



# OREM

## POLICE DEPARTMENT

**is currently hiring for new and lateral Police Officers**

|                |          |                      |
|----------------|----------|----------------------|
| Officer I      | 0-3 Yrs  | \$27.49 - \$30.04 hr |
| Officer II     | 3-6 Yrs  | \$30.94 - \$33.81 hr |
| Senior Officer | 6-9 Yrs  | \$34.82 - \$38.05 hr |
| Master Officer | 9-12 Yrs | \$39.20 - \$42.83hr  |

### Additional Benefits

- City currently pays all or portion of URS plan depending on which plan employee is eligible for.
- City will match an employee's contribution into 457 plan up to 4% (City does not participate in Social Security)
- Life Insurance – Group term life insurance is provided for all benefited employees in the amount of one year of the employee's annual salary to a maximum of \$250,000 with a minimum of \$50,000.
- Overtime is paid out after 80 hour pay period. Some Special Police Overtime is paid even if sick or vacation time is used during the pay period.
- Time off Accrual: PTO 1-5 years (169.26/year); 6-10 years (193.18 hours/year); 11+ years 217.36 hours/year) Hours can be cashed out at 1/2 rate annually prior to holidays, provided a bank of 80 PTO hours remains
- Sick Leave: Employees receive 46.54 STML (short term medical leave) hours of sick leave annually.
- Tuition Assistance – 75% of education expenses reimbursed: Up to \$1,500/year and lifetime maximum of \$6,000.
- Take home car within 35 miles of Orem with no cost.
- Free monthly car wash package for Department Vehicle at Quick Quack.
- Uniform, Gun, Vest and Equipment paid for by Department.
- Dental Insurance for single or family is provided at no premium cost to the employee.
- Flexible Spending Reimbursement Accounts: Available to help employees save taxes on medical expenses and dependent care expenses.
- Health Insurance: The City offers options for a high deductible health plan and a traditional health plan. Both are available for a single employee as well as family. The City will contribute the following amounts into an HSA account for the employee:

| Monthly Cost to Employee   | Single: \$40/Month   | Family: \$80/Month   |
|--|--|--|
| City HSA Contribution <ul style="list-style-type: none"> <li>• Most agencies do not contribute or don't contribute as much.</li> </ul> | Single: \$1,200 and will match up to \$150 additional<br>Family: \$2,400 and will match up to \$300 additional | Single: \$1,800 and will match up to \$200 additional<br>Family: \$3,600 and will match up to \$400 additional |