



Employee Benefits



The Lima Police Department offers an attractive and competitive fringe benefits package:

- **Paid Training**
- **Health Insurance**
The health insurance plan covers the officer and dependants and is provided at a reasonable cost.
- **Life Insurance**
\$20,000 Group Term Life Insurance
The City provides at no cost to the employee
- **Vacation Time**
1 calendar week time for 1 year of service
2 calendar weeks for 2 yrs but less than 8 yrs
3 calendar weeks for 8 yrs but less than 15 yrs
4 calendar weeks for 15 yrs but less than 20 yrs
5 calendar weeks for 20 years or more
- **Paid Holidays**
12 paid holidays per year plus officers birthday
- **Personal Days**
All employees shall receive three (3) personal days with pay which may be carried over to a new calendar year to no more than three (3) years accumulation if not used or cashed in during the received year.
- **Paid Sick Leave**
15 days per year. After employee has accumulated 95 days of sick leave, the employee (at employees option) may trade 5 days of sick leave for 5 days vacation one time per year.
- **Clothing and Equipment Allowance**
Uniforms and equipment are provided at no cost to the officer the first year of employment. A yearly uniform allowance is provided per police officer and per plain-clothes officer.
- **Prescription Drugs**
- **Dental Plan**
- **Personal Liability Insurance/Vision Care (opt)**
- **Civil Service Protection**
- **Retirement**
After 25 years of service and age 48, members are eligible to receive 60% of three highest years allowable earnings with a maximum of 72% after 33 years.

Members are also eligible for D.R.O.P. (Deferred Retirement Option Plan), which permits officer to accumulate additional funds for retirement, while continuing to work and receiving their normal salary.
- **College Tuition Reimbursement**
- **Annual Service Credit**
- **Family Leave**
After one (1) year of service.
- **Military Leave**
When called to serve in the Armed Forces of the United States in compliance with State of Ohio and Federal Law.
- **Deferred Compensation Program**
May join at the employees option
- **Credit Union**
- **Health & Fitness Incentive and In-house Fitness Facilities**
- **Promotions**
Eligible to take Sergeant's examination after five (5) years experience on the Police Department.
- **Fraternal Order of Police (F.O.P.)**
Union representation