



**PARMA HEIGHTS CITY OF
6184 PEARL ROAD
PARMA HEIGHTS, OHIO 44130
440-884-1234**

Updated: **April 27, 2022**

Position Title: Police Officer

Salary Information: Top pay at year five : \$77,231.69 including incentives

Benefit information: Comp. time, Overtime pay, Educational stipend, Education pay, Emergency Responder pay, Holidays ,Medical insurance with vision options, Deferred comp, Pension, Shift diff. pay, Certification Pay, Sick leave incentive, Uniform allowance Vacation time.

Contact Information:

Captain Tanya Czack
(440)253-2878
TCZACK@PHPD.US

Department Overview: Located in Northeast Ohio, The Parma Heights Police Department is committed to the safety and security of all residents, businesses and visitors. Our department strives to provide the best public service by offering timely, accurate and exceptional responses to complaints and calls for assistance.

Our Mission Statement

We are in the service with the purpose to protect,

the passion to persevere,

and with the utmost pride in our performance.

Our staff of 34 includes a Chief, two Captains, 8 Sergeants and 23 Full time patrolmen. The FOP and OPBA represent our full-time employees with a great working relationship between labor and management.

Our department is a leading member of a multi-jurisdictional SWAT team and multi-agency crash team. We have a K-9 officer and are working on a drone team. Our department prides itself on excellent community relations and we are supported by our administration as well as residents. Continued professional training is paramount to our mission as well. Total annual call volume includes approximately 20,000+ calls for service, and we also engage in a robust level of public relations activities. Promotional opportunities are tested for as needed.

City Information: The city of Parma Heights, located in Cuyahoga County, Ohio is 4.19 Square miles. Bordered on three sides by the City of Parma. The cities of Middleburg Heights and Brook Park make up the western border.

Population: 20,045 (2019)

Job Requirements

Age : 21 to 41 years of age at time of appointment

Citizenship Required : Yes

High School Grad/GED : Yes

Valid OHIO Driver's License : Yes

Ability to Read/Speak English : Yes

Vision : As required by Ohio Police and Fire Pension Fund Physical Requirements

College : No

Prior Experience : None

Necessary Certifications : *Successful completion of Cuyahoga Community College Physical Agility Test (prior to appointment)

Additional Requirements : List of requirements may not include all requirements in accordance with the Rules and Regulations of the Civil Service Commission, City of Parma Heights.

Hiring Process : An extensive background investigation, including but not limited to driving

records, criminal records, alcohol and drug use, financial responsibility records, voice stress analysis, psychological exam, and physical exam. Undesirable conduct in the area of integrity, discipline, commitment, or reliability may cause an applicant to be disqualified. Must have a stable employment record. Instability may include the inability to maintain steady employment as well as gross abuse of standards, incompetency, or aberrant behavior during a single employment. Must not have a credit history which could result in criminal prosecution (i.e. failure to pay child support) or conduct which appears intended to defraud or harm just creditors. Must participate in a structured panel interview. Must successfully complete a polygraph and or voice stress analysis examination and a psychological examination, including but not limited to, an oral interview administered and interpreted by a licensed practitioner trained to evaluate results of both tests. Must successfully complete an extensive physical examination, including but not limited to, a complete medical examination, stress test and evaluation. Must successfully pass a drug and alcohol screening. Failure to pass the written examination with a score of 70% or better before extra credit will result in disqualification.

MANDATORY DISQUALIFYING FACTORS : YOU WILL BE REMOVED FROM CONSIDERATION AS A PARMA HEIGHTS POLICE OFFICER FOR:

Honesty/Falsification: Any intentional falsehood or attempt to conceal disqualifying information during the selection process, to include omission of pertinent information. Failure or refusal to answer or respond to oral or written questions during any phase of the selection process. Use or attempted use of political influence to secure employment.

Family History: Verified or admitted physical or emotional abuse of one's spouse, child, stepchild, and parent or other relative, or person with whom one has lived with or has had a relationship with, within the last ten (10) years. Non-compliance with a court order or legal contract to provide child support, alimony or other financial responsibility as determined by the appropriate support enforcement bureau or a court of law within the preceding five (5) years. Intentional violation of any protective or temporary restraining order as determined by a court of law within seven (7) years. Verified or admitted sexual abuse of one's spouse, ex-spouse, child, step-child, parent or other relative or person with whom one lives/has lived or has had a relationship with.

Employment: Discharge or resignation in lieu of discipline from any public safety occupation.

Military History: Dishonorable discharge from military service. Conviction of any article of the Uniform Code of Military Justice that would be equivalent to a felony conviction under the Ohio Revised Code (O.R.C.).

Traffic Related Offense: Not possessing a valid driver's license or having valid insurance as required by the residence state on owned vehicle, at the time of application. Any conviction of vehicular homicide. Any other traffic offense(s) which would make the applicant to be deemed uninsurable by the City.

Gambling Offenses: Conviction of a gambling offense within the last (5) five years. Conviction

of, or admission of, engaging in the promotion of illegal gambling activity where the applicant gains a financial benefit.

Criminal Activity: Any fraudulent insurance claims or fraudulent application for welfare or worker's compensation. As a juvenile, any admission or conviction of an offense of one (1) violent felony as defined by the federal, state or local law of the jurisdiction where the offense occurred. As an adult, any conviction of any offense which would be defined as any offense of Domestic Violence as defined by the federal, state or local law of the jurisdiction where the offense occurred. As an adult, any conviction of any offense which would be defined as a felony as defined by the federal, state or local law of the jurisdiction where the offense occurred. Any pattern of theft offenses from an employer or during the course of employment as an adult. Immoral conduct, to include corrupting minors, voyeurism, importuning and other sexually related criminal offenses.

Substance Abuse: As an adult, any illegal sales of drugs of abuse, marijuana or prescription drugs. A pattern of abuse of alcohol, chemical agents/solvent based substances or prescription drugs within the last (3) three years.

General: Failure to submit certificate(s) or proof of required certification. Unexcused failure to respond for a scheduled testing appointment (including but not limited to CVSA/Polygraph, interview and evaluation)

Extra Credit:

The maximum total for extra credit is 15%

Honorable Military Discharge (proof w/DD214) 10%

Certification with Ohio Peace Officer Training Academy 10%

2 Years experience in USA as a sworn police officer 10%

Bachelor's Degree in Criminal Justice 10%

Bachelor's Degree in other fields of study 7%

Associate's Degree 5%