

Nixa Police Department

2025 Police Officer Compensation Estimates

Although a paycheck is the most visible indication of compensation the City of Nixa also pays for many unseen benefits. As an applicant for employment with the City of Nixa, we offer you a visual representation of the value we place on our employees. Below is an estimate of the total compensation packages for the various levels of our Police Officer positions. We also offer employee + spouse and employee + children plans.

2025 Police Officer Compensation Estimates (2184 Hours)							
	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	LEVEL 5	LEVEL 6	
GROSS SALARY:	\$61,130.16	\$62,091.12	\$62,593.44	\$63,073.92	\$63,554.40	\$64,056.72	
BENEFITS PAID BY EMPLOYER:							
Social Security Tax	\$3,790.07	\$3,849.65	\$3,880.79	\$3,910.58	\$3,940.37	\$3,971.52	
Medicare Tax	\$886.39	\$900.32	\$907.60	\$914.57	\$921.54	\$928.82	
LAGERS Retirement (100% Employer Paid)	\$10,453.26	\$10,617.58	\$10,703.48	\$10,785.64	\$10,867.80	\$10,953.70	
Health Insurance- Employee Only (Base Benefit Plan - 100% Employer Paid)	\$7,296.00	\$7,296.00	\$7,296.00	\$7,296.00	\$7,296.00	\$7,296.00	
Additional Amount Paid Toward Family Health Insurance (Base Benefit Plan)	\$6,930.00	\$6,930.00	\$6,930.00	\$6,930.00	\$6,930.00	\$6,930.00	
Dental Insurance- Employee Only (100% Employer Paid)	\$306.12	\$306.12	\$306.12	\$306.12	\$306.12	\$306.12	
Additional Amount Paid Toward Family Dental Insurance	\$843.12	\$843.12	\$843.12	\$843.12	\$843.12	\$843.12	
Vision Insurance- Employee Only (100% Employer Paid)	\$62.76	\$62.76	\$62.76	\$62.76	\$62.76	\$62.76	
Additional Amount Paid Toward Family Vision Insurance	\$140.40	\$140.40	\$140.40	\$140.40	\$140.40	\$140.40	
Basic Life and AD&D Insurance- Employee \$25,000 (100% Employer Paid)	\$33.48	\$33.48	\$33.48	\$33.48	\$33.48	\$33.48	
The X Center Fitness Membership- Employee Only (100% Employer Paid)	\$310.00	\$310.00	\$310.00	\$310.00	\$310.00	\$310.00	
Total Potential Benefits:	\$31,051.59	\$31,289.43	\$31,413.76	\$31,532.68	\$31,651.59	\$31,775.92	
TOTAL GROSS SALARY & POTENTIAL BENEFITS:	\$92,181.75	\$93,380.55	\$94,007.20	\$94,606.60	\$95,205.99	\$95,832.64	
PAID TIME OFF:							
The following benefits result in paid time off for the employee. These benefits are shown first in hours, and then in dollars to show the actual monetary value of an employee's paid time off.							
13 Paid Holidays in Hours	156	\$4,366.44	\$4,435.08	\$4,470.96	\$4,505.28	\$4,539.60	\$4,575.48
Paid Personal Leave in Hours	12	\$335.88	\$341.16	\$343.92	\$346.56	\$349.20	\$351.96
Paid Vacation Leave in Hours	80	\$2,239.20	\$2,274.40	\$2,292.80	\$2,310.40	\$2,328.00	\$2,346.40
Paid Sick Leave in Hours	96	\$2,687.04	\$2,729.28	\$2,751.36	\$2,772.48	\$2,793.60	\$2,815.68
Total Available Paid Time Off:	344	\$9,628.56	\$9,779.92	\$9,859.04	\$9,934.72	\$10,010.40	\$10,089.52
In addition, you may also receive the following benefits and should consider their value when looking at your total compensation package:							
Paid Training, Uniforms and Equipment				Tuition Reimbursement			
Unemployment Coverage				Section 125 for Pre-tax Deductions			
Workers Compensation Coverage				457 Deferred Compensation Plan			
Paid Bereavement Leave- 48 Hours				Various Supplemental Insurance Plans			
EFFECTIVE 01/01/2025							
THE MONETARY VALUE OF THE COMPENSATION PACKAGE INCLUDING SALARY, POTENTIAL, BENEFITS, AND AVAILABLE PAID TIME OFF:		\$101,810.31	\$103,160.47	\$103,866.24	\$104,541.32	\$105,216.39	\$105,922.16

Visit www.joinnixapd.com for more information or
 Contact Cpt. Fleetwood by email: recruiter@nixa.com or by phone: 417-725-2510