

NUPD BENEFITS AND CONSIDERATIONS – POLICE OFFICER

Salary

- **Step 1 \$31.23/hour – Step 4 \$43.08/hour**
- Additional 3% for Associates, 5% for Bachelor's degree, or 10% for Master's degree
- Additional compensation for shift differential
- Applicants with Police Officer experience may be started at higher step at the discretion of the Chief of Police

Signing Bonus

- \$3,000 upon completion of Field Training, an additional \$2,000 after six months, and \$2,000 after one year

University Benefits

- Comprehensive [Health Insurance Plans](#)
- Highly competitive [Retirement Plan](#) (after one year employer matches 10% if employee contributes 5%)
- [Tuition Assistance](#) for you and your immediate family
- Flexible [Paid Time Off](#) and [Paid Leave](#) policies
- [Fitness and Wellness Programs](#)
- [Employee Assistance Program](#)

Department Incentives

- Physical Fitness Incentive up to \$2,500 annually
- Additional 5% on base hourly rate for FTO Officers
- Additional 5% on base hourly rate for ICT Officers
- Emergency Medical Technician (EMT) stipend (Additional \$1.02/hour)
- Professional Development Training Opportunities
- Employees are fully outfitted with uniforms and equipment upon appointment
- Free uniform laundering