



**GAHANNA CIVIL SERVICE COMMISSION  
APPLICATION PACKET FOR LATERAL POLICE OFFICER  
APPLICANTS**



**“The Mission of the Gahanna Division of Police is to serve and protect our diverse community by building partnerships to provide professional law enforcement services that safeguard the lives, rights and property of all.”**

**Respect - Commitment - Integrity - Professionalism**

## Salary Range

1/1/2026 Rates	Step 1	Step 2	Step 3	Step 4
Hourly	\$35.07	\$39.74	\$45.84	\$57.46
Annually	\$72,945.60	\$82,659.20	\$95,347.20	\$119,516.80

- The Chief of Police may start a lateral with experience at a higher step as defined below
  - OPOTA Certification and 2 years prior experience starts at Step 2.
  - OPOTA Certification and 3 years of experience starts at Step 3.
  - OPOTA Certification and 4+ years of experience starts at Step 4.

## Statement of Hiring Standards

Along with the qualifications listed in the job description and rule 13.13, candidates must meet the requirements of the City of Gahanna Background Hiring Standards. All information provided to the City of Gahanna will be verified through a **DETAILED** background investigation, including a truth verification examination. **The Background Hiring Standards are contained in Appendix A.**

### **Lateral Police Officer Applicant Standards**

Full-time Police Officers with arrest powers, certified in any state within the United States, with no break in service for two (2) years at the time of application, may apply for a lateral appointment without taking the civil service examination outlined in Rule 13. Such candidates recently laid off or placed in a part-time or reserve position after having worked in a full-time position for two (2) consecutive years, may still apply for a lateral appointment, providing the candidate holds an active police officer certification. To view civil service rules, visit [Civil-Service-Rules-Regulations-Adopted-5.8.19.pdf \(gahanna.gov\)](#) Lateral candidates must meet the criteria outlined in Section 13.01 and 13.09. Lateral candidates must be approved by the Director of Public Safety. (Gahanna Civil Service Rule 13.13)

### **2026 Hiring Timeline**

The Gahanna Division of Police will accept lateral applications on a continuous basis throughout 2026. Below is a sample timeline.

- Applications accepted beginning 1/1/26 on a continuous basis.
- Within 15 days of applying, applicant will receive a personal history statement (PHS) to complete.
- Applicants will have 10 days to complete the PHS.
- After review, applicants will be scheduled for a PT test.
- After successful completion of the PT test, the background investigation will begin with a polygraph.
- The background investigation process will take approximately two (2) months to complete.
- After the completion of this investigation, a Chief's interview will be scheduled.
- If selected for hire, applicants will be notified within two (2) weeks after the interview.

## Step 1 – Formal Application with the City of Gahanna

### Completing the Application

- File an application beginning 1/1/2026 at 11:59 PM, at <https://www.governmentjobs.com/careers/gahanna>
- Applicants meeting the requirements listed above will be placed on the Eligible List.

### Appeals

Per Chapter 149.05 of the City of Gahanna Codified Ordinances, appeals shall be in writing and shall be filed with the Clerk of Council within 30 calendar days from the date of the action being appealed. An appeal is considered filed when it is time stamped by the office of the Clerk of Council. Any appeal received after 5:00 p.m. on a business day or at any time on a non-business day shall be considered to be filed on the next business day.

Duration of Lists. The term or eligibility of each list and of the names appearing thereon shall be for a period of one (1) year from the date of the establishment of the eligibility list. At the discretion of the Director of Human Resources, an eligibility list may be terminated before its expiration date or extended for an additional six (6) months.

### Removal from Eligibility List

See Section 13.09 of the City of Gahanna Civil Service Rules and Regulations.

## Selection Process completed by the Gahanna Division of Police

The following steps will be completed in the selection process:

1. Completion of background investigation paperwork (Personal History Statement)
2. Physical fitness examination
3. Polygraph examination
4. Comprehensive background investigation
5. Completion of PRADO Quick View Law Enforcement and Emotional Intelligence Assessment. This assessment will assist the Division in determining candidate fit in the department culture and organizational goals.
6. Chief's interview

After the Chief's interview, selected candidates will receive a conditional offer of employment. All candidates receiving a conditional offer of employment must complete and pass the following:

1. Psychological Examination
2. Pre-employment physical exam

## Physical Fitness Examination

All candidates placed on the eligible list and completing the PHS will be scheduled for a physical fitness examination. You will receive an email with instructions to self-schedule your physical fitness examination.

### Date and Location of Examination

**Location:** TBD. Gahanna, OH 43230

**Date/Time:** Monthly PT Testing will be offered. Registration begins 30 minutes prior to testing time.

\*specific dates and times will be announced in the self-schedule email

\*Registration will close promptly at the test start time. No admittance after testing has started. Additional times may be added or deleted as needed.

Note: Only verifiable reasons for changing to the other exam date will be accepted, such as work scheduling or a documented medical reason. Requests for different date must be emailed to [hr@gahanna.gov](mailto:hr@gahanna.gov)

1. If you are unable to successfully complete the physical fitness examination, you will be disqualified from the process.
2. **Two forms of identification are required**, including one that is government-issued and bears your photograph. The other identification must include at least your name, such as a work identification, credit card or bill.
3. Wear appropriate clothing to the physical fitness exam. The exam will be held indoors and outdoors.
4. The exam will be administered by Police personnel and will be evaluated in accordance with established and valid fitness standards as outlined by the Cooper Institute and as prescribed by the Ohio Peace Officer Training Commission (OPOTC).

### Standards and Preparation for the Physical Fitness Examination

See **Appendix C** for a complete description of the standards of the physical fitness examination.

Visit [Join Our Team | Gahanna, OH](#) to view a video of the fitness standards.

### Sworn Tattoo Policy

Sworn personnel shall not have tattoos (visible or not visible) that depict obscene, gang-related, sexual, nude, extremist, racist, or otherwise offensive images which may bring the member and/or Division into disrepute. Sworn Division members shall not have visible tattoos on the head, neck, or hands.

## Contact Information

If you have questions about this process, please carefully read through this packet to see if you can find the information you are seeking. If you are unable to find an answer to your question, you can reach us at 614-342-4452 or [hr@gahanna.gov](mailto:hr@gahanna.gov)

- *If you would like a paper-copy of this packet, you may pick one up from: Gahanna City Hall, HR Department (2<sup>nd</sup> Floor), 200 S Hamilton Rd, Gahanna, OH 43230. Office Hours are M-F, 8am-5pm.*

## Accommodation/Interpreter

Should you have a disability under the Americans with Disability Act and require a special accommodation for the test, please speak with a Human Resources representative within two business days of submitting the application. Medical documentation will be required. Should you require services of a professional interpreter during the examination, please contact a Human Resources representative within two business days of submitting the application.

## Public Records

The City of Gahanna cannot guarantee the confidentiality of the results of, or information obtained through our hiring procedures. Rulings of the Ohio Supreme Court relative to the Public Records Act indicate that, with certain enumerated exceptions, records maintained by a governmental entity are a matter of public record and, should a proper request be made by a member of the public for such records, the governmental entity would be required to make such records available to that member of the public within a reasonable period of time. Employment related documents, with the exception of medical records, maintained by the City of Gahanna related to these hiring procedures do not appear to fall within the enumerated exceptions.



# Gahanna Division of Police Background Hiring Standards

Police Officer  
Appendix A



All standards are cause for removal for time frames listed and any time during the selection process. Unless otherwise noted, standards that reference a time frame will be calculated from the date of application. Applicants are removed from the eligible list and selection process for any of the following reasons:

## **A. Honesty/Falsification:**

1. At any stage of the selection process, the applicant provides false, incorrect or substantially inconsistent information.
2. At any stage of the selection process, the applicant fails to disclose or acknowledge any disqualifying behavior or activity on the part of the applicant, relative to, and governed by, any of the Background Hiring Standards.
3. The applicant's failure or refusal to answer or respond to oral and/or written questions during any phase of the selection process.
4. If applicable, any attempt by the applicant to distort the truth verification examination results.
5. The applicant's use or attempted use of political influence to secure employment.

## **B. Personal History:**

1. A conviction of a misdemeanor crime of domestic violence, verified or admitted physical abuse of one's spouse, ex-spouse, child, stepchild, and parent or any other relative or person with whom one lives, has a relationship, or has had a relationship.
2. Non-compliance with a court order or legal contract to provide child support, alimony or other financial responsibility as determined by the appropriate support enforcement bureau or a court of law within the preceding five (5) years.
3. Intentional violation of any protective or temporary restraining order as determined by a court of law within ten (10) years.
4. Verified or admitted sexual abuse of another to include, but not limited to, any of the following as defined in the Ohio Revised Code or similar federal, state, or local law of the jurisdiction where the offense occurred: Rape, Sexual battery, Unlawful sexual conduct with a minor, Gross sexual imposition, sexual imposition, importuning, Voyeurism.

## **C. Employment:**

1. Two or more involuntary terminations and/or discharges from employment within the last five (5) years. This shall not include terminations resulting from a business ceasing operations or resulting from being laid off from a position of employment.
2. Post-probationary termination or resignation in lieu of discipline/termination from any criminal justice related employment.
3. Abuse of a position of trust through theft of time or services.
4. Any incident of engaging in an act of discrimination or harassment.
5. Any pattern of repeated abuse of authority, lack of respect for authority or law, or lack of respect for the dignity and rights of others.
6. Any failure to establish and maintain a residence within a sixty-mile radius of police headquarters within 6 months of employment.



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**D. Military History** – Except as provided below in Number 3 of this Section, applicants are removed from the selection process for any of the following reasons:

1. Dishonorable or Bad Conduct Discharge from the Military.
2. Conviction of any article of the Uniform Code of Military Justice that is equivalent to a felony or other listed disqualifying misdemeanor in this standard under the Ohio Revised Code (ORC).
3. An Other Than Honorable Discharge from the Military will be evaluated to determine whether the applicant should be removed from the selection process.
4. Failure to register with selective service, if required by law.

**E. Traffic:**

1. Any conviction of vehicular homicide or related offense(s).
2. OVI: Conviction within the past five (5) years including physical control; More than one (1) OVI conviction and/or physical control as an adult; More than two (2) OVI convictions, if one of the convictions was as a juvenile.
3. Four (4) moving violations in the past three (3) years as an adult.
4. Failure to possess a valid driver's license. Failure to hold auto insurance as required by resident state, if the applicant owns a motor vehicle.
5. One (1) conviction involving operating a motor vehicle while under suspension (or an applicable ORC statute or Municipal code) or leaving the scene of an accident, within two (2) years of application.
6. One (1) or more revocation or suspension of a driver's license as an adult, in effect during the past five (5) years. (Unless applicant can show that the suspension was the result of an error by the BMV, random selection, or administrative overlap).

**F. Gambling** – The term “gambling offense” includes any activity defined as gambling by a federal, state, local statute or ordinance in the jurisdiction where the activity occurred. Applicants are removed from the selection process for any of the following reasons:

1. Conviction of a gambling offense, within the last five (5) years.
2. Admission to gambling that has resulted in an unstable financial or credit history within the last seven (7) years.
3. Conviction of or admission to engaging in the promotion of illegal gambling activity wherein the applicant gains, or attempts to gain, a financial benefit.

**G. Criminal Activity:**

1. Any theft offense(s) as an adult, within the last five (5) years, which (a) singularly or cumulatively exceeds \$1,000.00; or (b) establishes a pattern of theft offenses from an employer during the course of employment.
2. Any insurance claims or applications for welfare, workers' compensation, unemployment compensation or other public assistance benefit program determined to be fraudulent by the body overseeing the claim, compensation, or benefit program.
3. Any admission or conviction of an offense, as an adult, defined as a felony by the federal, state, or local law of the jurisdiction where the offense occurred. An admission of a felony offense would be disqualifying unless otherwise addressed in these standards.
4. Any admission or conviction of an offense, as a juvenile, of one (1) violent felony as defined by the federal, state or local law of the jurisdiction where the offense occurred.
5. Any admission or conviction of a M-1 or M-2 misdemeanor offense, as an adult, as defined by the Ohio





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Revised Code or similar federal, state, or local law of the jurisdiction where the offense occurred in the last five (5) years will be reviewed in determining suitability for appointment (unless otherwise addressed in these standards).

6. Any admission or conviction of soliciting another for sexual conduct/contact, whether or not the offense was legal at the time and place where the act occurred, in the last five (5) years.
7. Any admission or conviction of more than one (1) M-1 or M-2 misdemeanor offense, as a juvenile, as defined by the Ohio Revised Code or similar federal, state, or local law of the jurisdiction where the offense occurred in the last five (5) years will be reviewed in determining suitability for appointment (unless otherwise addressed in these standards) (does not include traffic or minor misdemeanors).
8. Any admission of an offense of carrying a concealed weapon within the last five (5) years if it is defined as a felony by the federal, state, or local law where the offense occurred.

### **H. Controlled Substances:**

1. Any use or purchase of drugs of abuse (except marijuana) within five (5) years before application or admitted use during any portion of the selection process. Drugs of abuse include chemical agents/solvent-based substances and prescription drugs taken for reasons other than intended use, in more than one (1) incident without a prescription.
2. Any possession, use, or purchase of marijuana products, including edibles with THC within two (2) years prior to application date or any time during the selection process, even if it is prescribed for medical usage.
3. Any illegal sales or manufacture of drugs of abuse, marijuana or prescription drugs after the applicant turned 18 years of age.

\*For the purpose of this standard the "use" of drugs includes, but not limited to, 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.

\*\*For the purpose of this standard, the "purchase" of marijuana or other illegal drugs include those purchases made by pooling of resources or money by the applicant and others for substances for their own use.

\*\*\* For those possessing medical marijuana cards, the Gahanna Division of Police follows federal drug guidelines in regard to controlled substances. The federal Controlled Substance Act (CSA) states that marijuana is a Schedule I drug; therefore, any use, even with a medical marijuana card, within the 2 years prior to application date is prohibited.

### **I. Applicant Non-Responsiveness:**

1. Failure to appear for pre-interview/interview.
2. Failure to appear for physical fitness testing.
3. Failure to appear for or attempts to distort the truth verification examination.
4. Failure to appear for medical/stress test.
5. Failure to appear for psychological exam.
6. Failure to respond to phone calls or correspondence from agency personnel.
7. Unable to locate at address/phone number on file.
8. Applicant is no longer interested in employment with the Gahanna Division of Police.



## Appendix C: Physical Fitness Examination Preparation

### HOW WILL PHYSICAL FITNESS BE MEASURED?

The Physical Fitness Examination consists of three (3) basic tests. Each test is a scientifically valid test. A video tutorial of the tests and the manner in which they are administered can be found at <https://www.youtube.com/watch?v=HtEYyNN5dyk>. A three inch sponge will be used as a guide during the push-up test as referenced in the video, for all candidates.

The tests will be given in the following sequence with a rest period between each test.

1. **1 MINUTE SIT-UP TEST** - The score is in the number of bent leg sit-ups performed in 1 minute. One sit up is considered complete when the upper body breaks the vertical plane with fingers laced behind the head and elbows out to the side.
2. **1 MINUTE PUSH UP TEST** - One push-up is considered complete if it breaks the horizontal plane with the body parallel to the floor.
3. **1.5 MILE RUN** - The score is in minutes and seconds.

### WHAT ARE THE STANDARDS?

1. The minimum acceptable standards published in the following tables are representative of the 30<sup>th</sup> percentile of the *Cooper Standards for Law Enforcement*.
2. The actual performance requirement for each test is based upon norms for a national population sample.
3. The applicant must pass every test during a single session.

The required performance to pass each test is based upon gender and age bracket by decade. While the absolute performance is different for the eight (8) categories, the relative level of effort is identical for each age and gender group. All candidates are required to meet the same percentile rank in terms of their respective age/gender group.

### PHYSICAL FITNESS CHART

TEST	MALE				FEMALE			
	Ages				Ages			
	20-29	30-39	40-49	50 +	20-29	30-39	40-49	50+
<b>1 Minute Push Up</b> (Minimum #)	26	20	15	10	13	9	7	6
<b>1 Minute Sit-Up</b> (Minimum #)	35	32	27	21	30	22	17	12
<b>1.5 Mile Run</b> (Maximum Time in minutes)	13.08	13.48	14.33	16.16	15.56	16.46	18.26	20.17