

## Letter from the Chief of Police, Bill Raber

I would like to start by thanking you for your interest in the Peru Police Department. The Peru Police Department is currently made up of 29 sworn police officers and three civilian employees. We service a population of approximately 12,500 citizens.

Starting with the application and going through the entire seven-step hiring process, our process has been developed and revamped so that we are able to hire who we believe to be highly qualified officers. In order for an applicant to be considered for a police officer position, the applicant must first pass all seven steps of the hiring process. Once an applicant has passed through the seven-step process, the Hiring Board will make their recommendation to the Chief of Police. The Chief of Police will then consider that recommendation, and make a determination to forward the recommendation on to the City of Peru Board of Works and Public Safety. Once this recommendation is forwarded by the Chief of Police, the applicant must be approved for employment by the City of Peru Board of Works and Public Safety.

I look forward to getting to know you through the hiring process. If you have any questions, I encourage you to call or visit our department.

Once again, thank you for your interest in the Peru Police Department.

Sincerely,

Bill Raber  
Chief of Police

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### ***Basic Eligibility Requirements***

- 1) Must be a United States citizen
- 2) Must be at least 21 and a maximum of 35-years-old when appointed as a police employee.
- 3) Must possess a valid driver's license.
- 4) Must reside in Miami County, or an adjacent county.
- 5) Must not have been convicted of a felony.
- 6) Possess a high school diploma or GED.

### ***2008 Benefit Information***

- 1) Salary for first-year officer is \$33,977.40
  - 2) Holiday pay of \$1,847.70
  - 3) Clothing allowance of \$1,000.00 per year
  - 4) Medical Insurance: Anthem Health Savings
  - 5) Life Insurance: \$5,000.00 City / \$10,000.00 F.O.P.
  - 6) Retirement: Public Employees Retirement Fund (PERF) after 20 years of service, at age 52.
  - 7) Longevity pay, after completion of first year of service.
  - 8) Vacation Days: Ten (10) days after first year of service. Five (5) additional days after each additional 5 years of service.
  - 9) Holidays: Fifteen (15) paid holidays per year.
  - 10) Personal Days: Three (3) per year.
  - 11) Sick Days: Nineteen (19) per year.
  - 12) Restricted take-home car program for all officers after probation period.
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### ***Seven-Step Hiring Process***

The hiring process for the Peru Police Department requires the qualifying applicant to pass each step of the seven-step process.

All applicants will be notified as to their passing/failing of each respective step of the process. After an applicant passes a step, he/she will be notified as to the date, time and site of the next step.

Listed below are the seven (7) steps each qualifying applicant must pass to be considered for employment with the Peru Police Department.

- 1) Correctly completed Peru Police Officer Job Application.
  - 2) Written Examination
  - 3) Physical Assessment Exam
  - 4) Preliminary Interview
  - 5) Extensive Background Investigation
  - 6) Oral Interview
  - 7) Public Employees Retirement Fund (PERF) Physical and Psychological Exam
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### ***Physical Assessment Exam Requirements***

Upon successful completion of the Written Examination, each applicant will be required to pass the Physical Assessment Examination.

Listed below are the four (4) steps, each qualifying applicant must pass to be considered for employment with the Peru Police Department.

- 1) PUSH-UPS---25 push-ups in unlimited time. However, if the applicant chooses to rest, it must be done so in the “up” position.
- 2) SIT-UPS---29 sit-ups in one minute.
- 3) 300 METER SPRINT---must run 300 meters in 71 seconds or less.
- 4) MILE AND A HALF RUN---must run one and one half miles in 16 minutes, 28 seconds or less.

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### ***General Employment Application Instructions***

Applications for employment must be completed in full. If you have any questions about the application process, or any aspect of the entire hiring process, you are encouraged to contact one of the following Pension Board members: Chief Bill Raber, Mike Meeks, Josh Ulery, Rod Richard, Russell Tussey, or Pension Secretary, Jason Mooney. The telephone number for the Peru Police Department is (765) 473-2150.

Applications for employment should be returned to the Peru Police Department as soon as they are completed. Applications will be kept on file and you will be notified by mail, phone or email, of our next testing date. Applications must either be:

1. Sealed and hand delivered to the Peru Police Department between the hours of 8am-4pm, Monday through Friday, or
2. Mailed to the following address:

Peru Police Pension Board  
c/o Peru Police Department  
35 S. Broadway  
Peru, IN 46970

