



## **BENEFITS**

You have a chance to embark on a secure career, with a competitive salary and excellent benefits, while making a difference in your community every day. TPD Officers enjoy tremendous benefits, including generous sick and vacation pay benefits.

### **Health and Dental Plans**

Excellent health, prescription, vision, and dental plans are available for Police Officers and their eligible family members/domestic partners. The City contributes to all plans and employees pay a low monthly co-premium.

### **Pension Plan**

Upon service retirement, police officers receive generous pension benefits from the Ohio Police and Fire Pension fund. Both police officers and the City contribute to the Ohio Police and Fire Pension fund. Officers are also eligible for the DROP (Deferred Retirement Option Plan). The Deferred Retirement Option Plan is an optional benefit that allows eligible police officers and firefighters to accumulate a lump-sum of money for retirement. Additional information on the pension system may be found at <https://www.op-f.org/>

### **Deferred Compensation/401k**

Additional retirement financial planning can be accomplished through regular contributions to a deferred compensation or 401k plan. The funds deferred are not subject to State or Federal taxation until withdrawn.

### **Sick Leave and Disability Benefits**

Officers receive 10 hours paid sick leave per month. Officers may accumulate sick pay benefits. Upon retirement, accumulated sick pay benefits up to 1600 hours are paid out at 50 percent. Accumulated sick pay benefits over 1600 hours are paid out at 100 percent. Officers are eligible for a service-connected disability retirement from the date of graduation from basic training.

## Vacation and Holidays

Sworn employees receive 2 weeks of vacation per year after one year of service, 3 weeks per year after 7 years of service, 4 weeks per year after 14 years of service, 5 weeks per year after 21 years of service, and 6 weeks per year after 24 years of service. Sworn employees receive a discretionary day and if little or no sick time is used the previous year, a bonus week of vacation.

## Tuition Reimbursement

We offer tuition reimbursement for those taking classes to further their education while employed with TPD.

## Salary

Once hired, we will send you to our very own police academy. We can offer an almost **\$50k starting salary** while in the academy. Based on our current contract rates, after three years of service, your rate of pay will rise to **\$64,254.71**.

Many specialty assignments within the Toledo Police Department and officers with college degrees receive additional "career enhancement" pay on top of the normal salary rate. This additional pay can be up to 5% of the base salary!

| Police Officer 2019 Rates     | Hourly | Annual Rate |
|-------------------------------|--------|-------------|
| Academy Trainee               | 23.993 | 49,905.707  |
| Police Officer - Probationary | 25.493 | 53,026.166  |
| Police Officer - 1 Year       | 26.993 | 56,144.461  |
| Police Officer - 2 Year       | 28.493 | 59,264.920  |
| Police Officer – Full Rate    | 29.992 | 62,383.215  |
| Police Officer - 5 Year       | 30.383 | 63,196.872  |
| Police Officer - 10 Year      | 30.772 | 64,006.200  |
| Police Officer - 15 Year      | 31.157 | 64,806.873  |
| Police Officer - 20 Year      | 31.554 | 65,631.349  |
| Sergeant-At-Arms              | 36.287 | 75,477.458  |
| Police Officer 2020 Rates     | Hourly | Annual Rate |
| Academy Trainee               | 24.713 | 51,402.878  |
| Police Officer - Probationary | 26.258 | 54,616.951  |
| Police Officer - 1 Year       | 27.802 | 57,828.795  |
| Police Officer - 2 Year       | 29.348 | 61,042.868  |
| Police Officer – Full Rate    | 30.892 | 64,254.712  |
| Police Officer - 5 Year       | 31.295 | 65,092.778  |
| Police Officer - 10 Year      | 31.695 | 65,926.386  |
| Police Officer - 15 Year      | 32.092 | 66,751.079  |
| Police Officer - 20 Year      | 32.500 | 67,600.290  |
| Sergeant-At-Arms              | 37.376 | 77,741.782  |