

1. Vacation:
 - Up to 1 year of service: 11 days
 - 1 to 5 years of service: 19 days
 - 6 to 10 years of service: 22 days
 - 11 to 15 years of service: 25 days
 - 16 or more years of service: 27 days
2. Fourteen paid holidays for all employees of the Department.
3. Salary (weekly):
 - **Probationary Patrol Officer 750.64 during first year.**
 - **Patrol Officer Third Class 962.52 after one year of service.**
 - **Patrol Officer Second Class 1,071.02 after two years of service.**
 - **Patrol Officer First Class 1,209.99 after three years of service.**
 - Detective 1,306.77
 - Inspector Technical Services 1,385.13
 - Sergeant 1,385.13
 - Lieutenant 1,512.29
 - Captain 1,659.97
 - Major 1,767.57
4. Salary Step Increases (Each regular permanent member of the Department shall be entitled to Step Increase payments after he/she has served as a member of the Department for a period of four (4) years, including his/her year of probation):
 - Commencement of employment to and including fourth (4th) year 0.0%
 - Fifth (5th) year to tenth (10th) year, inclusive 8.5%
 - Eleventh (11th) year to fifteenth (15th) year, inclusive 9.5%
 - Sixteenth (16th) year to eighteenth (18th) year, inclusive 11.5%
 - Nineteenth (19th) year to twenty-third (23rd) year, inclusive 12.5%
 - Twenty-fourth (24th) year to retirement 13.5%
5. Annual Clothing and Maintenance Allowance of \$1,450 per year.
6. Health Insurance:
 - The City will offer primary group insurance coverage generally comparable to the plan commonly known as Blue Cross Health Mate Coast to Coast and/or secondary plan commonly known as Blue Cross Classic Blue; as well as Blue Cross Dental, Vision, and prescription plan. Any Active Member covered by either the primary or secondary group health care plans shall be required to pay a Health Insurance Contribution Payment.
 - The City will provide retired members of the Warwick Police Department with individual or, for those retirees with eligible dependents, family medical insurance until such member becomes Medicare-eligible or reaches the age of Medicare-eligibility. Retired Members covered by a City health insurance plan shall not be required to pay a Health Insurance Contribution Payment.
7. Retirement Pay:
 - Upon Completion of 25 years of service, a member can retire and receive a pension at half pay (50%) with an additional two percent (2%) for each year after 25 years of service, up to a maximum of seventy percent (70%).
8. A new police officer can expect to work a four (4) days on two (2) days off rotating schedule.
9. The above information is determined through a collective bargaining agreement between the City of Warwick and FOP Lodge 7 and is subject to change.