



SALARY & BENEFITS

The City of Westerville offers a competitive pay and benefits package. The following information represents the 2022 Police Officer pay and benefit schedule. For detailed information, please contact the Westerville Human Resources Division | (614) 901-6400.

Pay

Step 1	\$32.01/hr \$66,588.42 (1-6 months)
Step 2*	\$37.80/hr \$78,616.00 (6-12 months)
Step 3	\$41.21/hr 85,715.08 (1-2 years)
Step 4	\$45.34/hr 94,316.80 (2-3 years)
Step 5	\$50.29hr \$104,597.36 (3+ years)

*Step 1 shall be a training rate and shall be the hiring rate except that the City may start a new hire at a higher step if he/she is currently certified as having completed the Ohio Peace Officers Training Program and has 2 years minimum full-time sworn law enforcement experience with a public safety organization.

Eligible for overtime when when working over 8 hours/day or 40 hours a week

Shift differential: 2nd and 3rd shift | \$1.40+ regular rate

Vacation, Leave

Vacation		Other Leave	
1-6 years of service	2 weeks	Holiday Leave	72 hours/year
6-10 years	3 weeks	Personal Leave	48 hours/year
10-16 years	4 weeks	Comp Leave	Up to 80 hours/year
16-22 years	5 weeks	Sick Leave	8 hours/month
22+ years	6 weeks		

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

Other Benefits

Longevity Pay (Annual Payment)

5-9 years	\$950
10-14 years	\$1,175
15-19 years	\$1,550
20+ years	\$1,725

Education Incentive (Annual Payment)

Associate's Degree	\$250
Bachelor's Degree	\$425
Master's Degree	\$625

Other Benefits and Incentives

Clothing allowance \$1,000/year

Uniform Dry Cleaning Paid by the City

Tuition Reimbursement Up to \$4,000/year after successful completion of coursework

Fitness Incentive Up to \$250 per fitness test or Up to \$750/year (Tests held 3 times a year)

Physical Fitness Program \$375 for successfully completing all components of fitness program
\$125 if 75% of members participate per year