

MENTOR POLICE OFFICER CAREER AWARENESS



QUALIFICATIONS

Must be a citizen of the United States

Must be 21 years old at time of appointment

Must have a valid driver's license

Must Successfully Complete:

Written Examination (must first pass to add pts)

2 pts for Military Experience

2 pts. for OPOTA Certified Academy

2 pts. for 2 year college degree

Physical Agility Test

Police Candidate Background 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
(See enclosed chart)

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 and co-pays apply)

96 Holiday Hours

16 Hours Personal Leave

80 hours Vacation Time after one year of service

4.62 Paid Sick hours per pay
(May accumulate unlimited amount throughout career)

POLICE OFFICER BASE RATES OF PAY

(Steps do not include additional benefits)

	STARTING RATE	STEP1	STEP 2
Effective March 31, 2017			
Bi-weekly	\$2,158.72	\$2,398.57	\$2,528.12
Annually	\$56,126.72		
Effective March 31, 2018			
Bi-weekly	\$2,212.69	\$2,458.53	\$2,591.32
Annually	\$57,529.93		
Effective March, 31, 2019			
Bi-weekly	\$2,268.01	\$2,519.99	\$2,656.10
Annually	\$58,968.26		



STEP 3	STEP 4	STEP 5	STEP 6
\$2,632.80	\$2,757.38	\$2,888.61	\$3028.16 \$78,732.16
\$2,698.62	\$2,826.31	\$2,960.83	\$3,103.86 \$80,700.36
\$2,766.09	\$2,896.98	\$3,034.85	\$3,181.46 \$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 & COLLEGE DEGREE PAY

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 employees 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 AND PROPERTY

PRESERVE THE PEACE

PREVENT CRIME

**DETECT AND ARREST
VIOLATORS OF THE LAW**

**EXERCISE 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.**

**For more information please contact:
(440) 974-5760**

