

POLICE

HONORING THE PAST



WHILE BUILDING FOR THE FUTURE

PARMA HEIGHTS VILLAGE HALL

LATERAL TRANSFER
INFORMATION





MISSION STATEMENT

Doing the right things for the right reasons.

PERSONNEL

- 1 CHIEF
- 1 CAPTAIN
- 8 SERGEANTS
- 20 PATROLMEN
 - 3 DETECTIVES
 - 1 SCHOOL RESOURCE OFFICER
 - 1 ANIMAL CONTROL OFFICER

BASE SALARY - PATROLMAN (EFFECTIVE 01/01/24)

 5^{TH} YEAR - \$76,369.07 (\$36.72)

 4^{TH} YEAR - \$74,736.06 (\$35.93)

3RD YEAR - \$65,261.04 (\$31.38)

 2^{ND} YEAR - \$59,899.22 (\$28.80)

 1^{ST} YEAR - \$54,399.90 (\$26.15)

***TOP TOTAL PAY AT YEAR FIVE, INCLUDING

EMERGENCY RESPONDER PAY (6%), CERTIFICATION PAY, UNIFORM ALLOWANCE, AND LONGEVITY PAY INCENTIVES OF AT LEAST \$84,451.17.***

RAISES SCHEDULED (5th YEAR BASE INCREASES)

 \Box 7/ \Box 1/24 - **2.5%** (5TH YEAR \$78,278.3 \Box - \$37.63) $\Box 1/\Box 1/25 - 2.5\%$ (5TH YEAR \$80,235.17 - \$38.57)

 $\Box 7/\Box 1/25 - 2.5\%$ (5TH YEAR \$82,241.12 - \$39.54)

CONTACT INFORMATION



POLICE PHONE: (440) 884-1235

USEFUL LINKS

CITY OF PARMA HEIGHTS HOMEPAGE

HTTP://PARMAHEIGHTSOH.GOV

PARMA HEIGHTS POLICE DEPARTMENT HOMEPAGE

HTTPS://PARMAHEIGHTSOH.GOV/POLICE-DEPARTMENT/

CUYAHOGA COMMUNITY COLLEGE PHYSICAL AGILITY TEST HOMEPAGE

SPECIALIZED UNITS

COMMUNITY POLICING UNIT

CRASH TEAM

DETECTIVE BUREAU

DRONE UNIT

EVIDENCE TECHNICIANS

FIELD TRAINING OFFICERS

FIREARMS TRAINING UNIT

HONOR GUARD

RECRUITMENT UNIT

K-9 UNIT

SWAT OFFICERS

(MEMBERS OF THE SOUTHWEST ENFORCEMENT BUREAU)



CERTIFICATION PAY

COMPENSATORY TIME

DEFERRED COMPENSATION ELIGIBILITY

DEGREE BONUS

EDUCATIONAL STIPEND

EMERGENCY RESPONDER PAY (6%)

HOLIDAYS (14 PAID/YEARLY)

LONGEVITY PAY (AFTER 4 YEARS)

MEDICAL INSURANCE

FRATERNAL ORDER OF POLICE

MEMBERSHIP

OVERTIME PAY

PENSION (OHIO POLICE AND FIRE)

SHIFT DIFFERENTIAL PAY

SICK LEAVE / INCENTIVES

UNIFORM ALLOWANCE (YEARLY)

UNIFORMS / EQUIPMENT (FIRST ISSUE)

VACATION (2-6 WEEKS/YEARLY)





HTTP://WWW.TRI-C.EDU/WORKFORCE/PUBLIC-SAFETY-INSTITUTE/LAW-ENFORCEMENT/LAW-ENFORCEMENT-ADVANCED-TRAINING/PHYSICAL-AGILITY-POLICE-OFFICER-TESTING.HTML





HIRING PROCESS (SUBJECT TO CHANGE)

- STEP 1 APPLICANTS OBTAIN AND COMPLETE APPLICATION PACKET
- STEP 2 APPLICANTS RETURN ATTACHED APPLICATION
- STEP 3 APPLICANTS ARE INTERVIEWED BY POLICE STAFF
- STEP 4 BACKGROUND CHECKS ARE CONDUCTED, INCLUDING VOICE STRESS (LIE DETECTOR) TEST
- STEP 5 A PSYCHOLOGICAL EXAMINATION IS SCHEDULED
- STEP 6 A CURRENT CUYAHOGA COMMUNITY COLLEGE PHYSICAL AGILITY TEST CERTIFICATE MUST BE OBTAINED PRIOR TO HIRING
- STEP 7 MEETING WITH CHIEF OF POLICE / CONDITIONAL OFFER OF EMPLOYMENT
- STEP 8 MEDICAL EXAM AND DRUG SCREENING IS SCHEDULED
- STEP 9 SWEARING IN CEREMONY
- STEP 10 FIELD TRAINING PROGRAM*

*- PART OF 18-MONTH PROBATIONARY PERIOD





CITY OF PARMA HEIGHTS



CITY FACTS

MAYOR: MARIE GALLO (SINCE 2022)

POPULATION: 20,045 (BASED ON 2020 CENSUS)

DESIGNATION: BUSINESS AND RESIDENTIAL

Housing Units: 10,295

TOTAL NUMBER OF BUSINESSES: 1325

LAND AREA: 4.19 SQUARE MILES

BORDERING COMMUNITIES: PARMA, MIDDLEBURG HEIGHTS, BROOK PARK

NUMBER OF PARKS/RECREATION AREAS: 7

NUMBER OF SCHOOLS: 6 (INCLUDING 3 HIGH SCHOOLS)

A PORTION OF CUYAHOGA COMMUNITY COLLEGE-WESTERN CAMPUS IS ALSO IN THE CITY







POLICE OFFICER JOB DESCRIPTION

Responsibilities:

Under general supervision, enforces laws and ordinances, maintains order, prevents crime, makes arrest; performs related work as required.

Typical Tasks (Illustrative Only):

Patrols an assigned area on foot or in a vehicle; checks stores, businesses, houses, or other premises for fire, burglary, and other disturbances; investigates and reports suspicious or unsafe conditions. Responds to complaints of criminal occurrences, hazardous conditions, or breaches of the peace, submits reports or investigations of criminal or non-criminal matter; conducts continuing or follow-up investigations on reported incidents; conducts general patrol for detection and prevention of criminal acts.

Observes traffic hazards and conditions and acts or recommends corrections for their abatement; investigates traffic accidents; administers first aid; enforces traffic and parking codes; assists motorists with stalled vehicles; directs traffic; observes and reports unsafe conditions throughout the city.

Makes arrests for violations of laws or ordinances; prepares and files necessary court forms and papers; testifies in court; transports prisoners; detains and locates treatment for hazardous or self-endangering individuals; locates lost persons.

May be assigned administrative duties such as special record maintenance, procedure or rule development; assists in preparation of administrative reports; may analyze report information to enhance enforcement, investigative, or safety efforts; may assist in the training of new personnel; may perform technical or specialized duties as assigned; operates and maintains departmental equipment; may assist with supervisory tasks during supervisor's absence; attends training and/or instructional meetings; performs other related law enforcement duties as assigned; cooperates with governmental or law enforcement agencies; may be called upon to do public speaking or make public presentations; may be called on to perform traditional and non-traditional community oriented police tasks for the public; may be called on at any time for emergency duties.

Essential Knowledge, Skill, and Abilities:

Ability to deal effectively and courteously with others; ability to see and hear to accurately observe situations; ability to analyze and record scenarios analytically and objectively; ability to demonstrate sound judgment under stress and to react quickly and calmly in emergencies; ability to control situations and persons when necessary, using good judgment; ability to prioritize skills and handle multitask situations; ability to express oneself clearly and concisely, orally, and in writing; ability to understand and interpret laws, ordinances, and regulations so as to enforce them with firmness, tact, and impartiality; ability to develop skills in the use and care of firearms and in the operation of motor vehicles and other departmental equipment.

Minimum Qualifications:

Any combination of training and experience which indicates possession of the knowledge, skill, and abilities listed above.

General Requirements:

Appointee must hold a valid Ohio driver's license and have a "good driving record" as evidenced by; insurability, as determined by the city's motor vehicle insurance carrier; free of felony driving convictions, or six (6) point BMV administrative actions within the past five years; at time of appointment to the position. Must be able to maintain a good driving record at all times.

A police officer is expected to keep himself/herself in physical condition sufficient to engage in strenuous physical activity, involving lifting strength, endurance, or flexibility.

Appointee must have no felony convictions for any offense, or any undetected felonious criminality for which criminal liability may still invoke, no 1st or 2nd degree misdemeanor or offense of violence convictions over the past five years. Conviction(s) for any offense of domestic violence will be grounds for rejection.

Essential/Critical Functions:

The functions specified below are the fundamental job duties which an employee must be able to perform determined by supervisor-incumbent interviews about; the purpose of the position; the availability of others to perform the function; and/or the serious nature of the consequences of not requiring the incumbent to perform the function.

Physical Requirements

The majority of work is done while sitting with intermittent periods of standing and walking. Requirements include:

- Ability to communicate information both orally and in writing.
- Ability to run, walk, stand, or sit for extended or intermittent periods of time.
- Ability to listen, comprehend, and respond to discussions involving either one-on-one or group settings.
- Ability to remain alert and watchful during assigned duty hours.
- Ability to transport individuals, paperwork, or material evidence for short distances which may involve climbing stairs.
- Ability to address groups of assorted sizes in diverse settings.
- Ability to withstand extremes of climate exposure and potential exposure to health and safety hazards.
- Ability to demonstrate strength, endurance, and flexibility while wearing job-related equipment weighing up to 25 lbs. and performing such functions as lifting, pulling, or pushing.
- Ability to operate job-related equipment, including a motor vehicle, while performing multiple tasks such as radio operations, observation, and note taking.
- Ability to distinguish frequencies and sound sources.
- Ability to make visual observations, involving color differentiation and accurate estimates of distance entailing depth perception.
- Sufficient manual dexterity to operate job-related equipment such as radios, telephones, firearms, handcuffs, cameras, etc.
- Ability to affect physical restraint of angry or violent people.
- Ability to pass and maintain the standards of the department's general fitness examination as it relates to the essential functions of the position.
- Ability to control personal anger and prejudices.

Mental Requirements

- Ability to demonstrate mature judgment and reasoning at all times.
- Ability to inspire the trust and confidence of others.
- Ability to make decisions with limited information under stress.
- Ability to cope with and diffuse situations involving angry or difficult people.
- Ability to operate in the absence of clear expectations, precedence, or procedures.
- Ability to concentrate on a given task for extended periods of time.
- Ability to perform basic math functions (e.g., add, subtract, multiply, and divide whole numbers, fractions and decimals, and to calculate percentages).
- Ability to compute job-related formulas in order to accurately measure distances and to complete investigations.
- Reading skills to encompass multiple levels of difficulty from basic instructions to technical/legal material of a timesensitive nature.
- Ability to prioritize workloads while coordinating multiple demands.
- Ability to visualize scenarios when presented as written plans or oral instructions.
- Ability to compare letters, numbers, or patterns quickly and accurately.
- Ability to logically order information to report on or react to a given situation which may include serious consequences.





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, 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 with seven (7) years.

Verified or admitted sexual abuse of one's spouse, ex-spouse, child, stepchild, 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 criminal justice 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 Offenses

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).





LATERAL TRANSFER INSTRUCTIONS -- PLEASE READ CAREFULLY --

- Those interested in being considered for lateral transfers into the Parma Heights Police Department shall print, complete, and return pages seven (7, this page) through twelve (12, last page) of this packet, available on the City of Parma Heights website (https://parmaheightsoh.gov/police-department/).
 - o Applications can be returned in one of three ways:
 - 1. By scanning and e-mailing the completed application to <u>sshort@phpd.us</u> with "Lateral Transfer Application" in the subject line.
 - 2. By mailing the application in a full-size (10x13) brown envelope to:

Chief's Office / Lateral Transfer Parma Heights Police Department 6184 Pearl Road Parma Heights, Ohio 44130

- 3. By dropping off the application in a full-size (10x13) brown envelope at the Parma Heights Police Department, 6184 Pearl Road, Parma Heights, Ohio 44130, with applicant's name and "Lateral Transfer" written on it. Applications can be dropped off 24 hours a day, 7 days a week.
- Mandatory disqualifying factors for lateral transfer applicants shall cause removal of the applicants' name from consideration.
- Any material omission, false statement, or misrepresentation by an applicant in the application is sufficient cause for the exclusion of such applicant from consideration as well as discharge if employed at any time.
- THE FOLLOWING ITEMS MUST BE INCLUDED WITH THE SUBMISSION OF THE LATERAL TRANSFER APPLICATION, NONE WILL BE ACCEPTED AT A LATER DATE.

1	_Completed application.
2	_Original, current head and shoulders photograph at least 2" x 2" (passport type).
3	_Copy of birth certificate and proof of U.S. citizenship, if applicable.
4	_Copy of valid driver's license.
5	_Copies of all educational diplomas.
6	Copy of OPOTA certificate.

- All forms must be properly completed in English before the application is submitted. Note: the city/department does not furnish photocopies or notarization.
- This list may not include all requirements in accordance with the Rules and Regulations of the Civil Service Commission, City of Parma Heights. Other requirements, if any, will be listed in the information packet or on the application forms.
- Completed applications will be kept on file for one year after application date.

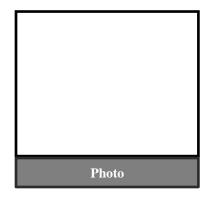




LATERAL TRANSFER GENERAL REQUIREMENTS

Applicants shall:

- 1. Attain the age of 21 on or prior to date of appointment. No person shall be eligible to receive original appointment on and after the person's 46th birthday.
- 2. Be a citizen of United States.
- 3. Hold a valid Ohio driver's license at time of appointment with a "good driving record".
- 4. Be a high school graduate or hold a GED certificate.
- 5. Have minimum 20/20 corrected vision.
- 6. Pass a comprehensive medical exam, which will include drug screening test and urinalysis along with a polygraph/voice stress analyzer and/or psychological testing. All appointees will be required to submit to 2 nonscheduled drug screening tests during probationary period.
- 7. Produce a current and valid "certificate of completion" from Cuyahoga Community College for the Police Officer Standardized Physical Agility (applicant must have a valid certificate at the time of appointment), BCI check (additional cost to applicant, by the time of appointment) and a completed application packet prior to hiring.
- 8. Be currently employed or previously employed within the past twelve months, as a full-time peace officer working a minimum of 30 hours per week in a jurisdiction in the State of Ohio. The definition of jurisdiction shall include full-service college or university police department established pursuant to Ohio Revised Code 3345, as well as service as a commissioned officer with a hospital police department.
- 9. Be OPOTA certified, including a current certification in firearms training, with a minimum of one year of full-time experience with an Ohio state certified law enforcement agency including having completed any probation period.
- 10. Must have successfully completed the probationary period at the current or most recent place of employment as a peace officer. Upon request by the Civil Service Commission, the applicant must submit certification and/or documentation from the current or most recent employer establishing such completion. The Civil Service Commission, at its option, may confirm that the applicant has completed such probationary period through its own independent background investigation.







LATERAL TRANSFER APPLICATION

The City of Parma Heights is an Equal Opportunity Employer and does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment. All answers to questions in this application, except for required signatures, must be **printed** and in **ink**. Answer all questions in this application **carefully**, **correctly** and **completely**. Knowingly falsifying any information provided by the applicant, or with the knowledge of the applicant, shall be grounds for **removal** from consideration or dismissal if appointed to a position with the City of Parma Heights. **FOR ADDITIONAL INFORMATION, REQUIREMENTS and DISQUALIFIERS, VISIT www.parmaheightsoh.gov.**

Applicant Infor	rmation			
Name	Last	First		Middle
Address				
City			State	Zip
Telephones:	Home	(Cell	
E-Mail				
Driver's Lice	nse Number	Social	Security Number _	
If you have ever been charged with, or convicted of, any violation of the law in either Ohio or any other state, provide the date and location, the charges, and the disposition of the charges. Any felony conviction is a disqualifier (See list of disqualifiers).				
		Applicant's	Signature	
Professional Re	eferences – Please list three ((3) <u>non-relative</u> professional	references	
Name:		Phone:	How 1	Known:
Address:				
				Known:
Name:		Phone:	How 1	Known:





LATERAL TRANSFER APPLICATION - BACKGROUND

Ludeational Background				
High School:			_ From:	To:
Address:			Graduate (circle one	e) YES / NO
College:			From:	To:
Conege			110111	10
Address:			Graduate (circle one	e) YES / NO
Other:			From:	То:
Address:			Graduate (circle one	e) YES / NO
Military Experience				
Branch:	_ From:	_ To:	Discharge Date:	
Rank at Discharge:	D	ischarge Classifica	tion:	
Employment History				
Name:			Phone:	
Address:				
Job Title:			From:	_ To:
Supervisor:	May we cont	act as a reference?	YES / NO	
N			Dl	
Name:			Phone:	
Address:				
Job Title:			From:	_ To:
Supervisor:	May we cont	act as a reference?	YES / NO	
N			DI.	
Name:			rnone:	
Address:				
Job Title:			From:	_ To:
Supervisor:	May we cont	act as a reference?	YES / NO	



Signature of Notary

PARMA HEIGHTS POLICE DEPARTMENT



AUTHORIZATION FOR RELEASE OF PERSONAL INFORMATION

I,, do hereby			
records concerning myself to any duly authorized		ts Police	Department,
whether the said records are of a public, private,	or confidential nature.		
The intent of this authorization is to give my con records of educational institutions; financial or crecords of commercial or retail credit agencies (infinancial statements and records wherever filed; consultation, including hospitals, clinics, private Administration; employment and pre-employment polygraph and/or Computerized Voice Stress An ratings, complaints or grievances filed by or again attorneys at law, or of other counsel, whether rep	sent for full and complete of redit institutions; including necluding credit reports and medical and psychiatric trepractitioners, and the U.S. at records, including backgralyzer reports, charts and tanst me; and the records and	records of records of records of the	of loans; the s); and other ad/or corts, ciency tions of
either criminal or civil, in which I presently have	or have had an interest.		
I understand that any information obtained by a p is developed directly or indirectly, in whole or pa considered in determining my suitability for emp Department. I also certify that any person(s) who shall not be held accountable for giving this informany and all liability which may be incurred A photo copy of this release form will be valid as photocopy does not contain an original writing of	art, upon this release author loyment by the Parma Heigo may furnish such information; and I do hereby re as a result of furnishing such as an original thereof, even to	ization weights Police tion conception conception information with the conception with	till be te
T. H.V.	, ,	,	,
Full Name: Please Print	Social Security Number	/_ Date o	/ f Birth
Address:			
Number Street Name	City	State	Zip Code
Signature:	Phone:		_ -
Comments and only only of the design of the	6	20	
Sworn to and subscribed before me this d	ay 01	, 20	
In the county of Cuyahoga and the state of Ohio			A 60° 11
			Affix seal her
My C	ommission Expires:		



To Whom It May Concern:

I hereby certify that I have given the Parma Heights Police Department permission to obtain a copy of any arrest or conviction record pertaining to me now in the files of the Ohio Bureau of Criminal Identification, London, Ohio.

I hereby release the Ohio Bureau of Identification and Investigation and all individuals connected therewith from all liability in connection with the dissemination of such arrest and conviction data.

Signature:	Date:	
	ted:	
STATE OF OHIO		
COUNTY OF CUYAHO	GA	
made and subscribed by	Being first duly sworn on the sworn on the forgoing application.	n his/her oath say that the statements tion are true.
		Signature of Applicant
Subscribed in my presence	e by the said affiant and by hin	n/her sworn to before me this
day of	, 20	
		Notary
		Witness and Signature of Person Taking Prin
		Dota
		Date