



POLICE DEPARTMENT

Public Safety



JOIN OUR TEAM

The Clemson University Police Department (CUPD) provides an opportunity to serve at one of the nation's premier universities in the beautiful Upstate of South Carolina and be a part of something greater than one's self. Working with us is a commitment to serve and protect students, faculty, staff, alumni and visitors who make Clemson unique and special. We value honor, integrity, courage, inclusion and respect as the foundation of our work. Earning the title of Clemson University police officer allows you to make more than just a living — you can make a difference!

If a challenging environment appeals to your personal values and career aspirations, consider applying to join our team!

CUPD affords officers many opportunities to develop their careers. With resources such as the university's college incentive program and the department's in-service training, officers can compete for promotional positions. All promotions are merit-based as determined by a competitive promotional process administered by the department.

There are specialized positions available in the following units: Criminal Investigations, Crime Prevention, Special Response Team, K-9 and Power Shift.

CUPD staff includes 69 employees (48 sworn and 21 professional staff). If you are interested in learning more about becoming a member of our growing team, please email Captain Christopher Harrington at harrin4@clemson.edu.

GUIDING PRINCIPLES

Mission: To enhance safety, reduce risk and prevent harm from affecting the Clemson University community.

Vision: An organization setting the standard of excellence in law enforcement through integrity, compassion, service before self and honor above all.

Collaborate with university partners to create a safe and secure campus through education, community service and strategic enforcement. Utilize innovative technology, specialized training, community policing strategies and strong partnerships to enhance the university living and learning environment.

Create an environment that champions the success and well-being of our students,

faculty, staff and visitors through professionalism and a commitment to service. Foster a climate of trust and respect through a commitment to diversity, equity and procedural justice principles.

Core Values: Honor, Integrity, Courage, Inclusion, Respect

ELIGIBILITY

Candidates must meet the following requirements:

- Be at least 21 years of age.
- Be a U.S. citizen.
- Have a high school diploma or equivalent.
- Have or be able to obtain a valid South Carolina driver's license.
- Have not had a driver's license suspension during the last five years for DUI.
- Never been convicted of a felony or criminal domestic violence.
- Never been convicted of a crime of moral turpitude or a misdemeanor carrying a sentence of more than one year.
- Have not defaulted on a student loan.
- Have a good credit history.

Once employed, incumbents attend Basic Law Enforcement Training through the South Carolina Criminal Justice Academy. Training consists of four weeks of classroom training held locally, followed by eight weeks of in-person training at the South Carolina Criminal Justice Academy in Columbia, South Carolina. Certified officers from other states and military police officers may qualify for acceptance to the Special Basic Training program

and attend an accelerated certification process. The CUPD Police Training Officer Program consists of 15 weeks of departmental field training with a certified Police Training Officer. This program may be modified for officers with prior law enforcement experience. All newly hired officers complete a probationary period of one year.

BENEFITS

Employees may be eligible to receive the following:

- **Tuition Assistance:** Clemson University offers employees six credit hours of tuition assistance per semester after one year of employment.
- **Uniforms and Equipment:** Provided at no cost to the employee.
- **Holidays:** Thirteen paid holidays provided per year.
- **Leave:** Leave is accrued at a rate of 10 hours per month for the first 10 years and increases 1.25 days per year after 10 years.
- **Sick Leave:** Accrual is 10 hours per month.
- **Insurance:** Medical, dental, vision, pharmaceutical and life insurance policies are available through the South Carolina State Health Plan. Family members may be added to the medical insurance program at a group rate.
- **Military Leave:** Visit the South Carolina Office of Human Resources webpage for full details: admin.sc.gov/dshr/haz_weather_and_military_leave.
- **Retirement:** Officers participate in the South Carolina Police Officers Retirement System. The university and the officer both contribute funds monthly to this program.

SALARY

Salary levels are competitive and based on the results of periodic salary surveys. Salary levels are also dependent upon the officer's rank in the department. The starting salaries as of March 2020 are as follows:

- **Noncertified:** \$39,168.
- **Certified:** \$41,126.
- **Lateral Police Officers:** Pay step placement based upon experience and formal training.
- **Career Development Steps:** Officers who meet promotion requirements involving time in service, training, process improvement initiatives or collateral assignments, and educational achievement are eligible for career development steps.

CONTACT US

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