

The **City of Kettering** is accepting submissions for Full-Time **Entry and Lateral Level Patrol Officer**

Salary & Benefits

2025 Minimum Annual: \$79,227

2025 Maximum with Bachelor Degree: \$106,995

- Comprehensive Health, Dental and Vision Plans
- Accrued Vacation, Sick and Compensatory Time (240 Hours Comp Max)
- 11 Paid Holidays & 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
- Ohio Deferred Compensation Plans
- Employee Wellness Program w/ Access to City of Kettering Recreation Facilities
- All Equipment and Uniforms Provided Upon Hire
- Annual Paid Uniform Allowance and Shift Differential
- Paid Academy Training

Professional Development

- Special Response Team (SWAT)
- Criminal Investigations (Detective) Unit
- Vice, Narcotics & 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 Screen (to include Marijuana)
- Final Offer of Employment

Minimum Qualifications

Experience:

- At time of appointment, candidates must 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; **or**
- At time of appointment, must have obtained **credit hours equivalent to an Associate's Degree** (60 semester hours / 90 quarter hours) from an accredited college or university, **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.

Physical Condition: Must be physically capable of performing essential police duties and pass a thorough medical examination and drug/alcohol screen. 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 21 years of age and eligible to work in the United States at the time of appointment.

Lateral Entry - Candidates who possess an O.P.O.T.C. certificate or equivalent peace officer certificate in another state, and have been employed as a full-time peace officer within the last calendar year from due date of application, may be hired in at a higher pay step. Lateral Entry candidates must also meet the requirements listed above.

All candidates, regardless of experience are ranked on the eligibility list by order of their test score on the oral exam.

For more information, including how to apply, please visit www.ketteringoh.org/jobs. **Application deadline is 5 p.m. EST on June 2, 2025. *Out of state applicants encouraged to apply.***

Information or Questions

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

The City of Kettering is an Equal Opportunity Employer