

Employment with the Granville Police Department



Sergeant Brian Costa gives a safety talk to students from the elementary school.

EMPLOYMENT WITH THE GRANVILLE POLICE

The following will outline the hiring process for the Granville Police Department. If you have a desire to serve the community as a police officer, then please check here and on the Village of Granville website to determine if we are hiring. Officers who work for the Village of Granville enjoy 4 day workweeks; good pay and benefits; and the knowledge that they belong to one of the premier law enforcement agencies in Licking County.



Female officers in early 2015

EEO STATEMENT

The Village of Granville, Ohio, and the Granville Police Department is an Equal Opportunity Employer. Applicants for all job openings are welcomed and considered without regard to the applicant's race, gender, religion, age, national origin, gender, veteran status, or disabilities, or by any other status protected by State, Federal, or Local law. This list is not exhaustive upon the basis of what discrimination is prohibited. It is the intention of the Village of Granville and the Granville Police Department to comply with all state, federal, and local legislation regarding equal employment opportunity. The Hiring Committee shall ensure that each application process is fair and impartial, and that no discrimination occurs. A review will be conducted at the conclusion of the hiring process, and at the end of the applicant's probationary period to identify any problems or issues which can be rectified.

STATEMENT IN SUPPORT OF THE OHIO COLLABORATIVE GOALS

The goal of every Ohio law enforcement agency is to recruit and hire qualified individuals while providing equal employment opportunity. Ohio law enforcement agencies should consist of a diverse workforce. Communities with diverse populations should strive to have a diverse work force that reflects the citizens served.

Non-discrimination and equal employment opportunity is the policy. Law enforcement

agencies shall provide equal terms and conditions of employment regardless of race, color, religion, sex, sexual orientation, gender identity, age, national origin, veteran status, military status, or disability. This applies to all terms or conditions associated with the employment process, including hiring, promotions, terminations, discipline, performance evaluations, and interviews.



Officer Justin Woodyard stands vigil at the grave of Elkannah Linnell, the first Village Marshal.

IDENTIFYING APPLICANTS

Identification of Sworn Officer Applicant Qualifications.

It is preferred if applicants are already certified as Peace Officers by the State of Ohio.

If applicants are not certified, then the initial screening standards are as follows:

- 1. Capable of being certified by the State of Ohio as a Peace Officer.**
- 2. Capable of passing the Ohio Police and Fire pre-employment physical.**
- 3. Capable of possessing an Ohio Operator's License.**
- 4. 21 years of age, or 20 ½ years of age if the police academy must be attended.**
- 5. Completion of a High School Diploma or Graduate Equivalency Diploma at a minimum. It is the preferred policy that Police Officers have a two year college degree or the equivalent.**
- 6. Applicants with minor criminal records may be considered if the offense occurred in the distant past. A review of the 'whole person' will occur, including any marked change of behavior over a substantial period of time.**



Recruitment and Hiring

The agency shall post a position when a vacancy occurs.

The vacancy shall be posted on Village and Department websites, as well as on the websites identified by the Hiring Committee.

Village Applications and Police Applications must be submitted to the Police Department by the end of the posting period.

An initial review will be conducted of the applicants by the Hiring Committee. Applicants who score the highest will continue with the process. Applicants who do not continue on will have their applications held as active for a period of one year, and will be considered for any vacancy which occurs during that time period.

A complete background check shall be conducted on the applicants who have passed the initial assessment of the Hiring Committee. The background check shall consist of verifying personal information; a review of arrest and driving records; a credit check if practicable; and an interview of their references. A home visit may take place if practicable.

Eligible applicants shall be scheduled for an interview with the Hiring Committee. The Hiring Committee shall review the applications and personal history statements prior to the interview. The Hiring Committee shall rank the applicants.

The top ranked applicants will be invited to sit before a Citizen Panel, who shall rate them as Pass or Fail, with the majority decision ruling.

Applicants will then be given the opportunity to pass a Physical Fitness Assessment. Applicants must arrive at the assessment with a physician's release. The assessment will consist of pushups and sit ups; all with a one minute time limit. It will also consist of a timed 1 ½ mile run. All events shall be pass or fail, with the same standards which are required at that time by the Ohio State Highway Patrol for entry into their academy.

The top applicant shall be given a letter with a conditional offer of employment, requiring that the applicant pass a drug screen for illegal substances and the Ohio Police and Fire pre-employment physical.

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