



City of Columbus
 Department of Public Safety
 Human Resources Bureau



Compensation and Benefit Overview* – 911 Emergency Dispatcher

Salary

Pay Grade: Range 25-29

Range/Step	Hourly	Annually
25 (Minimum)	\$24.92	\$51,833.60
29 (Maximum)	\$33.39	\$69,451.20

- **Shift Differential:** additional \$.57/hr. for assigned to 2nd shift; \$.70/hr. for 3rd 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 1st 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 1st 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:** 14 weeks at full starting salary
- **On-the-Job:** 4 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 Communications Specialist after 3 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.