



# City of Columbus Department of Public Safety



## Compensation and Benefit Overview\* – 911 Emergency Call Taker

### Salary

Range/Step	Hourly	Annually
20/A Year 1	\$21.43	\$44,574.40
20/0 Year 2	\$22.54	\$46,883.20
20/1 Year 3	\$23.36	\$48,588.80
20/2 Year 4	\$24.15	\$50,232.00
20/3 Year 5	\$24.93	\$51,854.40
20/4 Year 6	\$25.78	\$53,622.40
20/5 Year 7	\$26.60	\$55,328.00

- **Pay Increases:** move up through steps each year until reach max step, then (after completes step 5) ability to move up in range at step 5 every two years based upon performance
  - o Range 21/Step 5: \$27.16/hr.
  - o Range 22/Step 5: \$27.62/hr.
  - o Range 23/Step 5: \$28.22/hr.
  - o Range 24/Step 5: \$28.77/hr.
- **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

### 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

### Retirement Funds

- **Ohio Public Employee Retirement System (OPERS):** employee contribution rate is 10.00 % of gross wages; employer contribution rate is 14.00%
- **Ohio Deferred Comp:** ability to make pre-tax contributions into a 457(b) plan

### Career Advancement

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

### Paid Leave Benefits

- **Holidays:** 11 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 # of 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

### Insurance

- **Medical/Prescription:** available 1<sup>st</sup> of the month following date of hire
  - o **Single Coverage:** \$209.10/month
  - o **Family Coverage:** \$522.75/month
    - 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
- **Uniforms:** uniform provided
- **Tuition Reimbursement:** eligible after 1 year

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[www.columbus.gov/911](http://www.columbus.gov/911)

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