



# OPELIKA POLICE DEPARTMENT

## BENEFITS STATEMENT

(As of 09/22/14)

- **Starting Pay:** \$17.23 per hour. Your annual salary would be \$38,625.35.
  - Merit raises given *every year* you work! Amount is based on how hard *you* work. (If eligible.)
- **Vacation:** Your hours begin accruing *immediately* after being hired *on day one!*
  - 1-5yrs=80hrs/5-10yrs=96hrs/10-15yrs=120hrs/15-20yrs=136hrs/20+yrs=160hrs
  - You can accrue up to a total of 200 hours.
- **Paid Holidays:** You receive 10 holidays a year, which is 80 hours *in addition to* your Vacation hours!
- **Sick Leave:** You gain 8 hours *each and every month* beginning after your first month!
  - You can accrue up to a total of 480 hours to use.
  - Upon retirement, you can get paid for up to 240 hours of your time.
- **Health Insurance:** Your individual *coverage is free!* (Premium paid for by the City of Opelika)
  - *Family coverage is available* and paid for by you (Approximately \$200/pay period)
  - Blue Cross/Blue Shield PMD Medical Insurance
  - Health Care Clinic (*Free visits to anyone on the city insurance/Some prescriptions are free*)
  - Dental, Vision, Cancer insurance is available as an elective coverage at your cost
  - Flexible Benefit Spending Plan
- **Complete Physical Exams:** Mandatory and *paid for* by the City of Opelika.
  - 21-29 YOA: You *receive a free* physical every 3 years.
  - 30-39 YOA: You *receive a free* physical every 2 years.
  - 40 YOA + : You *receive a free* physical every year.
- **Life Insurance:** You *receive a free* \$20,000 life and accidental death *policy!*
- **Retirement:** You *will become a member* of the Retirement System of Alabama (RSA).
  - Employees hired after January 1, 2013 are in Tier 2 of the system.
  - You are *vested* in your retirement account after *only 10 years!*
  - Supplemental retirement plans available via 457 Plans through PEBSCO, VALIC, and RSA 1.
- **Credit Union:** You are *immediately eligible* to join the East Alabama Medical Center Credit Union!
- **Education:** You are *encouraged to continue* your education on the City of Opelika's dime!
  - You can earn *any* level degree at *any* accredited college, including on-line programs!
  - Tuition & fees (only) reimbursement is *based solely on your performance* with a sliding percentage based upon grades. (A – 100%, B – 85%, C – 75%)
- **Lawsuit Protection:** *7 million dollar* insurance *protection* against frivolous lawsuits!
- **Take-home Car Program:** *Saves you* gas, and wear and tear on your personal car! (Restrictions apply)
- **Equipment:** We have the *best equipment* available, and all of *your gear is furnished!*
  - Handgun, shotgun, vest, leather gear, and laptop computers. (Everything provided except footwear & undergarments.)
  - *Free dry-cleaning and alterations* on uniform pants and shirts. (Limit 22 items/mo. Alterations must be pre-approved.)