

**SALARY AND TRAINING** All Police Officer applicants accepted attend the 500-hour basic law enforcement course of three months in the Miami Police Academy. They receive full entrance salary of \$522 per month from the first day of employment including while they are in training. Annual raises result in top pay of \$663 per month in five years with longevity increases at the end of the next five years to \$696, and another longevity to \$731 at the end of the next five years (unless promoted in rank to higher pay levels which also receive longevity salary credits).

**PRIOR POLICE EXPERIENCE** Applicants having more than three years of experience as a Police Officer and having completed a basic law enforcement course comparable to our 500-hour course in the Miami Police Academy may be offered an advanced in-hiring salary rate one step above entrance pay which would be \$547 per month. This requires special approval on each individual applicant. Certification of such experience and training is required at time of employment or soon afterward.

**EDUCATIONAL OPPORTUNITIES** We encourage Police Officers to further their education if their educational programs can be fitted into their work schedules, or to the extent possible work schedules are adjusted to permit attendance during night or day sessions at the Miami-Dade Junior College, University of Miami, or other local institutions. However, we do not approve anyone on full-time employment carrying a full credit load. The City of Miami will pay up to one-half the tuition of employees taking courses that tend to improve them in their career field.

**UNIFORMS AND EQUIPMENT** All police uniforms and equipment are furnished with the exception of leather goods, neckties and clasp, and whistle. Personal items, such as leather goods, watches, etc., damaged in the line of duty are replaced at the expense of the City of Miami.

**CLIMATIC ADVANTAGES** Our tropical climate with fair weather and many year-around outdoor recreational opportunities are attracting new residents in large volume. Applicants who are interested in a law enforcement career quickly recognize that our city has the advantage of comfortable weather for outside duty as compared with the cold winter slush and summer heat of most northern cities.

**FRINGE BENEFITS** Our fringe benefit package is generous in comparison with other cities and organizations. These fringe benefits are listed on the attached sheet and briefly explained. In addition, police personnel are given compensatory time for overtime and time spent in court which can be added to their vacation leave or taken off when desired.

If further information is desired, it will be gladly furnished if you call or write to:

Col. Walter E. Headley  
Chief of Police  
P. O. Box 614  
Miami, Florida, 33152