

July 2010



## *IN THIS ISSUE*

**DAYTON PD HIRING PROCESS PAGE 2**

**COLUMBUS PD HIRING PROCESS PAGE 8**

**FRANKLIN PD HIRING PAGE 14**

**FLIGHT TO AVOID PROSECUTION STOPS  
STATUTE OF LIMITATIONS PAGE 14**



**THE ROOKIE**

**THE**



## Dayton Police Department

Applications for a new Police Recruit class will be accepted from July 14 through September 13, 2010. <http://joindaytonpd.com/index.htm>

The written examination will take place on Saturday November 20, 2010 at the Dayton Convention Center, 22 East Fifth Street in downtown Dayton, Ohio.

In order to take the exam you MUST first complete an application!

Tentatively, the final Police Recruit Class is expected to report to the Police Academy for training on August 8, 2011, with a graduation date of February 6, 2012.

### The Hiring Process

The police hiring process is multi-faceted and intensive, consisting of: application, civil service exam, extensive background investigation, polygraph, police interview board (oral review board), command staff review, civil service review, drug screen, medical and psychological testing . A physical fitness assessment may also be required. Applicants must pass each element of the hiring process in order to be appointed as a Police Recruit.

The Dayton Police Department's application process starts with an examination announcement from the Civil Service Board. This announcement will appear on the City of Dayton's website, <http://joindaytonpd.com/index.htm> and will give all pertinent information, including qualifications, when and where to apply, documentation needed, exam dates and locations. It is important to note that there is a limited amount of time in which to submit an application. The applicant must present all documentation requested by the Civil Service Board in order for the application to be accepted; this includes presenting a valid driver's license, and providing a copy of the driver's license. Note: The Civil Service Office does not make copies for applicants. When the exam posting expires, applications will no longer be accepted.

## Specialized Units inside the Dayton Police Department

SWAT

CSI

Bomb Squad

Crime Stoppers

Hostage Negotiation  
Team

K9

Bike Patrol

Motorcycle Unit

Special Investigations  
/ Detective Bureau

- Homicide
- Forgery / Fraud
- Burglary
- Vice
- Narcotics
- Special Victims Unit
- Auto Theft
- General  
Investigations

A few weeks after the closing of the application process, a civil service exam is given. The date, time and location of this exam will be listed on the Examination Announcement. Candidates receiving a score of 70% or higher on the written civil service exam will be placed on an eligibility list. Exam score determines placement, with highest score in the number one position, descending to lowest score. Applicants will be notified of their score and placement in writing. Wear comfortable clothing to this exam.

If a requirement for hire, the physical fitness assessment will be listed in the "qualifications" section on the examination announcement. The assessment consists of a timed 1.5 mile run, push-ups and timed sit-ups. The required Cooper Fitness Standards, date, time, and location of this test will also be listed on the exam announcement. Candidates are given only one attempt at each element. Failure to meet the given standards will result in immediate disqualification. For this test, work-out clothing and a comfortable pair of sneakers is recommended.

The background investigation starts with receipt of the candidate's completed application. A sworn DPD officer will conduct the investigation, and in addition to interviewing the candidate, may interview family members, neighbors, and former and current employers. Business attire is recommended for this interview.

The investigation focuses on employment history, credit history, driving record, military record, criminal history (if any) – this includes expunged records – drug and alcohol use,

The Dayton Police Department runs its own state certification Academy. Recruits who successfully complete the OPOTC certification requirements are promoted to full-time Dayton Police Officers upon graduating from the academy.

Recruits train at the academy during the day and return to their own homes each evening.

Dayton PD pays its Police Recruits as full-time employees, including benefits while they attend the Dayton Police Academy.



and school records, including high school transcripts. Complete disclosure is required.

Investigators are looking into the candidate's day-to-day life for evidence of high morals, good decision making, maturity, responsibility, and integrity. Candidates will be given a chance to explain any issues that surface. Some indiscretions are cause for immediate disqualification, while others may be handled on a case-by-case basis. For a list of disqualifiers, please click here .

After the background investigation has been completed, a polygraph test will be given by a sworn DPD officer who has received specialized training in conducting these types of tests. Prior to conducting the test, the Polygraphist will re-interview the candidate. Any additional information will be added to the investigation packet. Wear comfortable clothing to this test.

The next step is the police interview panel, or "Oral Review Board". This is a single job interview with two segments. The first consists of basic questions about the candidate and a scenario. A candidate with no law enforcement training is not expected to answer the scenarios as a police officer would. Some of the attributes the interview panel is evaluating are: problem solving, decision making, maturity, responsibility, leadership, and common sense.

After the scenario and questions are completed, the candidate answers questions about any issues disclosed during the background investigation. At the end of the interview, the panel will make the decision to accept or reject the candidate, based on the interview and results of the background information. The interview panel's recommendations are sent to the Chief and Civil Service for review and final approval. The candidate will be advised of the outcome by mail. Candidates who are rejected have the opportunity to appeal the decision to the Civil Service Board.

The medical examination involves a cardio-pulmonary treadmill test, drug screen, vision test, hearing test, blood test, and comprehensive physical evaluation. A psychological test is also required.

Candidates who successfully pass each of these phases may be recommended for hire.

### **Qualifications**

**AGE:** Must be at least 20 years of age at time application is filed. Must be at least 21 years of age, and must not have reached one's 35th birthday at time of appointment to the position of Dayton Police Officer.

**EDUCATION:** Must be a high school graduate, or possess a GED.

**LICENSE:** Must possess a valid driver's license at the time of application, and a copy of the driver's license must be attached to the application. Must possess a valid Ohio driver's license within 30 days of appointment, and maintain said license throughout employment.

**CITIZENSHIP:** Must be a United States citizen at the time of application and comply with the Immigration and Nationality Act.

**CHARACTER:** Must be able to pass an extensive background investigation including criminal history, driving record, credit history, drug use, employment history, military service record, educational transcripts, and a polygraph, conducted by the Dayton Police Department.

**RESIDENCE:** Effective June 2009 there is no residency restriction for full-time City of Dayton employees. Employees may reside in the location of their choice.

**PHYSICAL:** Final appointment is contingent upon the applicant passing a job-related medical examination which includes a drug screen and cardiovascular and pulmonary fitness testing. Must not be color-blind. Failure to meet designated standards will result in elimination from appointment to the Police service.



## ***What does the background investigation cover?***

Previous employment, military service record, criminal record, driving record, credit history, high school & college transcripts, drug use, alcohol use, truthfulness, and character. Plus anything else that would be relevant.

## **Immediate Disqualifiers**

Any felony conviction

Sexually oriented offender status

Suspended driver's license at time of application

Dishonorable discharge from military service

Domestic violence conviction

Active TPO/CPO

Non-payment of child support

Drug history involving:

- Use of Marijuana two (2) years or less from start of the background investigation -- OR--

- Use, possession, sale, distribution of any "controlled substance" or "dangerous drug", as defined by Ohio law, eight (8) years or less from start of the background investigation -- OR--

- Use, possession, sale, distribution of any "controlled substance" or "dangerous drug", as defined by Ohio law, after age 25.

First degree misdemeanor conviction for a crime involving any of the following:

- Use of L.E.A.D.S. information in the commission of the offense
- Theft, identity theft, fraud or forgery
- Physical harm or threat of physical harm against a person
- Impersonation of a Law Enforcement Officer

**Can I start out as a detective, or CSI?**

- No. All detectives and CSIs on the Dayton Police Department started out as police officers. The reason for this is that street patrol duties give officers the unique experience and perspective needed to become a good investigator. Police Officer is the entry level position for all sworn positions on the Police Department.

**Possible Disqualifiers**

The following is a list of behaviors/histories that may also disqualify an applicant, but the final decision will be made by the Chief or his designee:

Poor credit history

Lesser degree misdemeanor conviction

Poor driving record

Poor work history

Arrest history

Previous warrants

Non-support of Dependents

Less than honorable discharge from military service

Any behavior which demonstrates a lack of respect toward the law, or law enforcement officers



**Salary**

The Grade Rate Schedule, according to the current (5/2009) City of Dayton & FOP # 44 contract is as follows:

Police Officer (401)

	Step 1 @	Step 2 @	Step 3	Step 4 @	Step 5 @
Appt		6mos.	18mos.	30mos.	42mos.
Hourly	\$ 23.37	\$ 23.71	\$ 24.43	\$ 25.12	\$ 25.90

## Columbus Police Division

On-line applications for the Police Officer examination will be accepted August 23 – September 10, 2010. If you would like to be notified of the next Police Officer application filing period, please complete a Job Class Interest Card thru the Employment Center.

If you have any questions or concerns, please contact the Civil Service Commission staff by email at [policefiretesting@columbus.gov](mailto:policefiretesting@columbus.gov) or by phone at (614) 645-0800 (614) 645-0800.

If you have additional questions about the position of Police Officer, please contact Police Recruiting locally at (614) 645-4642 (614) 645-4642 or toll free at 1-800-837-4642 1-800-837-4642.

### Minimum Qualifications

1. Completion of the twelfth school grade. Substitution(s): A certificate of high school equivalence (GED) will be accepted in lieu of the educational requirement.

2. Applicants must be at least 20 years old when applying, and at least 21 years old at the time of appointment. (There is no upper age limit or maximum age restriction.)

3. Possession of a valid motor vehicle operator's license when applying and a valid Ohio motor vehicle operator's license at time of appointment.

4. A citizen of the United States.

In addition, the City of Columbus is looking for police recruits who: (1) are honest, (2) are safe drivers, (3) respect the rights of all individuals, (4) respect the law, (5) have a satisfactory employment history and (6) have demonstrated good judgment. A background investigation will be conducted of all candidates prior to appointment, including a polygraph examination covering honesty/falsification, family history, employment, military history, traffic, gambling, criminal activity, substance abuse, and credit history.



## The Selection Process

The responsibility associated with a law enforcement career is significant; however, there is tremendous benefit and pride in serving and protecting others. Not only will you ensure the safety of citizens, but you will also uphold the law, and ensure that the rights of citizens are preserved. These responsibilities make this profession among the most important in maintaining the integrity of the laws created on the local, state, and federal levels.

The City of Columbus Division of Police has a strong focus on the initial training as well as continuing education of police personnel. The Division of Police dedicates itself to providing the finest service possible to the citizens of Columbus. Since 1999, the Columbus Division of Police has been one of the largest police agencies in the country to be both CALEA (Commission on Accreditation for Law Enforcement Agencies) and ASCLD/LAB (American Society of Crime Laboratory Directors/Laboratory Accreditation Board) accredited.

Prior police experience is NOT required, so if you are ready for a rewarding career that will provide life-long skills and continue to be a challenge, please consider this career!

To qualify for the position of Police Officer, you must complete the following steps in the testing, background, and selection process:

Step 1: YES!! I want to be a Police Officer!!

The first step in the testing process is to file an application and Abbreviated Background Questionnaire (ABQ) with the Columbus Civil Service Commission for the Police Officer position. The requirements for filing an application are: 1. You must be at least 20 years of age at the time of application and 21 years old in order to be appointed (no maximum age restriction applies); 2. You must have a valid driver's license; 3. You must have a High school diploma, or GED equivalent; 4. You must be a U. S. citizen.

Step 2: If your application and ABQ are approved, the Civil Service Commission will notify you of the time and place to report for the examination. The phases of the examination are: Phase I - Multiple Choice; Phase II - Writing Sample; Phase III - Oral Board (BPAD) and Phase IV - Physical Test. Phases I and II are administered on a pass/fail basis only. Candidates who pass all four phases of the exam will be placed into one of three bands (90, 80, or 70 band) on the eligible list wholly on the basis of their Phase III scores and approved Veteran's Preference Credit. Information sessions will be offered by Civil Service prior to testing, and we strongly urge you to attend one of these classes. There is no appeals process for the Civil Service test.

Step 3: Beginning with the 90-band candidates, a personal history questionnaire will be provided by the Columbus Division of Police Background Investigation Unit. You will then be required to appear at Police Headquarters for a pre-interview with a background investigator. Pictures, fingerprints, and waivers will be completed to assist in an extensive background investigation.

Step 4: The candidate will be given a polygraph examination to verify the accuracy and completeness of all the information (e.g. Questionnaire, References, and Employment) provided to the Background Investigation Section.

Step 5: The Civil Service Commission will review your entire package to make sure there are no violations of the background removal standards for Civil Service employment with the Division of Police.

Step 6: Your background investigator will conduct a thorough check of your employment history, references, and criminal record and then visit you in your home and speak with your spouse, significant other, or family. This interview usually lasts 2 to 3 hours.

Step 7: Information is compiled concerning your background and polygraph results. This information is sent to the Oral Review Board, which consists of 3 veteran officers. You will be required to interview with this board and questions will be asked regarding your background investigation.

Step 8: Oral Review Board recommendations and background investigations will be reviewed by the Police Administrative Subdivision chain of command. Summaries of each candidate will be forwarded to the City of Columbus Public Safety Director for consideration. The Safety Director will decide if you will be sent a conditional letter of appointment.

Step 9: This step involves a rigorous medical examination designed to evaluate your fitness. You will be given a cardiovascular stress test and a psychological evaluation. The vision requirements state that your vision must be correctable to 20/20 BINOCULAR and no more than 20/125 uncorrected in each eye. (Most laser surgery corrections are now acceptable). The medical exam, including vision, physical, and psychological tests, must be passed before a Final Offer of Employment is given.

Step 10: Candidates will be notified by letter of an appointment date for the Police Academy.

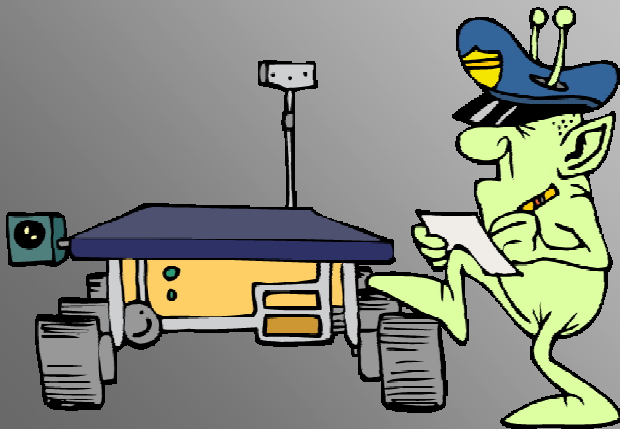
### **What are my chances of becoming a Police Officer?**

Many individuals express interest in employment with the City of Columbus Division of Police. Since the selection process is competitive, with a limited number of individuals that will be successful, those numbers can be overwhelming. However, the number of individuals who are truly committed to becoming a Police Officer drops dramatically. There are a great number of individuals who do not commit themselves to what is required for this process. We realize it is a process requiring a great time commitment; however it is an extremely important position with great responsibility that must include a rigorous selection process. When you consider this position, you should also consider the many rewards that come with this position. We encourage you to commit yourself to this process - you will NOT regret it!

## Columbus Police Division Salary

The Columbus Division of Police offers an attractive wage and benefit package that is competitive with private business and other major police departments.

Pay Steps	Seniority	December, 2009
A-Step	hire date ~ 12 months	\$ 20.88 / hr.
		\$ 43,430.40 / yr.
B-Step	12 ~ 24 months	\$ 21.91 / hr.
		\$ 45,572.80 / yr.
C-Step	24 ~ 36 months	\$ 23.01 / hr.
		\$ 47,860.80 / yr.
D-Step	36 ~ 48 months	\$ 27.49 / hr.
		\$ 57,179.20 / yr.
E-Step	over 48 months	\$ 31.98 / hr.
		\$ 66,518.40 / yr.



### Background Removal Standards

A. Honesty/Falsification - Applicants will be removed from the eligibility list for any of the following reasons:

1. At any stage of the background investigation process, the applicant fails to disclose or acknowledge the use or purchase of any illegal drug(s), and at a subsequent stage in the process, the applicant admits to the use of an illegal drug, as an adult.
2. At any stage of the background investigation process, the applicant provides substantially inconsistent responses as to the frequency, amount, or type of illegal drug(s) used or purchased by the applicant, as an adult.
3. At any stage of the background investigation process, the applicant fails to disclose or acknowledge any disqualifying behavior or activity on the part of the applicant, as an adult, relative to, and governed by, any of the Background Removal Standards.
4. Failure or refusal to answer or respond to oral or written questions during any phase of the selection process.
5. Any attempt to distort the polygraph examination results.
6. Use or attempted use of political influence to secure employment.

For purposes of this standard, and Background Removal Standard H., the "use" of drugs occurs when an applicant smokes, puffs, ingests, tastes, injects, inhales, or otherwise tries, any illegal drug, including but not limited to, marijuana, cocaine, anabolic steroids, or chemical inhalants.

B. Family History - Applicants will be removed from the eligibility list for any of the following reasons:

Verified or admitted physical or emotional abuse of one's spouse, ex-spouse, child, stepchild, parent or any other relative or person with whom one lives or has a relationship within ten (10) years.

### City of Franklin Police Department

CIVIL SERVICE EXAMINATION POLICE OFFICER CITY OF FRANKLIN OHIO Are you between the ages of 21 and 36? The Franklin Civil Service Commission will conduct a Physical Agility Test August 28, 2010 as a pre-requisite to a written exam to establish a current Police Officer eligibility list for the City. Enjoy excellent benefits, starting salary \$19.68 an hour. Candidates who successfully complete the Physical Agility test will take written exam September 11, 2010.

Applicants successfully completing written exam are placed on eligibility list in accordance with their scores. Apps, job description and full testing info available at the Franklin City Building, 1 Benjamin Franklin Way, Franklin, Ohio or on city website [www.franklinohio.org](http://www.franklinohio.org). Completed applications must be submitted at the City Building on or before Friday, August 13, 2010 at 5 p.m.

### **Flight to Avoid Prosecution Stops Statute of Limitations on All Crimes ~Ohio Supreme Court - State v. Bess, July 20, 2010**

The Supreme Court of Ohio ruled today that a state law that "tolls" (stops the running of) statutes of limitations for prosecuting a criminal defendant during a period in which the accused purposely avoids prosecution applies to all crimes committed by the accused, regardless of whether an indictment for those crimes had been returned or the underlying criminal activity had been discovered at the time the accused fled.

In the early 1980s, Larry Bess began living with Theresa Ogden, and the couple married in 1986. Theresa had two children from a prior relationship: a son and a daughter. In 1989, Bess learned that he was under investigation for the alleged sexual abuse of Theresa's daughter.

Before he was charged, Bess fled to Georgia and assumed a false identity in order to escape prosecution. In November 1989, Bess was indicted by a Cuyahoga County grand jury on three counts of rape and seven counts of gross sexual imposition involving Theresa's daughter. He remained in Georgia and avoided prosecution until 2007, when he was apprehended and returned to Ohio. In the course of preparing its 2007 case against Bess for the sexual abuse of Theresa's daughter, the Cuyahoga County prosecutor's office interviewed Theresa's son, who disclosed for the first time that he also had been sexually molested by Bess between 1982 and 1989. Based on his statements, the state sought and obtained a second indictment charging Bess with additional counts of rape and other criminal offenses for his sexual conduct with Theresa's son.

Bess moved to dismiss the indictment that charged crimes against Theresa's son, arguing that the six-year statute of limitations applicable to those charges had expired. The state objected, contending that R.C. 2901.13(G) had tolled the statute of limitations during the period when Bess had purposely avoided prosecution. The trial court granted Bess's motion and dismissed the indictment relating to charges involving crimes against Theresa's son, finding that Bess had not purposely avoided prosecution for those alleged crimes.

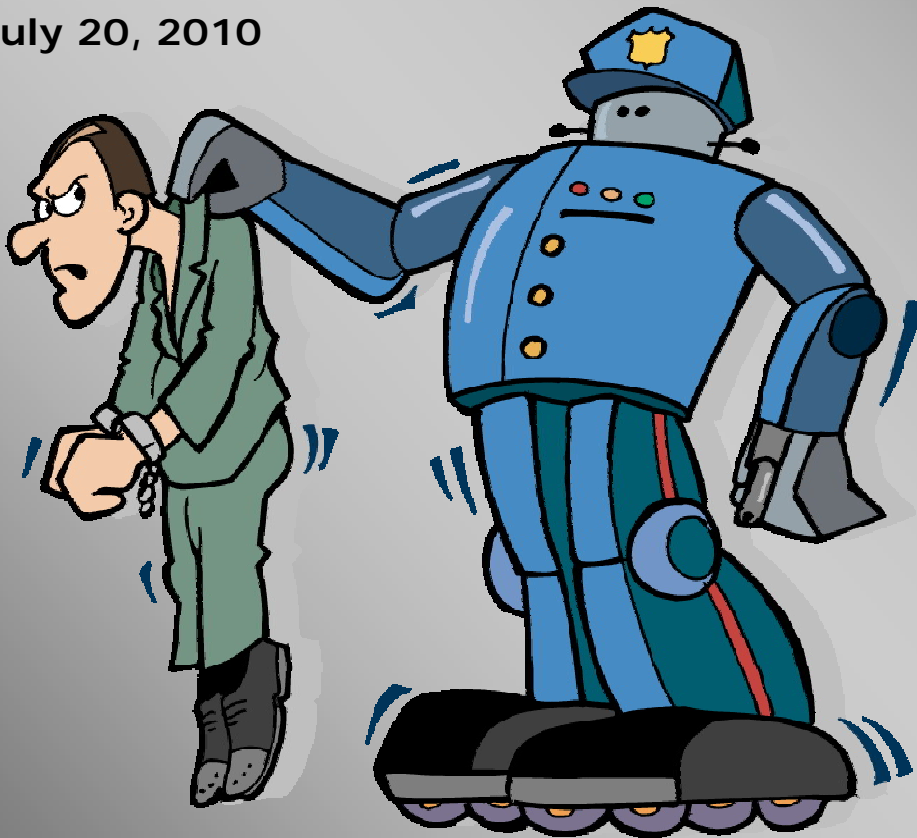
" ... The legislature has mandated that the period of limitations shall not run during any time when the accused purposely avoids prosecution. The word 'prosecution' means the process of bringing those who commit crimes to justice, and in the context of the statute, that definition is not limited to the crimes of which the authorities are aware or which have been indicted. In this case, if Bess committed the alleged crimes against Theresa's son, then he knew that when he fled, but his motivations in fleeing the jurisdiction are known only to him.



The General Assembly, however, did not intend to require the state to prove the accused's specific intent in absconding, nor did it intend to toll the statute of limitations as to crimes known to the state but not toll it as to crimes unknown to the state. ..."

"Moreover, the manifest purpose of R.C. 2901.13(G) is to prevent the accused from benefitting from the statute of limitations when he or she has purposely acted to avoid being prosecuted, thereby causing the state to fail to commence a timely prosecution. Importantly, it is the actions of the accused in avoiding prosecution, not the actions of the state in commencing a prosecution, that triggers the tolling of the statute of limitations. Thus, the General Assembly did not intend to limit tolling to only those offenses that authorities knew about at the time the accused absconded while allowing the statute of limitations to run on undiscovered crimes."

**State v. Bess, July 20, 2010**



July 2010

### Other Career Websites

[www.policeone.com/careers](http://www.policeone.com/careers)

[officer.com/jobs/](http://officer.com/jobs/)

[www.policecareerfinder.com](http://www.policecareerfinder.com)

[www.apbweb.com/jobscareer.html](http://www.apbweb.com/jobscareer.html)



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[www.OfficerNeil.com](http://www.OfficerNeil.com)



THE  
**ROOKIE**

