

Department Salary & Benefits

As of April 2014, Fairfield's contract with the Fraternal Order of Police Lodge 166 provides officers with a full complement of benefits and an attractive salary package:

SALARY Starting base pay is \$54,163, increasing to \$59,301 after one year of service. Annual base pay increases to \$69,701 after three years, then to \$71,094 after five years. Three percent increases are included in the contract for 2015 and 2016.

MEDICAL INSURANCE Competitive benefits for which the City pays 85 percent of the cost per year.

SCHEDULE For patrol officers, 8½ hours per day with 4 days on, 2 days off. For detectives and others: 8 hours per day, 5 days per week.

HOLIDAYS 136 hours of holiday and personal leave time.

SICK DAYS 12 paid sick days each year.

LIFE INSURANCE \$50,000 at no cost to employee.

VACATION 82 hours vacation pay per year for officers with up to 7 years service; 124 hours for officers with 7 to 14 years service; 166 hours for officers with 14 or more years service; 208 after 24 years.

RETIREMENT Officers can retire as early as age 48 with 25 years service at 60 percent of final pay.

DEFERRED COMPENSATION An officer may defer up to \$12,000 of salary annually in a deferred compensation plan.

TUITION REFUND PROGRAM Officers can be partially reimbursed for successful completion of college level, career-related courses.

UNIFORMS/EQUIPMENT All uniforms and standard equipment are initially provided by the City of Fairfield. In addition, a clothing allowance of \$1,000 is provided annually.

About the City of Fairfield

Located in Southwestern Ohio, about 20 miles north of Cincinnati, the City of Fairfield comprises an area of 22 square miles with 43,000 residents. Sixty percent of residential housing is single-family homes. Fairfield is also a prime business address for more than 1,200 businesses and light industrial establishments.



Fairfield's Fire Department maintains fire and emergency medical services staffed by full time professionals supplemented with part-time staff. The City offers residents a variety of recreational venues, including two golf courses, an aquatic center and numerous parks with a host of recreational activities. The City's Public Utilities Department provides residents with water and sewer services. Public Works maintains drainage control and roadways. Fairfield's Development Services Office actively recruits new business to this vibrant, growing community.

Under the direction of City Council, the City Manager's Office and the Finance Department, the City maintains an annual budget in excess of \$55 million. City services are funded primarily through the City's 1½ percent income tax and the local share of real estate taxes. Fire and paramedic services are also partly funded through a levy approved by voters.

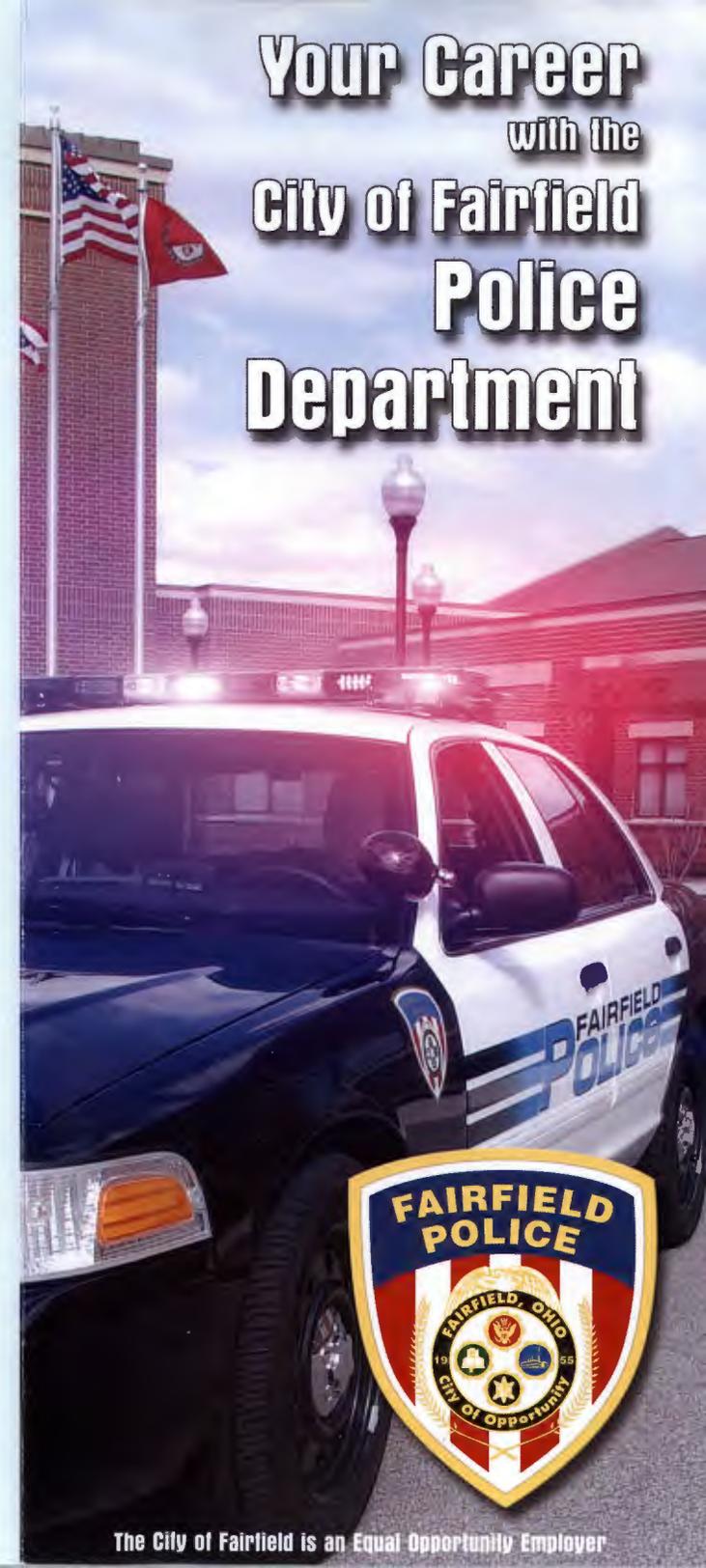


Contact:

City of Fairfield
Human Resources Office
5350 Pleasant Avenue
Fairfield OH 45014

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Your Career with the City of Fairfield Police Department



About the Fairfield Police Department

The Fairfield Police Department is comprised of 61 sworn officers, each of whom pride themselves on professionalism and teamwork. Typically, the department responds to more than 30,000 calls for service annually, reflecting a slightly upward trend over the years.



The Fairfield Police Department is committed to a Community Policing philosophy in which each officer participates through effective use of communication and problem-solving skills. In the next three years, it is anticipated that six or more recruits may be required due to retirements.

The Police Department has earned accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA). The most recent review of the agency resulted in an award of Advanced Accreditation with Excellence in 2012.

The Team & Special Units

From your first day on duty, you'll sense the Department's dedication to teamwork. You will also enjoy the support of a community appreciative of its police officers. In addition to its daily Road Patrol, the Fairfield Police Department maintains active Criminal and Special Investigations Units, a DARE



Program augmented by full-time School Resource Officers, K-9 Officers, a Juvenile Diversion Counselor and a Bike Patrol.

Equipment & Resources

In addition to standard personal equipment issued to each Officer, members of the Fairfield Police Department carry out their daily responsibilities in cruisers equipped with Mobile Data Terminals, Dash Mounted Video Cameras and License Plate Readers.

State-of-the-art radio equipment provides reliable communication with the Communications Center, staffed by at least two dispatchers 24-hours a day.



Standards for Consideration

Candidates must pass a Civil Service exam, oral interviews, background investigation, polygraph, physical agility test, and psychological evaluation. Qualifications include: U.S. citizenship, high school diploma/GED (associate degree in



criminal justice and/or state training certificate preferred), minimum age of 21 at the time of the exam, and possess a valid Ohio drivers license.

Candidates are not eligible for original appointment on or after their 35th birthday.

Under Fairfield's residency requirement, employees must live in Butler County or within 21 miles of the Fairfield Justice Center, located at 5230 Pleasant Avenue.

Our Mission...

We, the members of the Fairfield Police Department, will work in partnership with the community to continuously provide a safe and secure environment in which to live, work and visit.

Our Values...

We value human life and dignity: We will treat everyone with fairness, compassion and respect.

We value integrity: In order to maintain the trust and respect of those who depend on us, we will be honest and fair in all of our actions.

We value excellence: We will provide the best police service to our community.

Ethical, value-based conduct is the only conduct accepted by the Fairfield Police Department. If you do not hold these values high, please do not apply.