



West Chester Police

9577 Beckett Road, Suite 500
West Chester, OH 45069
(513) 759-7250

Qualifications and Requirements for Police Recruit

Residency Requirement:

Candidates need not be a resident of West Chester.

Citizenship:

Applicants are required to comply with all requirements to The Immigration Reform and Control Act of 1986.

Educational Requirements:

Must be a high school graduate or equivalent (GED).

Age Requirement:

Minimum age is 21 years old by date of appointment to recruit.

Additional Requirements:

Must be in excellent physical condition and successfully complete a physical ability test.

Must have the ability and willingness to learn police procedures and principles.

Must satisfactorily complete a background investigation, which includes a polygraph examination.

Must satisfactorily complete a psychological evaluation.

Due to the sensitive and stressful nature of this position, applicants must be free from alcohol and drug dependency and possess emotional stability.

Must be free from felony convictions.

Must have a valid Driver's License.

Must be willing to work irregular hours and work schedules.

Must pass a medical examination including drug screen.

Tattoos are prohibited from being visible during work hours and will be required to be covered at the employer's discretion.

Body piercing or alterations to any area of the body visible during work hours are prohibited.

Salary for Patrol Officer:

As of October 1, 2024 ... Starting \$73,710.13/ yearly

Step 6\$95,326.76/ yearly

Above salary figures represent base pay for patrol officer. Paid benefits such as longevity, shift differential, holiday pay, overtime, etc. is not included and should be considered for comparison purposes. The current labor agreement expires September 30, 2025.

Probationary Period:

One (1) year

Written Test:

The written test counts as 100% of the applicants' examination grade. Applicants that pass all three portions of the written test will be asked to participate in the remaining portions of the examination process. The following portions will be strictly pass/fail. Successful completion of each phase is necessary to continue to the next phase.

The remaining portions of the selection process include:

- Physical Ability Test
- Oral Review Board
- Polygraph Examination
- Background Investigation
- Interview with the Chief of Police
- Psychological Evaluation
- Medical Examination including Drug Screen
- Appointment to Police Recruit

Physical Ability Test:

It is in the applicant's best interest to prepare as early as possible for the physical ability test. **If any applicant questions their ability to perform any of the physical tests safely, they should consult their physician prior to participating.**

The following briefly describes the events you will be required to perform during the physical ability test.

Test #1

Sit-up Test-

In this test the candidate will be required to complete the required number of sit-ups within one minute. Passing requires the candidate to perform the minimum number of sit-ups listed.

TESTING PROTOCOL

1. The subject will start by lying on their back, knees bent, heels flat on the floor, with the fingers interlaced behind the head. Avoid pulling on the neck with the hands. The buttocks must remain on the floor with no thrusting of the hips.
2. A partner will hold the subject's feet down firmly. This shall be accomplished by placing the hands on top of the subject's feet.
3. The subject then performs as many correct sit-ups as possible in one minute.
4. In the up position, the subject will touch both elbows to the knees and then return until the shoulder blades touch the floor. This is one repetition.
5. Score is the total number of correct sit-ups done within one minute. Any resting must be done in the up position.
6. Breathing should be as normal as possible, making sure the subject **does not** hold their breath as in the Valsalva maneuver.
7. The neck will always remain in a neutral position (straight).
8. Do not pull on the head or neck.
9. **A Physical Ability Evaluator must do the counting and decide whether or not each repetition is performed correctly. Only fully completed repetitions are counted toward the final score. Incorrectly performed repetitions shall not be counted toward the final score.**

Age	Sit-Ups (Men)	Sit-Ups (Women)
21-29	40	35
30-39	36	27
40-49	31	22
50-59	26	17
60+	20	8

Test #2

Push-up Test-

In this test the candidate will be required to complete the required number of push-ups within one minute. Passing requires the candidate to perform the minimum number of push-ups listed.

TESTING PROTOCOL

1. The hands are placed slightly wider than shoulder width apart, with fingers pointing forward. The Physical Ability Evaluator will require that the subject's upper arms and back be parallel while in the down position.
2. Starting from the up position (elbows fully extended), the subject must keep their back straight at all times and lower the body toward the floor until the upper arms are parallel with the subject's back. The subject then returns to the up position. This is one repetition.

3. Resting shall be done in the up position only.
4. Score is the total number of correct push-ups done within one minute.
5. **A Physical Ability Evaluator must do the counting and decide whether or not each repetition is performed correctly. Only fully completed repetitions are counted toward the final score. Incorrectly performed repetitions shall not be counted toward the final score.**

Age	Push- Ups (Men)	Push- Ups (Women)
21-29	33	18
30-39	27	14
40-49	21	11
50-59	15	13
60+	15	8

Test #3

Mile and one-half run-

In this test the candidate will be required to run/walk one and one-half mile for time. The candidate's scores will be compared to national norms based on the candidates' age and sex. Passing requires the candidate to perform at or above the 50th percentile.

The purpose of the test is to measure the candidate's cardio-vascular fitness level. This is important in sustained exertion that may be required in the line of duty. In addition, national statistics on police officers indicate a high incidence of death and illness due to cardio-vascular disease. This test is designed to select those individuals who are at low risk because of their fitness levels.

MILE AND ONE-HALF RUN TIMES

Age	Time (men)	Time (women)
21-29	11:58	14:15
30-39	12:25	15:14
40-49	13:05	16:13
50-59	14:33	18:05
60 +	16:19	20:08

Oral Review Board/ Panel Interview:

A selection committee will evaluate candidates remaining in the selection process.

Polygraph Examinations:

Evaluate truthfulness and suitability of candidates during the selection process.

Background Investigations:

Candidates successfully completing all previous portions of the testing will be scheduled for a background investigation. The investigator will check your personal references, your criminal history, your driving record, your employment record and other background information. Candidates will be evaluated from the information gathered from the background investigation. This information will be held in strict confidence and will not be released. This information will be used exclusively to aid in the selection of police candidates.

Interview with Police Chief and/or Command Staff

An interview conducted by the Police Chief and/or Command Staff of the West Chester Police Department.

Psychological Evaluations:

The purpose of a psychological evaluation in this testing process is to determine whether you have the personality characteristics necessary to become a good police officer.

Medical Examination:

This step includes a medical examination. The medical standards include but are not limited to:

- Passing a drug screen
- Blood pressure that does not exceed 140/90
- Normal color vision
- Minimal far point vision of 20/100, corrected to 20/40

In the final stages of the hiring process, the candidate may be required to take a post-offer polygraph and post-offer psychological evaluation.

IMPORTANT:

Successful completion of all test components will result in your placement on the eligible list. Placement on the eligible list does not guarantee a position.