



WORK FOR JUSTICE

LIVE WITH HONOR

General information on how to become a JSO Police Officer

QUALIFICATIONS:

- Must possess a High School diploma or GED equivalent
 - Must have completed one of the following:
 - Four years of active military service, or
 - Four years of full time law enforcement experience, or
 - Four years of service in the military reserves and an Associate's degree or equivalent (60 semester/90 quarter hours), or
 - Two years of full time law enforcement experience and an Associate's degree or equivalent (60 semester/90 quarter hours), or
 - Five years of continuous full time employment and an Associate's degree or equivalent (60 semester/90 quarter hours), or
 - Four years currently employed as a full time civilian with the Jacksonville Sheriff's Office and an Associate's degree or equivalent (60 semester/90 quarter hours), or
 - Four years currently employed as a Jacksonville Sheriff's Office Correctional Officer, Community Service Officer, Certified Bailiff, and Judicial Officer, or
 - Two years currently employed as a Jacksonville Sheriff's Office Correctional Officer, Community Service Officer, Certified Bailiff, and Judicial Officer and an Associate's degree or equivalent (60 semester/90 quarter hours), or
 - Possess a Bachelor's degree from an accredited college or university
 - Be at least twenty-one (21) years of age.
 - Be a citizen of the United States.
 - Must possess a valid Florida driver's license.
 - Be in good physical condition.
 - Be of good moral character
 - **NOT HAVE TATTOOS** above the collarbone (e.g., neck, face, or behind the ear) or below the wrist (e.g., hands, fingers).
 - **NOT HAVE** received a dishonorable discharge from any of the Armed Forces
 - **NOT HAVE** been convicted of any felony
 - **NOT HAVE** been convicted of a misdemeanor involving false statement, perjury or domestic violence
 - **MUST HAVE** Criminal Justice Basic Abilities Test (CJBAT LEO) for Law Enforcement
 - Contact the Florida State College at Jacksonville (FSCJ) at (904) 633-8388 or click here for [Assessment and Certification](#) testing information.
- OR**
- **MUST HAVE** a Basic Law Enforcement Training Certification issued by the Florida Criminal Justice Standards and Training Commission. A copy of state exam test score must be submitted. Out of state certified applicants contact Florida Department of Law Enforcement (FDLE) at 1-850-410-8600 to obtain certification transfer information.

The Jacksonville Sheriff's Office sponsors PAID Non Certified Police Recruit training class at FSCJ (North Campus). The salary and tuition will be paid to candidates selected for the class. Prior to being selected for employment, all applicants must successfully complete the following:



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HIRING PROCESS:

- Physical Ability Test
- Writing Skills Test
- Polygraph Examination
- Background Investigation
 - Credit History Check
 - Driver's License Check
 - Criminal History
 - 10 Year previous Employment and Residential Check
- Oral Board Interview
- Medical/Stress Test/ Drug Screen
- Psychological Examination
- Administrative Review Board

All applications must be submitted online. After your application has been reviewed and accepted, you must submit supporting documents to the Criminal Justice Training Center, 4715 Capper Road, Building P, **within 14 days**, Monday through Friday between the hours of **8 a.m. - 12 p.m.** and **2 p.m. - 4 p.m.**

Local applicants are encouraged to hand deliver their supporting documents during normal business hours.



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POLICE BENEFITS

RETIREMENT PENSION:

Members hired after June 9, 2015 may retire with a minimum of 30 years of service and shall be entitled to a retirement with a benefit equal to 2.5 percent of average salary multiplied by the number of years of credited service, but not exceeding a maximum of 75 percent of average salary, not to exceed \$99,999.99. Average salary will be based on their average base pay for the last five years (5). Members' contribution to the pension is ten percent (10%) per annum of their salary. Members must be sixty-two years of age (62) to start receiving their pension. Members are eligible to vested rights after ten (10) years of service. Officers are eligible to participate in the Back-DROP (Deferred Retirement Option Program) upon retiring. Officers who elect to use any year or partial year of service which occurred prior to reaching 30 years of credited service in their BACKDROP period, the retirement benefit otherwise calculated for those years will be reduced by two percent of average salary. Members are eligible to participate in the Separate Share Plan.

VACATION:

Annual leave may be accrued up to 600 hours at the end of the fiscal year. Officers may be compensated for all hours in excess of 600.

HOLIDAY:

Twelve paid holidays per year

EDUCATION INCENTIVES:

- Tuition reimbursement, subject to availability at Florida State College Jacksonville/University of North Florida rates.
- State salary incentives of either \$30 monthly, for obtaining an Associate's degree or \$80 monthly for obtaining a Bachelor's/Master's degree. State incentives are applicable after obtaining Florida Department of Law Enforcement (FDLE) certification and are non-cumulative.
- City education incentive of \$200 monthly for obtaining a Master's degree. City education incentives require 18 semester hours of police science, are non-cumulative and are applicable after completing probation.

COMPREHENSIVE HEALTH COVERAGE:

- Medical Coverage
- Dental Plan

BEREAVEMENT LEAVE:

May be granted up to 5 days off without loss of pay.

MILITARY LEAVE:

May be granted up to 240 working hours in a fiscal year for reserve training in the National Guard or Armed Forces Reserve.

SERVICE RAISES:

Services raises are based on \$25 per month for each 5 years of service. All other raises are bargained for by the Fraternal Order of Police.

Closing Date – Continuous Recruitment

The Consolidated City of Jacksonville and Jacksonville Sheriff's Office are Equal Opportunity/Equal Access Employers. For more information about Equal Employment Opportunity, visit <http://www.dol.gov/esa/regs/compliance/posters/pdf/eeopost.pdf>