



OPELIKA POLICE DEPARTMENT

• OPELIKA, ALABAMA •

BENEFITS STATEMENT

(As of 09/23/2020)

- **Pay for Officer in Training:** \$20.07/hour, \$45,000/year. **Police Officer I** (Certified + 1 year experience): \$21.41/hour, \$48,000/year. **Police Officer II** (Certified + 3 years experience): \$22.75/hour, \$51,000/year.
 - Merit raises possible *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 Medical Insurance
 - Health Care Clinic (*Free visits for all on city insurance/Generic, in-stock 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* \$25,000 life and accidental death *policy!*
- **Retirement:** You *will become a member* of the Retirement System of Alabama (RSA).
 - All employees are in Tier 1 of the system.
 - You are *vested* in your retirement account after *only 10 years!*
 - Four supplemental retirement plans available via 457 Plans.
- **Credit Union:** You are *immediately eligible* to join the East Alabama Medical Center Credit Union!
- **Education:** You are *encouraged to continue* your education and the City *provides* financial assistance!
 - You *can earn* an associates, bachelors, or master's degree through an approved accredited college, including on-line programs!
 - Tuition & some fees (only) are eligible for *full or partial reimbursement* depending on the degree level and grades. (Restrictions apply.)
- **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.)
- **Safety Incentive Program:** We hold monthly safety meetings -if you attend and have not had an at-fault workplace accident in the current safety period, you *receive a \$30.00 gift card every 4 months!*