

Southaven Police Salary / Benefits Package

BENEFITS

Personal Leave - 40 hours after the first year of service. 80 hours after two (2) years, 120 hours after six (6) years and 160 hours after 10 years.

Medical Leave – Medical Leave is accrued at four (4) hours per two week pay period and is available for use after six (6) months of full-time employment.

Longevity – Longevity begins after five (5) years of continuous service and is in addition to your regular salary. It begins at \$ 200.00 per year, and increases incrementally each year to \$ 5,5150.00 per year at 25 years and \$ 200.00 per year over 25 years.

Retirement – The City of Southaven is a member of the Public Employee’s Retirement System of Mississippi (PERS). Officers become members of PERS as a condition of employment. Retirement benefits are available after 30 years of service.

Holiday Pay – Given the nature of Police work, officers are commonly required to work holidays. Officers receive a shift stipend to compensate for holiday pay. This stipend is based on the officer’s current hourly rate of pay. (For ease of understanding, this amount has been incorporated and reflected in the yearly base pay for each rank.

Uniforms – Uniforms and equipment, including body armor and weapons, are provided. After one (1) year of service, officers receive an annual clothing allotment of \$ 500.00 .

Insurance – For complete insurance information, please see <https://www.southaven.org/149/Human-Resources>

Educational Reimbursement Assistance – The City of Southaven offers reimbursement assistance to employees to further their education in the areas related to their employment.

SALARY

P-1 – Pre-Academy	\$ 17.38 hr. - \$ 39,626.00 yr.
P-2 – Certified Officer	\$ 20.79 hr. - \$ 47,401.00 yr.
P-3 – After 30 months service	\$ 22.06 hr. - \$ 50,296.00 yr.
P-4 (Sgt.) – After 48 months service	\$ 22.86 hr. - \$52,120.00 yr.
Master Sergeant (1 st line supervisor)	\$ 24.26 hr. - \$ 55,312.00 yr.
Lieutenant	\$ 26.76 hr. - \$ 61,012.00 yr.
Captain	\$ 29.11 hr. - \$ 66,370.00 yr.

Training Stipends – Upon completion of one (1) year of service, officers may earn up to three (3) training stipends. Each stipend pay \$ 600.00 annually, with a maximum of \$ 1,800.00 annually.

Overtime – The City pays overtime, there is no Comp time. The availability of overtime for the Police Department is extremely abundant.