

- **Fifteen (15) paid holidays per year**
- **Eight (8) sick leave days per year**
- **Vacation leave (leave is accrued for during probationary year)**
- **Bereavement leave**
- **Health insurance plan options (HMO/PPO)**
- **All uniforms, equipment and sidearms provided (SPPOA Patrol members allotted \$750.00 for uniform/equipment-CID/\$1,000.00 annually)**
- **Work related injury compensation**
- **Retirement program (P.E.R.A.) Plan 3**
- **Take home car program (within 40-mile radius)**
- **Promotional opportunities**
- **Work Schedule: 4-10 or 12-hour block schedule (determined by operational needs)**
- **Paid overtime & compensatory time off (86-hour rule applies to new hires/probationary period)**
- **Tuition Reimbursement Program**
- **Educational Incentive Pay**
- **Shift Differential Pay**
- **Specialty Pay**
- **FTO Pay Incentive**
- **Out of State Laterals welcomed (Must obtain NM CERT within 1 Year of Date of Hire)**
- **Advance Training Opportunities**
- **1 hour allowed for physical fitness**
- **7-14 week FTO program****
- **In-State LE Certification starting pay \$21.50 an hour effective July 7th, 2024**

****Must have approval from FTO coordinator and Chief of Police for a 7-week FTO program****

*****Years of Service Credit*****

New Mexico certified hires with a minimum of 3 years of New Mexico Law Enforcement experience shall enter employment with the Sunland Park Police Department at longevity increase step 1, 2 or 3 at the discretion of the Chief of Police. The Chief of Police will take into consideration the following factors, but not limited to: Total years of New Mexico Law Enforcement experience, previous Agency/Department type, standing with the New Mexico Law Enforcement Academy/Board, current standing with most recent Agency/Department (laterals),

recent (previous 3 calendar years) suspension/discipline history with New Mexico Law Enforcement Academy/Board and any Law Enforcement Agency/Department, findings and outcome of any Internal Affairs investigation(s) (previous 3 calendar years) and NMLEA recognized training, certifications/Instructor certifications. After confirmation of successful completion of new hire probationary period, employee will enter Sunland Park Police Officers Association and adhere to Longevity Increase Pay Scale described above. Seniority will be determined by date of hire with SPPD, not previous years of experience or entry level starting hourly rate.