



Sheboygan Police Department 2024 Police Officer Salary & Benefits



Salary Range, January 2023

Starting	\$65,787.02 to \$66,834.04
After 1 year	\$72,614.62 to \$73,661.90
After 2 years	\$75,023.26 to \$76,070.54
After 3 years	\$77,369.24 to \$78,416.26
After 4 years	\$79,673.10 to \$80,720.38
After 5 years	\$80,866.76 to \$81,935.10
After 10 years	\$82,060.94 to \$83,150.08
After 15 years	\$83,254.60 to \$84,343.74
After 20 years	\$84,448.26 to \$85,558.46
After 25 years	\$86,040.24 to \$87,171.24

(Ranges are dependent on Education incentives)

Lateral Transfer Credit

New hires can receive up to 5 years of credit for prior police experience for both pay and vacation steps, depending on experience.

WI Retirement Fund:

City pays 14.3% of employee's annual income
Employee pays 6.9% of annual income

Health Insurance:

High deductible single, employee/spouse, employee/children and family plans are available. Employee pays 8.7% of premium payments. HSA savings plans are available through the employer. City has made \$750 individual and \$1,500 family contributions to employee HSAs since 2015.

Deductible, co-Pay and Out of Pocket expenses apply. See 2024 benefit guide.

Dental Insurance:

City pays 85% of single or family premium.
Employee pays 15%

Uniform Allowance:

\$800.00 Initial Allowance
\$1,000.00 Initial Body Armor reimbursement
\$720.00 Minimum every year thereafter
\$100.00 annually for special assignments
\$200.00 annually for body armor replacement

Life Insurance:

City pays 100% of the cost of the Wisconsin Employee Group plan for the basic unit of coverage.

Holidays:

10 days of compensatory pay in lieu of holidays.
Extra pay on holidays worked.

Vacation:

101 hours after 1 - 4 years of service.
144 hours after 5 - 9 years of service.
170 hours after 10-14 years of service.
229 hours after 15 years of service.

Sick Leave:

Earn 1 day for each completed month of service, up to 144 days. More than 144 days are pooled.

Education Incentive Pay

\$0.20 per hour for Associate's Degree
\$0.35 per hour for Bachelor's Degree
\$0.50 per hour for Master's Degree

Patrol Officer Work Schedule

Officers work a 5 on, 3 off schedule
(4) 8-hour shifts and (1) 10.5-hour shift on the middle day of the 5-day work week.