



City of Acworth Total Rewards

City-wide Rewards

- 90% Paid Employee Medical Insurance
- 92.5% Paid Employee Dental/Vision Insurance
- 85% Paid Family Medical Insurance
- 90% Paid Family Dental/Vision Insurance
- 100% Paid Short- & Long-Term Disability
- \$20 Employer Paid Towards AFLAC Supplemental Insurance
- \$1,500 Tuition Assistance
- Partnership with Columbia Southern University Online Degree Programs (Discounted Tuition Cost) for Employees and Family Members
- Employer Paid Life Insurance
 1. One Time (1x) Employee Base Salary (Not to exceed \$100K)
 2. Five Thousand (\$5K) Dependent(s) Coverage
 3. Accidental Death & Dismemberment Coverage
- Public Service Loan Forgiveness Program Qualification Status

<i>Years of Service</i>	<i>Biweekly Accrual</i>	<i>Annual Accrual</i>
Up to 5yrs	4.00 hrs.	180 hrs.
5yrs, 1mo - 10yrs	5.00 hrs.	180 hrs.
10yrs, 1mo – 15yrs	6.00 hrs.	180 hrs.
15yrs, 1mo – 20yrs	7.00 hrs.	280 hrs.
Over 20yrs	8.00 hrs.	280 hrs.

- Sick Leave Accrual

Biweekly Accrual	Annual Accrual	Maximum Accumulation
4.00 hours	104 hours	240 hours

- Sick Leave Buy-Back Program
 1. Sick leave accrued in excess of 240 hours during calendar year – paid @ ½ of hourly rate.
 2. Earn additional two (2) extra personal holidays for the following year.

- Other Paid Leave
 1. Funeral Leave
 2. Jury/Court Leave
 3. Military Leave – 18 days per calendar year with pay
- City Paid Holidays – 11 Paid City Observed Holidays and 1 Personal Holiday
- Retirement
 1. City Pension (Defined Benefit)
 2. 457b/401a (Defined Contribution) – City matches up to 2.5% contribution
- Family & Medical Leave Act (FMLA) – 12 weeks unpaid, job protected leave for serious health conditions and military family leave of absence.
- Wellness Program
 1. Discount on bi-weekly premium
 2. Rewards program
 3. Personal Health Coach
- Free Access to Indoor Track and virtual exercise classes.

Police Department Rewards

- 100% Paid POAB Monthly Membership Fee
- \$1 Shift Differential
- Free Fitness Center
- Take Home Vehicle Program (after completion of the Field Training Program)

Police Officer Hiring Scale

Police Officer With	No Experience	5 + years' Experience
HS Diploma or Equivalent	\$48,297.60	\$49,505.04
Associate Degree	\$49,505.04	\$50,734.84
Bachelor's Degree	\$50,712.48	\$51,987.00
Master's Degree	\$51,919.92	\$53,216.80

*Non-Certified officers while in training will earn \$45,994.52