

Job Information

Print



STREETSBORO CITY OF
9184 STATE ROUTE 43
STREETSBORO, OHIO 44241
Updated: November 9, 2023

Position Title: Entry Level Police Officer

Streetsboro Police Department is currently hiring for an Entry Level Police Officer. A competitive examination will be offered to establish an eligibility list for the position of full-time Police Officer. All candidates must take the FrontLine National exam through the National Testing Network to be considered in the hiring process. Applicants must complete testing by December 1, 2023.

All candidates must also complete a City of Streetsboro Employment Application:

<https://www.cityofstreetsboro.com/documents/employment-application-police/>

Salary Information: The starting Salary for a 2023 Police Officer is \$59,883 with an established wage scale that increases up to \$81,931. The current contract guarantees pay increases through 2024.

Collective Bargaining Agreement between FOP and City of Streetsboro:

<https://serb.ohio.gov/static/PDF/Contracts/2018/18-MED-09-0932.pdf>

Summary of Benefits for Full-Time Police Officers as of January 2023

Hours of Work: Full-time employees work 12-hour shifts, 84 hours every two weeks with 4 hours of cumulative Kelly time bi-weekly. Current shifts are 0700-1900 (day shift), 1900-0700 (night shift).

Sick Leave: Employees accrue 4.6 hours of sick leave per pay period. Employees are entitled to accumulate an unlimited amount of sick leave.

Compensatory Time: Employees may elect to receive compensatory (comp) time in lieu of overtime payment.

Employees may accrue a maximum of 120 hours of comp time. **Court Time:** Employees will be paid a minimum of 3 hours overtime for court appearances on their off time not connected to their shift.

Holidays: The City observes 13 holidays. All employees earn eight (8) hours of Holiday Comp Time for each holiday and may elect to cash out up to 40 hours each year. Employees who work a scheduled shift on a holiday will receive compensation at two (1 1/2) times their straight hourly base rate of pay for hours worked. In addition, employees will receive paid time off for an additional 4 floating holidays

Longevity: Full-time employees will receive longevity pay after five years of service that is graduated up to 18 years of service \$894 - \$2,392 annually.

Vacation Leave: Full-time employees earn vacation leave according to the schedule below. Vacation leave is accrued at the start of employment; however, an employee is not eligible to use vacation leave until their probationary period has been successfully completed.

1-5 years: 80 hours (2 weeks)

5 years: 120 hours (3 weeks)

6-15 years: 1 additional day of vacation for each year of service up to 15 (200 hours) service, all employees are entitled to 3 personal days each calendar year.

Health & Life Insurance: The City provides 3 health insurance coverage plan options and benefits as provided to all other City employees. Employees are responsible to pay 5% to 15% of the premium cost of coverage in 2023 depending on plan option. Dental and Vision are also available. The City also provides a group term life insurance policy for each employee of \$25,000.

Uniforms/Equipment: Officers receive \$1,200 annual clothing allowance along with an allowance of up to \$1,000 every 5 years to purchase body armor. Newly hired officers receive an additional \$1,000 for uniforms in addition to the \$1,200 pro-rated depending on hire date.

City/ County/ Area Information: Streetsboro / Portage / Akron-Canton

Department Overview: The Streetsboro Police Department provides one of the most indispensable functions to our community - *professional police services*. With computer aided dispatch (CAD), a cruiser fleet equipped with in-car wireless video systems, mobile wireless laptop computers and body cameras, and a UAV program, our Department

continues to strive to incorporate better technology to make the job of public safety more efficient. The *backbone* of the Department is our personnel – serving our Streetsboro community with integrity.

The Streetsboro Police Department places a high value on training and professional development, and provides opportunities to progress to assignments as organizational needs arise, such as Metro SWAT, D.A.R.E., UAV pilot, Portage County Drug Task Force, School Resource Officer (SRO), K-9, Investigations, Crisis Intervention (CIT), Training Instructor, Field Training Officer (FTO), and Crime Prevention Specialist (CPS).

Area Information: The City of Streetsboro is a rapidly growing diverse community hence why we are **The Gateway to Progress!** Our community is strategically located in northwest Portage County. The City has access to an excellent transportation system with quick access to interstate I-480 and the Ohio Turnpike. We also have State Routes 14, 43, and 303 traversing through the City.

Population: 16,000 +

Job Requirements

Age: Minimum 21

US Citizen : Yes

High School Grad/GED: Yes

Ability to Read/Speak English Yes

Academy Certification: Yes

Valid Driver's License: Yes

Necessary Certification: OPOTA Certification or equivalent state certification

Additional Requirements: Candidates receiving a passing score if selected must successfully pass physical fitness test, psychological exam, background check, polygraph test and drug screening prior to appointment.

Hiring Process:

Police Officer Selection Process Summary:

Testing: Candidates must complete the National Testing Network test with a score of 70% or higher.

Physical Agility: Candidates must complete a physical agility assessment. The testing requirements consist of, sit-ups, 300-meter run, push-ups, and a 1-mile run.

Panel Interview – Panel generally consists of representatives from the Streetsboro Police Department.

Background Investigation – The purpose of the background investigation and record check is to assist the City in reaching a determination regarding a candidate's suitability for employment. Each candidate must sign a release authorizing the department to obtain personal, legal, civil, employment, credit history, or any other information deemed pertinent to the background. Candidates will submit fingerprints for state and federal screening. The background consists of verifying credentials, education, past & present employment, residence and driver's license. Interviews with past and present employers, neighbors, personal references, and others will take place, as well as a review of each candidate's history (i.e. traffic, criminal, civil, family, military, substance abuse, and social media).

Psychological Evaluation: A qualified professional will conduct a thorough psychological evaluation. Each candidate will be administered a variety of tests to identify personality, emotional characteristics, psychological characteristics and attributes, and tendencies.

Polygraph Examination: A certified polygraph examiner will administer a polygraph examination to candidates advancing to this phase of the process. Findings of deception to relevant questions may eliminate the candidate from further consideration.

Final Interview: A final interview with the Chief of Police to select a candidate or candidates for employment. Selected candidates will receive a conditional offer of employment, contingent upon successfully passing a psychological examination and a medical examination/drug screen.

Medical Examination and Drug Screen: The medical examination is to ensure a candidate possesses the general health status necessary to perform the essential functions of a police officer. Candidates shall not use a Schedule I drug, amphetamines, narcotics, or any other habit-forming drug, except such use as prescribed by a licensed medical practitioner.