APPLICANT CHECKLIST
to be handed in with application

Required Items:

____________ Signed Application

____________ Copy of valid Driver's License

____________ Copy of Physical Agility Test Certificate from Tri-C Public Safety Training Center

____________ $30.00 non-refundable fee (cash, check or money order)

If you possess any and/or all of the following, in order to receive credit upon 70% passing of written examination copies must be attached to your application:

____________ Military DD214 Discharge Certificate (showing Honorable Discharge)

____________ College Degree in Law Enforcement and/or Criminal Justice (and/or Official College Transcript showing degree earned). If you are submitting only the degree, make sure it specifies Law Enforcement and/or Criminal Justice on the degree.

____________ North Royalton Reserve Officer/Dispatcher/Correction Officer in good standing - Letter from Chief

____________ Valid O.P.O.T.A. State Certificate

____________________________________  ________________
Applicant's signature     Date
PATROL OFFICER APPLICANTS:

YOUR APPLICATION PACKET CONTAINS THE FOLLOWING:

1. Application and Checklist
2. Notice of Examination
3. Applicant Notice
4. Excerpts from:
   a. North Royalton Civil Service Commission Rules and Regulations
   b. Current Collective Bargaining Agreement between the City of North Royalton and the Fraternal Order of Police Lodge 15
   c. North Royalton Codified Ordinances
5. Tri-C Public Safety Training Center – Physical Agility Test Information

WHEN FILING YOUR APPLICATION, THE FOLLOWING MUST BE ATTACHED:

***MAKE SURE ALL YOUR DOCUMENTS ARE COPIED, NO COPYING WILL BE DONE AT TIME OF FILING

1. Application and Checklist
2. Copy of valid Driver’s License
4. If you have Military Time - copy of Dept. of Defense DD214 Discharge (must show honorable discharge).
5. If you have a College Degree in Law Enforcement and/or Criminal Justice - copy of degree and/or official transcript showing degree earned. If you are submitting only the degree, make sure it specifies Law Enforcement and/or Criminal Justice on the degree.
6. If you are a North Royalton Police Department Reserve Police Officer, Dispatcher, Correction Officer in good standing - attach a letter from the Chief of Police.
7. If you have a valid O.P.O.T.A. state certificate - attach a copy.
8. $30.00 non-refundable fee (cash, check or money order payable to City of North Royalton).

APPLICATIONS WILL ONLY BE ACCEPTED IN PERSON AT NORTH ROYALTON CITY HALL
14600 STATE ROAD
SEPTEMBER 14, 2020 through September 25, 2020
9:00 a.m til 4:00 p.m. weekdays only
DEADLINE FRIDAY, SEPTEMBER 25, 2020 at 4:00 p.m.

IT IS YOUR RESPONSIBILITY TO MAKE SURE ALL THE REQUIRED ITEMS ARE ATTACHED WITH YOUR APPLICATION AND TO REMEMBER THE DATE OF TESTING - NO NOTICES WILL BE MAILED OUT. YOU MUST NOTIFY THE COMMISSION IN WRITING OF ANY ADDRESS OR PHONE NUMBER CHANGE. FAILURE TO DUE SO WILL RESULT IN YOUR NAME BEING REMOVED FROM THE ELIGIBILITY LIST. ANY QUESTIONS, CONTACT THE COMMISSION SECRETARY AT 440-237-5686, EXT. 1100.
PATROL OFFICER ENTRANCE EXAMINATION
CITY OF NORTH ROYALTON, OHIO

The City of North Royalton Civil Service Commission will conduct an examination for the position of PATROL OFFICER to establish an eligibility list. Starting Salary is $29.44 per hour. Applications available starting on August 24th online at www.northroyalton.org and at North Royalton City Hall, 14600 State Road, North Royalton, OH weekdays only beginning August 24th, 2020. The City does not accept completed applications returned by mail, fax or electronically. Completed applications must be returned in person between the hours of 9:00 a.m. and 4:00 p.m. weekdays only Monday, September 14, 2020 through Friday, September 25, 2020. Deadline for submission of applications is FRIDAY, SEPTEMBER 25, 2020 NO LATER THAN 4:00 P.M.

Successful completion of the Police Officer Standardized Physical Agility Exam offered by Cuyahoga Community College (Tri-C) is a pre-requisite to take the written examination; certificate is due at the time of filing your application.

Written examination will take place TUESDAY, OCTOBER 6, 2020 at 6:30 p.m. at the North Royalton High School Cafeteria #2, 14713 Ridge Road, North Royalton, OH. Proper identification (Driver’s License/picture I.D.) required for admittance.

Qualifications and Procedures: Must be a U.S. citizen; possess a valid Driver’s License; minimum of 21 years of age prior to appointment; possess a High School Diploma or equivalent G.E.D. certificate; must achieve a minimum passing grade of 70% on the written examination; possess current Tri-C Police Officer Physical Agility Certificate. A member appointed to any position in the Police Department shall be a resident of Cuyahoga County or any adjoining counties, within one year after the member’s date of hire. (NRCO 240.01)

Copies of the following MUST accompany completed application: Valid Driver’s License; current Tri-C Physical Police Officer Agility Certificate and $30.00 fee (non-refundable) cash, check or money order payable to the City of North Royalton.

Applicants achieving the 70% minimum passing grade will receive extra credit upon proof presented as defined in the Application Packet. Proof must be filed with completed application. Any candidate eligible for consideration for appointment must submit to polygraph exam, background investigation and oral interview, must pass psychological exam and medical exam including drug screening. Additional details/requirements may be found in the application packet and at www.northroyalton.org.

The City of North Royalton is an Equal Opportunity Employer
Timothy Lewandowski, President, Civil Service Commission
PLEASE READ CAREFULLY

AGE: Minimum of 21 years of age PRIOR to appointment.

RESIDENCY: A member appointed to any position in the Police Department shall be a resident of Cuyahoga County or any adjoining counties, within one year after the member’s date of hire. (NRCO 240.01)

CITIZENSHIP: Applicants must be citizens of the United States. If foreign born, proof of citizenship shall be submitted upon request.

DRIVERS LICENSE: Applicants must have a valid Driver’s License. Each applicant shall submit a copy of same at time of filing application. Ohio operator license shall be maintained throughout employment.

EDUCATION: Each applicant must have a High School Diploma or equivalent (ie. G.E.D.)

CREDITS: Credits will be given as defined in the North Royalton Civil Service Commission Rules and Regulations, at the discretion of the Civil Service Commission, when the applicant achieves at least the minimum passing grade of 70%. Credits are as follows:

[1] Military Services - copy of Dept. of Defense Form (DD214) Discharge required at time of filing application. (must show honorable discharge)

[2] College Degrees in Law Enforcement and/or Criminal Justice - copy of degree, official transcript and/or official letter from College or University indicating degree earned required at time of filing application. If submitting a copy of degree, it must indicate Law Enforcement and/or Criminal Justice on the degree.

[3] Service as a Reserve Police Officer, Dispatcher, Correction Officer of the North Royalton Police Department in good standing - official letter from Police Chief stating member is in good standing required at time of filing application.


(Copies of the above Civil Service Commission Rules and Regulations sections are attached for your reference.) To receive credit, proof must be presented at the time of filing application.
PHYSICAL EXAMS: Qualified candidates will be subject to and must pass strict physical examination (cardiovascular and pulmonary diseases) and drug testing by qualified physician prior to appointment. Subject to random drug test pursuant to labor agreement throughout employment.

PSYCHOLOGICAL TEST: Qualified candidates will be subject to and must pass psychological testing by qualified psychological testing agency.

POLYGRAPH EXAMS: Qualified candidates will be subject to polygraph (lie detector) examination by a qualified polygraph operator.

AGILITY TESTING: Applicants must possess valid Patrol Officer Physical Agility Test from Cuyahoga Community College (Tri-C) Public Safety Training Center in order to take the written examination. Copy of certificate must be submitted at time of filing application.

FEE: A $30.00 NON-REFUNDABLE fee is due at time of filing application.

INVESTIGATION: All candidates will be subject to strict background investigations of social activities, employment, schooling, memberships and other activities that might reflect upon the candidate’s qualifications for appointment.

ADDITIONAL BACKGROUND INFORMATION: Applicants passing the written test with a minimum passing grade of 70% must submit to a polygraph test, and oral interviewing, shall be required to submit additional background information upon investigation by a qualified agency on forms that will be provided at that time. Qualified candidates must pass a psychological examination, doctor’s physical and drug screening prior to appointment.

APPLICATIONS: Applications available online at www.northroyalton.org and at North Royalton City Hall, 14600 State Road, North Royalton, OH 44133 beginning Monday, August 24, 2020. Completed applications must be returned in person (no applications accepted by mail, fax or e-mail) at the North Royalton City Hall Mayor’s Office between the hours of 9:00 a.m. and 4:00 p.m. during the following WEEKDAYS ONLY:

September 14, 2020 through September 25, 2020

FILING DEADLINE: NO APPLICATIONS WILL BE ACCEPTED FOR FILING AFTER:
4:00 p.m. FRIDAY, SEPTEMBER 25, 2020

WRITTEN TEST DATE AND LOCATION: The written test will be given on TUESDAY, OCTOBER 6, 2020 at 6:30 p.m. at the North Royalton High School 14713 Ridge Road, North Royalton, OH. Applicants are to report to High School Cafeteria #2 and must present proper identification (Driver’s License or picture I.D.) for admittance. Test administered by Ramsey & Associates.
WAGES: Effective first full pay period in January 2020:

- First 12 months (Probation) $29.44 per hour
- Second 12 months (Probation) $31.71 per hour
- Third 12 months $34.05 per hour
- Thereafter $36.39 per hour

OVERTIME: Time and one half; optional in cash or time off (comp. time)

HOSPITALIZATION: Medical, vision, dental care and life insurance coverage as selected by City.

CLOTHING: Uniform allotment pursuant to current Collective Bargaining Agreement.

EDUCATIONAL PAY: Up to $500.00 annually based on current Collective Bargaining Agreement.

PROFESSIONAL PAY: Up to $3,000.00 annually based on current Collective Bargaining Agreement.

LONGEVITY: Beginning after five years of full-time service, $100.00 per year longevity paid annually the first pay period ending after the anniversary date of hire up to the maximum of $2,500.00.

SICK LEAVE: Sick leave accumulated at the rate of 4.6 hours of each 80 hours worked.

PAID HOLIDAYS: 11 paid holidays as per present Collective Bargaining Agreement; 5 personal days.

VACATION: After 1 year 2 weeks
- After 5 years 3 weeks
- After 10 years 4 weeks
- After 15 years 5 weeks
- After 20 years 6 weeks

WORK WEEK: 40 hours per week, yearly shift bids by seniority. Holidays worked when scheduled. Probationary employees scheduled at discretion of employer.

RETIREMENT: State of Ohio, Police and Firemen’s Pension Plan.

TRAINING: All appointees must attend and pass the State of Ohio Basic Police Course at the designated school or possess current State Certification.

PROBATIONARY PERIOD: All newly hired employees in the Police Department will be required to serve a probationary 2 year period pursuant to the current Collective Bargaining Agreement.

***SALARY AND BENEFITS SUBJECT TO CHANGE***
EXCERPT FROM NORTH ROYALTON CIVIL SERVICE COMMISSION RULES AND REGULATIONS REGARDING EXTRA CREDIT (PATROL OFFICER ENTRANCE EXAM)

14. Credits for Entrance Examinations

The following credits shall be applied to Entrance Examinations only.

a. **Credit for Military Service** – When proper proof of acceptable service in the Armed Forces of the United States as defined in Section 124.23 of the Revised Code, is presented to the Commission and such ex-serviceman or woman is being otherwise eligible has received a passing grade of seventy percent (70%) or more in any regular entrance examination, he or she shall be granted an additional credit of ten percent (10%) of such grade, thereby receiving a final grade ten percent (10%) higher than his examination grade. Service of less than 180 consecutive days in the Armed Services shall not be eligible for Veteran’s Credit.

Requests for the additional credit for Military Service, together with an Honorable Discharge or other proof of satisfactory service, shall be submitted to the Commission with the application for the examination.

No additional credit for Military Service shall be allowed in promotional examination.

c. **Credit for Education (Police Department)** – When proper proof of an Associate Degree awarded by a certified full-time college or university in the field of Law Enforcement and/or Criminal Justice is presented to the Commission and such candidate being otherwise eligible after having received a passing grade of seventy percent (70%) or more in any regular Patrol Officer entrance examination independent of credit given in part 14 (a), (e) and (i) of this rule, he or she shall be granted an additional credit of five (5) points added to his or her examination grade.

Amended 07-08-2013

e. **Credit for Service as Reserve Police Officer; Dispatcher; Correction Officer of North Royalton Police Department** – When proper proof of being a member in good standing of the North Royalton Police Department (Reserve Police Officer; Dispatcher; Correction Officer) is presented to the Commission and such candidate being otherwise eligible after having received a passing grade of seventy percent (70%) or more in any regular Patrol Officer entrance examination independent of credit given in part 14 (a) and (c) of this rule, he or she shall be granted an additional credit of five (5) points added to his or her examination grade.

i. **Credit for Peace Officer Training Academy (P.O.T.A.) (Police Department)** – When proper proof of valid state certification of P.O.T.A. is presented to the Commission and such candidate being otherwise eligible after having received a passing grade of seventy percent (70%) or more in any regular Patrol Officer entrance examination independent of credit given in part 14 (a), (c) and (e) of this rule, he or she shall be granted an additional credit of three (3) points added to his or her examination grade.
EXEMPLARY FROM NORTH ROYALTON CIVIL SERVICE COMMISSION RULES AND REGULATIONS REGARDING CHANGE OF ADDRESS NOTIFICATION AND INSPECTION OF EXAMINATION PAPERS (APPOINTMENT MANDATORY)

7. Change of Address

Each person on an Eligible List shall file with the Commission written notice of any change of address, and failure to do so may be considered sufficient reason for not certifying his name to appointing authorities for future appointments. Notification of change of address to the Civil Service Commission is also required immediately for all classified employees in the City of North Royalton.

12. Inspection of Examination Papers

a. Prior to grading. Within five (5) days after the date of examination (Saturdays, Sundays and Holidays excluded), participants in any examination may inspect the examination questions together with the answer key. Participants may make notes on the various questions. Any protest by a participant as to the questions asked or the answer key shall be filed in writing with the Commission Secretary within the five (5) day period and shall contain detailed supportive information covering each protest.

Immediately following this inspection period, the Commission shall carefully consider all objections, and make such changes in the answer key as are warranted after which the answer key adopted shall be used in the actual scoring of the examination papers.

If a revision in the examination or rating key is made, the provisions shall be made available to the examinees.

Appointment to view questions and answer key shall be made with the Civil Service Commission Secretary or in her absence, with the President of the Commission.

b. The Examination papers of each contestant shall then be graded. Each participant shall be notified by mail as to his grade.

c. After notice of grade has been received, each participant shall have the right to inspect his examination paper and the answer sheet within ten (10) days of the postal date indicated on the mailed notice of his grade (Saturdays, Sundays and Holidays excluded.) Any protest as to the grading must be filed in writing with the Commission Secretary by the participant within the ten (10) day period. The Commission shall then give consideration to all protests and make such changes as are warranted. The Commission shall then establish the eligible list and no grades given in any examination shall be changed after the posting of any eligible list.
EXCERPT FROM COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF NORTH ROYALTON AND F.O.P. LODGE 15 (PATROLMEN) REGARDING SALARY

ARTICLE VIII    PROBATIONARY PERIOD

8.01 All newly hired employees will be required to serve a probationary period of two (2) years. During such period, the Employer shall have the sole discretion to discipline or discharge such employee(s) and any action shall not be appealable through any grievance or appeal procedure contained herein or to any Civil Service Commission.

8.02 All newly promoted employees will be required to serve a promotional probationary period of one (1) year. During such period, the Employer shall have the sole discretion to demote such employee(s) to his previous position, and any such demotion shall not be appealable through any grievance or appeal procedure contained herein or to any Civil Service Commission.

8.03 If any employee is discharged or quits while on probation and is later rehired, he shall be considered a new employee and shall be subject to the provisions of paragraphs 8.01, 8.02 and 8.03.

EXCERPTS FROM NORTH ROYALTON CODIFIED ORDINANCES REGARDING RESIDENCY AND AGE REQUIREMENTS

240.01 QUALIFICATIONS; EXAMINATION; OATH.

(a) A member appointed to any position in the Police Department shall be a resident of Cuyahoga County or any adjoining counties, within one year after the member's date of hire.

A member appointed to any position in the Police Department shall be a citizen of the United States, of good moral character and physically fit to perform the duties customarily required in the position to which the appointment is to be made. A physical examination by a licensed physician shall be required of any applicant for appointment to any such position. The cost of such examination shall be paid out of the Medical Services Account.

(Ord. 92-172. Passed 6-16-92; Ord. 09-101. Passed 10-20-09.)

(b) A person appointed to any position in the Police Department shall take an oath to preserve and defend the Constitution of the United States and the Constitution of the State of Ohio; to faithfully enforce the laws of the State and the ordinances and resolutions of the Municipality; to obey the lawful orders of his or her superiors to the best of his or her ability; that he or she has never been convicted of any crime involving moral turpitude; and that he or she is not, at the time of taking such oath, and never has been, a member of any organization advocating the overthrow of the government of the United States by force or violence. Any untruthful material statement made in the course of application for appointment in the Department shall be grounds for denial of such appointment or summary dismissal from any position in the Department held by the person making such statement.

240.08 AGE; PHYSICAL REQUIREMENTS.

(a) Any person desiring an original appointment to the classified service of the Police Department shall be at least twenty-one years of age.

(b) Physical requirements for original appointments to the Police Department shall be in accordance with Ohio R.C. 124.41. (Ord. 1984-52. Passed 5-16-84.)
PHYSICAL AGILITY/FITNESS TEST FOR PATROL OFFICER

The Civil Service Commission accepts current Certification of the Physical Agility/Fitness Test for Patrol Officer administered by Cuyahoga Community College (Tri-C) Public Safety Institute.

In order to take the written examination, each applicant must present current Physical Agility/Fitness Test Certification from Tri-C Public Safety Institute (certificates are valid for one year). **There are two tests scheduled, August 30 and September 20, 2020** (you must pre-register and pre-pay). Those needing to take the test (at applicant’s expense) should contact Tri-C at 216-987-3033.

A copy of the certificate must be submitted at the time of filing your application.

Timothy Lewandowski
President
North Royalton Civil Service Commission