



KETTERING POLICE DEPARTMENT



Ethics

Courage

Excellence



SALARY & BENEFITS

2019 Minimum Annual: \$67,496
Max with Degree: \$91,146

2020 Minimum Annual: \$69,181
Max with Degree: \$93,434

- Comprehensive Health, Dental and Vision Plans
- Accrued Vacation, Sick and Compensatory Time (240 Hours Comp Max)
- 10 Paid Holidays and 40 Hours Paid Personal Leave per year
- 10-Hour Patrol Shifts
- Paid Academy (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
- All 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)

SELECTION PROCESS

The Patrol Officer hiring process consists of the following:

- Civil Service Written Exam
- Oral Board Interview
- Polygraph and Background Investigation
- Executive Staff (Chief's) Interview
- Conditional Offer of Employment
- Post-Conditional Polygraph, Psychological, Medical/Physical/Drug/Alcohol Screen
- Pre-Academy Physical Fitness Test* (1.5 mile run, Push-ups, Sit-ups)
**Only required for candidates in need of attending a Basic Peace Officer Training Academy*
- Final Offer of Employment

MINIMUM QUALIFICATIONS

- Education: At time of appointment, must have obtained credit hours equivalent to an Associate Degree (60 semester hours / 90 quarter hours) from an accredited college or university.
- Physical Condition: Must be physically capable of performing essential police duties and pass a thorough medical examination, which may include meeting Academy physical fitness entrance standards as required by the Ohio Peace Officer Training Commission (O.P.O.T.C.); and a drug/alcohol screen.
- Possess or obtain a valid State of Ohio Operator's License.
- Must be 21 years of age and must be 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 written exam.

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