



GAHANNA CIVIL SERVICE COMMISSION APPLICATION PACKET FOR POLICE OFFICER



“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

| 1/1/2025 Rates | Step 1 | Step 2 | Step 3 | Step 4 |
|----------------|-------------|-------------|-------------|--------------|
| Hourly | \$33.56 | \$38.03 | \$43.87 | \$54.99 |
| Annually | \$69,804.80 | \$79,102.40 | \$91,249.60 | \$114,379.20 |

- New hires begin at Step 1 and advance to the next step after each year of service
- The Chief of Police may start a new hire with experience at a higher step as defined below
 - OPOTA Certification and 1-3 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, 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.**

Police Officer Civil Service Process

The civil service testing process contains multiple steps. The steps include:

1. File an application during the specified times and meet the minimum qualifications as stated in the job posting.
2. Complete and pass the entrance examination through the National Testing Network.
3. Complete and pass the Physical Fitness Test.

The testing process is detailed in Gahanna Civil Service Rule 13, Police Officer Selection Procedures. To view civil service rules, visit [Civil-Service-Rules-Regulations-Adopted-5.8.19.pdf \(gahanna.gov\)](https://www.gahanna.gov/Civil-Service-Rules-Regulations-Adopted-5.8.19.pdf) **See Appendix B for 2025 Hiring Timeline and job description.**

Step 1 - Formal Application with the City of Gahanna

Completing the Application

- File an application at <https://www.governmentjobs.com/careers/gahanna>
- After completing the application, you will receive an invitation or pre-approval within 1 week inviting you to Step 2 of the testing process.

Claiming Military Service Credit

Military Service Credit: Active Duty or Active Military Duty means full time duty with military pay and allowances in the armed forces. Reserve training, exercises and time less than 180 days shall be excluded. When an applicant has received a passing grade of seventy percent (70%), or the grade set by the Director of Human Resources as passing in a police officer final score, he/she shall be granted an additional credit of **two (2) points** for military credit. Requests for additional credit for military service, along with proof of satisfactory service, shall be submitted to the Human Resources Department with the application. Documentation for credit must be received on or before the close of the job posting. Such proof shall include branch of service, service dates, character of discharge (if not active) and/or are in good standing if currently active. Examples of an acceptable document for proof would be a DD-214 form or equivalent; or an official letter from the candidate's commanding officer.

Step 2 - Entrance (Written) Examination

Examination Deadline

- The written examination is completed through the National Testing Network (NTN).
- **You must first apply to the City of Gahanna job posting by September 12, 2025. Candidates that meet the minimum job requirements will receive email notification to either schedule testing or submit testing scores from the National Testing Network to the City of Gahanna.**
- Scores will be accepted from NTN for exams completed between February 1, 2025 and September 12, 2025.
- Examination dates close to our deadline fill up quickly. NTN has an online testing option. Online testing is limited, so sign up immediately.
- We encourage you to register early to ensure you can complete the examination prior to our deadline. If a testing date is filled, it will be removed from the calendar. If no testing dates remain, you can contact National Testing Network so they know there is an interest; however, they cannot guarantee a new testing date will open.
- For any questions pertaining to the written examination, contact National Testing Network at 1-866-563-3882.

Date and Location of Test

- The written examination is offered through National Testing Networks at multiple times and locations throughout the United States, including online testing.
- To register, go to www.nationaltestingnetwork.com.
- A complete list of locations and examination dates and times are also available through their website at: www.nationaltestingnetwork.com.

Examination Information

- In an effort to increase testing integrity, **each individual will be required to show two pieces of identification, one containing his/her picture. If taking the online test, follow instructions from NTN.**
- The use of cellular phones will be prohibited during the examination. No cellular phones, taping, video, or picture taking devices will be allowed in the testing room.
- The examination will consist of the following concepts:
Human Relations Test, Report Writing Test, and Multiple-Choice Reading Test
- A candidate must score at least 70% in each test section to pass the exam.

Examination Fee

- The written examination fee is due to National Testing Network at the time that you register for the written examination.
- The fee is set by National Testing Network and the current rate can be found at: <https://nationaltestingnetwork.com/publicsafetyjobs/test-pricing.cfm>.
- Should you want to send your results to multiple participating cities or agencies, you would pay an additional fee; however, you only have to complete the test once per testing cycle. This fee is not refundable and can also be found on the NTN test pricing page.

Step 3 - Physical Fitness Examination

All candidates completing Steps 1 and 2 with a passing score on the written examination will be invited to the physical fitness test. You will receive an email with instructions to self-schedule your physical fitness examination.

Date and Location of Examination

Location: TBD. Gahanna, OH 43230

Time: TBD. Registration begins 30 minutes prior to testing time.

Dates: October 6, 2025-October 10, 2025

*Registration will close promptly at the test start time. No admittance after testing has started. Additional times may be added or deleted as needed. Schedules will be emailed out once all details are confirmed.

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

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 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.

Eligible List

Creation of Eligible List

The eligible list will be created from applicants who successfully pass all steps in the hiring process. 100% of the eligibility score will be determined by the written examination. Applicants will be notified of their standing after the list is created.

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.

Tied Scores. In the event two or more applicants receive the same score in open competitive examination, names of all applicants receiving such score shall be placed on the eligibility list with the same ranking.

Removal from Eligibility List

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

Offenses in Examination

See Section 13.04 of the City of Gahanna Civil Service Rules and Regulations

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.

Written Examination Appeals - Pursuant to Section 13.02 of the Gahanna Civil Service Rules, all challenges must be made to the National Testing Network.

Physical Fitness Examination Appeals

If any candidate wishes to protest the results of an event in the physical fitness examination, it must be done immediately after that event, and the decision of the Director of Human Resources will be final; however, information will be given to the candidate for appeal rights to the Civil Service Commission pursuant to Chapter 149 of the City of Gahanna Codified Ordinances.

Selection Process completed by the Gahanna Division of Police

After the eligible list is established, names will be certified to the Division of Police pursuant to Gahanna Civil Service Rules, Section 13.08(c). The following steps will be completed in the selection process:

1. Completion of background investigation paperwork
2. Polygraph examination
3. Comprehensive background investigation
4. Investigative interviews, including home, neighbor and employer interviews
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, those 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, including an exam and psychological evaluation by a licensed and certified psychologist
2. Pre-employment physical exam, including drug screen (10-Panel Plus Extended Opiates), cardiac Stress Test, VO₂ max testing – the numerical measurement of the body's ability to consume oxygen and EKG and chest x-ray.

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:

Human Resources Department: hr@gahanna.gov or 614-342-4457

Police Recruitment Officer: police.recruiting@gahanna.gov

Background Detective: chad.cohagen@gahanna.gov

- *If you would like a paper-copy of this packet, you may pick one up from: Gahanna City Hall, HR Department (2nd 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



Gahanna Division of Police Background Hiring Standards

Police Officer
Appendix A



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.



Gahanna Division of Police

2026 Police Officer Hiring Timeline



Appendix B

| Start | End | Process |
|---|------------|--|
| 8.5.2025 | 9.5.2025 | Application Period |
| 2.1.2025 | 9.12.2025 | Written Examination: NTN Civil Service Testing Period |
| 9.15.2025 | 9.19.2025 | Email Notice to applicants <ul style="list-style-type: none"> Results of written examination will be sent as scores are received from NTN Passing applicants will receive self-schedule email for PT test |
| 10.6.2025 | 10.10.2025 | PT Test Administered at Gahanna – Location TBD |
| 10.13.2025 | 10.17.2025 | List certified by Human Resource Director Applicants notified of results and placement on eligible list |
| Candidates will have 10 days to complete after PHS is emailed | | Personal History Statement <ul style="list-style-type: none"> This will be completed using an online platform |
| End of October 2025 | | Polygraph <ul style="list-style-type: none"> Candidates will receive email from Detective Bureau |
| 11.3.2025 | 1.1.2026 | Background Investigations <ul style="list-style-type: none"> Top 20 candidates begin backgrounds PRADCO quick view Law Enforcement and Emotional Intelligence Assessment |
| 1.5.2026 | 1.9.2026 | Notice to candidates to self-schedule Chief's interview |
| 1.12.2026 | 1.16.2026 | Chiefs Interview of top applicants |
| 1.19.2026 | 1.23.2026 | Conditional Offer of Employment |
| 2.3.2026 | 2.6.2026 | Medical/Psychological/Exam and Drug Screen |
| 2.16.2026 | | Appointment: HR Processing and Start Dates prior to Academy; Swearing In |
| 4.13.2026 | 11.13.2026 | Columbus Police Academy Begins |
| December | 2026 | Academy Graduation |
| 1/2027 | 4/2027 | Field Training Period |
| May | 2027 | Solo Patrol Assignment |

Appendix C: Physical Fitness Examination Preparation-Regular Police Applicant

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 10 minute 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 current OPOTC Physical Fitness Entry Level Benchmarks.
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 | | | |
| | <u>20-29</u> | <u>30-39</u> | <u>40-49</u> | <u>50 +</u> | <u>20-29</u> | <u>30-39</u> | <u>40-49</u> | <u>50+</u> |
| 1 Minute Push Up (Minimum #) | 19 | 15 | 10 | 7 | 9 | 7 | 5 | 4 |
| 1 Minute Sit-Up (Minimum #) | 32 | 28 | 22 | 17 | 23 | 18 | 13 | 7 |
| 1.5 Mile Run (Maximum Time in minutes) | 14:34 | 15:13 | 15:58 | 17:38 | 17:49 | 18:37 | 19:32 | 21:31 |