



# MONTVILLE POLICE DEPARTMENT

Matthew A. Neil, Chief of Police

## **NOW HIRING: Police Officer**

The Montville Township Police Department is seeking qualified candidates for the position of Police Officer. The Montville Police Department currently has one opening for full-time Police Officers. Additionally, any future full-time or part-time openings may be hired from this test.

### **Full-Time Benefits:**

- Hourly pay rate ranges from \$24.58-\$32.89 based on the current OPBA contract structure and years of service with the Montville Township Police Department
- 10 Paid Holidays (Additional Overtime pay if working the Holiday)
- High Quality Family Health, Dental and Optical Care
- Longevity Pay beginning at 5 years of service with Montville Township Police Department
- Annual Uniform Allowance
- Educational Incentive for College Degree(s).
- Partial Tuition Reimbursement for future college classes in accordance with the current OPBA Contract.
- On-site Physical Fitness Facility.

### **Part-Time Benefits:**

- Hourly pay rate \$23.00 or higher based on experience
- Paid time off based on years of service
- Annual Uniform Allowance
- On-site Physical Fitness Facility.

### **Filing Application:**

Applications can be completed at the below links. All written testing is conducted through the National Testing Network.

Full-Time: <https://tinyurl.com/MontvilleHire2023>

Part-Time: <https://tinyurl.com/MontvillePDParttime>

### **Requirements:**

1. Must be a U.S. Citizen with a High School Diploma or G.E.D.
2. Must be 21 years of age at the time of application, with a valid Ohio Driver License. Out of state applicants must possess a valid driver's license of their state of residency and would need to obtain an Ohio Driver's License upon establishing residency.
3. Must have no Felony Criminal Record.
4. Must be able to pass extensive background investigation.



# MONTVILLE POLICE DEPARTMENT

Matthew A. Neil, Chief of Police

5. Must pass both a medical and psychological exam given by Department designated practitioners, certifying that the applicant meets the physical and psychological requirements necessary to perform the duties of a police officer.
6. Must pass a comprehensive drug screen.
7. Must not have tattoos, body art or branding which extends beyond the wrist to any part of the hand, or extend above the line on the neck where a standard crewneck t-shirt rests. Tattoos are required to be covered while on duty, except when otherwise approved by the Chief of Police.

## **Hiring Process:**

**PHASE #1** – Interviews will be conducted by a panel consisting of at least two Supervisors and at least two Patrol Officers. Video interviews may be available depending on an applicant's location. Additional interviews may follow.

**PHASE #2** – The passing score on the NTN **Written Examination**.

**PHASE #3** - The **Physical Agility** portion will be conducted during times and dates to be announced:

The Physical Agility test is a modified version of the Ohio Peace Officer Basic Training Program Physical Fitness Requirement. A passing score for the individual sections will be based off the following:

- Pushups: 40th percentile of the Cooper Standard (OPOTA Standard is the 50th percentile)
- Situps: 40th percentile of the Cooper Standard (OPOTA Standard is the 50th percentile)
- Run: 75th percentile pace from the Cooper Standard, for a reduced distance of 1/2mi (800m). There will be no option for a mile and a half run.

*\*This is a deviation from the OPOTA standard, and it is strongly recommended that you train appropriately in order to ensure your ability to pass. It is recommended you wear loose, comfortable clothing and tennis shoes for the agility test. A copy of the passing standards will be attached at the end of this posting.*

\*Candidates who successfully pass the Physical Agility will be moved on to Phase #4.

**PHASE #4** – Second Round Interviews will be conducted with the Lieutenant and Chief of Police.

**PHASE #5** – In-depth Background Investigation including – Psychological Testing, Polygraph Testing, Physical and Drug Testing.



# MONTVILLE POLICE DEPARTMENT

Matthew A. Neil, Chief of Police

## **Nature of Work**

Under the direct supervision of a Sergeant, a Police Officer patrols a designated area ensuring compliance with all applicable State Laws and Township Resolutions; answers calls when a crime is suspected or an emergency exists, takes such actions as are necessary to prevent crime, to apprehend a criminal, to maintain safety, to assist citizens in a wide range of emergency and non-emergency situations; and perform other related duties, tasks, and assignments as required and directed by a Sergeant, Lieutenant or the Chief of Police. The Montville Police Department subscribes to the "Community-Oriented Policing" philosophy and, therefore, the primary emphasis of the position involves community service. Officers are required to take a problem-solving approach to the situations they encounter on a day-to-day basis and to interact with the residents on a regular basis to address relevant concerns facing their neighborhoods.

## **Essential Functions of Work** (May not include all duties performed.)

Drive a police vehicle, patrolling designated areas.  
Report unsafe conditions, such as obstructions in streets.  
Issue citations for violations of traffic laws.  
Makes arrests, sometimes requiring the use of physical effort.  
Transport prisoners.  
Investigate accidents, determining conditions, causes and other pertinent facts regarding accidents.  
Conduct investigation of crimes, preserve crime scenes, gather and preserve evidence.  
Check doors and windows of homes and businesses for security.  
Testify in court.  
Assist injured persons, notify families of injury.  
Answer inquiries, assist stranded motorists.  
Look for and investigate conditions or situations which may indicate a crime is about to be, or has been, committed.  
Maintain records and prepare reports of incidents and activities.  
Take statements from witnesses and suspects.  
Secure warrants.  
Where juveniles are involved, interview parents, appear in court, and work with school authorities.  
Direct and regulates traffic.  
Attend neighborhood meetings to address and evaluate the concerns of the citizens.  
Perform other related duties as assigned.

## **Additional Qualifications**

Must be physically capable of successfully performing the essential job functions of a Police Officer and be free of medical conditions that would preclude one from successfully performing said functions or would pose a direct threat to the health or safety of oneself or others.



# MONTVILLE POLICE DEPARTMENT

Matthew A. Neil, Chief of Police

## **Must have the:**

Ability to exercise sound reasoning and good judgment.

Ability to recognize unusual or threatening conditions and take appropriate action.

Ability to interpret and apply principles, concepts, methods, laws, ordinances, and techniques to field conditions.

Ability to recognize, analyze, and define problems, establish facts, draw valid conclusions, and initiate appropriate corrective actions.

Ability to organize and prioritize daily tasks and activities.

Ability to use proper research and investigative methods, techniques, and practices in gathering data.

Ability to calculate fractions, decimals, and percentages.

Ability to gather, collate, and classify information and data regarding people, places, events, and activities.

Ability to prepare clear, concise, complete, and accurate reports, and complete and maintain accurate records.

Ability to copy records precisely without error and to maintain accurate records.

Ability to use a personal computer to enter data and produce typewritten reports.

Ability to work alone on most tasks.

Ability to cooperate with co-workers on group efforts.

Ability to establish and maintain a good rapport with the public.

Ability to handle routine and sensitive inquiries from, and contact with, the public.

Ability to maintain confidentiality in the handling of sensitive events and issues.

Ability to communicate with the public, peers, superiors, and other Township Officials and employees in an effective, tactful, and courteous manner.

Ability to resolve complaints from angry citizens in an effective, tactful, and courteous manner.

Ability to establish and maintain effective working relationships with superiors and peers.

## **Physical Requirements**

Ability to demonstrate physical strength and dexterity in the use of hands and feet.

Ability to sit for long periods at a time.

Ability to work outside in all weather conditions.

Ability to walk and stand on a regular basis, sometimes for long periods at a time.

Ability to safely and effectively operate a motor vehicle.

Ability to safely, accurately, and effectively discharge a firearm in the line of duty.

## **Other Requirements**

Ability to acquire and maintain certification (pursuant to state standards) for the operation of on-duty and off-duty firearms (i.e. shotgun, AR-15 or 9mm handgun).

Regular and punctual attendance is regarded as an essential requirement of this classification.

Compliance with training directives established by supervisory personnel.

Adherence to all applicable Federal and State safety laws, and Department Rules, and Regulations.



# MONTVILLE POLICE DEPARTMENT

Matthew A. Neil, Chief of Police

## **Accommodations**

If you have a disability requiring an accommodation at any phase during the testing process, please advise the Montville Police Department as soon as possible, so that the steps necessary to accommodate your needs can be met. Failure to do so may result in the Township's inability to accommodate the disability.

## **Equal Employment**

Montville Township is an Equal Opportunity Employer. All qualified applicants will receive consideration without regard to race, religion, color, national origin, sex, political affiliation, age, type of disability or any other non-merit factor.



# MONTVILLE POLICE DEPARTMENT

Matthew A. Neil, Chief of Police

## 2023 Physical Fitness Standards

	Males (<29)	Females (<29)
Sit-Ups (1 Min)	38	32
Push-ups (1 Min)	29	15
Half-Mile Run	3:31	4:03
	Males (30-39)	Females (30-39)
Sit-Ups (1 Min)	35	25
Push-ups (1 Min)	24	11
Half-Mile Run	3:40	4:23
	Males (40-49)	Females (40-49)
Sit-Ups (1 Min)	29	20
Push-ups (1 Min)	18	9
Half-Mile Run	3:51	4:40
	Males (50-59)	Females (50-59)
Sit-Ups (1 Min)	24	14
Push-ups (1 Min)	13	11 (Modified)
Half-Mile Run	4:13	5:16
	Males (60+)	Females (60+)
Sit-Ups (1 Min)	19	6
Push-ups (1 Min)	10	5 (Modified)
Half-Mile Run	4:40	5:52

\* Sit-Ups and Push-Ups are based on 40th Percentile Cooper Standards\*

\* Half-Mile Run based on 75th Percentile Cooper Standards for 1.5 Mile Run but reduced to only 0.5 Miles\*