



## JOIN OUR TEAM!

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The Mentor Police Department is looking to add new officers to our team. If you've been considering a career in law enforcement, this is your opportunity to work for one of the top forces in the State of Ohio with great pay and benefits.

Mentor police officers are held to a very high ethical standard and we take pride in our commitment to protecting and serving, with impartiality, all those living in and visiting our community.

The Mentor Police Department strives to be a model for other agencies to follow by our commitment to professionalism. We achieve this through rigorous screening of officer applicants, a strict code of conduct, modern and comprehensive policies and procedures, constant training, critical review of officer performance, investigation of all cases involving the use of force, and cultivating an overall culture that places service and assistance above enforcement.

We are well trained, we are disciplined, and we earned the continued trust and support of those we have sworn to serve and protect.

If you are looking for a supportive environment to pursue a career in law enforcement, then the Mentor Police Department is looking for you.

## QUALIFICATIONS

- Must be a citizen of the United States
- Must be 21-years old at time of appointment
- Must have a valid drivers license
- Must successfully complete
  - Written Examination (must first pass to add points)
    - 2 pts for Military Experience
    - 2 pts for OPOTA Certified Academy
    - 2 pts for 2-Year College Degree
  - Physical Agility Test
  - Police Candidate Background for Self Report
  - Polygraph Examination
  - Psychological Examination
  - Thorough Background Investigation
  - Oral Interviews
  - Medical Examination including Drug Testing
  - 18 Month Probationary Period

# BENEFITS

- 12 Hour Patrol Shifts with every other weekend off
- Great starting salary with scheduled step raises
- Longevity Compensation and Firearms Proficiency Allowance
- Compensatory accrual up to 120 hours in lieu of overtime payment
- Tuition Reimbursement Program up to 12 credit hours per calendar year (based on set costs per credit hour)
- Health and Dental Benefits (Deductibles & co-pays apply)
- 96 Holiday Hours
- 16 Hours Personal Leave
- 80 Hours Vacation Time after 1 Year of Service
- 4.62 Paid Sick hours per pay period (may accumulate unlimited hours throughout career)

# SPECIALITY DETAILS

In addition to great pay and benefits, the Mentor Police Department offers a variety of speciality details to challenge and reward you throughout your career, including;

- SWAT
- Firearms Instruction
- Detective Bureau
- Bike Patrol
- ATV Patrol
- Defensive Tactics Instruction
- Field Training Officer
- Evidence Technician
- Narcotics Detectives







# POLICE OFFICER RATES OF PAY

The Mentor Police Department offers an attractive pay scale with opportunity for advancement.

Steps do not include additional benefits.

	STARTING RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Effective 3/31/17							
Bi-Weekly	\$2,158.72	\$2,398.57	\$2,528.12	\$2,632.80	\$2,757.38	\$2,888.61	\$3,028.16
Annually	\$56,126.72						\$78,732.16
Effective 3/31/18							
Bi-Weekly	\$2,212.69	\$2,458.53	\$2,591.32	\$2,698.62	\$2,826.31	\$2,960.83	\$3,103.86
Annually	\$57,529.93						\$80,700.36
Effective 3/31/19							
Bi-Weekly	\$2,268.01	\$2,519.99	\$2,656.10	\$2,766.09	\$2,896.98	\$3,034.85	\$,181.46
Annually	\$58,968.26						\$82,717.96

# LONGEVITY COMPENSATION & FIREARMS PROFICIENCY PAY

In addition to regular compensation, longevity pay increments will be paid semi-annually **FOR YEARS OF CONTINUOUS SERVICE.**

**Begins at 5 years** with \$400.00 and rises annually through 25 years.

**10 years** longevity compensation is \$1,000.00 annually

**15 years** longevity compensation is \$1,450.00 annually

**19 years** longevity compensation is \$1,850.00 annually

**25 and beyond** longevity compensation is \$2,500.00 annually

Longevity payments are paid in two payments per calendar year.

## FIREARMS TRAINING - Proficiency Pay

All officers must meet firearms proficiency standards. All non-probationary officers who qualify will receive \$1,030.00 additional pay. **The firearms proficiency payment is paid once annually.**



# TUITION REIMBURSEMENT

The tuition reimbursement program is available to regular full-time employees who have completed an 18-month probationary period, obtained written approval from the Police Chief and City manager to take the course(s), and completed course work with a "B" or higher grade.

**50% reimbursement** of employee tuition upon successful completion of coursework approved and deemed as having an indirect value to the employee's duties.

**100% reimbursement** of employee tuition costs of coursework that is approved and deemed as having a direct value to the employee's duties.

Tuition reimbursement is capped at the current cost per credit hour as that being charged by Cleveland State University for undergraduate tuition only. The City will reimburse up to 12 credit hours per calendar year.







## **MENTOR POLICE OFFICERS ARE EXPECTED TO**

Protect Life & Property

Prevent Crime

Detect & Arrest Violators of the Law

Enforce All Federal, State, and Local Laws and Ordinances

Police Officers are required to make split-second decisions that could affect their lives, the lives of others, and the entire community.

Our department has forged a bond with the people we serve, and we are pledged to preserve it through continued community policing practices aimed at understanding the needs of all citizens, without bias.

We are committed to be a force for good in our community and to serve all with fairness, equity, and restraint.



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