILINGUAL PAY/SECOND LANGUAGE PAY		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • None
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • None
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • \$1,000 per fiscal year paid in 26 equal bi-weekly installments • Currently no officers receive bi-lingual (only a detective and sergeant are receiving second language pay) • Bi-lingual pay is for officers who are fluent Spanish speakers or proficient in American Sign Language
Tucson	Police Officers	<ul style="list-style-type: none"> • \$30 per pay period • 14 Police Officers and Police Officers On Assignment receive this pay. • \$85 per pay period – must complete certified program through PCC in Spanish or American Sign Language • 41 Police Officers and Police Officers on Assignment receive this pay.

BONUS/INCENTIVE PAY		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • None
Town of Marana	Police Officer	<ul style="list-style-type: none"> • No formal program, town-wide this year employees were able to receive a one-time Cultural Value Award of \$400 or \$800 paid on 9/12/14- the amount was tied to merit (award amounts were determined by how employees uphold the Town's Cultural Values) • Next year we will go to full merit increases, Cultural Value Award program will likely not happen again
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • Lateral transfers receive 1 week vacation and 1 week sick pay added
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • None
Tucson	Police Officers	<ul style="list-style-type: none"> • None

CALL OUT PAY		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • Minimum of 2 hours paid at regular rate.
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None, only have on-call stand by pay
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • \$1.00/hour
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • Minimum 3 hours paid at regular rate. Time does count toward 40 hours worked per pay week and overtime calculation
Tucson	Police Officers	<ul style="list-style-type: none"> • Minimum 3 hours paid at 1.5 x regular rate.

CAREER ENHANCEMENT PROGRAM (CEP)

Incentive pay for attaining certain levels of experience, education and maintaining physical fitness based on point system.

City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • None
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • None
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • None
Tucson	Police Officers	<ul style="list-style-type: none"> • Based on point system measuring educational attainment, participation in special assignments and physical fitness levels. • Level 1: (\$300 per year) • Level 2: (\$500 per year) • Level 3: (\$700 per year) • 13 of 245 Police Officers received this pay. • 83 of 371 Police Officers on Assignment received this pay.

COMPENSATORY TIME OFF		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> 80 hours may be accrued per anniversary year, but only 40 hours will carry over after yearly anniversary.
Town of Marana	Police Officer	<ul style="list-style-type: none"> Up to 80 hours may be accrued during calendar year, maximum of 40 hours can be carried over
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> 120 hours may be accrued.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> Maximum accumulation is 100 hours. Employee decides between receiving overtime pay or compensatory time.
Tucson	Police Officers	<ul style="list-style-type: none"> Maximum accumulation is 200 hours.

COURT STAND-BY PAY		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • None
Town of Marana	Police Officer	<ul style="list-style-type: none"> • Minimum of 2 hours at regular or OT depending on hours worked that week
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • 3 hours of overtime.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • Minimum 3 hours paid at regular rate. Time does count toward 40 hours worked per pay week and overtime calculation
Tucson	Police Officers	<ul style="list-style-type: none"> • Minimum of 3 hours at 1.5 x regular rate

DEATH BENEFIT		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • \$50,000 Death Benefit
Town of Marana	Police Officer	<ul style="list-style-type: none"> • Town pays 1 x salary up to \$150,000 • 80% pension benefit • 100% pension if death occurred in line of duty
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • 1 times annual salary; accidental 2 times salary.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • Basic life: \$50,000 life insurance and \$50,000 accidental death payment • 100 Club of Arizona: <ul style="list-style-type: none"> \$15,000 for line of duty death \$10,000 for on duty death \$ 5,000 for non-line of duty death
Tucson	Police Officers	<ul style="list-style-type: none"> • An officer killed in the line of duty receives \$25,000.

DEFERRED COMPENSATION PLAN

City	Position Type	Description of Current Benefit
Pima County	Police Officers	<ul style="list-style-type: none"> No matching of employee contributions.
Town of Marana	Police Officer	<ul style="list-style-type: none"> No matching of employee contributions.
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> No matching of employee contributions.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> No matching of employee contributions.
Tucson	Police Officer	<ul style="list-style-type: none"> No matching of employee contributions.

EQUIPMENT		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	Weapon, body armor and other uniform accessories provided.
Town of Marana	Police Officer	<ul style="list-style-type: none"> \$1200 / year (Paid \$600 in January, \$600 July) Covers uniforms and equipment.
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> N/A
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> All equipment is purchased by Town, replaced as needed by wear or scheduled maintenance/replacement.
Tucson	Police Officers	<ul style="list-style-type: none"> Annual Equipment Allowance = \$640

HOURS OF WORK AND OVERTIME		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • Varies
Town of Marana	Police Officer	<ul style="list-style-type: none"> • Four 10 hour shifts per work week, OT paid in excess of 40 hours worked • Vacation, sick, and holiday not included in OT calculation
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • Four 10 hour shifts per work week.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • Four 10 hour shifts per work week • One hour lunch break per shift • OT is work in excess of 40 hours in a workweek, not in excess of shift • Vacation, sick and holiday are not included in overtime calculation • Shift differential is paid on overtime
Tucson	Police Officers	<ul style="list-style-type: none"> • Four 10 hour shifts per work week. • Overtime is work in excess of shift. • All paid leave is included in overtime calculation.

PENSION PLAN CONTRIBUTION – FISCAL YEAR July 1, 2014 – June 30, 2015 Public Safety Personnel Retirement System (PSPRS)		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • Employer Rate FY15: 41.92% • Employee Rate FY15: 7.40% • Total Contribution FY15: 49.32% • Employer is subsidizing 3.65% of Employee Share.
Town of Marana	Police Officer	<ul style="list-style-type: none"> • Employer Rate FY15: 20.66% • Employee Rate FY15: 11.05% • Total Contribution FY15: 31.71%
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • Employer Rate FY15: 20.60% • Employee Rate FY15: 11.05% • Total Contribution FY15: 31.65%
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • Employer Rate FY15: 12.31% • Employee Rate FY15: 11.05% • Total Contribution FY15: 23.36%
Tucson	Police Officers	<ul style="list-style-type: none"> • Employer Rate FY15: 48.59% • Employee Rate FY15: 11.05% • Total Contribution FY15: 59.64%

PROMOTIONAL PAY INCREASES

City	Position	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • 5% increase in the base rate of pay or minimum of the new range, whichever is greater
Town of Marana	Police Officer	<ul style="list-style-type: none"> • FY14 ranges were increased for all employees by 2% effective June 28, 2014, FY15 going to merit, %'s will depend on council approved budget and on merit program which is still in discussion
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • Advanced to the next step in the step plan.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • 5% increase in base rate of pay or minimum of the new range, whichever is greater
Tucson	Police Officers	<ul style="list-style-type: none"> • 5% increase in the base rate of pay or minimum of the new range, whichever is greater. • A promotion to the rank of Detective will receive a 10% increase in the base rate.

REFERRAL PAY FOR POLICE RECRUITS		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • None
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • None
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • None
Tucson	Police Officers	<ul style="list-style-type: none"> • \$200 per referral that successfully completes the Police Academy

RETENTION PAY		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • None
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • None
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • None
Tucson	Police Officers	<ul style="list-style-type: none"> • None

SHIFT DIFFERENTIAL

City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • \$.60 per hour for evening shift* • \$.65 per hour for night shift** • *Evening Shift = More than half of the hours are between 5pm and Midnight. • **Night Shift = More than half of the hours are between Midnight and 8am.
Town of Marana	Police Officer	<ul style="list-style-type: none"> • \$0.90 per hour – 6pm to 6am
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • \$1.00 per hour
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • \$1.00 per full hours worked between 6:00pm and 6:00am
Tucson	Police Officers	<ul style="list-style-type: none"> • \$1.00 per hour – 6pm to 6am

SICK LEAVE PAYOUT AT RETIREMENT

City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • 0% of base wage less than 240 hours • 25% of base wage 240-480 hours • 35% of base wage 480-720 hours • 50% of base wage over 720 hours
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • If the total is over 480 hours it is paid out at 50% over the 480
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • If less than 10 years of service with Town – no pay-out • If greater than 10 years of service with the Town – receives 33% of total unused sick leave and critical care account
Tucson	Police Officers	<ul style="list-style-type: none"> • If the total is less than 288 hours: Paid out at 50%. • If the total is over 288 hours: 288 of the hours are paid out at 100%, the remainder is paid out at 50%.

SICK LEAVE SELL BACK		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • None
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • If an employee has more than 480 hours of accrued sick leave at the end of each fiscal year they will be allowed to transfer up to the first 56 hours (7 days) of unused sick leave to annual leave
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • None
Tucson	Police Officers	<ul style="list-style-type: none"> • If 15yrs of service & 480 hrs on record, 104 hrs may be sold. • If 17yrs of service & 544 hrs on record, 156 hrs may be sold. • If 20yrs of service & 600 hrs on record, 208 hrs may be sold.

STAND-BY PAY		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • \$1.30 per hour
Town of Marana	Police Officer	<ul style="list-style-type: none"> • \$1.00 per hour
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • None
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • None
Tucson	Police Officers	<ul style="list-style-type: none"> • None

TEMPORARY DETAIL PAY		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> Up to 5% assignment pay for temporarily assuming the full range of duties associated with a vacant, higher level classification
Town of Marana	Police Officer	<ul style="list-style-type: none"> Considered Special Assignment pay 5-10% depending on assignment (most assignments are now covered in the assignment list that I included earlier in this document)
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> Assignment pay of \$80/pp.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> If employee is assigned to higher classification for greater than two weeks employee is given 5% increase or to the bottom of the higher classification pay range, whichever is greater.
Tucson	Police Officers	<ul style="list-style-type: none"> An increase up to 5% not to exceed the maximum of the employee pay range. Must work two (2) weeks of consecutive work in the higher classification & not exceed 90 calendar days. Accrued paid leave (Sick & Vacation) used while in the higher classification will be paid at the out-of-class pay rate provided the employee worked at least for 40 hours during pay period.

TUITION REIMBURSEMENT		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • Program has been suspended.
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • Up to \$2,000 per fiscal year, tuition and fees only, no books
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • Program has been suspended.
Tucson	Police Officers	<ul style="list-style-type: none"> • \$125 per credit hour at University of Arizona • Full cost (\$65.50 per unit) at Pima Community College • Fund maximum is \$1,500 or 30 credit/unit hours per fiscal year whichever comes first.

UNIFORMS		
City	Position Type	Description of Current Benefit
Pima County	Deputy Sheriff	<ul style="list-style-type: none"> • \$1050 annual uniform allowance
Town of Marana	Police Officers	<ul style="list-style-type: none"> • \$1200 / year (Paid \$600 in January, \$600 July) Covers uniforms and equipment. Initial uniforms are given to officers upon hire in addition to the \$1200 maintenance payment for uniforms and equipment.
Town of Oro Valley	Police Officers	<ul style="list-style-type: none"> • \$1,200/year paid quarterly
Town of Sahuarita	Police Officers	<ul style="list-style-type: none"> • Police officers receive \$1200 per year pro-rated on a quarterly basis • New officers receive \$1200 at time of hire or after graduation from Academy
Tucson	Police Officers	<ul style="list-style-type: none"> • Annual Uniform Maintenance Allowance = \$420

VACATION LEAVE SELL BACK		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • None
Town of Marana	Police Officer	<ul style="list-style-type: none"> • None
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • None
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • Eligible to sell up to 80 hours vacation if employee has >200 vacation hours accrued AND has used 80 hours of vacation leave in preceding 12 months
Tucson	Police Officers	<ul style="list-style-type: none"> • None

BEREAVEMENT LEAVE

This is paid leave not deducted from vacation or sick leave

City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> Up to 3 days for in-state death and 5 days for out-of-state. Must be used within 30 days of death. Covers: spouse, mother, father, step-mother, step-father, grandparent, child, step-child, foster child, grandchild, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, domestic partner, or child of a domestic partner.
Town of Marana	Police Officer	<ul style="list-style-type: none"> Up to 40 hours of Bereavement Leave (3 for in-state, 5 for out of state) Covers: a spouse, mother, father, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, son-in-law, daughter in-law, brother-in-law, sister-in-law, or step-child and any other person whose association with the employee was similar to any of the above relationships.
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> Up to 5 days
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> Up to 3 days for in-state death and 5 days for out of state death. Days must be taken consecutively. Covers: Spouse, children, parents, grandparents, grandchildren, brothers, sisters, or other dependents; or the spouse's children, parents, grandparents, grandchildren, brothers and sisters.
Tucson	Police Officers	<ul style="list-style-type: none"> Up to 40 hours of Bereavement Leave Per Covered Person below. Covers: a spouse, domestic partner, mother, father, mother-in-law, father-in-law, stepparent, child, adopted child(ren), stepchild, or child(ren) of a domestic partner, parent surrogate, brother, sister, grandparents & grandchildren. With approval of the Chief/designee, three (3) working days of bereavement leave may be allowed for grandparents-in-law or, other household member.

HOLIDAY LEAVE		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • 10 holidays total: • New Year's, Martin Luther King, President's, Memorial, Independence, Labor, Columbus, Veterans, Thanksgiving, & Christmas
Town of Marana	Police Officer	<ul style="list-style-type: none"> • 10 holidays total: • New Year's, Martin Luther King, President's, Memorial, Independence, Labor, Veterans, Thanksgiving, Day after Thanksgiving, Christmas
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • 13 holidays total: • New Year's Eve, New Year's Day, Civil Rights Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Veterans' Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, Birthday Holiday (taken in the month of birth)
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • 10 holidays total: • New Year's, Martin Luther King, Jr., President's, Memorial, Independence, Labor, Veteran's, Thanksgiving, Friday following Thanksgiving, & Christmas
Tucson	Police Officers	<ul style="list-style-type: none"> • 11 holidays total: • New Year's, Martin Luther King, President's, Cesar Chavez, Memorial, Independence, Labor, Veterans, Thanksgiving, Christmas, & Birthday Holiday

MILITARY LEAVE

Follows Uniformed Services Guidelines for Active Duty

City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none">• 30 paid days in any two consecutive years.
Town of Marana		<ul style="list-style-type: none">• 30 paid days in any two consecutive years.
Town of Oro Valley		<ul style="list-style-type: none">• 30 paid days in any two consecutive years.
Town of Sahuarita		<ul style="list-style-type: none">• 30 paid days in any two consecutive federal fiscal years.
Tucson	Police Officers	<ul style="list-style-type: none">• 30 paid days in any two consecutive fiscal years. If City base salary is less than military base salary and allowances, city will supplement the difference per Mayor & Council ordinance for the duration of the deployment.

PERSONAL LEAVE		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> 1 day of personal leave annually (Cesar Chavez Day)
Town of Marana	Police Officer	<ul style="list-style-type: none"> 2 days (16 hours) of personal leave annually to be used during the calendar year (these hours do not accrue)
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> None
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> Employees may designate one day of sick leave as a Personal Leave day each calendar year. (day is designated as “personal” because employee does not have to be ill to use the time from their sick leave account and vacation policy requires advance notice to take vacation time. Personal leave day does not require notice)
Tucson	Police Officers	<ul style="list-style-type: none"> Employees may earn up to 3 personal leave days per year and bank up to 3 personal leave days. One day is accrued every 4 months period in which an employee does not use sick leave or leave without pay. Unused days are forfeited at separation

SICK/MEDICAL LEAVE ACCRUAL		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • 96 hours per year / maximum accumulation is 1920 hours.
Town of Marana	Police Officer	<ul style="list-style-type: none"> • 80 hours per year, no maximum accumulation, not paid out at retirement
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • 96 hours per year
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • Sick leave – accrue 80 hours per year. • Critical Care leave – 24 hours given to each employee on January 1 each year. Critical care leave can only be used after employee has been off work ill for 80 hours or more. • Accrual rate does not change with years of service. • No maximum accrual accumulation on either account.
Tucson	Police Officers	<ul style="list-style-type: none"> • 104 hours per year = 0 – 10 years of employment • 120 hours per year = >10 – 15 years of employment • 160 hours per year = >15 years of employment • Unlimited accumulation

VACATION LEAVE ACCRUAL

City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • 96 hours per year - first 3 years of employment • 120 hours per year - >3 to 7 years of employment • 144 hours per year - >7 to 15 years of employment • 168 hours per year after 15 years of employment
Town of Marana	Police Officer	<ul style="list-style-type: none"> • 0-5 years- 80 hours • 6-10 years= 120 hours • 11+ = 160 days
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • Based on years of service • 1-5 years: 96 hours per year • 6-10 years: 136 hours per year • 11-20 years: 176 hours per year • 20 & over: 176 hours per year
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • 80 hours per year – first year of employment • Vacation accrual increases by 8 hours per year each year on employee's anniversary. • 7.692 hours per pay period at 15 years of service = 200 hours vacation per year. Maximum vacation leave accrual.
Tucson	Police Officers	<ul style="list-style-type: none"> • 104 hours per year - first 5 years of employment • 120 hours per year - >5 to 10 years of employment • 156 hours per year - >10 to 15 years of employment • 182 hours per year - >15 to 20 years of employment • 208 hours per year after 20 years of employment

VACATION LEAVE MAXIMUM ACCURAL		
City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> • 240 hours on your anniversary date
Town of Marana	Police Officer	<ul style="list-style-type: none"> • 240 hours
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> • Based on years of service • 1-5 years: 144 • 6-10 years: 204 • 11-20 years: 264 • 20 & over: 300
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> • 240 hours. Employees stop accruing vacation leave if they are at 240 hours. Start accruing again after taking vacation leave to bring hours accrued below 240 hours.
Tucson	Police Officers	<ul style="list-style-type: none"> • 288 hours

OUTSIDE PRIVATE EMPLOYMENT PAY

Off-duty work (city sponsored & non-city sponsored) paid via Police Department

City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> The department manages the off-duty program. Deputies who elect to work off-duty are paid by the vendor.
Town of Marana	Police Officer	<ul style="list-style-type: none"> Extra duty- private vendor hires officers \$40hour
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> For off duty assignments the officers are compensated by the hiring organization.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> The department manages outside employment. Officers who elect to work off-duty are paid by the vendor. The Town collects the check(s) from the vendor, made out to each individual officer who worked the event, and gives the check to the officer(s). Time/monies are not pensionable. The rate of pay for non-town sponsored events is \$40 per hour, with a three (3) hour minimum. If less than 30 day notice is given the rate is \$50 per hour. Officer receives full rate (\$40/hour or \$50/hour). Town receives check and forwards to officer. Town receives money only when a town vehicle is used for off-duty work. Vehicle charge is \$50 per shift per vehicle. Town sponsored events are paid at officers overtime rate and are pensionable.
Tucson	Police Officers	<ul style="list-style-type: none"> The department manages outside employment. Officers who elect to work off-duty (outside employment) are paid by the City. The department collects the money owed from the outside employer. City sponsored events are paid at the overtime rate and is pensionable. All other work is not considered overtime and is not pensionable. The rate of pay for non-city sponsored events is \$40 hour with a 3 hour minimum, officer receives \$34.52 hour. Vendors that provide less than 72 hours notice pay a rate of \$60 hour with a 3 hour minimum, officer receives \$51.78 hour.

RETIREE HEALTH PREMIUMS – CITY SUBSIDY

Subsidies above the Public Safety Personnel Retirement System (PSPRS)

City	Position Type	Description of Current Benefit
Pima County	Sheriff Deputy	<ul style="list-style-type: none"> No additional subsidy is provided.
Town of Marana	Police Officer	<ul style="list-style-type: none"> No additional subsidy is provided.
Town of Oro Valley	Police Officer	<ul style="list-style-type: none"> No additional subsidy is provided.
Town of Sahuarita	Police Officer	<ul style="list-style-type: none"> No additional subsidy is provided.
Tucson	Police Officers	<ul style="list-style-type: none"> \$200 monthly subsidy for single until age 65, \$375 monthly subsidy for dependent until age 65, and \$475 monthly subsidy for more than one dependent.