

# CARMEL POLICE DEPARTMENT



## Salary & Benefits

### **Entry Salary: \$72,000**

earn an additional **\$7,600** in incentives

### **Lateral: up to \$94,803**

plus over **\$8,000** in available incentives

\*\*depending on experience - ranges from **\$72,000 - \$94,803**  
upon completion of FTO



## Incentive Pays

- 8 hours comp/OT pay per month (approx. \$3,600-\$4,100 a year extra if the overtime is taken)
- **Take home car** with statewide use for non-probationary officers (residency may be in Hamilton or contiguous county)
- **Shift differential** pay - \$2,080 a year extra for nightshift
- 12 vacation days (after probationary year)
- 13 holidays (plus holiday pay \$15/hr. when working on a holiday)
- \$1,500 **Annual** clothing allowance
- Sick Time Payout - up to 24hrs pay/year.
- Up to 24 hours of pay for successful completion of annual fitness assessment
- Specialty pay/Positional pay ranging from \$1000-\$3000 annually.
- \$3.00 /hr. - Instructor Pay (while instructing)
- **\$10.00/hr. - FTO Pay (while training)**
- \$10 Weekdays \$25 Weekends/Holidays - On Call Pay (Officers covering manpower shortages)
- Call Out Pay (Detectives, SWAT, ERG, Negotiators, AI, UAS. (Min. of 2-hrs of OT)
- Court Pay (Minimum of 2-hrs of OT)

## Retirement & Salary

### **Deferred Compensation Plan**

- ✔ City match 50% at 5 years longevity to retirement (city will match up to \$11,750 per year - Employee can contribute up to \$23,500)
- ✔ 52% of certified pension salary, currently \$110,715. (2% increase each year after 20 up to 76% of First-Class Patrolman salary at 32 years of service).



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## Wellness Programs



### Forte Sports Medicine's First Line Tactical Athlete Program

- The First Line Tactical Athlete Program was first developed to provide the highest quality of care which includes screenings, patient education, individualized preventative programming, and offers the following services:
- On-site Athletic Trainer
- Direct access to imaging, rehabilitation services and referrals to Forte Sports Medicine's network of highly skilled subspecialist physicians.

### Personify Health

- Personify Health city wellness program, you can participate to earn up to \$500 annually in gift cards.

### Mental Health Support

- Wellness Unit on-site that includes licensed mental health professionals and sworn personnel
- Individual counseling with culturally competent, licensed mental health professionals
- Police Officer Support Team that provides on-shift connection and support
- Critical Incident Stress Management debriefings and defusings

### Marathon Health Center:

- Open to all employees, retirees, and dependents on the City's health insurance.
- No cost to the employee for office visits, labs or medications provided by the clinic.
- Employees are not required to use PTO for clinic visits made during regularly scheduled work hours.

## Military Benefits

- ✓ IC 10-16-7-2 - 15 days of paid military leave at full salary
- ✓ Supplemental pay for the difference between active duty pay and city salary whenever the employee on active deployment upon approval through HR.
- ✓ 100% of employer health benefits paid during active duty (other than active duty for training)
- ✓ Special recognition on Veterans day

