



# MINIMUM REQUIREMENTS, COMPENSATION, BENEFITS, AND HIRING

## MINIMUM REQUIREMENTS:

- Age 21 by POPS testing date
- U.S. Citizen
- High school diploma or equivalent
- Valid Driver's License
- Good driving, police, personal, & employment record
- Males between 18 & 26 registered with the Selective Service
- Tattoos cannot be visible while in uniform and body studs and/or earring will not be worn while on-duty

## HIRING PROCESS:

- Complete online application
- Certified police officer can apply any time
- No entry level test HOWEVER completion of State testing including physical fitness test is required
- Polygraph and psychological
- Thorough Background Investigation
- Oral Board Interviews

## SALARY:

- \$51,500 starting salary
- Recruits are paid and have full benefits while at the academy
- \$4,300 after graduating academy Kentucky Law Enforcement Foundation Program Fund (KLEFPF):

## BENEFITS:

- Medical Insurance: City pays approximately 95% of premiums for single and family coverage
- Medical plan includes an HRA account. City contributes \$1,000 annually for individual plan (individual max \$7,800); \$2,000 annually for family plan (family max \$13,100)
- Take home vehicle for officers residing within 35 miles of the police station
- Annual uniform allowance
- Earn paid sick, vacation, holiday and personal leave.
- Cash in personal and holiday leave twice per year.
- 24/7 fitness facility
- State Retirement System (County Employee Retirement System)
- 401K and 457 deferred compensation plans available
- \$50,000 Term Life Insurance provided by the City
- Dental and Vision Care Insurance for employee provided by City: family coverage available
- Free access to on-site health & wellness center for eligible employees and their dependents
- Tuition reimbursement to obtain college degree

Total Compensation	Police Employee Only	Police Employee + 1	Police Employee + Family
Gross Pay	\$51,500.00	\$51,500.00	\$51,500.00
State Incentive	\$4,300.00	\$4,300.00	\$4,300.00
FICA Med	\$809.10	\$809.10	\$809.10
Worker Comp	\$1,824.66	\$1,824.66	\$1,824.66
CERS	\$4,185.00	\$4,185.00	\$4,185.00
Uniforms	\$545.00	\$545.00	\$545.00
Take Home Vehicle	\$7,195.00	\$7,195.00	\$7,195.00
Fitness	\$240.00	\$240.00	\$240.00
Life Insurance	\$53.40	\$53.40	\$53.40
Medical Plan	\$5,844.00	\$11,484.00	\$17,016.00
Dental Plan	\$365.00	\$365.00	\$365.00
Vision Plan	\$69.96	\$69.96	\$69.96
City Care Center	\$1,269.20	\$1,269.20	\$1,269.20
<b>Total Compensation</b>	<b>\$78,200.32</b>	<b>\$83,840.32</b>	<b>\$89,372.32</b>
Vacation (hours)	120	120	120
Sick (hours)	96	96	96
Personal Days (hours)	16	16	16
Holidays	64	64	64
Tuition Reimbursement	\$4,800.00	\$4,800.00	\$4,800.00
Graduation Bonus (1x)	\$1,000.00	\$1,000.00	\$1,000.00
Cash In Option X2 per year			

**TOTAL COMPENSATION \$78,200 - \$89,372 annually** (amount is an approximation dependent on employee elections)

*The City of Bowling Green is an Equal Opportunity Employer and a Drug-Free Workplace*

All qualified applicants will receive consideration for employment without regard to race, religion, color, national origin, sexual orientation, gender identity, age or disability.

Website: [www.joinbgky.org/police](http://www.joinbgky.org/police)

Phone: 270-393-3689

