



# Westerville Police Department

## Police Officer 2020 Pay and Benefits

**Pay:**

- Step 1 - \$29.73/hr \$61,838.40 (1-6 months)
- Step 2 - \$35.10/hr \$73,008.00 (6-12 months)
- Step 3 - \$38.27/hr \$79,601.60 (1-2 years)
- Step 4 - \$42.11/hr \$87,588.80 (2-3 years)
- Step 5 - \$46.70/hr \$97,136.00 (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

**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

**Personal Leave:** 48 hours per year

**Comp Leave:** Up to 80 hours per year

**Sick Leave:** 8 hours per month

**Health Benefits:**

Medical: Employees only pay 15% of premium. The City offers a high-deductible health program and makes a prorated contribution to the employee's HSA.

Vision, Dental & Life Insurance: The City pays 100% of the premium for these coverages

**Longevity Pay (Annual Payment):**

5-9 years of service: \$950

10-14 years: \$1175

15-19 years: \$1550

20+ years: \$1725

**Education Incentive (Annual Payment):**

Associate's Degree \$250

Bachelor's Degree: \$425

Master's Degree: \$625

**Tuition Reimbursement:** Up to \$4,000/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

**Initial Professional Equipment Issue:** Free