

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

Salary & Benefits

2026 Minimum Annual: \$81,598

2026 Maximum with Bachelor Degree: \$110,198

- Comprehensive Health, Dental and Vision Plans
- Accrued Vacation, Sick and Compensatory Time (Refillable 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
- Relaxed Beard and Tattoo Policy

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:

- Submit Online Application
- 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

At time of appointment candidates must have:

- A high school diploma or its equivalent; and **successfully** completed at least **two years** of continuous service as a full-time commissioned police 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 within the past 3 years, at time of appointment); **or**
- 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 police 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 within the past 3 years, at time of appointment); **or**
- **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 police 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 within the past 3 years, at time of appointment).

Physical Condition: Must be physically capable of performing essential police duties and pass a thorough medical examination, where applicable, candidate must meet Academy minimum physical fitness entrance standards as required by Ohio Peace Officer Training Commission (O.P.O.T.C.); and a drug/alcohol screen.

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.

*Certain criminal convictions, poor choices, or other behaviors may disqualify you from consideration for employment as a Patrol Officer.

*Tattoos on the ears, head, face and hands, including fingers, or anything that undermines the City or Departmental values, may also disqualify you from consideration.

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.

For more information, including how to apply, please visit www.ketteringoh.org/jobs. **Application deadline is 5 p.m. EST on April 6, 2026.** Applications will be reviewed as they are received, and interviews will be scheduled on a rolling basis. Out-of-state applicants are encouraged to apply.

The City of Kettering is an Equal Opportunity Employer