City of Oregon, Ohio Information

The City of Oregon, Ohio is located in Northwest Ohio, sharing a border with Toledo, Ohio. The City of Oregon is located on Maumee Bay with several miles of Lake Erie shoreline. The City is home to Maumee Bay State Park as well as Pearson Metro Park. The City is home to well over 20,000 people and has a strong industrial base of refineries and clean energy plants.

The City is made up of residential areas, large industrial space, along with larger swaths of farmland and nature preserves covering approximately 28 square miles.

Oregon Police Division Information

The Oregon Police Division is a progressive, motivated, well-equipped police department who is focused upon its community. The Division strives to maintain relationships with its community members through interactions with individuals and community groups.

The Oregon Police Division strives to be a leader in Northwest Ohio with progressive training and staying on the cutting edge of technology developments.

The Division is made up of 48 sworn police officers at full staffing, of all ranks, and has many opportunities for specialized units and positions.

Officers have the opportunity to become involved with the Detective Bureau, Bike Patrol, Honor Guard, sUAS (Drone) Team, School Resource Officers, Special Response Team, Crisis Negotiation Team, Crash Investigation Unit, and multiple tasks forces within the Toledo metropolitan area.

The City of Oregon, Ohio is an Equal Opportunity Employer.

Benefits

The Oregon Police Division strives to be on the forefront of law enforcement agencies in the region and provides officers with a competitive benefit package.

Officers are paid within a six (6) step pay salary, with many opportunities for overtime. Officers also receive paid shift differential, determined by what shift they are assigned to.

A.) Field Training- $34.51 per hour ($71,780.80 yearly)
B.) Step 1- $36.01 per hour ($74,900.80 yearly)
C.) Step 2- $37.35 per hour ($77,688.00 yearly)
D.) Step 3- $38.69 per hour ($80,475.20 yearly)
E.) Step 4- $39.98 per hour ($83,158.40 yearly)
F.) Step 5- $41.33 per hour ($85,966.40 yearly)
G.) Step 6- $42.61 per hour ($88,628.80 yearly)

Officers who seek a promotion to the rank of Sergeant and/or Lieutenant are paid as follows:

A.) Sergeant $104,756.60 - $115,412.18 (Step pay range)
B.) Lieutenant $97,793.80 - $107,741.14 (Step pay range)

Officers also receive Paid Holidays, Vacation Days, Sick Leave, Sick Leave Bonus, and can accrue Compensatory Time. Officers receive the following Paid Vacation Days in accordance with their Time in service.

A.) After 1 full year- 2 weeks
B.) After 5 years- 3 weeks
C.) After 10 years- 4 weeks
D.) After 15 years- 5 weeks
E.) After 20 years- 6 weeks

In accordance with the Oregon Police Division Patrolmen's Association contract, Officers also receive an additional 13 days, as Paid Time Off to be used as vacation time.

Officers also receive comprehensive Medical, Prescription, Dental, and Vision Insurance.

Officers are automatically enrolled in the Ohio Police and Fire Pension Fund, where retirement occurs after 25 years of service and 52 years of age. Further, Officers have opportunities to enroll in the Ohio Deferred Compensation Program or Ohio Association of Professional Fire Fighters (OAPFF) 457 Deferred Compensation Plan.

Once Officers reach 10 years of service, they receive Longevity Pay up to 7% of their annual gross salary, which they receive in addition to their normal paycheck.

Officers receive $750.00 per year in Uniform Allowance used to purchase uniforms and equipment. Additionally, Officers receive $250.00 per year for the maintenance of their uniforms.

Lateral Transfer Candidates

The Chief of Police shall have sole discretion, on a case-by-case basis, to determine previous service year credits for new members who are hired as a 'lateral transfer,' with previous full-time service as a police officer in the State of Ohio prior to becoming a member of the Oregon Police Division. Previous service years credit, if given, will only affect the pay step and vacation accrual rate and will have no bearing on departmental seniority. All new members will have their departmental seniority begin on their date of hire with the Oregon Police Division.

Lateral Transfer Candidates will not be required to take the written test through the NTN or the physical fitness test and will automatically be placed on the Police Officer Eligibility list and be offered an interview when a position becomes available. State certificate must be presented at time of application. **Lateral Transfer Candidates can apply at any time.**

Qualifications

1.) Age
   a. Must be 21 years of age and less than 35 years of age at appointment
2.) US Citizen
3.) Education
   a. Must have High School Diploma or GED
   b. Must have completed two years of course work in any discipline from an accredited college or university, with at least 60 semester credit hours or at least 90 quarter hours with a G.P.A. no lower than 2.0
4.) Valid Driver's License

a. Can be from ANY state

5.) Police Academy Certification
   a. Not required at time of appointment
   b. Candidate must complete the Ohio Peace Officers Certification Program within one year from date of appointment

6.) Motor Vehicle Driving Record
   a. If the candidate has any convictions of the following within a three-year period, the candidate will be disqualified and removed from the list.
      i. (3) Moving Violations
      ii. (2) At-Fault accidents
      iii. Combination of (2) or more Moving Violations and (1) At-Fault accident
      iv. Operating a Vehicle while Impaired for Drugs or Alcohol
      v. Refusal to submit to Blood alcohol or Breathalyzer Test
      vi. Reckless Operation
      vii. Driving while under Suspension
      viii. Felony Violation Involving a Motor Vehicle
      ix. Leaving the Scene of an Accident
      x. Fleeing or Eluding a Police Officer
      xi. Expired License

7.) Criminal Background Record
   a. No Candidate will be eligible for appointment who has been convicted of a Felony, a Theft, or any other crime that may, in the view of the Oregon Civil Service Commission, compromise public trust.

8.) Physical Fitness Standards
   a. Physical Fitness Testing standards are listed on page 8 of this document.
   b. Candidates should be prepared to take the Physical Fitness Test in early June 2023.

9.) Physical and Psychological Examination
   a. Candidates will have to pass a Physical and Psychological examination to ensure that the Candidate can perform the necessary requirements as a Police Officer

10.)Vision and DOT Hearing Standards

a. Candidates must pass the minimum standards for Vision
    i. Vision: Near Acuity 20/100 uncorrected in each eye
    ii. Vision: Near Acuity 20/20 corrected in each eye
    iii. Vision: Far Acuity 20/100 uncorrected in each eye
    iv. Vision: Far Acuity 20/20 corrected in each eye
    v. Vision: Color blindness is prohibited
b. Candidates must pass the minimum standards for Hearing
    i. Hearing: The candidate must pass the currently accepted DOT Hearing Standards to be eligible for employment

Required Documents

Candidates are required to submit the following documents, along with the required City of Oregon Employment Application, and the National Testing Network Application

1.) Certified College Transcripts
2.) Peace Officer Certificate
    a. Can be from ANY State
3.) Military Documents
    a. DD-214

Examination Process

The City of Oregon Civil Service Commission is offering testing services through the National Testing Network, Inc. (NTN), for the position of Police Officer.

The National Testing Network is a service provided to conduct entry level testing in a standardized, professional environment. The cost of the test is $55, to be paid by the applicant. Should you want to send your results to multiple participating cities or agencies, you would pay an additional $12 fee for each. The written exam is approximately two hours in length. All applicants must identify themselves with a state issued ID or military ID with a picture of the applicant.

Those wishing to apply for the position need to,

1.) Make an account with National Testing Network
2.) Review all information related to the Oregon Police Division Police Officer position, including minimum and requirements
3.) Complete an application with the National Testing Network
4.) Submit all pertinent documents
5.) Schedule a testing time, at a testing location
6.) Complete the test with a passing score (70%)
7.) Complete a City of Oregon Employment Application

Once all steps are completed, the candidate's application will be forwarded to the City of Oregon Civil Service Commission and added to the preliminary eligibility list.

The City of Oregon must receive the completed application form, College transcripts, and evidence to add preference points. The packet may be forwarded using one of the following methods:

1.) Mail to:
    a. City of Oregon Civil Service Commission
       5330 Seaman Rd. Oregon, Ohio 43616
2.) Deliver the completed signed documents in person:
    a. Oregon Municipal Building
       5330 Seaman Rd. Oregon, Ohio 43616
3.) Email the completed signed documents to:
    a. sgarverick@oregonohio.org

After the Candidate has completed all of the necessary testing steps and has submitted the required documents to the Oregon Civil Service Commission, an initial candidate list will be completed, and the following preference points will be added if the candidate has the following qualifications.

1.) Ohio Peace Officer Certification
    a. Candidate will receive 3 points to their score
2.) Veteran
    a. Any person who has served in the Armed Forces on Active Duty for a period of more than 180 consecutive days and has received an Honorable Discharge or was separated under Honorable conditions
    b. Candidate will receive 5 points added to their score
3.) Disabled Veteran

a. Any person who has served in the Armed Forces on Active Duty for a period of more than 180 consecutive days and has received an Honorable Discharge or was separated under Honorable conditions
b. Any Veteran who has the present existence of a service-connected disability rated ten percent (10%) or more
c. Candidate will receive an additional 5 points to their score

Physical Ability Testing

PHASE 1: The candidate will begin the physical ability test in a standing position behind the start line. When prompted, the candidate will run approximately 300 feet (100 yards) on a paved surface. Proceed to Phase 2.

PHASE 2: The candidate will come to a 20" high wooden plyometric box. The candidate will step onto the top of the box with one foot, place their second foot on top of the box, step backwards off the box with one foot, and then step off with the other foot (this will count as 1 full cycle). The candidate will repeat the process for a total of 5 cycles. The candidate must not jump onto or off of the box using both feet to jump at any point or they will be disqualified. Proceed to Phase 3.

PHASE 3: The candidate will move approximately 100 feet and go around the cone before coming to the next obstacle. The candidate must then climb over a 6-foot chain link fence. If the candidate fails to climb over the fence as instructed for this phase, they will be disqualified. Proceed to Phase 4.

PHASE 4: The candidate will move approximately 115 feet to the next phase at the open rear hatch of the police cruiser. The candidate will then pick up an unloaded pistol with their dominate hand and pull the trigger 6 times while aimed at the prescribed object. The candidate will then place the unloaded pistol in their non-dominate hand and pull the trigger 6 times while aimed at the prescribed object. The candidate will then place the unloaded pistol back in the rear of the cruiser and shut the rear hatch. If the candidate fails to utilize both the dominant and non-dominant hand as instructed for this phase, they will be disqualified. Proceed to Phase 5.

PHASE 5: The candidate will move approximately 105 feet in the prescribed direction to where they will find a 165-pound dummy laying on the ground. The candidate will then drag the dummy back towards the cruiser approximately 20 feet in the prescribed direction. The feet of the dummy must cross the blue line. The candidate will then move approximately 85 feet to the rear of the police cruiser. Proceed to Phase 6.

PHASE 6: The candidate will push the police cruiser 20 feet forward (with the transmission's shift lever placed in neutral). The rear bumper of the cruiser must pass the set of cones. Proceed to Phase 7.

PHASE 7: The candidate will enter the police cruiser's driver's seat and put the cruiser's transmission shift lever into Park, remove the ignition key with an attached handcuff key, and unlock a set of handcuffs from the steering wheel. The candidate will raise their hands to stop the clock.

End of Physical Ability Test.

The Physical Ability Test is a Pass/Fail only test. Each candidate must complete the Physical Ability Test, without any disqualifying actions, in 2 minutes and 30 seconds or less. If a candidate has not completed the Physical Ability Test in the allotted time frame, the test will end, and the result will be notated as a Fail.

Questions

If you have any questions regarding any part of the hiring process, qualifications, etc., please contact Sandy Garverick at SGarverick@oregonohio.org or 419-698-7094.