## City of Columbus
### Division of Police
#### Human Resources Bureau

[An Equal Opportunity Employer]

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## Compensation and Benefit Overview* – 911 Emergency Dispatcher

### Salary

<table>
<thead>
<tr>
<th>Range/Step</th>
<th>Hourly</th>
<th>Annually</th>
</tr>
</thead>
<tbody>
<tr>
<td>25/A Year 1</td>
<td>$23.60</td>
<td>$49,088.00</td>
</tr>
<tr>
<td>25/0 Year 2</td>
<td>$24.82</td>
<td>$51,625.60</td>
</tr>
<tr>
<td>25/1 Year 3</td>
<td>$25.59</td>
<td>$53,272.20</td>
</tr>
<tr>
<td>25/2 Year 4</td>
<td>$26.42</td>
<td>$54,953.60</td>
</tr>
<tr>
<td>25/3 Year 5</td>
<td>$27.18</td>
<td>$56,534.40</td>
</tr>
<tr>
<td>25/4 Year 6</td>
<td>$28.01</td>
<td>$58,260.80</td>
</tr>
<tr>
<td>25/5 Year 7</td>
<td>$28.80</td>
<td>$59,904.00</td>
</tr>
</tbody>
</table>

- 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
  - Range 26/Step 5: $29.48/hr.
  - Range 27/Step 5: $30.18/hr.
  - Range 28/Step 5: $30.93/hr.

- Shift Differential: additional $.57/hr. for 2nd shift; $.70/hr. for 3rd shift

- Overtime: time worked may be converted into compensatory time and used as additional paid time off
  - Hours earned at 1.5 times or 2.0 times the # of hours worked
  - Voluntary OT available in addition to mandatory OT

### Career Advancement

- Promotions
  - Eligible to test for 911 Emergency Communications Specialists after 3 years

### 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
  - less than 3 years: 10 days/year
  - 3-5 years: 16 days/year
  - 6-12 years: 23 days/year
  - 13-19 years: 26 days/year
  - 20-24 years: 28 days/year
  - 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 1st of the month following date of hire
  - Single Coverage: $202.86/month
  - Family Coverage: $507.16/month
  - Includes domestic partnerships
  - $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)
  - Ability to enroll in additional, optional life insurance policies

### 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

### Annual Service Credit

- available after more than 5 years

### Uniforms

- uniform provided

### Additional Benefits

- Tuition Reimbursement: eligible after 1 year

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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.

[www.columbus.gov/police-hrcareers/support-operations/](http://www.columbus.gov/police-hrcareers/support-operations/)