



Westerville Police Department Patrol Officer 2017 Pay and Benefits

Pay:

Step 1 - \$27.07/hr **\$56,305.60** (1-6 months)

*Usually during Police Academy

Step 2 - \$31.97/hr **\$66,497.60** (6-12 months)

Step 3 - \$34.86/hr **\$72,508.80** (1-2 years)

Step 4 - \$38.34/hr **\$79,747.20** (2-3 years)

Step 5 - \$42.53/hr **\$88,462.40** (3+ years)

Overtime: hourly rate + half. Overtime rate is applied to any time over 8 hours/day or 40 hours a week (Ex. Step 5 O.T. rate is \$63.80)

Shift differential: 2nd and 3rd shift - \$1.15+ regular rate

Field Training Officer: \$2.00+ regular rate

Court pay: Minimum 3 hour rate when not working regular hours

Call in: Minimum 3 hours of hourly pay

Clothing allowance: \$1000/year

LEAVE

Vacation Leave

- 1-6 years of service – 2 weeks
- 6-10 years – 3 weeks
- 10-16 years – 4 weeks
- 16-22 years – 5 weeks
- 22+ years – 6 weeks

Holiday Leave: 56 hours per year (7 days)

Personal Leave: 48 hours per year (6 days)

Comp Leave: Up to 80 hours per year (2 wks)

Sick Leave: 4 hours per pay period

Health Insurance:

Medical/Eye/Dental: covered - A small portion of the premium is paid by the employee

Health Savings: High Deductible Plan

\$1700/year for a single person

\$3400/year for families (Spouse, children and immediate household family members)

**Yearly Deductibles:* \$2000/\$4000 respectively

OTHER INCENTIVES

Longevity Pay: Yearly

- 5-9 years of service: \$950
- 10-14 years: \$1175
- 15-19 years: \$1550
- 20+ years: \$1725

Education Incentive: Yearly

- Associate's Degree \$250
- Bachelor's Degree: \$425
- Master's: \$625

Tuition Reimbursement: Up to \$4000/year after successful completion of coursework

Uniform Dry Cleaning: Free

Fitness Incentive: Up to \$250 per fitness test or Up to \$750/year (Tests held 3 times a year)

Paid Training: Any personal expenses accrued during training are reimbursable

Fraternal Order of Police (F.O.P) Union Representation

Initial Professional Equipment Issue: Free