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22.1 Compensation

- A. The general compensation, benefit and employment policies of the *Department* are based on *Town* policies, and state and federal laws. Additional information on these policies *may* be obtained from the Human Resources Department.
- B. The *Town* HR Department publishes the *Town's* salary plan, which provides entry-level salaries; the salary range for each position and rank within the *Department*; the salary differential required between ranks (if any) and the procedure for salary adjustments (if any).
- C. Adjustments in the compensation plan *shall* be applied to *Department employees* as directed by the *Town*. Compensation *may* be adjusted, consistent with *Town* policies, when an *employee* is promoted, demoted or reclassified based upon a change in duties. Compensation *may* also be adjusted to reflect increases in the rates within the compensation plan, increases merited by performance and justified by annual performance evaluations, and decreases as a result of the downgrade of a position or a reduction in pay pursuant to the *Town of Paradise Valley* Human Resources manual Article VIII, sections 801 through 811, Salary Administration.


22.1.1 Assignment Pay (FTO's, Canines, etc.)

The following special assignment pay *will* be provided for the following special assignments:

- FTO 2.5%
- Detectives 2.5%
- Motors 2.5%
- CRO 2.5%
- *Bilingual* \$600 annually

22.1.2 Shift Differential

Extra compensation for officers and dispatchers assigned to night shift as their regular scheduled shift will be compensated through shift differential pay. Personal Action Forms will be completed for night shift officers and dispatchers, and the pay will be added to their base salary. Refer to Human Resources for the current rate. Shift differential will

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NOT be paid for occasionally covering a night shift, it is for those who are permanently assigned to the night shift.

22.1.3 Uniform and Equipment Allowances

Uniform and equipment allowances are provided on an annual basis. *Sworn*, uniformed *personnel* are permitted to purchase up to \$1,300.00 in authorized uniforms or work-related equipment. Newly hired *officers* will receive a one-time allotment of \$1,800.00. Detectives are provided \$650.00 cash from the \$1,300.00 allotment annually to purchase plainclothes or specialized equipment that is required for their work assignments. Detectives are expected to utilize the remaining \$650.00 to maintain the appropriate authorized uniform and equipment purchases from authorized vendors. Communications *personnel* are provided \$500.00 annually for uniform attire.

22.1.4 Court Pay

Employees who are required to appear in, or testify at, court trials, hearings, or Grand Jury, will be compensated at the appropriate overtime rate (if overtime is applicable). In the event of a call out for a court appearance, a minimum of three (3) hours of overtime will be earned.

