



# MOUNTAIN HOME POLICE DEPARTMENT

2775 E. 8<sup>th</sup> North Street, Mountain Home, ID 83647  
Phone 208.587.2101 • Fax 208.587.0180 • [www.mhpd.net](http://www.mhpd.net)

## SALARY AND SUMMARY OF BENEFITS

Starting Hourly Rate is \$24.90

### \$10,000 Hiring Incentive for all New Hires

- **Laterals (Three Year Payment Schedule):**

|                                       |          |
|---------------------------------------|----------|
| Upon Successful Completion of FTO:    | \$2,000  |
| First Year Date of Hire Anniversary:  | \$1,500  |
| Second Year Date of Hire Anniversary: | \$1,500  |
| Third Year Date of Hire Anniversary:  | \$5,000  |
| INCENTIVE GRAND TOTAL:                | \$10,000 |
  
- **New Hires (Four Year Payment Schedule):**

|                                       |          |
|---------------------------------------|----------|
| Upon Successful Completion of FTO:    | \$2,000  |
| First Year Date of Hire Anniversary:  | \$1,000  |
| Second Year Date of Hire Anniversary: | \$1,000  |
| Third Year Date of Hire Anniversary:  | \$1,000  |
| Fourth Year Date of Hire Anniversary: | \$5,000  |
| INCENTIVE GRAND TOTAL:                | \$10,000 |

### Monthly Pay Incentives:

- P.O.S.T. Certifications
- P.O.S.T. Certified Instructor
- Field Training Officer
- K9 Officer
- Detective
- Polygraph Examiner

Access to city-owned, state of the art training/workout facility 24/7 for employee and spouse

**PERSI Retirement Plan:** Go to [www.persi.state.id.us.com](http://www.persi.state.id.us.com) for more information.

**PERSI 401k:** Optional plan available for employees.

**Health/Dental/Vision/Prescription Insurance:** The employee and employee dependents' premiums are paid in full by the city.

### Health Benefits Are:

- Employee medical insurance premium is paid in full by the city
- Additional coverage for dependents is available at employee's expense. To find out how much the premium is for your dependents please contact Daniel Mercado at (208) 587-2104.
- \$10/25/50 Pharmacy co-pay
- Doctor co-pay is \$30; Specialist or out-of-network \$45
- \$5,000 deductible per insured/\$10,000 maximum per family\*  
\*The employee pays the first \$500 of the deductible after which the city will reimburse medical expenses at 90% of the \$4,500 for a maximum reimbursement of \$4,050 annually for individuals. A family is eligible for a maximum reimbursement of \$8,100 annually.

**Flexible Spending Account:** Optional plan for employees.



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**Employee Life and Accidental Death & Dismemberment Benefit:** \$25,000

**Sick Leave:** On a 40 hour work week – Eight hours per month with no maximum. Upon official retirement, partial sick leave payout is available.

**Vacation Leave:** On a 40 hour work week:

- 1 through 3 years 8 hours per month
- 4 through 10 years 10.5 hours per month
- 11 and up 13.5 hours per month
- Maximum year-to-year carryover: 200 hours

**Holiday Pay:** The city observes 12 holidays each year. All police department employees required to work on a holiday will be paid 8 hours in addition to their standard hourly rate of pay for actual hours worked.

**Overtime Pay:** Overtime is paid as determined by bureau Lieutenant and available budget.

**Compensatory Time:** Comp time bank allowed up to 80 hours.

**Wellness Program:** Each eligible employee may receive up to \$220 a year for reimbursement of wellness-related activities.

**Employee Assistance Program:** Provides short-term, confidential counseling for the employee, their household members and dependent children at no out-of-pocket cost to the employee.

**Special Assignments:** Eligible for 4-year rotating assignments in SRO, Detectives, and CRT, when available, after three years of service. Long term K9 assignments are also available pending need.

**Field Training Officer:** Eligible to become a FTO after three years of law enforcement experience, one of which is with the Mountain Home Police.

**Promotions:** Opportunity to test for Corporal promotions, when available, after two years of service with Mountain Home Police. Opportunity to test for Sergeant promotions, when available, after four years of law enforcement experience, two of which are with Mountain Home Police.

**Miscellaneous Benefits:**

- Veteran's preference
- All initial equipment and uniforms provided and maintained through annual uniform allowance.
- Take home car program (Must live within 15 miles of city limits)
- Panama shift schedule for Patrol Officers (12-hour shifts)
- Annual continual training
- Access to outdoor firing range
- Discounts to city facilities such as golf course, swimming pool, and library
- Tuition assistance program
- Bereavement leave
- Military leave
- Jury duty/civil leave
- Fraternal Order of Police Legal Plan available at employee's expense
- Police Association membership available at employee's expense