



City of Columbus  
 Department of Public Safety  
 Human Resources Bureau



Compensation and Benefit Overview\* – 911 Emergency Call Taker

**Salary**

Pay Grade: Range 20 – 24

Range/Step	Hourly	Annually
20 (Minimum)	\$22.07	\$45,905.60
24 (Maximum)	\$29.63	\$61,630.40

- **Shift Differential:** additional \$.57/hr. for assigned to 2<sup>nd</sup> shift; \$.70/hr. for 3<sup>rd</sup> shift
- **Overtime:** time worked may be converted into compensatory time and used as additional paid time off
  - o Hours earned at 1.5 times or 2.0 times the # of hours worked
  - o Voluntary OT available in addition to mandatory OT

**Paid Leave Benefits**

- **Holidays:** 10 paid holidays; when worked the premium pay of 1.5 times hourly rate
- **Sick Time:** 96 hours per calendar year, prorated upon appointment
- **Vacation:** accrual based on # years of service; accrues per pay period
  - o less than 3 years: 10 days/year
  - o 3-5 years: 16 days/year
  - o 6-12 years: 23 days/year
  - o 13-19 years: 26 days/year
  - o 20-24 years: 28 days/year
  - o 25+ years: 30 days/year
- **Personal Business Days:** three 8 hour days
- **Employee’s Birthday:** may be used on the employee’s birthday day or held for use within 1 year
- **Military:** 22 days paid for applicable leave; additional accommodations available

**Retirement Funds**

- **Ohio Public Employee Retirement System (OPERS):** employee contribution rate is 10% of gross wages; employer contribution rate is 14%
- **Ohio Deferred Comp:** ability to make pre-tax contributions into a 457(b) plan

**Insurance**

- **Medical/Prescription:** available 1<sup>st</sup> of the month following date of hire
  - o Single Coverage
  - o Family Coverage
    - Includes domestic partnerships
  - o \$25/month surcharge for tobacco use
- **Dental/Vision:** available 1<sup>st</sup> of the month following 90 days of service; cost included in the medical premium
- **Life Insurance:** 1.5 times annual salary (up to age 65, then benefit is reduced), included in cost of medical premium (unless medical is waived, then small monthly premium)
  - o Ability to enroll in additional, optional life insurance policies

**Additional Benefits**

- **Annual Service Credit:** available after more than 5 years
  - o \$650 after 5 years
  - o \$750 after 8 years
  - o \$850 after 14 years
  - o \$950 after 20 years
  - o \$1,050 after 25 years
- **Uniforms:** uniform provided after training
- **Tuition Reimbursement:** eligible after 1 year
  - o Up to \$4,000 for undergraduate studies
  - o Up to \$4,500 for graduate studies

**Training**

- **Classroom:** 10 weeks at full starting salary
- **On-the-Job:** 3 phases, 4 weeks each of on-the-job training with an assigned training coach
- **Annual Training:** required training annual in-service training

**Career Advancement**

- **Promotions**
  - o Eligible to test for 911 Emergency Dispatcher after 2 years



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\*The information provided is for illustrative purposes only. Please refer to the current AFSCME Local 1632 collective bargaining agreement for exact terms and conditions.