



SPRINGFIELD TOWNSHIP POLICE DEPARTMENT

1130 Compton Road
Cincinnati, OH 45231
(513) 729-1300

JOB VACANCY ANNOUNCEMENT

DATE ISSUED: January 3, 2024
TYPE: Competitive Examination & Lateral Entry
TITLE: Police Officer
STATUS: Full-time

Applicants currently employed and classified as full-time police officers in the State of Ohio with continuous road patrol experience of at least one year are exempt from participating in the written examination phase.

Applicants who meet the criteria for exemption from the written examination phase must submit an application. Applications are available online by visiting www.springfieldtp.org, selecting *Apply For A Job*, and then selecting *Full Time Police Officer*.

There is no specific deadline for completing an application or written examination, and the Springfield Township Police Department will continue to accept applications until all available positions have been filled. However, applicants are encouraged to submit their application or complete the written examination as soon as possible as positions will be filled as qualified candidates are identified.

WRITTEN TEST:

Testing will be completed through the National Testing Network, Inc. Applicants who do not meet the one-year exemption, must visit www.nationaltestingnetwork.com, select Law Enforcement, and register for Springfield Township Police Department.

MINIMUM QUALIFICATIONS

TO BECOME FULLY QUALIFIED AS A POLICE OFFICER:

Possess 12th-grade skills in reading, spelling, written and oral communication, and possess a high school diploma or GED. Obtain Peace Officer certification by O.P.O.T.A. by time of appointment.

EXAMPLES OF REQUIRED KNOWLEDGE, ABILITIES AND PERSONAL CHARACTERISTICS:

(Illustrative only. This is not an exhaustive list. Any one position within this classification may not include all of the knowledge, abilities, and skills listed nor do the listed examples include all of the knowledge, abilities, and skills which must be possessed.)

Knowledge of:

1. Federal and state laws.
2. Police manuals, rules, regulations, orders, policies, procedures, and assigned police equipment.
3. Geographic areas of the Township.
4. Departmental reporting procedures.
5. Interrogation and interviewing techniques.



SPRINGFIELD TOWNSHIP POLICE DEPARTMENT

1130 Compton Road
Cincinnati, OH 45231
(513) 729-1300

IMPORTANT INFORMATION FOR POLICE APPLICANTS

Please read all of the information on this sheet. Many of the questions you may have will be answered here.

Written Test

The written test portion of the Police Officer selection process will be conducted through the National Testing Network, Inc. Applicants will need to visit www.nationaltestingnetwork.com and create an account. After your account is created, select: *find jobs, law enforcement jobs*, and then find *Springfield Township Police Department*.

Initial Oral Interview

The next step in the selection process is the oral interview. Please allow one hour for this interview with the selection committee of the Police Department. A score will be assigned as a result of this interview. This will be the first step for those eligible for the lateral process. A score of 70% or above is required to pass the initial interview.

Follow-Up Oral Interview

The next step in the selection process is the follow-up oral interview. This interview will be conducted by members of the department's Command Staff. A score will be assigned as a result of this interview. A score of 70% or above is required to pass the follow-up interview.

Truth Verification

The next step in the selection process is the truth verification review. Please allow two hours for this review.

Physical Fitness Assessment

The next step in the selection process is the physical fitness assessment. Please see the attached handout for a copy of the assessment. It is in your best interest to begin preparing yourself for the fitness assessment as early as possible.

Background Investigation

Those applicants who have successfully completed all previous portions of the police officer testing will be scheduled for a background investigation. The investigator will check your personal references, your criminal history, your employment record, your credit history, and other background information.



SPRINGFIELD TOWNSHIP POLICE DEPARTMENT

1130 Compton Road
Cincinnati, OH 45231
(513) 729-1300

Final Interview

Those applicants who advance to this step will be interviewed by the Township Administrator and/or Administrative Staff to determine the applicant's compatibility with employment with Springfield Township.

Psychological Evaluation

The purpose of this psychological evaluation in the testing process is to determine whether you have the personality characteristics necessary to become a good police officer.

Medical Examination (PASS/FAIL)

The next step in the selection process is a complete medical examination which includes a drug screen. The medical standards include, but are not limited to:

- passing the drug screen
- blood pressure that does not exceed 140/90
- normal color vision, and;
- minimum far point vision of 20/100 corrected to 20/40

Positions are expected to be filled upon completion of all stages of the hiring process.

ADDITIONAL INFORMATION

If you are scheduled for any portion of the process, it is your responsibility to appear at the scheduled time, date, and place. Please be prompt for all your appointments. Failure to appear will be considered voluntary withdrawal from the selection process.

PLEASE DO NOT CALL THE POLICE DEPARTMENT ABOUT YOUR STATUS IN ANY PART OF THE PROCESS. THIS INFORMATION WILL NOT BE GIVEN OUT BY TELEPHONE. YOU WILL BE NOTIFIED BY MAIL.

Springfield Township allows re-application, re-testing, and re-evaluation of applicants not appointed to probationary status unless the condition(s) which previously eliminated them from the appointment are of a nature that another selection is assured (i.e., extensive criminal history, uncorrectable physical disabilities, a background which includes serious drug abuse, a history of dishonesty, etc.).

You must keep the Police Department informed of your current address and telephone number.

Attached to this is a copy of the current physical assessment.

REQUIRED EDUCATION:

Candidates must be a high school graduate or equivalent (GED). Successful completion of Ohio Peace Officer Training Academy O.P.O.T.A. (by the time of appointment), basic training is mandatory.



SPRINGFIELD TOWNSHIP POLICE DEPARTMENT

1130 Compton Road
Cincinnati, OH 45231
(513) 729-1300

POLICE OFFICER WAGES:

Full-Time Police Officer:

Probation	13-24 Months	25-36 Months	37-48 Months	49-60 Months	61-72 Months	73-84 Months	85+ Months
\$32.20 Per hour	\$35.84 Per hour	\$37.02 Per hour	\$38.10 Per hour	\$39.27 Per hour	\$40.44 Per hour	\$41.67 Per hour	\$43.53 Per hour

GENERAL STATEMENT OF DUTIES:

Each police officer is assigned to a Field Training Officer (FTO) for training in police work, including firearms training. Upon successful completion of the field training program, officers are then permitted to work in the position of police officer. Police officers are responsible for the protection of life and property, the investigation and prevention of crimes, and the preservation of peace and order within Springfield Township. Officers must patrol the Township, enforcing laws and resolutions, arresting violators, investigating accidents and complaints, securing evidence, and performing other duties as required.

EXAMPLES OF WORK PERFORMED:

(Illustrative only. This is not an exhaustive list of duties. All positions may not include all of the duties listed and the listed duties may not include all of the tasks, which will be performed.)

1. Enforces laws and resolutions and issues citations.
2. Makes preliminary investigations.
3. Serves warrants and makes arrests.
4. Testifies in court.
5. Keeps records and makes reports.
6. Creates a favorable public image of the Police Department through among other things, courteous interactions, and professional appearance to the public.
7. Attends community meetings, and gives speeches and demonstrations.
8. Refers persons to proper agencies.
9. Interviews and reassures witnesses, victims, and relatives of victims of crimes and accidents.
10. Controls traffic and spectators at emergency or crime scenes.
11. Detects and preserves any evidence of a crime at the scene.
12. Responds to and investigates vehicular accidents.
13. Assists in rescue operations and the rendering of medical assistance at the scene of vehicular accidents and other emergencies.
14. Investigates public complaints.
15. Maintains vehicle and other assigned equipment.
16. Keeps order at large gatherings.
17. Inspects buildings and commercial establishments for security purposes.
18. Performs vehicle patrol.
19. Preserve the peace; legally arrest violators.



SPRINGFIELD TOWNSHIP POLICE DEPARTMENT

1130 Compton Road
Cincinnati, OH 45231
(513) 729-1300

SUPERVISION RECEIVED:

Usually supervised by a Police Sergeant or OIC.

SUPERVISION EXERCISED:

None except when senior on-duty police officer in the absence of a Sergeant or OIC.

PHYSICAL FITNESS ASSESSMENT

All Springfield Township Police Applicants will be tested for the level of their physical fitness (Based on the standards established by the Cooper Institute, Dallas, Texas) (August 2007).

It is in the applicant's best interest to put forth their best effort in each of the three areas because the selection board will use this information when making their decision.

The three areas the applicant will be tested in are:

AEROBIC FITNESS

Applicant has the choice of running 1.5 miles within a designated time (based on sex and age) or walking 1 mile while wearing a heart rate monitor and the applicant's age, sex, weight, heart rate at the end of the walk, and walk time are computed to determine the level of aerobic fitness.

UPPER BODY STRENGTH

Applicant has the choice of doing pushups (total amount in 1 minute) or bench-pressing a percentage of the applicant's body weight 1 time (See chart on next page).

LOWER BODY STRENGTH

Applicant must do sit ups (knees bent, arms across the chest) in a 1 minute time period.

There will be **NO** re-testing. The applicant may **NOT** do pushups if they are dissatisfied with the amount of weight they bench-pressed. If you pulled a muscle or are sick on the day of your fitness test, contact me and I can reschedule you for another day, but you must contact me **BEFORE** you take any portion of the test.

If there are any questions regarding the fitness assessment, please contact:

Captain Nick Peterson (513) 729-1300 npeterson@springfieldtp.org



SPRINGFIELD TOWNSHIP POLICE DEPARTMENT

1130 Compton Road
Cincinnati, OH 45231
(513) 729-1300

FITNESS ASSESSMENT

Aerobic Fitness (VO² max)

Age 20-29		Age 30-39		Age 40-49		Age 50-59	
Male	Female	Male	Female	Male	Female	Male	Female
42.5	35.2	41.0	33.8	38.1	30.9	35.2	29.4

Aerobic Fitness (1.5 Mile Run)

Age 20-29		Age 30-39		Age 40-49		Age 50-59	
Male	Female	Male	Female	Male	Female	Male	Female
11:58	14:15	12:25	15:14	13:05	16:13	14:33	18:05

Upper Body Strength (pushups or % body weight pressed)

	Age 20-29		Age 30-39		Age 40-49		Age 50-59	
	Male	Female	Male	Female	Male	Female	Male	Female
Push-ups	33	18	27	14	21	11	15	
Modified Push-up		26		21		15		13
Bench Press	106%	65%	93%	57%	84%	52%	75%	

Lower Body Strength (sit-ups in 1 minute)

Age 20-29		Age 30-39		Age 40-49		Age 50-59	
Male	Female	Male	Female	Male	Female	Male	Female
40	35	36	27	31	22	26	17