



CITY OF KETTERING

# POLICE DEPARTMENT

## LATERAL ENTRY PATROL OFFICER PROCESS



*Ethics*

*Courage*

*Excellence*

### SALARY & BENEFITS

2023 Minimum Annual: \$74,318

Maximum with Degree: \$100,360

- Comprehensive Health, Dental and Vision Plans
- Accrued Vacation, Sick and Compensatory Time (240 Hours Comp Max)
- 11 Paid Holidays and 40 Hours Paid Personal Leave Per Year
- 10-Hour Patrol Shifts
- Paid Ohio equivalency training (if necessary) and Tuition Reimbursement
- Paid Overtime per Court Appearance (4 Hours Paid Minimum)
- Ohio Police and Fire Pension Plan
- Deferred Compensation Plans
- Employee Wellness Program w/ Access to City of Kettering Recreation Facilities
- Equipment and Uniforms Provided Upon Hire
- Annual Paid Uniform Allowance and Shift Differential



### PROFESSIONAL DEVELOPMENT

- Special Response Team (SWAT)
- Criminal Investigations (Detective) Unit
- Vice, Narcotics and Organized Crime Unit
- K-9 Unit
- Bike Patrol and Motorcycle Unit
- Accident Investigation/Reconstruction Team (AIT)
- Hostage/Crisis Negotiation Team (HNT)
- Evidence Technician Unit
- Field Training Officer Unit
- School Resource/Community Relations Unit (SRO)
- Personnel and Training Officer
- Public Information Officer
- Crisis Intervention Team (CIT)
- Drone Program

### SELECTION PROCESS

The Patrol Officer hiring process consists of the following:

- Civil Service Oral Exam
- Oral Board Interview
- Polygraph and Background Investigation
- Executive Staff (Chief's) Interview
- Conditional Offer of Employment
- Post-Conditional Polygraph, Psychological Evaluation, Physical/Drug/Alcohol Test
- Final Offer of Employment

For more information, including how to apply, please visit [www.ketteringoh.org/jobs](http://www.ketteringoh.org/jobs). **Application deadline is 11:59 p.m. on 3/31/2024.** **Out of state applicants encouraged to apply.**

#### Information or Questions

Please contact Human Resources at [ketteringhumanresources@ketteringoh.org](mailto:ketteringhumanresources@ketteringoh.org) or 937-296-2446 or the KPD Personnel & Training Unit at [join.kpd@ketteringoh.org](mailto:join.kpd@ketteringoh.org) or 937-296-2578.

### MINIMUM QUALIFICATIONS

#### Experience —

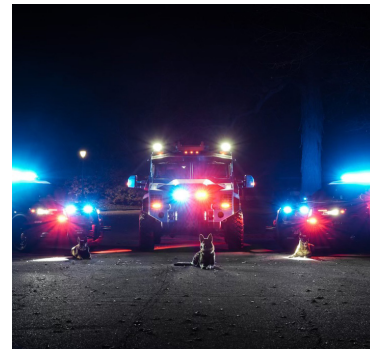
- At the time of appointment, candidates must have a high school diploma or its equivalent; successfully completed at least **two years** of continuous service as a full-time commissioned patrol officer and possess a current Ohio Peace Officer Training Commission (O.P.O.T.C.) peace officer certificate or equivalent peace officer certification in candidate's current state of residency and must have been employed as a full-time patrol officer within the last calendar year from due date of application (3/31/2024); **or**
- At the time of appointment, candidates must have obtained **credit hours equivalent to an Associate Degree** (60 semester hours/90 quarter hours) from an accredited college or university **AND** must have successfully completed at least **one year** of continuous service as a full-time commissioned patrol officer and possess a current Ohio Peace Officer Training Commission (O.P.O.T.C.) peace officer certificate or equivalent peace officer certification in candidate's current state of residency and must have been employed as a full-time patrol officer within the last calendar year from due date of application (3/31/2024); **or**
- At the time of appointment, candidates must have **two years** of active military service or equivalent years of service in the Reserves or National Guard (active duty or reserves) with a satisfactory service record or honorable discharge **AND** must have successfully completed at least **one year** of continuous service as a full-time commissioned patrol officer and possess a current Ohio Peace Officer Training Commission (O.P.O.T.C.) peace officer certificate or equivalent peace officer certification in candidate's current state of residency and must have been employed as a full-time patrol officer within the last calendar year from due date of application (3/31/2024).

**Physical Condition** — Must be physically capable of performing essential police duties and pass a thorough medical examination and drug/alcohol screen. Out-of-state candidates who are required by O.P.O.T.C. to attend a Police Academy may be required to meet Academy minimum physical fitness entrance standards as required by O.P.O.T.C.

**Ohio Operator's License** — Appointee must possess, obtain and maintain a valid State of Ohio Operator's License.

**U.S. Citizen** — Must be eligible to work in the United States at time of appointment.

**State Certification** — Current Ohio Peace Officer Training Commission (O.P.O.T.C.) peace officer certificate or equivalent peace officer certification in candidate's current state of residency required and must have been employed as a full-time patrol officer within the last calendar year from due date of application (3/31/2024). Paid Ohio equivalency training will be provided for qualified out-of-state candidates.



**The City of Kettering is an Equal Opportunity Employer**