

Defiance Police Department Lateral Police Patrol Officer Candidate Hiring Process & Standards

The City of Defiance does allow for the hiring of experienced police officer candidates from other law enforcement agencies. This is referred to as a lateral police patrol officer candidate. These candidates bring their experience and special training with them in order to better our department and how we serve our community.

Approved lateral hire candidates will still be integrated into the regular hiring process. The only difference will be their not having to test through the National Testing Network (NTN). Their placement in the hiring process will be decided through an application, which will include their current, up to date Ohio Peace Officer Training Academy (OPOTA) certification, resume, and the candidate scoring well in an initial intake interview in front of a board. The board interview score will be used to rank these candidates. Requirements and further process descriptions will follow later in this document.

Requirements for Lateral Transfers for Employment Process with the Defiance Police Department

1. Applicant must hold a valid Ohio Peace Officer Training Certificate and be in good standing with the Ohio Peace Officers Training Commission.
2. Must have and show proof of a high school diploma or GED certificate.
3. 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. The candidate must have a minimum of two (2) consecutive years of full-time law enforcement experience post academy certification.
4. Have two years of full-time law enforcement patrol experience.
 - a. Duties Not Considered as Experience for the Purpose of a Lateral Hire Patrol Officer:
 - i. Deputy/Officer employed in a jail/prison setting.
 - ii. A volunteer reserve or auxiliary police officer.
 - iii. A military police officer.
 - iv. A district attorney investigator.
 - v. Employment on a part-time basis.
 - vi. Time spent in a police academy.
5. At the time of appointment, possess a valid Ohio driver's license.
6. At the time of appointment, be a United States citizen with the ability to speak, read and write the English language.
7. Not have any felony convictions, disqualifying misdemeanor convictions, or have committed any prohibited acts (especially while being employed as a law enforcement officer) as set forth in the Defiance Police Department Lateral Police Patrol Officer Candidate Hiring Process and Policy and Procedures manual.

8. Be in good health, be of good moral character and not possess an adverse police or employment record.
9. Possess physical strength and agility sufficient to handle aggressive situations and be able to work in adverse weather conditions.
10. Be able to think and act quickly in emergency situations and possess good general intelligence and emotional stability.
11. Not be prohibited by any court action and/or state or federal statute from carrying a firearm.
12. Please note that the City Administrator may waive a part of the minimum requirements due to limited and extraordinary circumstances.

Disqualifying Lateral Hire Candidate Conduct

The Defiance 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 a lateral hire 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 Defiance.
- Prior disqualification for any material reason from the Defiance 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 admission or conviction of a crime of violence as defined by federal, state or local law.
- Any use or purchase of drugs of abuse (except prescribed medications) within three (3) years of application or while employed as a law enforcement officer.
- Any use, purchase, or cultivation of marijuana while employed as a law enforcement officer.
- The prior use of marijuana at a level that would indicate more than casual or experimental use.
- 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 illegal sales of, distribution, or manufacture of any controlled substance or contraband.
- Admission or conviction of any felony level offense committed as an adult or juvenile.
- Any conviction of a M-1 or M-2 criminal misdemeanor as defined by the federal, state or local law of the jurisdiction where the offense occurred, as an adult in the past five years, more than one M-1 or M-2 conviction as an adult, or at any time while employed as a law enforcement officer.
- Any pattern of theft offenses during the course of employment from an employer as an adult.

- Having six (6) points or more on driving record within the past two (2) year period prior to time of application.
- Having a conviction of 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 (6) year period prior to time of application.
- Any conviction of vehicular homicide.
- Having received a Dishonorable Discharge or Other Than Honorable 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 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, stepchild, parent or any other relative or person with whom one had lived with or has had a relationship with, or a conviction of a crime of domestic violence involving the use of force or threatened use of a deadly weapon (permanent disqualifier).
- 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.

Again, this is not an exhaustive list of all of the instances that could disqualify a potential police officer candidate.