



## **Pickerington Police Department Lateral Hire Police Patrol Officer Candidate Information**

Thank you for your interest in being considered as a lateral hire police patrol officer applicant. This program was created in order to recruit experienced, high caliber law enforcement officers who have over two years of *full-time patrol experience with the same agency*. Our goal is to always provide the best service possible for our community.

The following information will help you determine if you meet the minimum requirements to be considered as a lateral applicant and what steps you would need to take.

### **Minimum Requirements for All Police Officer Candidates**

- High School Diploma, G.E.D. or equivalent certificate.
- Attained the age of 21 years on or before the date of appointment.
- Be a citizen of the United States with the ability to read, write and speak the English language.
- Be a resident of the State of Ohio at the time of appointment.
- Possession of a valid Ohio Driver's License at the time of appointment.
- Must have successfully completed a basic peace officer training academy and be certified with the Ohio Peace Officer Training Academy (OPOTA).
- Ability to acquire and maintain certification (pursuant to state standards) for the operation of on-duty and off-duty firearms (i.e. shotgun, patrol rifle, handgun).
- Pass a background check, psychological evaluation, medical examination and drug screen.
- Successfully pass a physical fitness test.
- Meet all other qualifications as specified in the City of Pickerington position description for Police Officer.

### **Lateral Hire Police Patrol Officer Candidate Minimum Requirements**

In order to be considered for a lateral police patrol officer hire, the candidates must:

- Be currently employed as a full-time law enforcement officer, as defined in Ohio Revised Code (ORC) section 2901.01(11), or was laid off from such a position within the year prior to application.
- Have a minimum of two (2) *consecutive years* of full-time law enforcement patrol officer experience with a *single agency*.

### **Time Not Considered As Patrol Experience for the Purpose of a Lateral Hire Patrol Officer**

Since the police department is hiring for a *patrol officer*, the following cannot be used for the calculation of full-time experience:

- Deputy/Officer employed in a jail/prison setting.
- A volunteer reserve or auxiliary police officer.

- A military police officer.
- A district attorney investigator.
- Employment on a part-time basis.
- Time spent in a police academy.

### **Lateral Hire Patrol Officer Candidate Initial Application Process**

Candidates who believe they are eligible to be considered as a lateral hire candidate will need to contact one of the following police department employees at (614) 575-6911:

- The Candidate Liaison Detective (primary)
- The Operations Division Commander
- The Patrol Division Commander

The personnel listed above will have a conversation with the individual to insure they qualify as a lateral hire candidate. If the candidate qualifies, arrangements will be made for them to receive the Lateral Hire Police Officer Candidate Application, the Personal History Questionnaire and their Pre-Computer Voice Stress Analysis Questionnaire. Lateral candidates will be scheduled for the next physical abilities test. Those candidates who do not qualify, will be directed to follow the Police Officer Candidate route and take the National Testing Network exam.

The Lateral Hire Police Officer Candidate Application should have attached to it copies of the candidate's high school diploma or G.E.D. certificate, a copy of their driver's license, a resume, a copy of their current Ohio Peace Officer Training Academy (OPOTA) certificate, a signed document certification form and a notarized affidavit and release. Candidates are also asked to attach any additional paperwork as applicable, such as letters of commendation, awards, DD-214, etc.

Candidates are advised the application packet needs to be completely filled out and returned either in person or by mail to the Pickerington Police Department, located at 1311 Refugee Rd. Pickerington, Ohio 43147, by the stated deadline. The application will be kept on file for one year after it is received, and will be eligible for consideration if a position becomes available within that year. Applications received after the current application deadline is closed for a vacant position, will not be considered in that hiring process.

The City of Pickerington will not assume responsibility for timely receipt of application packets sent through the mail.

### **CAUSES FOR WHICH A CANDIDATE WILL NOT BE CONSIDERED FOR THE POSITION OF POLICE OFFICER**

The Pickerington Police Department expects its employees to be people of integrity, good character and high moral standards. Therefore, we are very selective with our police officer candidates. The following is a *non-exhaustive* list of past conduct that will eliminate any candidate from consideration:

- Failure to appear for any required step in the selection process or any acts of non-compliance.
- Failure to pass a required examination or test including any psychological or physical fitness test administered by the City of Pickerington.
- Prior disqualification for any material reason from the Pickerington Police Department hiring process within the past 2 years.



- Falsification or intentional omission of any material fact(s) during the application process.
- A finding of deliberate deception during any part of the hiring process.
- Any attempt to manipulate the results of a truth verification examination.
- Any use or purchase of any illegal substance of abuse (except marijuana) within three (3) years of application or at any time while previously employed as a law enforcement officer.
- Any use, purchase, or cultivation of marijuana while previously employed as a law enforcement officer.
- The current use of alcohol at a level that would indicate abuse, dependency, or a level of inability to function without the use of alcohol for any period of time.
- Illegal sale of or conviction for sales of, distribution, or manufacture of any controlled substance or contraband.
- Conviction of any non-violent felony offense committed within the last 6 years or at any time while previously employed as a police officer.
- Any conviction of an M-1 or M-2 criminal misdemeanor as defined by the federal, state or local law of the jurisdiction where the offense occurred, in the past two years or at any time while previously employed as a law enforcement officer.
- Any pattern of theft offenses during the course of employment from an employer as an adult.
- Having two (2) or more moving violations within the preceding twelve months prior to time of application.
- Having six (6) points or more on your driving record within the past two (2) year period prior to time of application.
- Having a conviction for OVI within the past six (6) years prior to application, or at any time while employed as a law enforcement officer, or having been convicted of multiple OVI violations.
- Having been placed under a 12 point suspension within the past six (2) year period prior to time of application.
- Any conviction for vehicular homicide.
- Having received a dishonorable discharge from military service.
- Filing fraudulent claims for insurance, welfare, unemployment compensation or other public assistance programs.
- Having a continuing history of financial or credit problems to include; garnishments and bankruptcy.
- An employment history which includes a pattern of any of the following: termination, resignation in lieu of discharge, excessive absence/tardiness, inability to get along with others, or any adverse disciplinary actions.
- Any conviction for a violation of a protection order or restraining order.
- Any instances where the candidate would be legally prohibited from possessing a firearm.
- Verified or admitted physical, sexual, or emotional abuse of one's spouse, ex-spouse, child, step-child, and parent or any other relative or person with whom one had lived with or has had a relationship with.
- Any conviction for the crime of domestic violence, domestic violence threats or the use of or threatened use of a deadly weapon (permanent disqualifiers).
- Non-compliance with a court order or legal contract to provide for family/dependents, child support, alimony or other financial responsibility determined by finding of any court of law.
- A past history of association or involvement with any organized criminal organization or any documented or admitted history of racial, ethnic, or social intolerance.

\* Please note that this is not an exhaustive list of all of the instances that could disqualify a potential police officer candidate.

Version 07292022

