



Pickerington Police Department Hiring Information For Police Patrol Officer Candidates And Lateral Hire Police Patrol Officer Candidates

The Pickerington Police Department serves a population of over 25,000 city residents. We are proud to provide our residents with a highly professional, highly capable law enforcement agency. As a result, the Pickerington Police Department strives to hire the very best police officer candidates.

We hire police officer candidates in one of two ways. The first way is through our Police Patrol Officer Candidate hiring process and the other is through our Lateral Hire Police Patrol Officer Candidate hiring process. Both processes and their requirements will be described below.

Policy Statement

The Pickerington Police Department prohibits all forms of discrimination, including any employment related action by a member that adversely affects an applicant or member based on race, color, religion, sex, age, national origin or ancestry, genetic information, disability, military or veteran status, pregnancy, sexual orientation or identity, transgender status, or any other status protected by federal, state, or local law, or regulation.

Minimum Requirements For All Police Officer Candidates

- High School Diploma, G.E.D. or equivalent certificate.
- Be 21 years of age 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).
- Have correctable vision in both eyes to 20/20 and not be color blind.
- Have the 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 and less lethal).
- Successfully passed a background check, psychological evaluation, medical examination, and drug screen.
- Successfully pass a physical abilities test.
- Meet all other qualifications as specified in the City of Pickerington position description for Police Officer.

Police Patrol Officer Candidates

Our Police Patrol Officer Candidate Hiring Process is intended for someone who may be starting out in law enforcement for the very first time or may have little to no full-time law enforcement experience. These candidates enter our hiring process by taking the National Testing Network (NTN) exam.

Even when the City of Pickerington is not actively recruiting police officers to fill vacancies, pre-requisite police officer testing is continuously offered through the National Testing Network (NTN). Successful completion of these entry level ergo-metrics tests is the mandatory first step in the Pickerington Police recruitment process for Police Patrol Officer candidates. The eligibility test is good for one year from the date of the test. For details on these tests, please go to the website www.ergometrics.org. For information on on-line testing and registration details, please go to www.nationaltestingnetwork.com.

Lateral Hire Police Patrol Officer Candidates & Requirements

The second way the Pickerington Police Department hires officers is through our Lateral Hire Police Patrol Officer Candidate Hiring Process. This process is intended for candidates with previous full-time law enforcement experience at the state, county, or local level. Eligible lateral hire police patrol officer candidates are designated as either Level I or Level II candidates. Eligible candidate placement at either level will be determined by police department command staff and the city human resources director.

Level I Lateral Hire Police Officer Candidates are applicants who have full-time experience in various law enforcement assignments such as a commissioned deputy/officer employed in a jail/prison setting, a commissioned court security officer/deputy, etc. Additionally, it includes a commissioned patrol officer with more than one (1) year, but less than two (2) years of full-time law enforcement patrol experience. Level I lateral hire candidates must:

- Have a minimum of one (1) year of full-time law enforcement officer experience with a single agency.
- Be currently employed as a full-time law enforcement officer, as defined in Ohio Revised Code (ORC) section 2901.01(11), or were laid off from such a position within the year prior to application.

Level II Lateral Hire Police Patrol Officer Candidates are applicants who have more law enforcement patrol experience. Level II lateral hire candidates must:

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

The above time requirements for one (1) and two (2) years of experience are not cumulative. Candidates must have worked consecutively for at least a full year or for two full years on the above assignments for a single agency.

Additionally, please note that "Laid off from such a position" does not include resignation from a position, resignation in lieu of termination, or termination from a position.

Candidates unable to meet all the requirements to be considered for a lateral hire candidacy will be directed to take the National Testing Network (NTN) exam and select the Pickerington Police Department as a designated agency to receive their score.

If hired, a Level I lateral hire candidate will start at the first step of the police department's pay scale as determined by the AGREEMENT BETWEEN THE CITY OF PICKERINGTON AND THE FRATERNAL ORDER OF POLICE, CAPITAL CITY LODGE NO. 9. If hired, a Level II lateral hire candidate may be eligible to start at a higher level on the pay scale as determined by their experience, training, etc.

Time Not Considered As Full-Time Law Enforcement or Patrol Experience

The time requirements for being a Level I or Level II lateral hire candidate are specific and cannot be waved. It is vital for candidates to be accurate and honest about their experience in law enforcement and the amount of time they spent in a specific assignment (e.g. patrol officer, jailer, etc.). The following cannot be used as time for law enforcement experience or patrol experience for a lateral candidate:

- A volunteer reserve/auxiliary police officer or special deputy.
- A part-time paid police officer/deputy.
- Any military police officer experience.
- A district attorney investigator.
- Any time spent in a police academy.

Any candidate providing false information or omitting information to improperly obtain a lateral hire candidacy, or a higher level of lateral candidacy will be immediately removed from consideration, or terminated upon discovery after appointment, and may face criminal prosecution.

If you believe you qualify as a Lateral Hire Police Patrol Officer Candidate, please contact either of the following individuals for additional information:

- 1) Det. Tom Spreen (primary) [tspreen@pickerington.net] or at (614) 575-6911
- 2) Cmdr. Greg Annis (secondary) [gannis@pickerington.net] or at (614) 575-6911

Causes For Which A Candidate May Not Be Considered For The Position of Police Patrol 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 may 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 a Pickerington Police Department hiring process within the past 2 years.
- Falsification or intentional omission of any material fact(s) during the application process.
- Any 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 by a law enforcement agency.
- Any use, purchase, or cultivation of marijuana within the previous six months, or at any time while previously employed by a law enforcement agency.
- 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 by a law enforcement agency.
- Any conviction of a criminal misdemeanor level 1 or 2, as defined by federal, state, or local law of the jurisdiction where the offense occurred, in the past two years or at any time while employed by a law enforcement agency.
- Any pattern of theft offenses 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 by a law enforcement agency or having been convicted of multiple OVI violations.
- Having been placed under a 12-point suspension within the past three (3) 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 termination, resignation in lieu of discharge, excessive absence/tardiness, inability to have a good relationship with others, or any adverse disciplinary actions.
- Any conviction for a violation of a protection order or restraining order.
- For police officer applicants only, 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, stepchild, and parent or any other relative or person with whom the applicant 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.
- 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 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 the instances that could disqualify a potential police officer candidate.

Please go to our Police Officer Hiring Process Manual for additional information on the hiring steps and processes.

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