



**POLICE OFFICER LATERAL ENTRY
AVON LAKE POLICE DEPARTMENT**

GENERAL REQUIREMENTS

- U.S. Citizen.
- Valid Ohio Driver's License.
- High school degree/ GED equivalent.
- Currently or previously employed as a Peace Officer for two (2) years or more.
- If previously employed as a Peace Officer, no more than a one-year break in service.
- OPOTA certified.
- Must provide current physical agility certificate from a reputable police physical agility testing program, not less than 6 months before original appointment.
- Must successfully pass a thorough background check, polygraph examination, psychological and medical evaluation, oral interview, and drug screening.
- Ability to perform essential job functions.

APPLICATION INFORMATION

- Available: Monday, August 18, 2025
- Deadline: Friday, September 5, 2025, by 4:30 p.m.
- Location: Avon Lake Municipal Building, 150 Avon Belden Road, Avon Lake, Ohio
- Hours: 8:00 a.m. – 4:30 p.m.
- Fee: \$25 non-refundable filing fee (cash or personal check payable to the City of Avon Lake)

AGE REQUIREMENT – CIVIL SERVICE RULE 14 B

1. No person shall be eligible to receive an original appointment as a police officer unless the person has reached the age of twenty-one (21) years. No person shall be eligible to receive an original appointment as a police officer on and after the person's forty-first (41) birthday. (Ord. 22-76)
2. Any person forty-one (41) years of age or more may be permitted to claim credit for full-time law enforcement service. Any person who desires to request this credit shall provide documentation of their credited full-time law enforcement service from a recognized Local, State, or Federal Public Pension System at time of application and not later than the day of Civil Service examination. Upon receipt and verification, the person shall be eligible to have up to ten (10) years of their total full-time law enforcement service deducted from their current age. If the total number of years credited, when subtracted from their current age, equals less than forty-one (41) on the date of appointment, they shall be eligible for original appointment as a police officer.

EXAMINATION BY INTERVIEW

The Civil Service Commission will examine by interview qualified candidates to create an eligibility list for original appointment to the position of Police Officer in the Avon Lake Police Department.

LATERAL TRANSFER RESUME SCORING CRITERIA

If more than ten applications are received, the following resume scoring criteria will be used to rank candidates for interview purposes. The top ten candidates will be interviewed first. All categories require documented proof of qualifications.

Category	Points Available	Details
College Education	0–5	None = 0 Associate = 1 Bachelor = 3 Master = 4 Doctorate = 5
Longevity (FT)	1–5	1–3 yrs = 1 4–5 yrs = 2 6–7 yrs = 3 8–9 yrs = 4 10+ yrs = 5 (Part-time = ½ credit)
Training Instructor	1 each (maximum 5)	1 point per certificate
Specialized Training	1 each (maximum 5)	Field Training Officer SWAT Operator Accident Reconstruction Evidence Technician First Line Supervisor
Rank	1–5	Patrolman = 1 Detective = 2 Sergeant = 3 Lieutenant = 4 Captain/Chief = 5

ADDITIONAL CREDIT FOR MILITARY SERVICE

In accordance with Civil Service Rule 9(B), eligible veterans may receive 5 or 10 points added to their final passing score. Required documentation includes:

- Branch of service
- Dates of service
- Total active service
- Character of service
- (If applicable) proof of 30%+ service-connected disability

Documentation examples: DD214 Member 4 Copy or official military/VA records.

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