

POLICE OFFICER

(Lateral Entry)

Clearcreek Township

Clearcreek Township is accepting applications for lateral full-time positions of Police Officer.

Applicants must be at least 21 years of age; possess a valid Ohio driver's license; have no felony record; and possess a minimum of a high school diploma or equivalent. The lateral hire will have prior service/education taken into consideration towards starting pay and leave benefits.

Lateral applicants must be presently employed as either a full or part time peace officer with a minimum of one year of law enforcement employment and must have a current OPOTA certificate at the time of appointment.

Lateral applicants meeting the above requirements will be required to participate in a competitive interview, pass a polygraph examination, background investigation, psychological evaluation, and any other tests deemed necessary by the Chief of Police.

Pay and benefits, along with experience/educational incentives are included on page two of this document.

Applicants must submit a completed application and resume to Clearcreek Township Human Resources, 7593 Bunnell Hill Road, Springboro, Ohio 45066 or via email to mtischler@clearcreektownship.com by the close of business on Friday, November 9, 2018. Visit the Employment Section of the Township's website at www.clearcreektownship.com for application materials.

It is the policy and practice of the Clearcreek Township Division of Police not to discriminate against applicants on the basis of race, color, religion, gender, sexual orientation, national origin, age, marital status, or physical disability with respect to recruitment, hiring, training, promotion, or other terms and conditions of employment. Clearcreek Township's Equal Employment Policy is explained in detail in the *Clearcreek Township Employee Manual*.

In accordance with the collective bargaining agreement, and with approval of the Township Administrator, the Chief of Police may offer the following education and experience incentives to lateral entry candidates for the position of Police Officer.

1. A candidate with two (2) years of prior fulltime law enforcement experience may be appointed to Step One (1) of the Pay Scale for Police Officers found in Appendix A of the collective bargaining agreement.
2. A candidate with four (4) years of prior fulltime law enforcement experience, or an Associate’s Degree from a recognized college or university, may be appointed to Step Two (2) of the Pay Scale for Police Officers found in Appendix A of the collective bargaining agreement.
3. A candidate with six (6) years of prior fulltime law enforcement experience, or a Bachelor’s Degree from a recognized college or university, may be appointed to Step Three (3) of the Pay Scale for Police Officer found in Appendix A of the collective bargaining agreement.

**Salary Schedule
Patrol Officers
2018-2020**

STEP	2018 (3.0%)		2019 (3.0%)		2020 (3.0%)	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
Senior	\$75,206.30	\$34.03	\$77,462.49	\$35.05	\$79,786.36	\$36.10
5	\$72,664.80	\$32.88	\$74,844.74	\$33.87	\$77,090.08	\$34.88
4	\$70,123.30	\$31.73	\$72,227.00	\$32.68	\$74,393.81	\$33.66
3	\$67,581.80	\$30.58	\$69,609.25	\$31.50	\$71,697.52	\$32.44
2	\$65,040.30	\$29.43	\$66,991.51	\$30.31	\$69,001.26	\$31.22
1	\$62,498.80	\$28.28	\$64,373.76	\$29.13	\$66,304.97	\$30.00
Probation	\$59,957.74	\$27.13	\$61,756.47	\$27.94	\$63,609.16	\$28.78

EDUCATIONAL BENEFIT INCENTIVE

In the first pay period of December of each year, on a separate check from any other payment due, qualified employees that have completed their one year probation will receive the following benefit:

- Employees with an Associate's Degree will receive \$600.00
- Employees with a Bachelor's Degree will receive \$800.00
- Employees with a Master's or other post-graduate degree will receive \$1,000.00

Proof of completion (i.e., a certificate or degree) must be received by December 1 of each year to qualify for the educational benefit.

Employees are only eligible to receive a bonus for the highest level of education they have attained, regardless of whether they hold more than one of the degrees mentioned above.

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