



STEUART PITTMAN
COUNTY EXECUTIVE

ANNE ARUNDEL COUNTY POLICE DEPARTMENT
8495 VETERANS HIGHWAY
MILLERSVILLE | MARYLAND | 21108
(410) 222-8500 | www.aacounty.org



AMAL E. AWAD
CHIEF OF POLICE

Police Officer Benefits

SIGNING BONUS

Entry Level Officer:

A \$10,000 signing bonus will be awarded to successful candidates.

- \$1,000 will be payable upon hire
- \$4,000 will be payable upon the successful completion of the Police Academy
- \$5,000 will be payable upon the successful completion of the probationary period

Lateral / Comparative Compliance Officer:

A \$10,000 signing bonus will be awarded to successful candidates.

- \$5,000 will be payable upon hire
- \$5,000 will be payable upon the successful completion of the probationary period

Patrol Schedule

6 days on - 3 days off shift pattern with two schedules

Day - Evening Rotation 0700 - 1530 / 1500 - 2330

Midnight Shift 2300 – 0730

5% officer shift differential for the evening shift

9% officer shift differential for the midnight shift

Court Pay

4 Hour Minimum at OT Rate

2 Hour Standby Pay at OT Rate (Must be able to report to court within 1 hour)





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Take Home Car

(Anne Arundel County Police Department Written Directive Index Code 1502)

Officers must reside in the State of Maryland and live within 40 nautical miles of the Anne Arundel County border to take their Personal Patrol Vehicle (PPV) home. Officers residing outside this area or outside the State may arrange to park their PPV at a safe government facility within the 40-mile area and within the State. Officers may only operate their PPV to and from work outside the county.

When available, officers will become eligible for a PPV assignment after satisfactorily completing their probationary period. At the district/division commander's discretion, PPVs may be temporarily assigned to probationary officers.

Property Tax Credit (Anne Arundel County Code § 4-2-313)

Property tax reduction of up to \$2,500 for police officers who own property and reside in Anne Arundel County.

Tuition Reimbursement

Up to \$2,000 reimbursement per year

Specialty Assignments

You must work two years on patrol before you are eligible.

Supplemental Pay

Up to \$1,930 in yearly allowances! Physical Fitness, Weapons Cleaning, and Uniform Cleaning.





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ADVANCING YOUR CAREER

Promotions

The rank of Sergeant is attainable after 4 years of service. The time in grade varies for other ranks.

Rank Structure / Promotions

Approximately every two years, the department conducts promotional exams, and an eligibility list is created.

OFFICER RANKS

Police Officer: The day you are sworn in.

Police Officer First Class (POFC): Graduation from high school; completing two continuous years of experience as an Anne Arundel County Police Officer.

Corporal: Graduation from high school; successful completion of two years as an Anne Arundel County Police Officer First Class; two years as an Anne Arundel County Police Officer.





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SUPERVISORY RANKS

Sergeant: Graduation from high school; successful completion of two (2) continuous years of experience as an Anne Arundel County Police Officer; two (2) continuous years as an Anne Arundel County Police Officer First Class; attainment of the rank of Police Corporal in the Anne Arundel County Police Department'. This is a competitive process.

Lieutenant: Graduation from high school; 60 credits of college-level course work or an associate degree; six (6) years of experience in progressively responsible police work with the Anne Arundel County Police Department, with two (2) years of experience in police administration, management, or supervision as an Anne Arundel County police sergeant

Note: An officer may earn pay for "acting out of class," which is a 10 percent pay increase.





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Leave

Accrual Per Calendar Month*

Annual Leave (Years of Continuous Service)

Officer, POFC, Corporal, Sergeant

0 but less than 5	0.83 (10 days per year)
5 but less than 10	1.24 (15 days per year)
10 but less than 20	1.67 (20 days per year)
20 years or more	2.08 (25 days per year)

*Although leave is accrued on a pay period basis, an employee's leave balance is frontloaded at the beginning of the year. In addition to the leave listed above, employees receive 16 days of additional annual leave instead of holidays.

At the end of the calendar year, unused annual leave over 280 hours is converted to Disability Leave (Sick Leave).

Disability Leave (Sick Leave)

Employees earn 15 Days a calendar year. There is no cap on the amount of sick leave that can be converted to credited service for the pension. For example, if an officer retires after 20 years and never uses a day of earned sick leave, he/she would have 300 days of sick leave, which adds 1 year and 2 months of service to the officer's pension benefit calculation.

Comp Time (Compensatory Leave Time instead of Cash Overtime)

Officers may accumulate up to 480 hours. Officers may cash out up to 240 hours at the end of each fiscal year or roll over into the following year.





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HEALTH CARE BENEFITS

Medical

Open Access Aetna Select HMO-EPO

- In-network benefits
- Deductible: \$100 Individual; \$200 Family

Aetna Open Choice PPO

- Both in-network and out-of-network benefits
- Deductible (in-network): \$125 Individual; \$250 Family
- Deductible (out-of-network): \$500 Individual; \$1000 Family

Dental

CIGNA Dental PPO (Buy-Up)

CIGNA Dental PPO (CORE)

CIGNA Dental DHMO

Life Insurance

The county provides basic term life insurance coverage of \$50,000 or two times the employee's annual salary up to a maximum of \$100,000 at no cost to employees. Basic life insurance includes accidental death and dismemberment coverage.

The imputed value of basic life insurance coverage over \$50,000 is considered taxable income.

Employees can purchase optional term Supplemental Life Insurance up to a maximum of \$400,000. Employees can also purchase spouse life insurance in the amount of \$5,000, \$25,000, or \$50,000, and child life insurance in the amount of \$2,500, \$5,000, or \$10,000.





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Other Insurance Information

EyeMed vision insurance is provided at no cost to employees

Eligible employees who opt out of health insurance receive a bi-weekly stipend

Short-term and Long-term Disability plans are available

Flexible Spending Accounts are available

Voluntary benefits include Universal Life with Long Term Care Rider and United Legal Benefits.

RETIREMENT BENEFITS

Pension

50% of your Final Average Salary with 20 years' plan service (Regardless of Age)

70% of your Final Average Salary with 30 years' plan service (Maximum benefit – Not to exceed 10 years)

Unused accrued disability leave will convert to credited service at retirement and can be used to exceed 70% of one's final average earnings

100% Spouse Survivor Pension Benefit-pension is not reduced

Age 50 with at least 5 years of actual plan service. Disability Leave / Military Leave does not count. (2.5 percent multiplier)

Police Officers who transferred from another Maryland Certified Law Enforcement Agency can purchase up to five (5) years of prior service credit in the County Police plan.

Click here for more information: <https://www.aacounty.org/sites/default/files/2024-10/bill-85-24.pdf>





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Deferred Retirement Option Program (DROP)

Eligible after 20 years of plan service.

A monthly retirement benefit is paid into an account for up to six years while the employee is active.

4.25% annual interest yield, compounded monthly.

Military (3 years Credit)

Up to 3 years of credit for pre-plan military service after 20 years of County service. Military credit can be used to exceed 70% of final average earnings.

RETIREMENT - PENSION

Cost of Living

Officers are entitled to a yearly COLA after retirement. The COLA increases are calculated according to the retiree COLA methodology outlined in the County Code.

Disability Retirement

Officers who are required to retire early due to a line-of-duty injury are eligible to receive 66 $\frac{2}{3}$ % tax-free pay.

457(b) - Deferred Compensation Plan

Retirement savings/investment account with T. Rowe Price, funded with employee pre-tax payroll deductions.

