

Pay and Benefits

Salary: Range \$14.90/hr or \$33,207/yr to \$19.60/hr or \$43,689.88 (DOQ). As of 1/05 the pay plan is reviewed on an annual basis.

The step program provides for salary increases at the end of the FTO Program; and after 12, 18 and 24 months of service to the community.

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

If you have a bachelor or 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: Medical insurance premiums for employees and their families are 90% paid for by the City of Sterling.

Coverage begins after one month on the job.

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

Life Insurance: \$20,000 coverage for employee, \$2,000 coverage for spouse, and \$1,000 for dependents. 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.

8% 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 Associate Degrees 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 and 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%