



# Davenport Police Officer Total Compensation

## Benefits

Annual Wages

Critical Demand Incentive

Education Incentive  
(Bachelor's degree shown)

Shift Differential  
(2nd shift shown)

Retirement Contribution  
(457)

Retirement Health Savings

Uniform Allowance

Fitness Program Incentive

**Total Compensation**

## Year 1

\$65,646

\$985

\$1,500

\$1,758

\$3,282

\$2,626

\$1,300

\$1,200

**\$78,297**

## Year 4

\$79,146

\$1,187

\$1,500

\$1,883

\$3,957

\$3,957

\$1,500

\$1,200

**\$94,330**

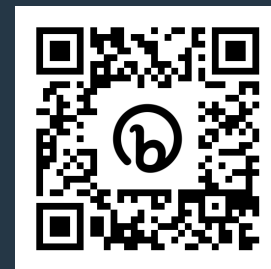
## Shift Schedule

5 days on, 2 days off

5 days on, 3 days off

(Rotating weekends off)

Accept the *challenge.*



## PLUS:



**Health Insurance**

\$37.23/month for single  
\$93.08/month for family



**Vacation**

80 hours/year  
(accrued bi-weekly)



**Sick Leave**

120 hours/year  
(accrued bi-weekly)



**Pension**

82% of avg. salary over  
three highest years  
(30 years & age 55)



**Recognized  
Holidays**

13 days/year



**Long-Term Disability  
& Life Insurance**

Paid by the City



**Tuition  
Reimbursement**

Up to \$4,000  
per year



**Residency**

20 miles of Davenport  
city limits (IA & IL)

\*Subject to the provisions of the Police Union collective bargaining agreement.

Year 1: Effective January 1, 2024 | Step 1; Year 4: Effective January 1, 2027 | Step 4