
PAY AND BENEFITS

SALARY



The entry level salary for an officer is \$1,561.96 biweekly or \$40,610.96 yearly. The pay plan is reviewed on an annual basis.

Lateral entry program available for officers with previous law enforcement experience.

If you have a bachelor or an associate degree in a course of study related to police work, an additional pay differential between \$1,000 and \$2,000 (per year) is available to you.

Officers work 28 day cycles. Officers presently work 12-hour shifts, working 14 out of every 28 days in a cycle. Officers earn overtime for any work, including court appearances, in excess of 171 hours in that 28 days.

MEDICAL/DENTAL INSURANCE

The City of Sterling pays for a percentage of medical insurance premiums for employees and their families. The employee also contributes to the premium either as single or family participant. The City pays a percentage of the premium. For cost sharing information, please contact Human Resources. Section 125 Plan is available also. All of the coverage plans start on the first of the month after 30 days of employment with the City of Sterling. All of the coverage plans start on the first of the month after 30 days of employment with the City of Sterling.

Dental coverage has a \$50 deductible, and coverage is determined by the level of the plan.

LIFE INSURANCE

Coverage's: \$20,000 for the employee, \$2,000 coverage for a spouse, and \$1,000 per each dependent. Employees have the option to purchase additional life insurance at very competitive rates.

VACATION/SICK LEAVE

City of Sterling employees accrue Paid Time Off (PTO) to use for vacations, holidays and illnesses.

Depending on length of service, officers earn from 210.94 hours per year to 328.16 hours per year of Paid Time Off.

RETIREMENT

The Sterling Police Department retirement is covered under F.P.P.A. and governed by the board of that association under statutes established by the State of Colorado.

The F.P.P.A. also offers a Death and Disability benefit to officers for whom the City contributes 2.4% of the officer's base salary for use in the event of a death or disability.

Eight percent of the officer's base pay is deducted and matched by the City.

Additional 457 deferred compensation plans are available to officers.

TUITION REIMBURSEMENT

With Northeastern Junior College located in Sterling, officers can earn an Associate Degree in a variety of disciplines, including Criminal Justice. Bachelor and Master Degrees can also be completed through programs offered by participating higher-level institutions in conjunction with Northeastern Junior College.

The City of Sterling offers a tuition assistance program to its employees.

UNIFORMS & EQUIPMENT



Upon completion of the FTO program, each officer is provided with his/her own take-home patrol car.

Except for footwear, the Sterling Police Department supplies all uniform items to its officers.

The department supplies each officer with weapons, ammunition, leather gear, and radio.

POLICE ACADEMY TUITION REIMBURSEMENT

Applicants that have graduated from a police academy and received Colorado POST Certification (or provisional certification) within the previous twelve months are eligible to receive reimbursement for academy tuition. The City of Sterling will fully reimburse documented tuition expenses paid by the applicant if this is his/her first appointment as a law enforcement officer.

The tuition is reimbursed during your first four-years of employment, following the schedule outlined below.

- ❖ Completion of FTO program - 25%
- ❖ Completion of 12 months - 12.5%
- ❖ Completion of 24 months - 25%
- ❖ Completion of 36 months - 25%
- ❖ Completion of 48 months - 12.5%

