



**Ohio Peace Officer Training Commission**  
**Thursday, January 14, 2016**  
held at the  
**Ohio Peace Officer Training Academy**  
1650 State Route 56 SW  
London, Ohio 43140

**Minutes**

**I. Opening**

**A. Call to Order**

Chairperson Vernon Stanforth called the meeting to order at 10:01 a.m.  
Chief Jacobs led the Pledge of Allegiance.  
Ms. Donna Long called the Roll Call.

**Commission members present**

Chairperson Sheriff Vernon P. Stanforth  
Sheriff Michael Heldman  
Chief Kimberley Jacobs  
Chief Clayton Harris  
Colonel Paul Pride  
Mr. Stephen Schumaker  
Sgt. Troy Mineard  
SAC Stephen Anthony

**B. Guests and Staff**

**Attorney General's Office**

Ms. Julia Brinksneider  
Ms. Amber Aimar  
Mr. Lou Agosta  
Mr. James Burke  
Ms. Mary Davis  
Mr. Justin Hykes  
Ms. Donna Long  
Ms. Alice Robinson-Bond  
Mr. Eric Schaefer  
Mr. Jeff Clark  
Mr. Michael Cody  
Ms. Arianne Fauber

Attorney General's Office  
Attorney General's Office  
OPOTA Deputy Director  
OPOTA Director  
OPOTC Executive Director  
OPOTC Director  
OPOTC Staff  
OPOTC Deputy Director  
OPOTC Deputy Director  
OPOTC Staff  
OPOTA Deputy Director  
OPOTC Staff

Ms. Lori Rinehart  
Ms. Jill Cury  
Ms. Sarah Thomas  
Ms. Kelly Cain

OPOTC Staff  
OPOTC Staff  
OPOTC Staff  
OPOTC Staff

## Guests

Chief Michael Harnishfeger  
Mr. Mike Hild, Sr.  
Interim Director James Copeland  
Director Catherine Kieley  
Commander Perry Tabak  
Commander Ed Villone  
Commander John J. Gocala, Sr.  
Mr. Jeff Film  
Coordinator Richard Clausen  
Mr. Michael Wright  
Mr. Al Jones  
Mr. David Barrick  
Director Kevin Reardon  
Mr. Mark King  
Commander Mark Reef  
Commander Gayle Lohrbach  
Sergeant Chris Malson  
Lieutenant David Matthews  
Mr. Craig Ali, Assistant Dean  
Captain Art Combest  
Commander Mike Wiederman  
Sergeant Dwight Nicholson  
Officer Jackie Cote  
Commander. John Burdette  
Chief Keith Torbet  
Commander Ernie Oergel  
Chief Patrick Oliver  
Mr. Tim Sabransky  
Mr. David Gregory  
Mr. Joseph Hon  
Mr. Geofery Barnard  
Mr. Timothy OHaire  
Chief Moore  
Stephen Smith  
Commander Pete Willis  
Commander Paul Weber  
Ms. Lisa Murray

OACP/Ada Police Department  
Greene County Criminal Justice Academy  
Tri-C Public Safety Institute  
Kent State University  
Kent State University  
Youngstown State University  
Youngstown State University  
Stow Police Department  
Kent State University  
Great Oaks Police Academy  
Great Oaks Police Academy  
Franklin County Sheriff's Office  
Central Ohio Technical College  
Owens Community College  
Owens Community College  
Owens Community College  
Dayton Police Department  
Dayton Police Department  
North Central State College  
Ohio State Highway Patrol  
Owens Community College  
Columbus Division of Police  
Columbus Division of Police  
Washington State Community College  
Ohio Assoc. of Chiefs of Police  
Polaris Ranger Academy  
Cedarville University  
Ohio Traffic Safety Office  
Clermont College Police Academy  
CSU Police Department  
Cleveland Heights Police Academy  
Cleveland Heights Police Academy  
Cleveland Heights Police Academy  
Cleveland Heights Police Academy  
Sinclair Community College  
Clark State Police Academy  
Columbus Division of Police

## II. Chairperson Report

**Sheriff Vernon Stanforth  
Chairperson**

Chairperson Stanforth welcomed the guests and asked if anyone was to speak during the meeting, that they speak loud or step forward so the mics would be able to pick up everything for the record. Chairman Stanforth asked those in attendance to introduce themselves and then moved for approval of the minutes.

## **MOTION**

**Sheriff Heldman moved that the minutes of the November 12, 2015, meeting be approved. The motion was seconded by Sgt. Mineard. No discussion was forthcoming; a vote was taken and passed unanimously. Yes-7 / No-0**

### **III. Curriculum Committee**

**Sgt. Troy Mineard  
Committee Chairperson**

Committee Chairperson, Sgt. Mineard stated there was nothing new to report at this time. That concluded the Curriculum Committee report.

### **IV. Legislative Committee**

**Chief Kim Jacobs  
Committee Chairperson**

Committee Chairperson, Chief Jacobs stated that Jeff Clark identified a bill that was in the Senate to amend the requirements related to licensing registration of private investigators and security officers. OPOTC statutes would be amended to refer to security officers rather than guards. In the House, H.B. 45, Humane Society Agents, amends Revised Code 109.73(D) to require OPOTC to add the standards of care of livestock adopted by the Ohio Livestock Care Standards Board in the curriculum for instruction on the topic of animal husbandry for the training of agencies of a county humane society. That concluded the Legislative Committee report.

### **V. House Committee**

**Colonel Paul Pride  
Committee Chairperson**

Committee Chairperson, Colonel Pride stated there was nothing new to report at this time. That concluded the House Committee report.

### **VI. Continuing Professional Training Committee**

**Sheriff Michael Heldman  
Committee Chairperson**

Committee Chairperson, Sheriff Heldman stated there was nothing new to report at this time. That concluded the Continuing Professional Training Report.

## **Staff Reports**

### **VII. Commission And Academy Updates**

**Executive Director Mary Davis**

Ms. Davis stated there was nothing specific to report other than what would be reported in the old and new business.

OPOTA Director James Burke updated the Commission on new chiefs training. Per drafted legislation, anyone appointed to a new position, would be required to take the training. With the help of the Ohio Association of Chiefs of Police (OACP), a subject-matter expert (SME) committee was formed and work began on potential curriculum as previously requested by the OPOTC. Director Burke reviewed the curriculum as follows: Fundamentals of the Criminal Justice Systems and Local Governments – 3 Hrs.; Budgeting in a Police Agency – 4 Hrs.; Ethics, Sexual Harassment, EEOC – 4 Hrs.; Implicit Bias – 2 Hrs.; LEADS, OHLEG and OPOTC – 3 Hrs.; Procedural Justice and Police Legitimacy – 4 Hrs.; Record Retention and Public Records – 4 Hrs.; Situational Leadership – 3 Hrs.; Evidence – 3 Hrs.; Recruitment Hiring and Retention – 3 Hrs.; Policy and Procedures – 3 Hrs.; Supervising Police Personnel Coursework: Coursework- 30 minutes at the end of each day/2 Hrs. & Final Review – 2 Hrs. (See Addendum 1)

Chief Harnishfeger, OACP, reported that to better professionalize law enforcement, new chiefs should want to take at least 40 hours of training. In 2012, the Chiefs met with the Attorney General who said if we could show that 75% of Ohio's police chiefs support this initiative, he would pay for the training, if it was through OPOTA. After 62% of chiefs responded to the survey, 87% of them supported mandated police chief training. Senator Hite is waiting for us to finish this process in order to move forward with introducing legislation.

Chairperson Stanforth asked if the proposal excluded or allowed anyone to defer training. Chief Harnishfeger stated that 40 hours of training would be required of every person who wanted to be a chief. He or she would have to have it within six months of being sworn in as chief with a one year extension available. One can opt out of 24 hours of training if they are a graduate of CLEE, PELC, or John Glenn SPI.

Chief Jacobs asked if this applies to those seeking promotions to chiefs, not incumbent chiefs. Director Burke replied yes and the training would be held twice a year.

Chairperson Stanforth asked if there is proposed legislation currently being drafted. Chief Harnishfeger replied yes, the latest and final proposal was forwarded to them addressing the 24-hour opt out.

Executive Director Davis gave an update on OPOTA's first Blue Courage Academy which created Ohio's first instructors and the state's master trainers. Director Burke shared a positive email regarding the training. Feedback received so far has been overwhelming in support of the training. The next Blue Courage Academy instructor's class is scheduled in London, January 25<sup>th</sup> through 28<sup>th</sup>; two executive overviews scheduled on February 4<sup>th</sup>, at the Richfield Campus, and February 5<sup>th</sup>, in Columbus.

The first two webcasts and live sessions of *Policing in the 21<sup>st</sup> Century* have been held and both went very well and were very well attended.

Chairperson Stanforth reported that the Attorney General had a news conference and the two of them met prior to that to discuss having pre-certification standards established and the format that needs to move forward. Related to the pre-certification standards, Executive Director Davis stated that agency administrators and academy commanders were surveyed and over 50% of both populations responded. The results will be sent to everyone electronically.

OPOTA Director Justin Hykes reviewed the pre-certification standards survey results. Specifically reviewing information from 484 out of 950 agencies and 113 out of 195 commanders, in the areas of drug screens, psych exams, truth verification testing, and additional criminal disqualifiers. The Attorney General's Advisory Group recommended misdemeanor crimes of violence and sex offenses be added to the disqualifiers to Peace Officer Basic Training (POBT). Of academies and agencies, 91% were in favor of adding more disqualifying offenses. (See Addendum 2, 3, 4).



**Question:** As far as categories for commanders, was that for open and closed academy commanders?

**Answer:** [Director Hykes] Yes, it was sent to anyone with a POBT commander certificate.



**Question:** You just said it was anyone who had commander's certificate, not necessarily the commanders who are actively being commanders. Some results could reflect the feelings of commanders that probably haven't taught for several years.

**Answer:** [Director Hykes] That is true. We run about 100 basic academies a year and we had 113 replies, there were probably some that responded that haven't run an academy in a while; along with some who are no longer commanding that ignored the survey. I would hope the active commanders responded to the survey.



**Question:** What results are you looking to get with your survey?

**Answer:** [Director Hykes] To use it in decisions moving forward gather data, look at the burden of cost, and let the Commission and the Attorney General have the information.

**Question:** And this is driven by what? What is the overall goal?

**Answer:** [Director Hykes] It's driven by the Attorney General's Advisory Group recommendations. The Commission wanted the information on who is already doing it and who thought it was a good idea. The goal is to get better quality peace officers.



**Question:** Their belief is that by doing this (testing), this will change the quality of law enforcement officers coming out of the police academies?

**Answer:** [Director Hykes] Yes, I believe that was the goal; the same with implementing the 40 hours of continuing training and the use-of-force reviews.



**Question:** With the majority of the agencies still doing the testing (before hiring), what purpose will it serve to do it ahead of time?

**Answer:** [Executive Director Davis] The Commission serves as the body to certify someone to be hired by an agency, they just want to do their due diligence in that they have taken all the steps and are not certifying people who wouldn't be successful in the profession.

Discussion: The financial burden gets placed upon the person wanting to break into the field and not with the department who is looking to hire them. If you're dealing with lower socio-economic status individuals and trying to get them into law enforcement, you're pushing them out from the start. By doing something like this, you're discriminating against them because of the costs involved and almost pushing away potential candidates before they get into the door. Director Hykes responded that costs are definitely a factor. That's why the information was gathered, to see the effectiveness of tests and the costs involved and to see if we can get something so it's not too burdensome on people.

Commander Michael Hild said he conducted a survey of the law enforcement agencies in Greene County and it concluded that it cost approximately \$1,200 to do the testing discussed above on top of the physical backgrounds they do along with the equipment they buy for the academy. He's very concerned about these costs for his students. Several of them don't qualify for student aid until at least 30 days before the paperwork can be processed. It will do the opposite of the people you are trying to recruit into law enforcement. Testing before the academy isn't the most accurate, a lot can happen from the time they enter until employment. Do it when they get hired, it's the most up-to-date information.

Commander John Burdette provided that as one of the smallest academies in the state, his average per class is 14 and he runs two academies per year. Several rely on him to provide them with graduates for their employment pool, such as Marietta PD, Washington County SO, and several of the smaller agencies around that area. People from that area, will not drive the distance to other academies. His last two academies had 100% pass rate on the PT exam and 100% pass rate on the written test on the standards already in place. Keep in mind, small academies don't have 30-40 people going through an academy whose local agencies rely on those academies running to provide the applicants from which they hire.



**Question:** Director Hykes asked if you have students that you would not hire, that you feel wouldn't make good officers, why keep them in your academy to get employment?

**Answer:** [Commander Burdette] I base it on some limited factors like a personal interview with them. Some end up passing the academy and state test, then receiving a commission. Also, in some cases they go on and have a career. It's a personal question mark I place on some of them more so than personal criteria.

Discussion: Stephen Smith, graduate of Cleveland Heights Police Academy, stated he feels testing is great in his opinion. He was not commissioned anywhere and put himself through the academy. Listening to everyone's feedback on the pricing, it could hinder a lot of potentially good officers. He would not be able to afford \$1,200 for testing, and then have to pay for the academy. It would discourage several applicants from applying. He is a veteran and benefited from the GI bill; however, it took two months for it to become effective. After investing the money to go through the testing, the commander and/or commander's second body may decide who will go through the academy without the possibility of allowing that candidate the opportunity to go through the academy and show their potential of being a great peace officer for the state of Ohio. The pricing of the testing can be a hindrance for any candidate.

A commander added that the open enrollment system is a method for minority candidates to get their foot in the door in law enforcement. This will slam the door on these candidates because they don't have the money to invest in these tests prior to attending a police academy.

It's our job as commanders to determine who will make it through the class. Leave that up to the commanders. Some see it within their position that a cadet starts off slow, the cadet may not be that good, but ends up being a great officer. Captain Barnard said in Cuyahoga County, police reform is needed. You would be denying minorities from getting into the police academies because of these requirements. He believes one of the requirements from the Advisory Committee, was to make the departments more diverse. This is moving away from that. During the seven to eight months of training during the academy, the commanders should be the ones to eliminate the cadet. That is the commander's job to make that candidate good for the department. Then, it is on the chief to do the background check and the other things required to be a member of the department. It's doing double work.

Kent State Commander, Perry Tabak stated the Commission has done a wonderful job of putting in filters for those that are not going to make it. That eliminates problems along the way. If students can't pass certain phases and/or do certain things along the way, they will have to drop out. Those factors are in place and are working well. The problem should be placed on the hiring agency, they are not police until they are hired. Once you graduate until the time you are hired, could be a large time span. A lot could happen between pre-academy testing and pre-employment testing. Ownership should be placed on the hiring agency.

The officer involved in the Tamir Rice shooting passed a background, polygraph, psychological, and a drug screen prior to attending two police academies. Just because someone passes those pre-entrance standards, doesn't mean a person is fit to be a police officer. That's what a police academy is for. Director Hykes asked if this officer also graduated from his two police academies? The response was yes.

Mark King, Owens Community College stated the survey actually reflects that the academies are doing a good job. There are some candidates that shouldn't be there. A lot has to do with aptitude, character, and integrity. He isn't opposed to testing at all, except it's the implementation of where. He is constantly looking for diversity and is struggling. Excellent points have been made that qualified diversity will be driven away because it's expensive. It's just a matter of looking at the survey and fine tuning it. Keep it open for discussion, we shouldn't look at our relationship as adversarial, we should be partners and collaborate to provide good candidates for our community.

As an administrator, there are mechanisms in place that if we feel a cadet is unfit to sit for the state exam, we will not let them sit for it. Another point is that the issues going on in the departments are dictated by department culture. Nothing has been said about standardized FTO programs across the board. Should that be in place? The culture and sub-culture of a department has a large effect on how an officer is going to behave. A stellar officer can burn out within five years because of poor training due to lack of resources. Look at the big picture.

Cadet Moore, Cleveland Heights Police Academy, stated he is here on behalf of the minority and military personnel. He utilized his entire bonus check from the military to enter into the academy. While in the military, he received awards and commendations. While attending the academy, he did the same thing. As a minority coming into law enforcement, he had a low image of police because of people that didn't know anything about the city they were in or the people they were talking to. He wanted to make a difference. If a larger minority pool was available to pick from, you would see more blacks and females and be able to show that this isn't a racist thing. It's not about black supremacy, law enforcement is about trying to help the community and trying to help out everyone and that we are here to protect you and to keep you safe. Minorities want to protect other minorities. Putting in a \$1,200 additional expense on top of what you already have to pay, it makes it difficult to get in. The only reason he made it through, was because he worked part-time jobs and had his VA benefits. He understands it's important to have a higher standard to choose from, but the standard doesn't necessarily have to be a financial burden on the cadets coming in.

[Unidentified commander] A commander stated there are only two of the four pre-qualifiers that I have confidence in, the drug screen and PT assessment. After 27 years in law enforcement, I've conducted investigations, used polygraphs and have no real confidence in the other two tests.

Dave Gregory, University of Cincinnati asked, what are the stats on cadets going through an open enrollment academy who don't get appointed? For example, those who ultimately do not end up in law enforcement. Most of the students come through the academies to be officers; however, some end up in forensics, security, and some become attorneys. When you start doing testing to get into the academies, who will decide what is acceptable to get into an academy? What is the baseline? Can OPOTC require at the end for appointments and before you get your certificate, that a polygraph and psychological test be given?

Chairperson Stanforth stated the Commission appreciates all the points brought forth today. He asked the academy representatives if anyone ever refunded money to students that have failed? One indicated they have refunded money. Sheriff Stanforth also provided that the Commission doesn't have the authority to regulate agencies. The Constitution of the State would have to be changed for that to happen. The Governor's Task Force and the Attorney General's Advisory Group came together and said these are the things that are broken and this is what could fix those things. There are mixed responses from today's audience that we recognize what is being said; we don't want some of it, along with some saying we don't want it at all.

The Attorney General has proposed six items by the working group. The high school/diploma item has already been addressed. In order to attend an academy, everyone must have a GED or a high school diploma. We need to look at these as remaining five individual issues. It allows the Commission time to reflect, review, and discuss; it will allow the staff some extra time to bring back some statistics and numbers; and will also allow commanders/instructors /potential employers to have some input on each one of the issues coming forward.

Chairman Stanforth said there are three of the five qualifiers that are fairly objective.

Drug Screen: Taking a drug screen, you pass or you fail. Can we make it cost effective so it's not a burden on the student or the academy?

Physical Fitness Assessment: When taking the physical fitness test, you either can do it or not. Take a look at what the student can do upon entry level and what that standard should be and while in the academy, can they reach the level of performance at the exit of the academy.

Criminal Disqualifiers: You're a convicted criminal or you're not. There's no gray area.

Chairman Stanforth discussed the other two disqualifiers as being subjective. They are psychological exams and truth verification. The results from these two items will be interpreted by different people which makes the exams subjective. The Commission has an opportunity to study the topics with some type of a resolution and bring back to the table for discussion on what type of financial impact it would have on the student.



**Question:** Mr. Stephen Schumaker asked what the cost of a 5-panel or 10-panel drug screen would be. Do you believe a standard 5-panel is less than \$50?

**Answer:** [It varies from \$20 to \$150. We did a 5-panel. It can vary from hospital to hospital. Yes, \$50 or less. Our cost was \$35.

**Question:** Mr. Schumaker asked if anyone would want someone who could not pass a 5-panel drug test that includes the basic drugs of abuse in their academy.

**Answer:** No.



## **MOTION:**

**Mr. Schumaker made a motion to the full Commission to require a standard 5-panel drug screen as part of the medical assessment to enter into an [peace officer basic] academy to become effective July 1, 2016 which also allows the executive director discretion in the future to consult with individuals such as state crime labs to inquire about new drugs to see if the 5-panel screen needs to be expanded. The motion was seconded by Sheriff Heldman. After a brief discussion, a vote was taken and passed unanimously. Yes-8 / No-0**

Discussion: Mr. Schumaker asked if this motion passed, what could be a realistic date so it wouldn't affect current academies? If passed and the Commission made it effective July 1<sup>st</sup> of this year, is that reasonable? The audience said yes.

A commander asked if BCI's lab could do these screens. Mr. Schumaker responded, no.

Chairman Stanforth said the OPOTC staff needs to begin work on the issues discussed and bring the information back to the next Commission meeting on March 10<sup>th</sup>, 2016. Mr. Schumaker stated it is an issue whether it's the commander's responsibility to collect the samples or someone else's.

Chief Clayton Harris commented that he understands the motion and the feelings of everyone to get things done; however, for some reason it seems like there's a haste to do this. He's concerned with all that needs to be figured out before a decision is made. Mr. Schumaker asked Chief Harris if he felt July 1<sup>st</sup> was a reasonable amount of time to figure out the details? Chief Harris stated there are so many details and no one seems to have any answers. Chairperson Stanforth said by the March meeting we will have details from staff and if modifications are needed, they can be made then. Mr. Schumaker is trying to give as much advance notice now instead of waiting until the March meeting.

In addressing the physical fitness standards, Mr. Schumaker said as a starting point, there's two issues – what should the standard be so that cadets pass at the end of the academy and avoid injuries during the academy.

Deputy Director Eric Schaefer presented data on pre-entrance standards. The purpose of the data conducted was to determine whether or not having an entrance standard would increase a cadet's success at the final assessment; if having an entrance standard did increase the success rate, determine what percentile should the standard be set. (See Addendum 5)

Mr. Pete Willis, Sinclair Community College, stated over 12 years ago they adopted an entry standard. They take the 15<sup>th</sup> percentile as an entry to get into their academy. Sinclair stays within the hours OPOTA requires and has a 95 – 100% pass rate consistently. He will inform cadets to come back if he feels they are not ready at that time. There are some that barely meet the standard. But, when given a standard to meet, it's human nature to want to push past it. However, he has a concern if a higher standard is set. Some females come in that are great PT students, others it's just not their culture.

Mr. Schumaker asked Mr. Willis what attributes Sinclair's success rate? Mr. Willis answered not everyone coming in, isn't at the "15<sup>th</sup> percentile", that's just the entry standard. People being people, they push past that. He has a medal program of bronze, silver, and gold for PT. He assumed he would buy more bronze than gold. He has to buy more gold medals.

Chief Jacobs said that she feels there should be a pre-entrance test based on a prediction that they would pass at the end. Determining a percentile is the question. If looking at the addendum, it looks like there would be a good success rate if you go in with a 25<sup>th</sup> percentile because passing is 70%. Pre-entrance is setting the student up for success and allows the academy staff to focus on all the things to get done and not have the student hinder the other students during PT.

Chairman Stanforth asked Chief Jacobs if she was recommending that number for a pre-entrance? She stated that being new and not knowing where the biggest problem is, she would like to have more PT information. Mr. Hykes will supply the information at the March Commission meeting. SAC Stephen Anthony asked if the timing of the test should be discussed further. Mr. Willis stated that at Sinclair, testing is setup within 30 days of the start of the academy and they get 2 attempts. The OPOTC requirement is used to pass a 15<sup>th</sup> percentile or better for entry into the academy. The initial OPOTC test is scheduled on day one. Students are given a full refund if they drop on the 9<sup>th</sup> day.

**MOTION:**

**Chief Jacobs made a motion to the full Commission to have OPOTC staff research the percentile used as a pre-entrance for the physical fitness assessment. The motion was seconded by Mr. Schumaker. No discussion. Motion passed unanimously. Yes-8 / No-0**

Executive Director Davis stated that the Advisory Group recommended adding any sex offense and misdemeanor crimes of violence as disqualifiers for enrolling in (peace officer) basic training academies. Sergeant Mineard said that when doing backgrounds with misdemeanors, you need to take into account how long ago it took place. (See Addendum 6)

Chairperson Stanforth asked if the Commission was comfortable with the additional disqualifiers and the wording of misdemeanor crimes of violence being included with it being decided on how many years to go back to for convictions. Sgt. Mineard stated we need an outline of what we feel comfortable with of a misdemeanor conviction and how long will that preclude someone from going through an academy. It needs to be researched further. Mr. Jeff Clark said there is at least two definitions of sex offenses. 1) the title of 2907 which collectively are sex offenses and 2) the definition in title 2950, the SORN statute – it does not include public indecency and has other limitations and qualifiers on what is a sexually-oriented offender offense. Chief Jacobs brought up the issue of convictions from other states. Chairperson Stanforth noted that theft was not included on the list and the misdemeanor levels of theft need to be addressed as a disqualifier. We need to provide the OPOTC staff a better understanding of how we want them to proceed for the March Commission meeting in the motion.

**MOTION:**

**Sergeant Mineard made a motion to the full Commission to have OPOTC staff outline the misdemeanor aspects of these felonies that already preclude entry into an academy, research what timeframe would be used, and how we view convictions from other states that would count in disqualifying entry into an academy. The motion was seconded by SAC Anthony. After brief discussion, the motion passed unanimously. Yes-8 / No-0**

SAC Anthony asked if the Commission was agreeing to do the additional research or to add the disqualifiers and do the research? Chairperson Stanforth confirmed the motion was to direct the staff to research the issues and report back to the Commission in March.

Chairperson Stanforth moved onto the psychological examination issue. He asked if the Commission wanted to open it up for discussion. Hold off on it with the stipulation staff would bring information and options to the March meeting. Mr. Schumaker stated that we would need an understanding of the purpose of the test.

Chairperson Stanforth said the other issue is the truth verification test, which would be the same level of discussion. Chief Jacobs brought up the issue of the costs involved for those of lower economic status. What are the demographics of those entering the academies, graduating, and getting jobs. Are we impacting those cadets by requiring more costs that might keep more people out of the academies?

**MOTION:**

**Sheriff Heldman made a motion to the full Commission for OPOTC staff to study and gather information on the psychological examination and truth verification test and the information be brought back no later than the May Commission meeting, if possible the March meeting, with recommendations and costs involved. The motion was seconded by Sergeant Mineard. No discussion. Motion passed unanimously. Yes-8 / No-0**

Director Hykes reported that at September's meeting, the Commission passed a motion to recommend that the OAC rule be amended regarding statutory mandated training. The proposed rule said the Commission shall set the number of hours for each statutorily mandated basic training topic and it gives officers a two year window for officers to complete the training. After going through JCARR, it was determined the proposed rule was not specific enough to the basic training aspect where the Commission could set the hours. JCARR wanted minimum hour caps be added to the rule. It has been reworked and the minimum number of hours required for each mandated topic for basic training has been listed. Once the Commission approves it, it will be presented to JCARR. (See Addendum 7)

Executive Director Davis recalled that a few months ago the Commission expressed its desire that the statutorily mandated training be completed within a reasonable amount of time. The legislative intent wasn't that the officers get this training years down the road, but within 2 years.

**MOTION:**

**Sergeant Mineard made a motion to the full Commission for OPOTC to approve the language as it is written to be submitted to JCARR. The motion was seconded by Sheriff Heldman. No discussion. Motion passed unanimously. Yes-8 / No-0**

## VII. New Business

**Sheriff Vernon Stanforth**  
**Chairperson**

Mr. Clark reported that the Commission has received two instructor revocation appeals. Hearings need to be set for both. It was recommended to set hearing dates at or before the next regular meeting. One gathering could take care of both; however, it's impossible to predict the length of each. One appellate is represented by counsel, which could take longer. The other could acquire counsel. Mr. Clark recommends separate dates. Executive Director Davis asked if these hearings counted towards attendance requirements and Mr. Clark responded that they do not. It was recommended to have the hearings in London. OPOTC will send out dates to Commissioners to determine hearing dates.

## VIII. Guest Forum

**Sheriff Vernon Stanforth**



**Question:** With CPT for officers and a lot of it being completed through eOPOTA and problems with some officers gaining access to OHLEG; is there a possibility of the eOPOTA section being a stand-alone site?

**Answer:** Executive Director Davis stated it actually is being considered. The Attorney General's Office just started a project with our I.T. Section to look at other options on a learning management system that would not be within OHLEG.

**Question:** [Commander Valone] Are there any restrictions for international students without U.S. citizenship taking POBT?



**Answer:** Mr. Clark looked at this a while back and replied. There's no express provision in Ohio law that prohibits a non-citizen from being a peace officer; however, at times there are statutes that can affect that one word that's a defined term in other statutes somewhere else. Some states have a specific exclusion of non-citizens of eligibility to be a peace officer.

**Question:** Do you think there would be any purpose to visit that officially to make a determination on whether or not a non-U.S. citizen should or should not be accepted?

**Answer:** Mr. Clark said that as far as if they should or should not, that's a policy and legislative issue, but I can research whatever the Commission would like me to research.

Chairperson Stanforth asked if it's been an issue before? Mr. Clark responded it came up tentatively once and he couldn't remember the circumstances. It was a while back. Director Hykes stated that he's been asked about it before as well and the only restrictions currently are the Federal Weapons Disability. The federal statute is that if they are here legally with a visa and are able to have a firearm, they can take POBT.

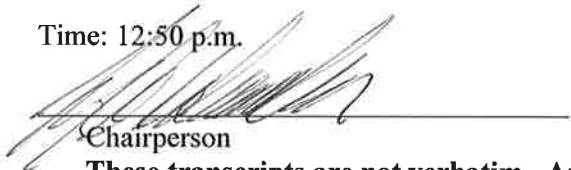
Mr. Clark stated he will look into it if the Commission would like him to. They would.

### **Motion To Adjourn**

Chairperson Stanforth asked if there was anything further to address. With nothing forthcoming, he asked for a motion to adjourn.

**SAC Anthony moved to adjourn the meeting. Sheriff Heldman seconded the motion. The vote passed unanimously. Meeting adjourned.**

Time: 12:50 p.m.



Chairperson

**These transcripts are not verbatim. Audio recordings are available upon request.**



## New Chiefs' Training Course Curriculum

- Fundamentals of the Criminal Justice System and Local Governments
  - 3 hours
- Budgeting in a Police Agency
  - 4 hours
- Ethics, Sexual Harassment, EEOC
  - 4 hours
- Implicit Bias
  - 2 hours
- LEADS OHLEG, and OPOTC
  - 3 hours
- Procedural Justice and Police Legitimacy
  - 4 hours
- Record Retention and Public Records
  - 4 hours
- Situational Leadership
  - 3 hours
- Evidence
  - 3 hours
- Recruitment Hiring and Retention
  - 3 hours
- Policy and Procedures
  - 3 hours
- Supervising Police Personnel Coursework
  - Coursework: 30 minutes at the end of each day/2 hours
  - Final Review: 2 hours

Total: 40 hours

## New Chiefs Training Subject Matter Expert Group

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**Chief Mark Denney**

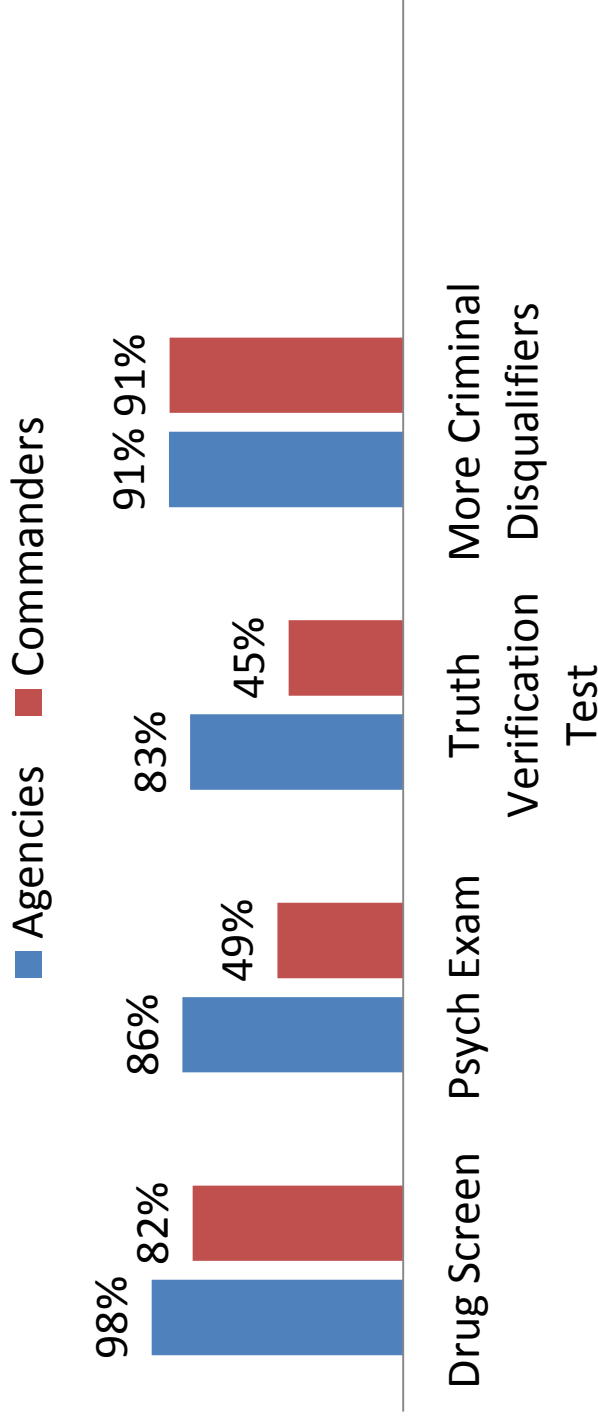
Colerain Twp PD (Hamilton Co.)  
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# Support for pre-certification recommendations summary

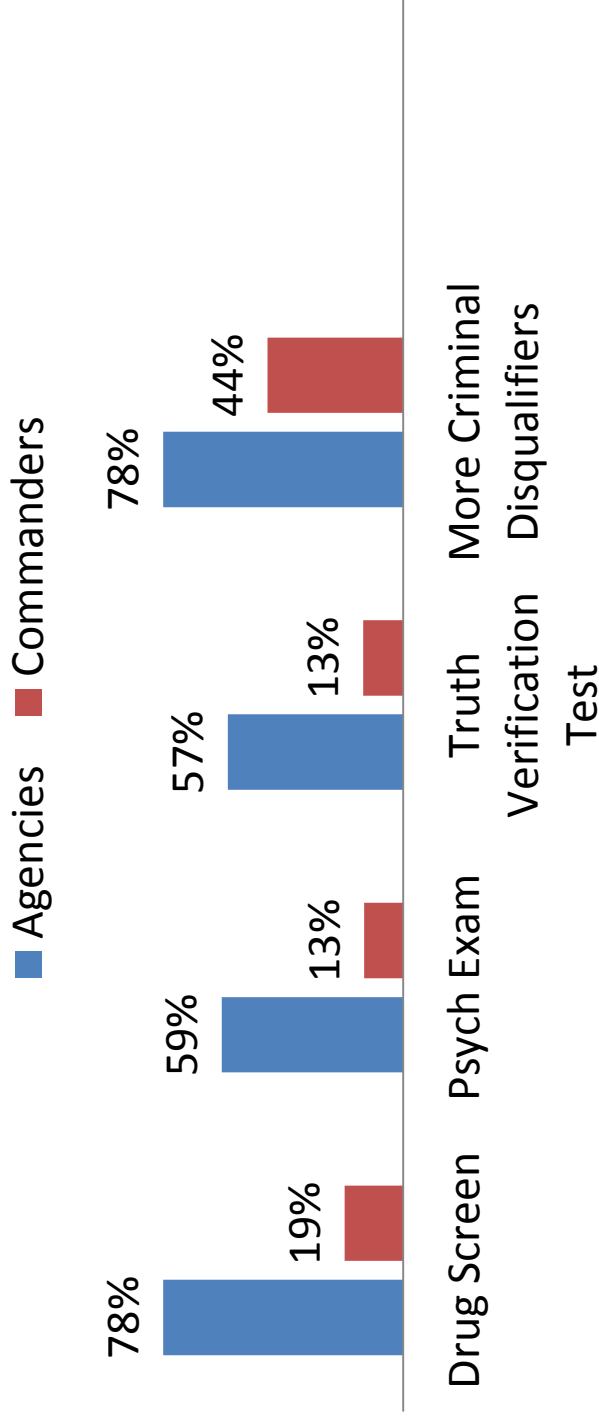
- 484 out of 950 agencies took survey
- 113 out of 195 commanders took survey





# What is currently being done

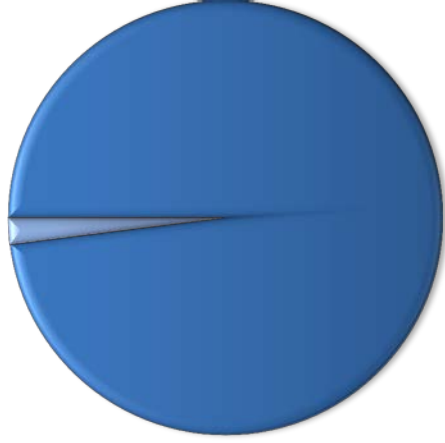
- 484 out of 950 agencies took survey
- 113 out of 195 commanders took survey



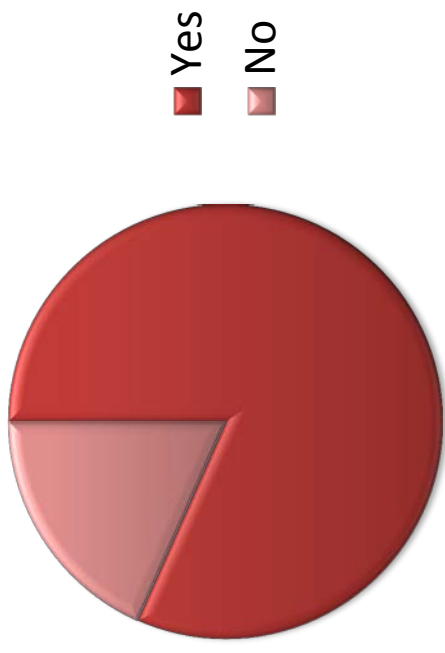
# Support for a drug screen prior to an academy

- Agencies
  - 484 responses
  - 473 (98%) in favor
- Academies
  - 109 responses
  - 89 (82%) in favor

Drug Screen



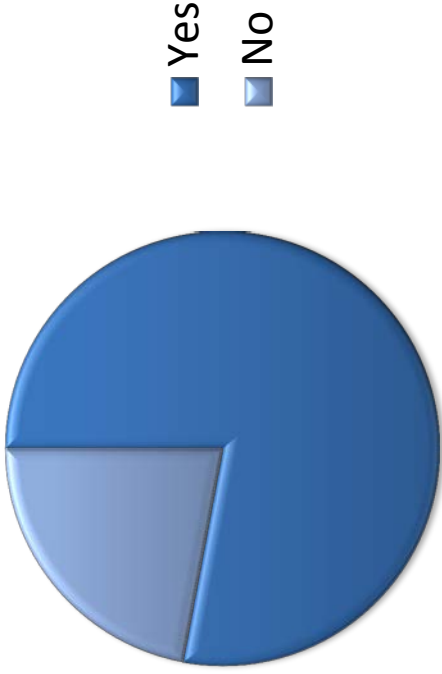
Drug Screen



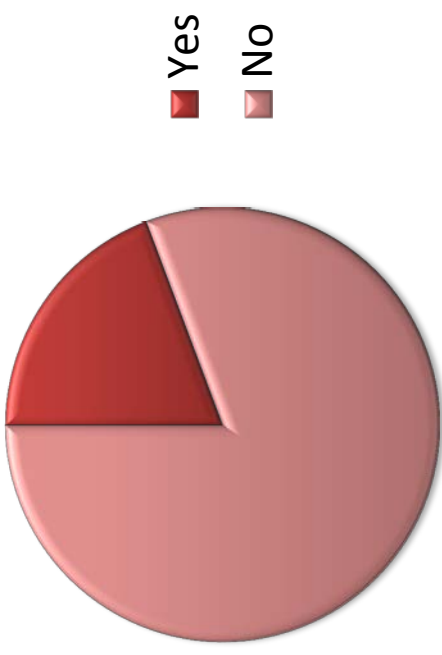
# Currently drug screening applicants

- Agencies
  - 482 responses
  - 375 (78%) currently screen
- Academies
  - 109 responses
  - 21 (19%) currently do

**Drug Screen**

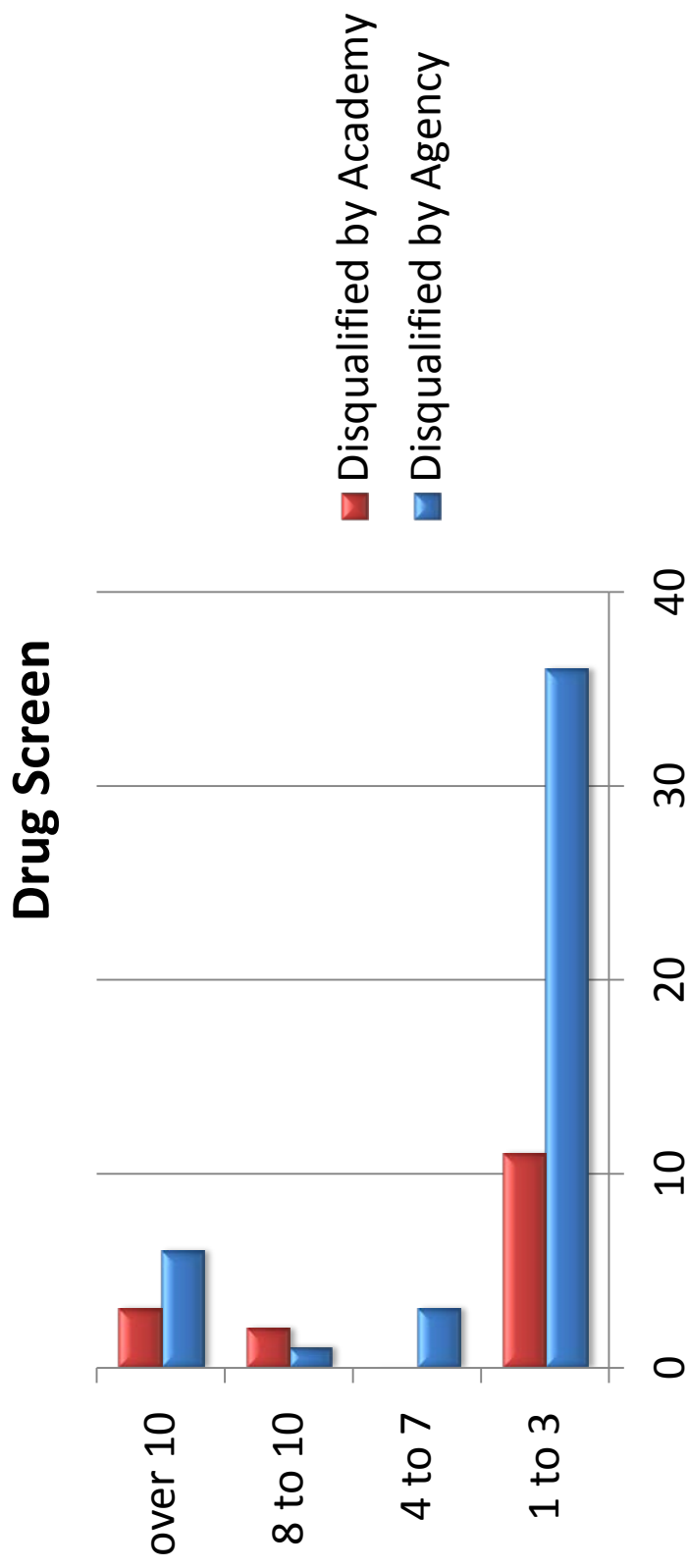


**Drug Screen**



# Disqualified due to drug screening

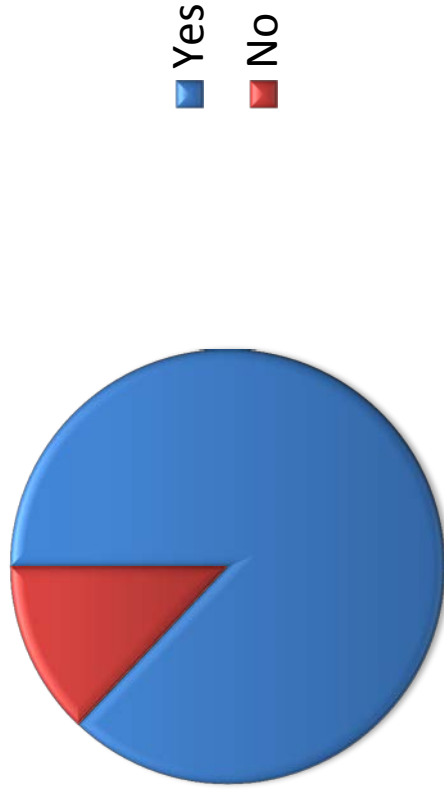
- 399 responses from academies and agencies



# Agencies that will still drug test even if we require it before an academy

- 87% state they would still drug screen.

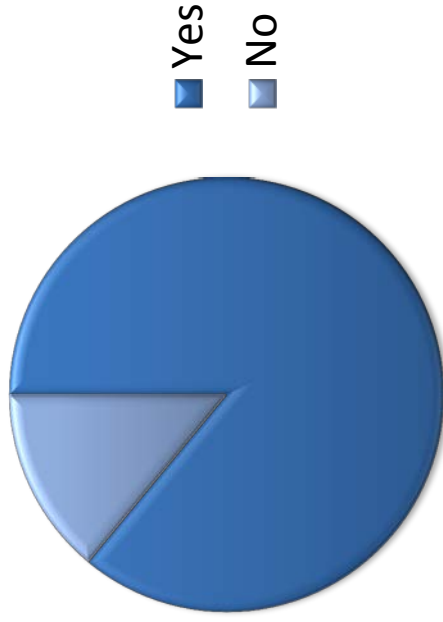
Drug Screen



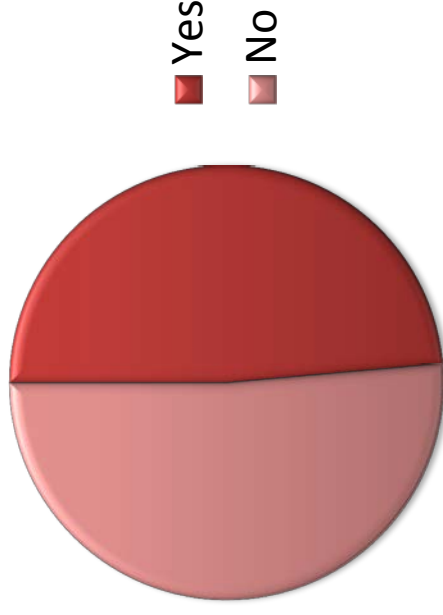
# Support for psych exam prior to starting an academy

- Agencies
  - 471 responses
  - 406 (86%) in favor
- Academies
  - 107 responses
  - 52 (49%) in favor

Psych Exam



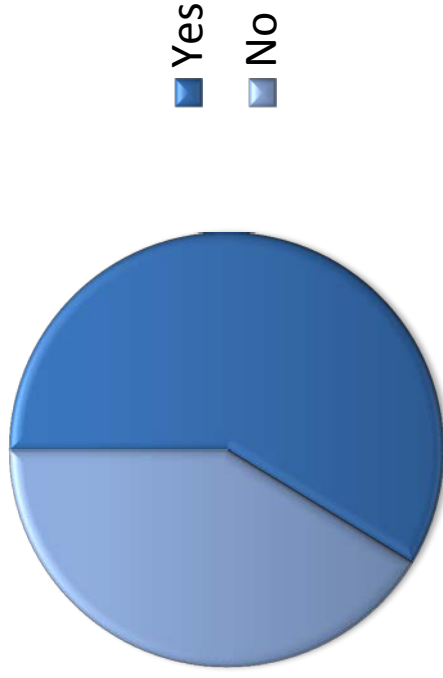
Psych Exam



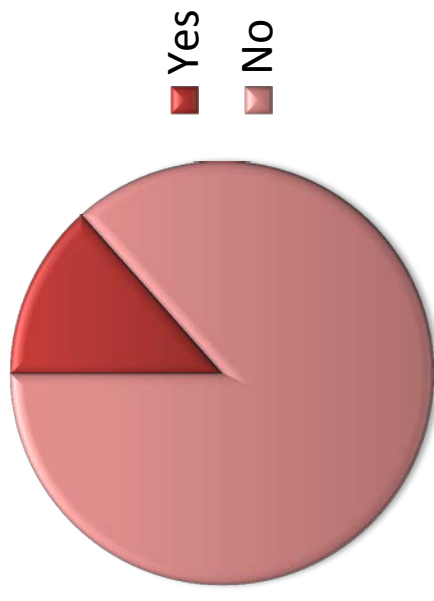
# Currently conducting psych exams on applicants

- Agencies
  - 472 responses
  - 277 (59%) currently do
- Academies
  - 106 responses
  - 14 (13%) currently do

**Psych Exam**

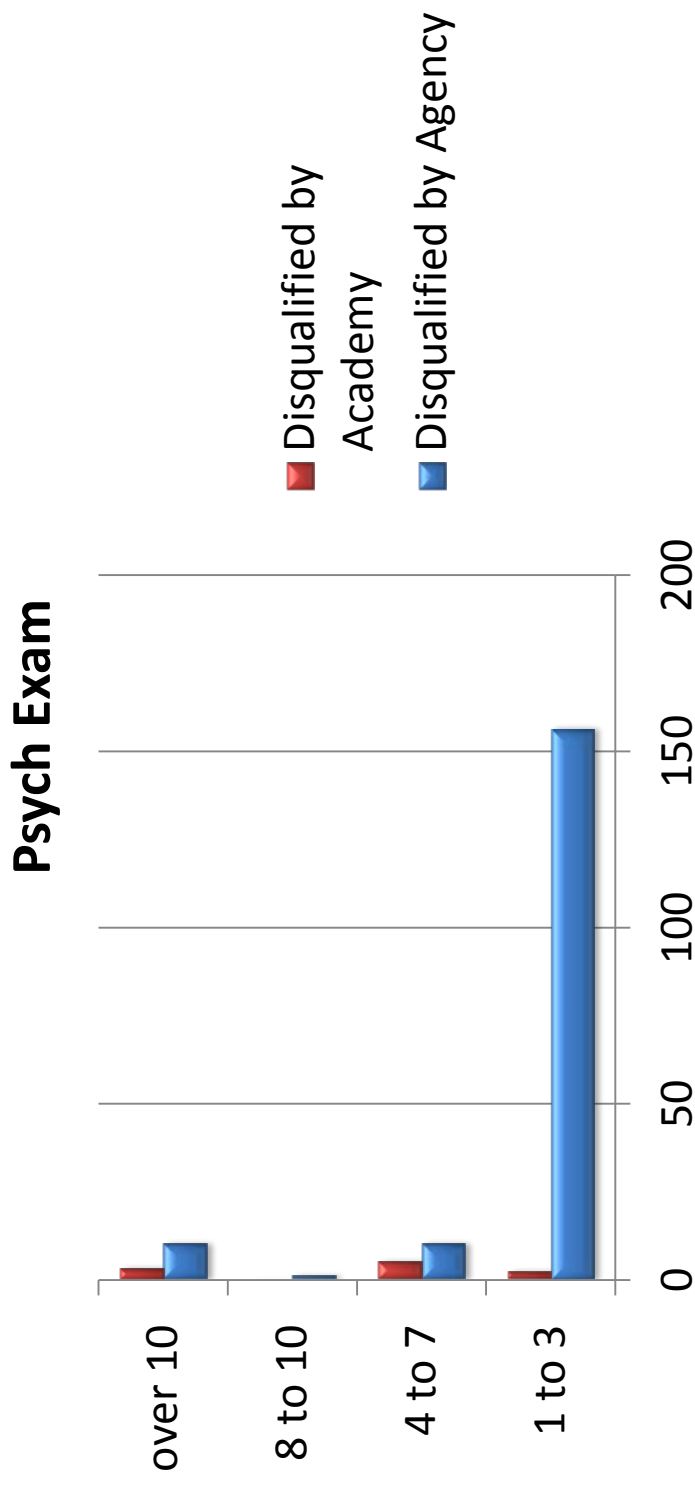


**Psych Exam**



# Disqualified based on psych exam

- 298 responses from both groups

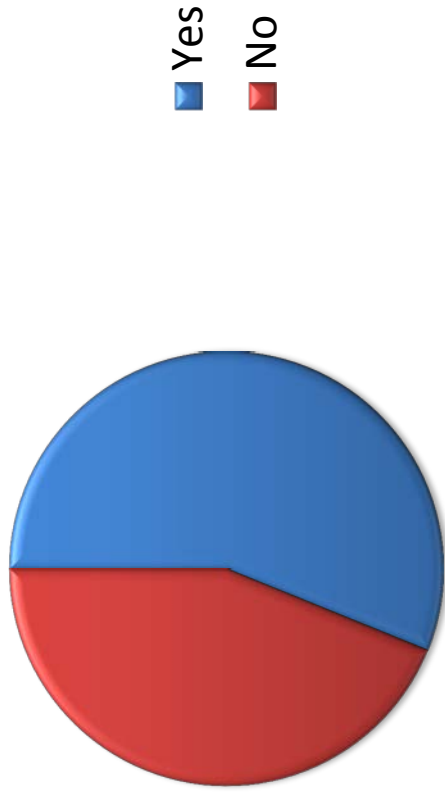




# Agencies that will still conduct a psych exam even if we require it before an academy

- 56% state they would still conduct a psych exam.

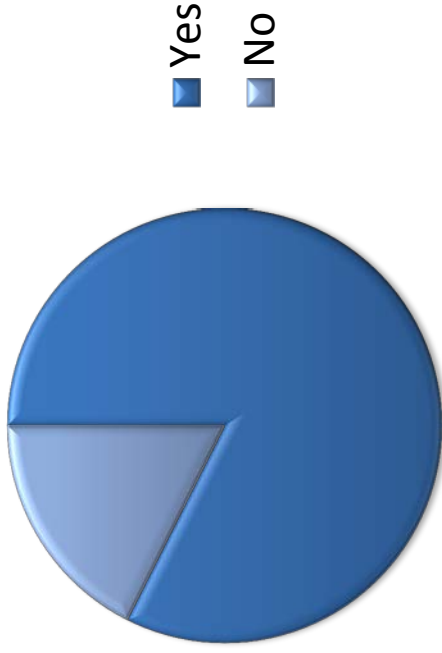
Psych Exam



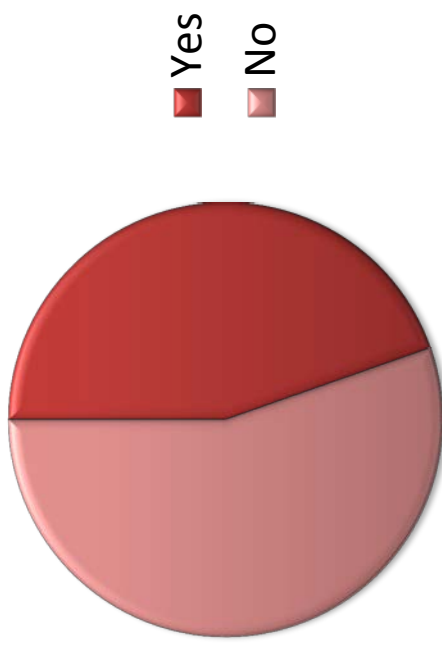
# Support for truth verification test prior to starting an academy

- Agencies
  - 463 responses
  - 384 (82%) in favor
- Academies
  - 108 responses
  - 48 (45%) in favor

Truth Verification Test



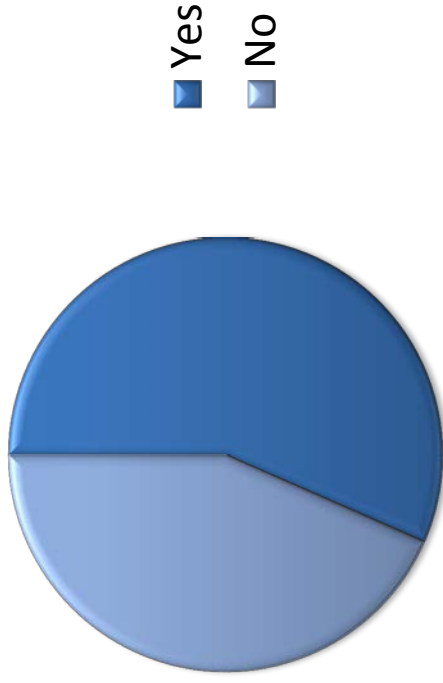
Truth Verification Test



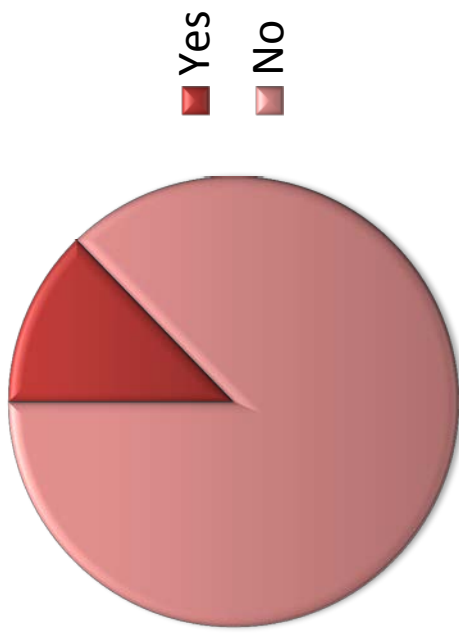
# Currently conducting truth verification tests on applicants

- Agencies
  - 458 responses
  - 259 (57%) currently do
- Academies
  - 102 responses
  - 13 (13%) currently do

Truth Verification Test

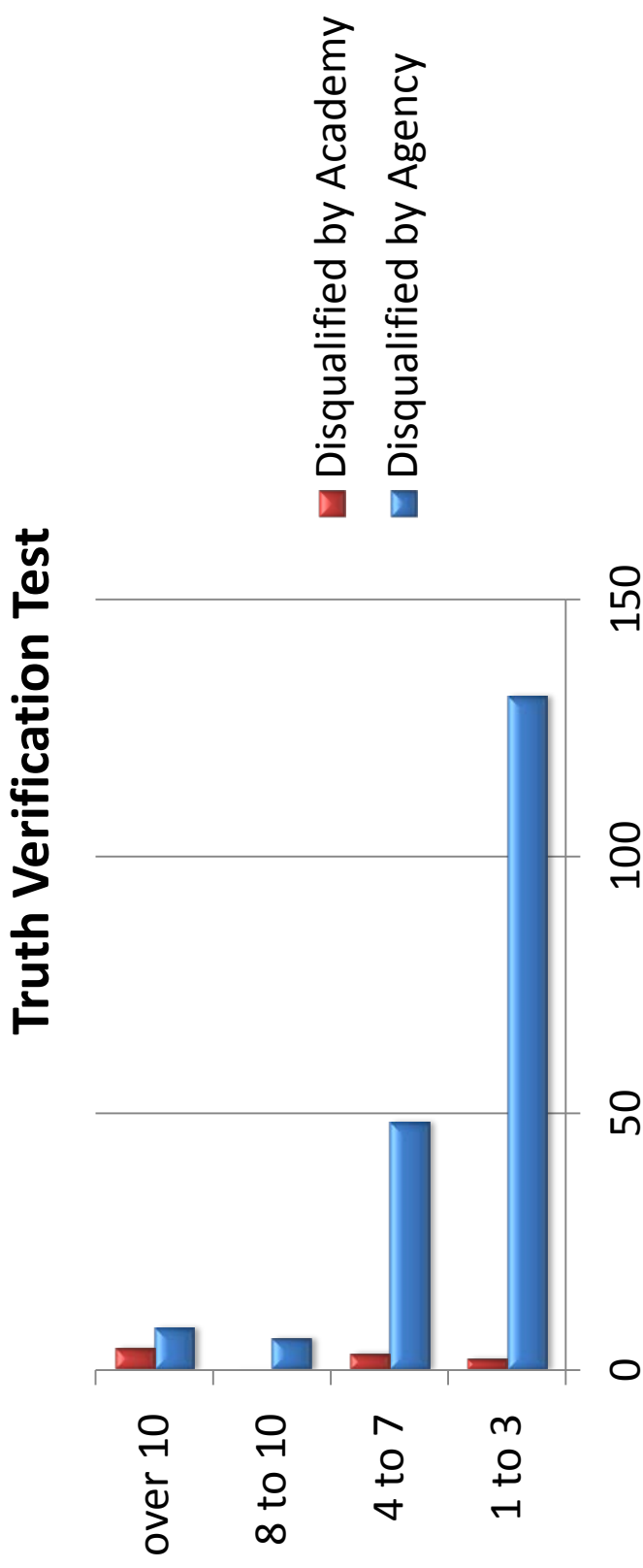


Truth Verification Test



# Disqualified based on truth verification tests

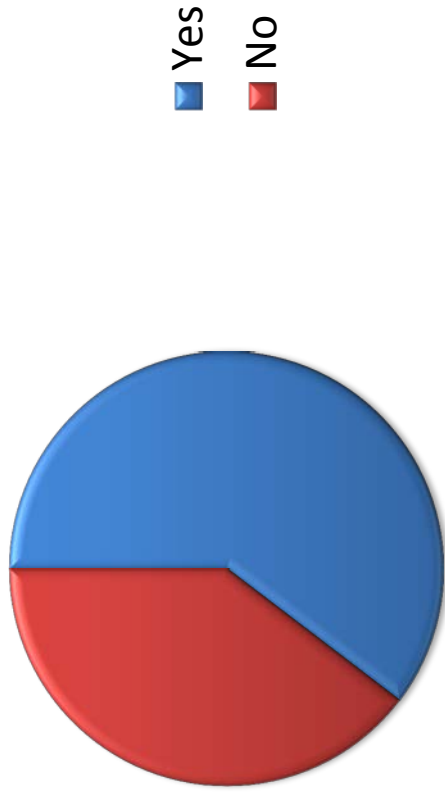
- 271 responses from both groups



**Agencies that will still conduct a truth verification test even if we require it before an academy**

- 60% state they would still conduct a truth verification test.

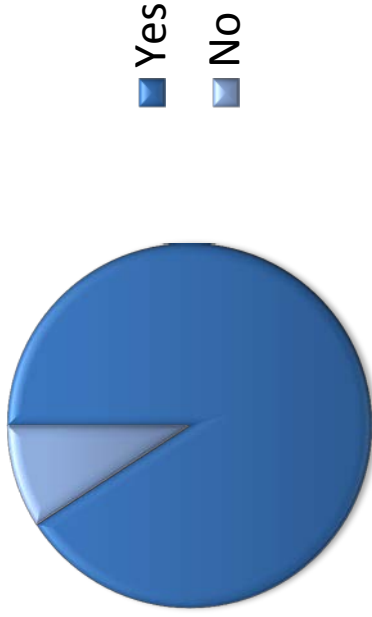
**Truth Verification Test**



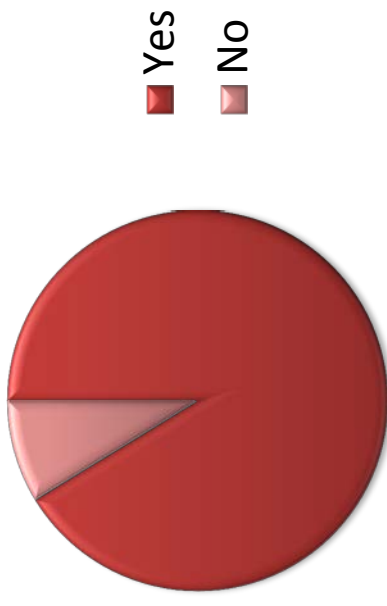
# Support for additional criminal disqualifiers

- Agencies
  - 449 responses
  - 408 (91%) in favor
- Academies
  - 103 responses
  - 94 (91%) in favor

## Additional Disqualifying Offenses



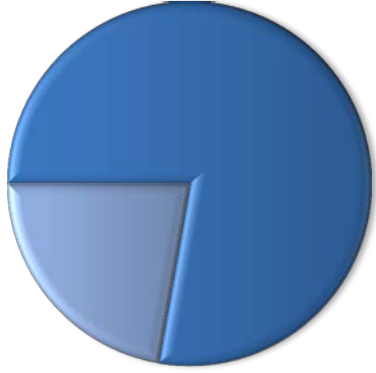
## Additional Disqualifying Offenses



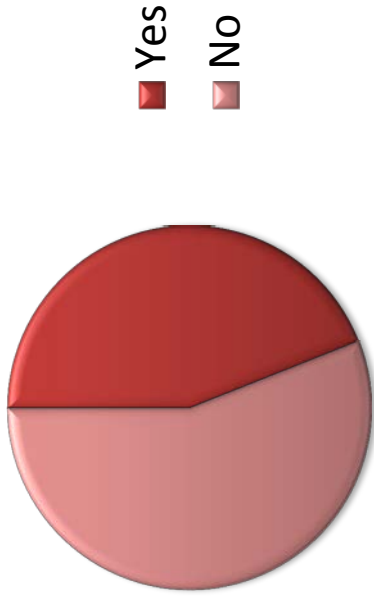
# Currently have additional disqualifying offenses

- Agencies
  - 450 responses
  - 350 (78%) currently do
- Academies
  - 100 responses
  - 44 (44%) currently do

## Additional Disqualifying Offenses



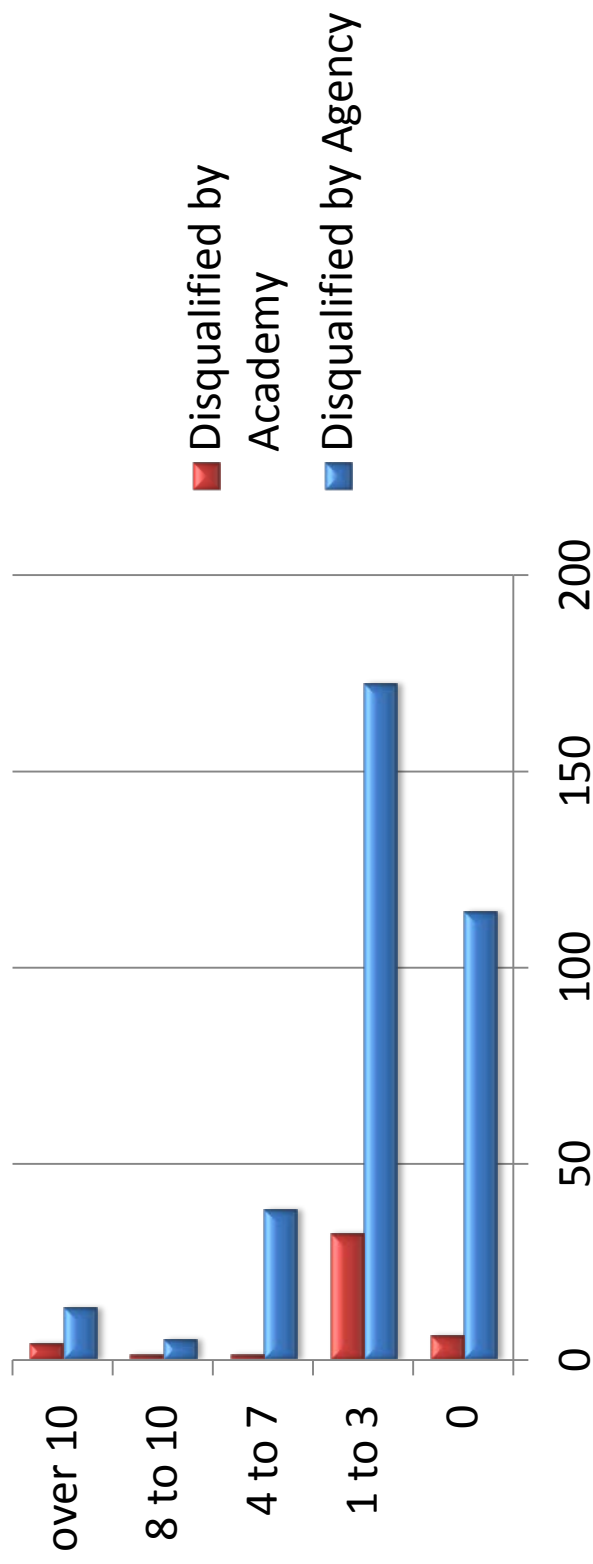
## Additional Disqualifying Offenses



# Disqualified based on additional criminal disqualifiers

- 386 responses from both groups

Additional Disqualifying Offenses

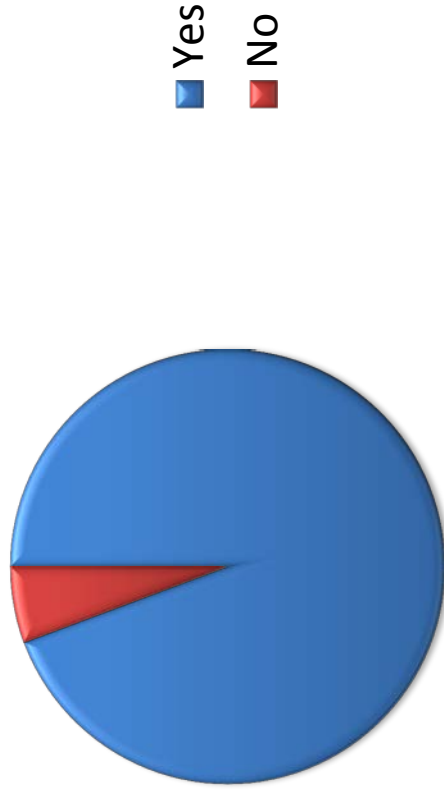




Agencies that will still check for additional disqualifying offenses even if we added misdemeanor crimes of violence and sex offenses to our list of disqualifying offenses

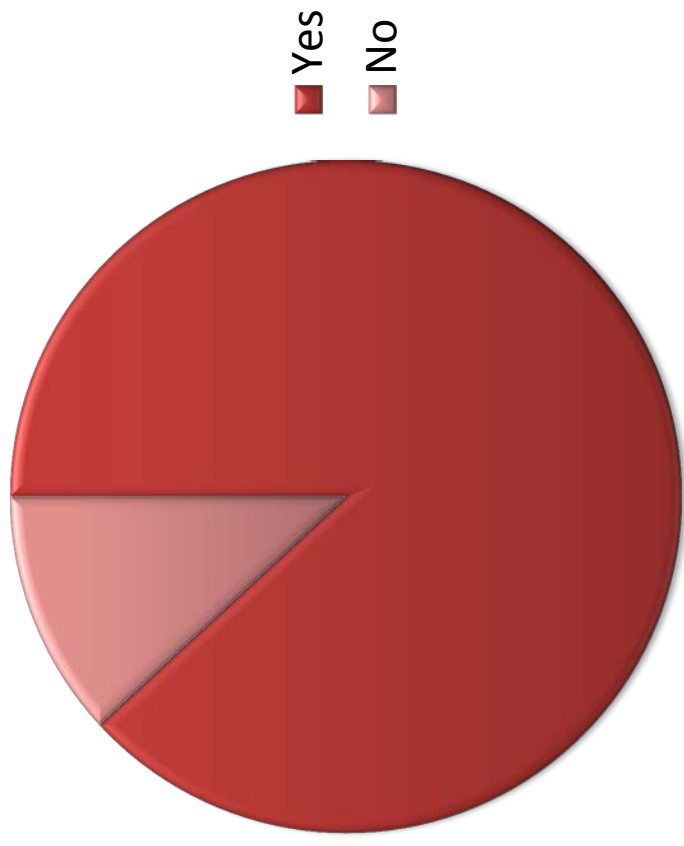
- 95% state they would still check for more disqualifying offenses.

### Additional Disqualifying Offenses



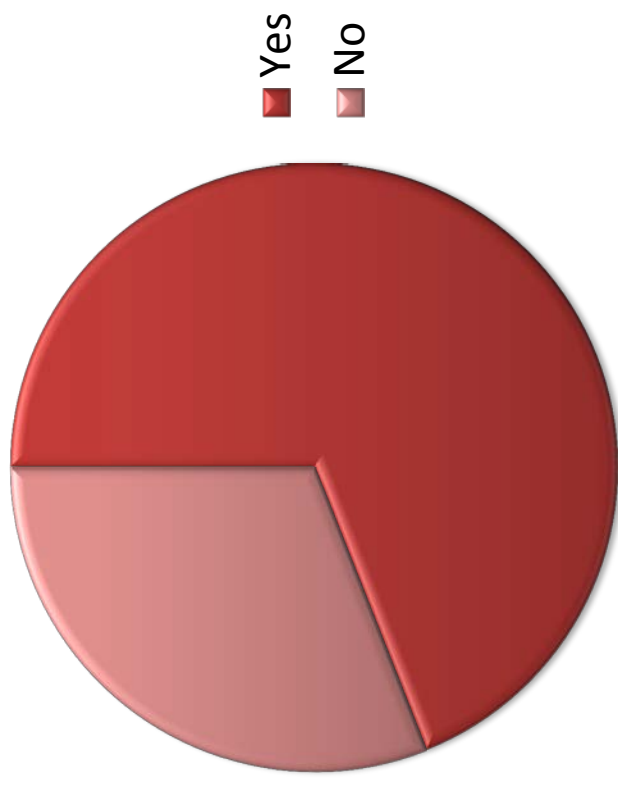
# Support for pre-entrance physical fitness test

- Academies
  - 101 responses
  - 89 (88%) in favor



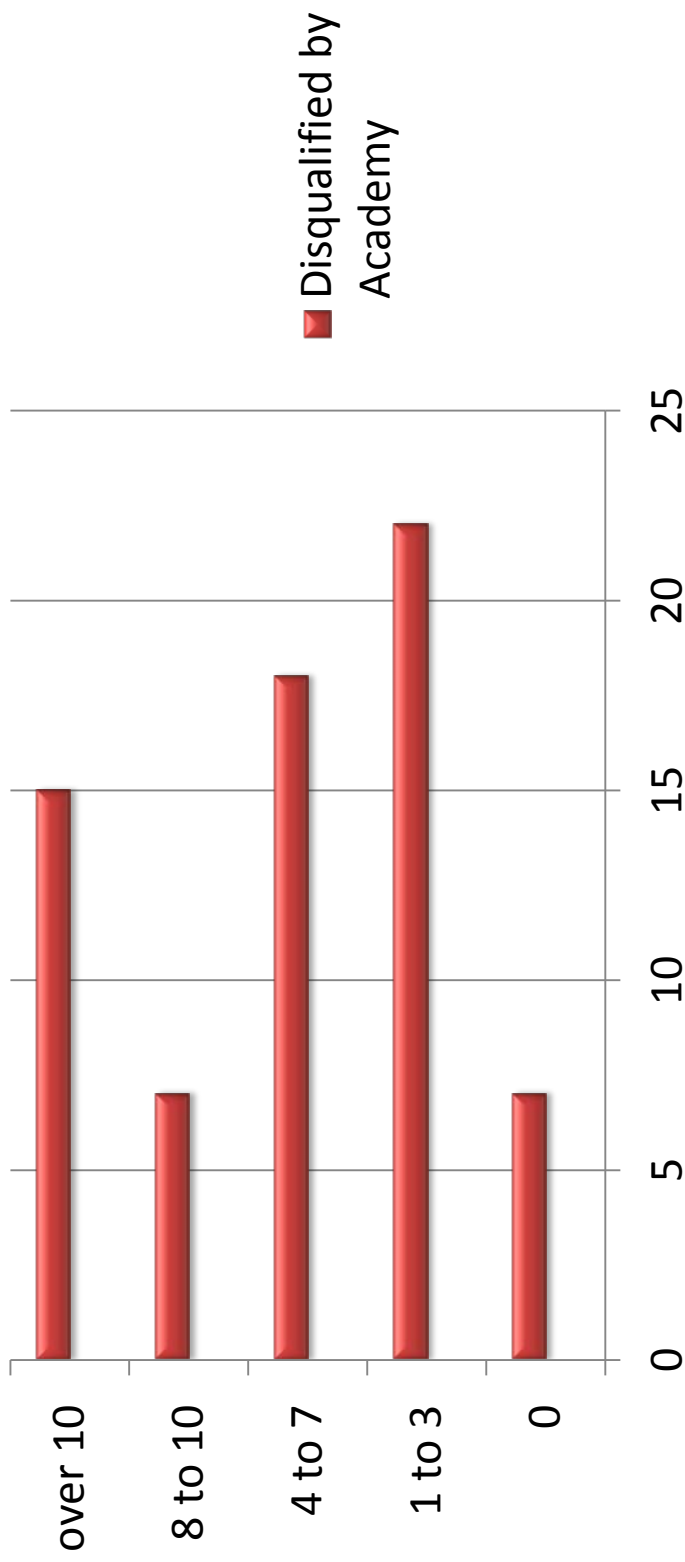
# Currently have pre-entrance physical fitness test

- 100 responses
  - 69 (69%) currently do

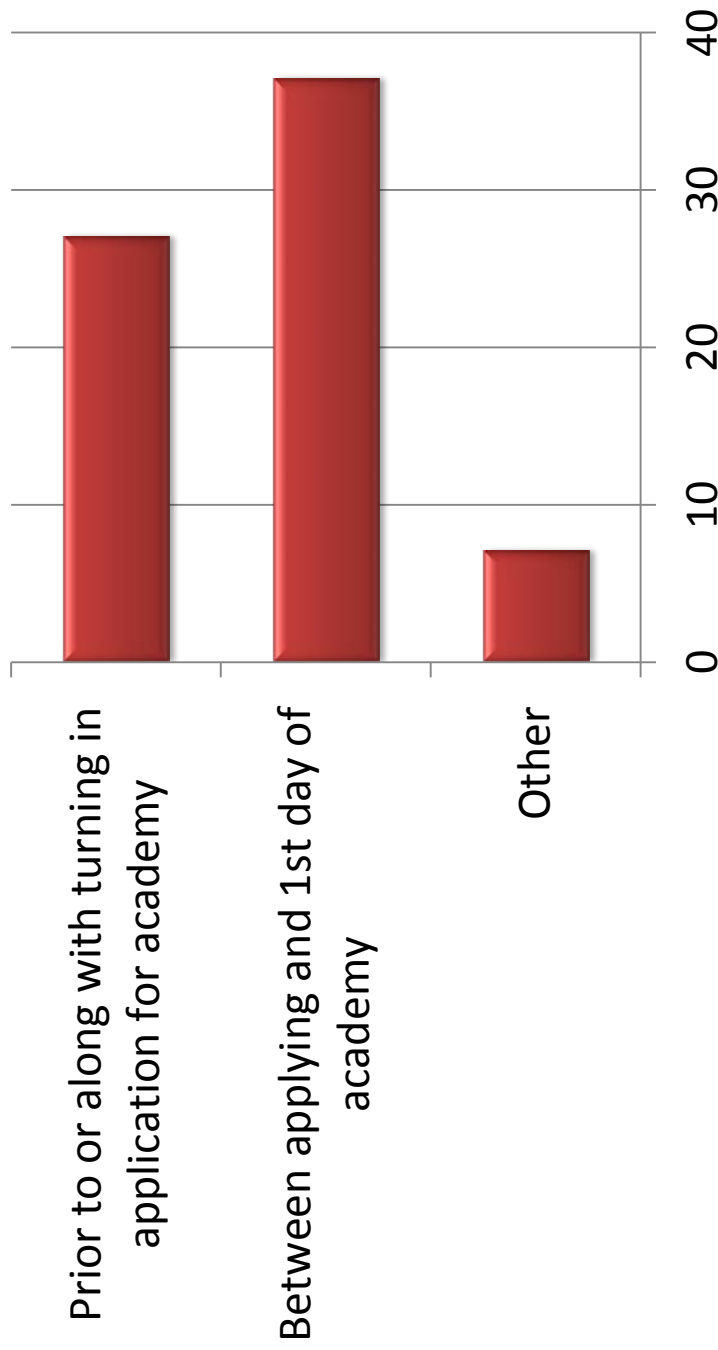


# Disqualified based on pre-entrance physical fitness test

- 69 responses

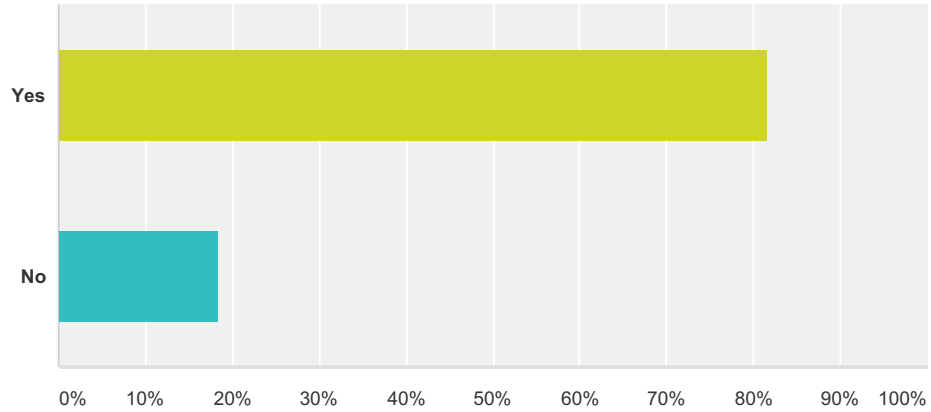


# Time period when test is administered



**Q1 In a previous survey, the vast majority of commanders supported a drug screening for applicants prior to admission into an academy. Would you still support implementing this recommendation?**

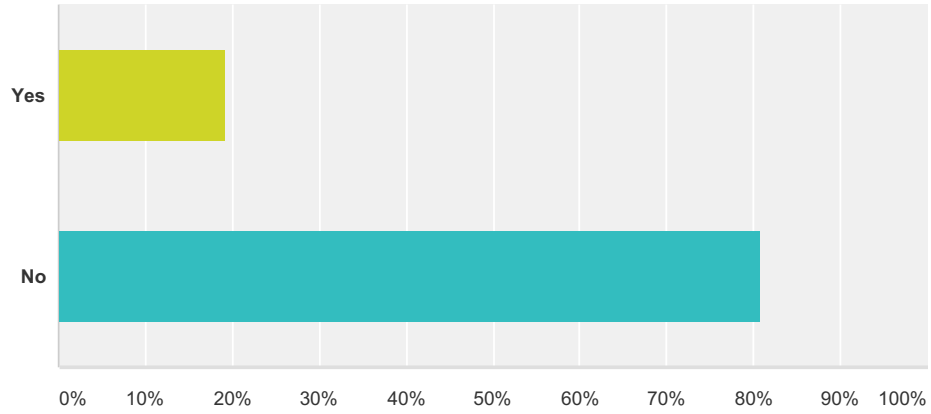
Answered: 109 Skipped: 4



Answer Choices	Responses	
Yes	81.65%	89
No	18.35%	20
<b>Total</b>		<b>109</b>

### Q2 Does your academy currently drug screen its applicants prior to admission or at any point in the academy?

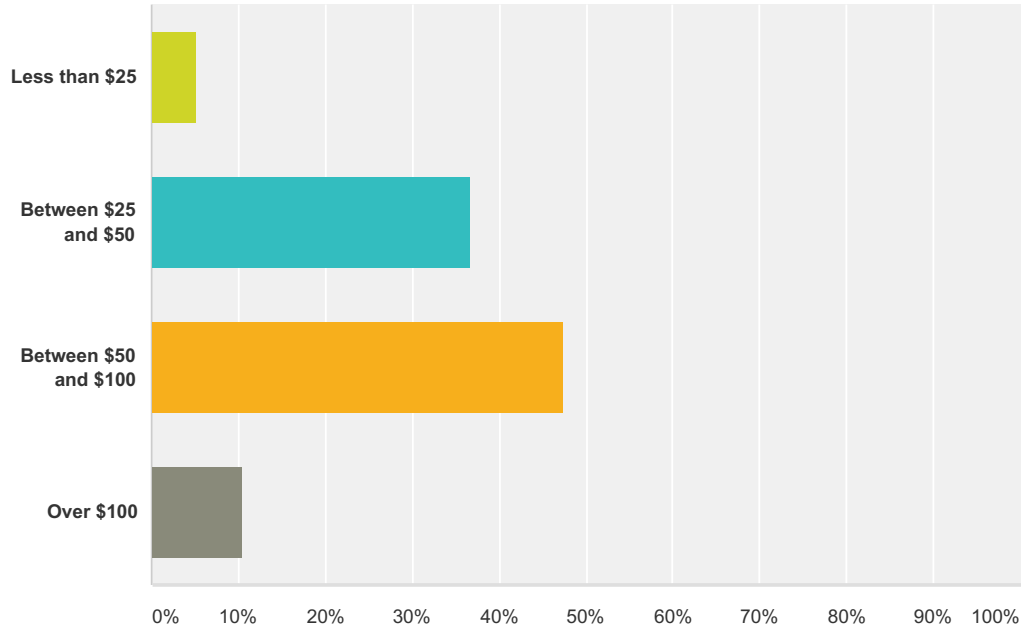
Answered: 109 Skipped: 4



Answer Choices	Responses	
Yes	19.27%	21
No	80.73%	88
<b>Total</b>		<b>109</b>

### Q3 If you answered yes to question number 2, approximately how much does the drug screen cost?

Answered: 19 Skipped: 94

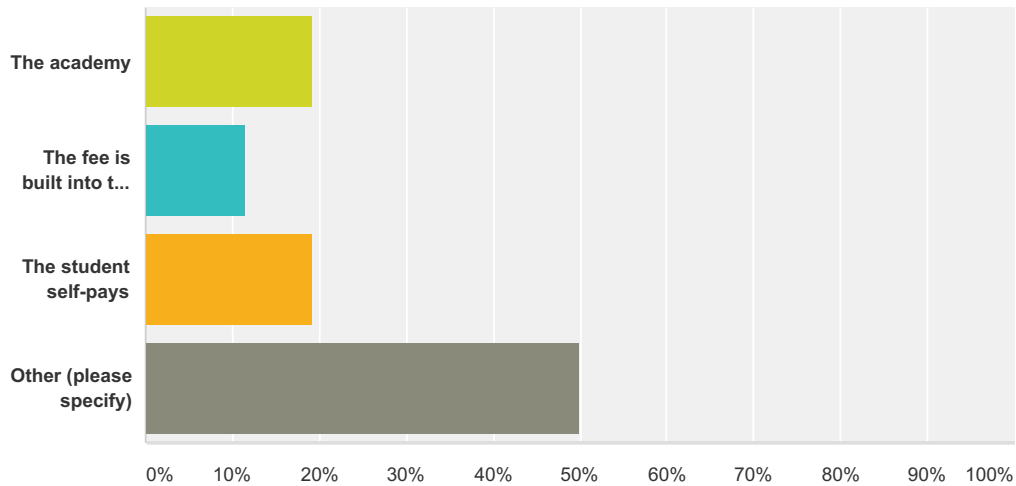


Answer Choices	Responses
Less than \$25	5.26% 1
Between \$25 and \$50	36.84% 7
Between \$50 and \$100	47.37% 9
Over \$100	10.53% 2
<b>Total</b>	<b>19</b>



### Q4 If you answered yes to question number 2, who is responsible for paying for the drug screen?

Answered: 26 Skipped: 87

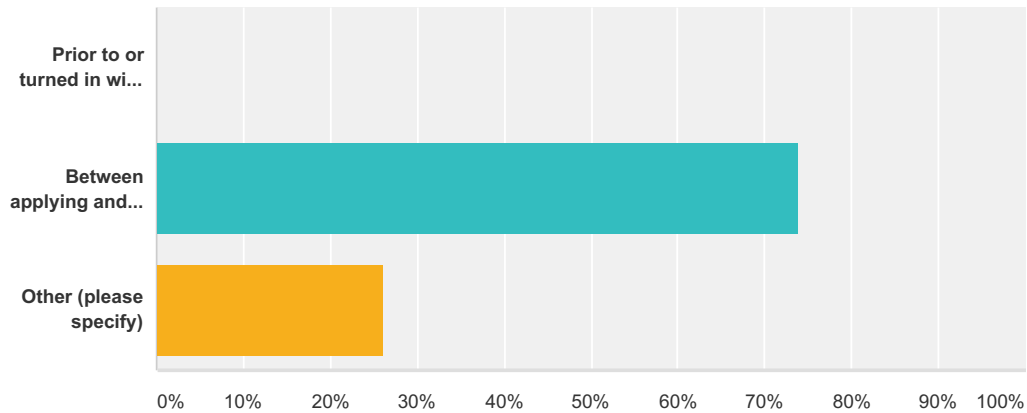


Answer Choices	Responses
The academy	19.23% 5
The fee is built into the cost of attendance for the student	11.54% 3
The student self-pays	19.23% 5
Other (please specify)	50.00% 13
<b>Total</b>	<b>26</b>

#	Other (please specify)	Date
1	Our department	1/6/2016 6:32 PM
2	The Department absorbes and pays the cost out of our general fund	1/5/2016 8:21 PM
3	The City's Civil Service Division	1/5/2016 11:28 AM
4	Civil Service	1/5/2016 8:13 AM
5	The only way the cadets get any type of testing is the required Physical	1/5/2016 12:46 AM
6	The municipality	1/4/2016 8:22 PM
7	This is for our Cadets(Troopers). The Patrol pays for it.	1/4/2016 7:49 PM
8	City of Dayton ,Civil Service	1/4/2016 9:17 AM
9	The fee should be built into the cost of attendance	12/29/2015 6:56 PM
10	City of Columbus	12/24/2015 12:49 PM
11	Contract with local testing company	12/24/2015 10:50 AM
12	If we have probable cause to suspect drugs we demand and pay for test	12/23/2015 2:37 PM
13	hired as city employees, part of hiring process.	12/23/2015 1:56 PM

### Q5 If you answered yes to question number 2, when do the students take the drug screening?

Answered: 23 Skipped: 90

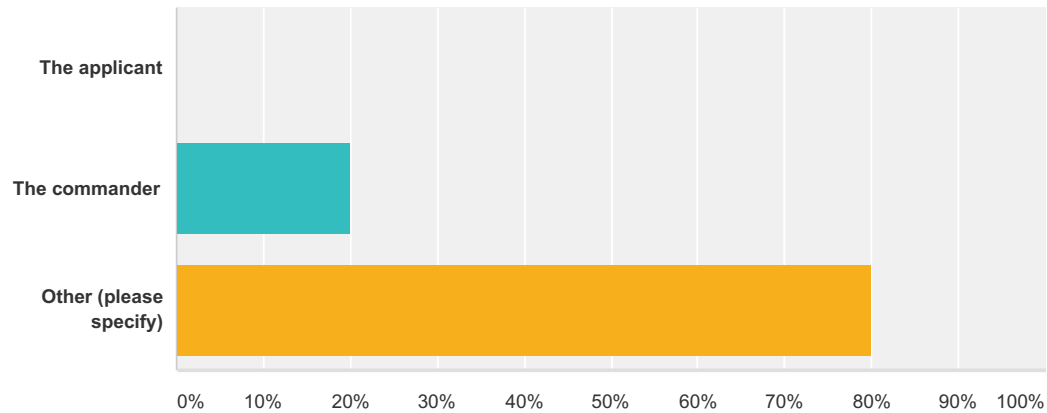


Answer Choices	Responses
Prior to or turned in with their application for the academy	0.00% 0
Between applying and the first day of the academy	73.91% 17
Other (please specify)	26.09% 6
<b>Total</b>	<b>23</b>

#	Other (please specify)	Date
1	After conditional offer of employment, before academy	1/6/2016 6:32 PM
2	Before entry into the class, at least once during the class, and upon graduation and promotion to Police Officer	1/5/2016 8:21 PM
3	Prior to hire and prior to graduation	1/4/2016 8:22 PM
4	Before end of academy	1/4/2016 5:46 PM
5	During medical screening.	12/24/2015 12:49 PM
6	Before starting the academy, at least once early in the academy, and upon promotion to police officer at the end of the academy	12/24/2015 10:50 AM

### Q6 If you answered yes to question number 2, who receives the results of the drug screen?

Answered: 20 Skipped: 93

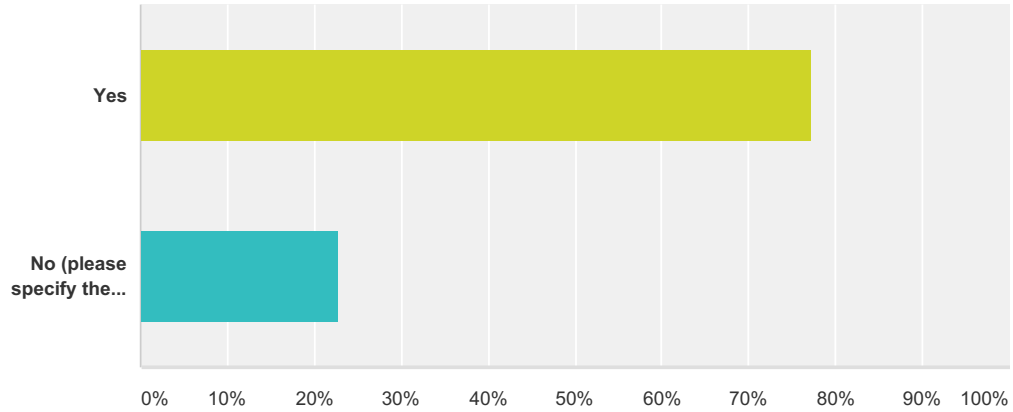


Answer Choices	Responses
The applicant	0.00% 0
The commander	20.00% 4
Other (please specify)	80.00% 16
<b>Total</b>	<b>20</b>

#	Other (please specify)	Date
1	Our agency recruitment section	1/7/2016 5:48 AM
2	Department Human Resources	1/6/2016 6:32 PM
3	Inspections Section, our auditing unit within the Department	1/5/2016 8:21 PM
4	The City Civil Service	1/5/2016 11:28 AM
5	Our Human Resources takes care of the screening	1/5/2016 9:47 AM
6	Civil Service	1/5/2016 8:13 AM
7	Only positive results are reported to the Academy Commander	1/5/2016 7:07 AM
8	city doctor	1/4/2016 10:58 PM
9	The agency as part of the medical physical exam.	1/4/2016 10:35 PM
10	The municipality	1/4/2016 8:22 PM
11	The Patrol recruitment section	1/4/2016 7:49 PM
12	OPOTA to place student in a DATA base that all commanders can access	1/4/2016 12:12 PM
13	Civil Service	1/4/2016 9:17 AM
14	The Background Unit.	12/24/2015 12:49 PM
15	Our inspections Section then reports the results to the Chief and Acadmey Commnander	12/24/2015 10:50 AM
16	civil service board	12/23/2015 1:56 PM

### Q7 If you answered yes to question number 2, do you use the standard five-panel drug screening?

Answered: 22 Skipped: 91

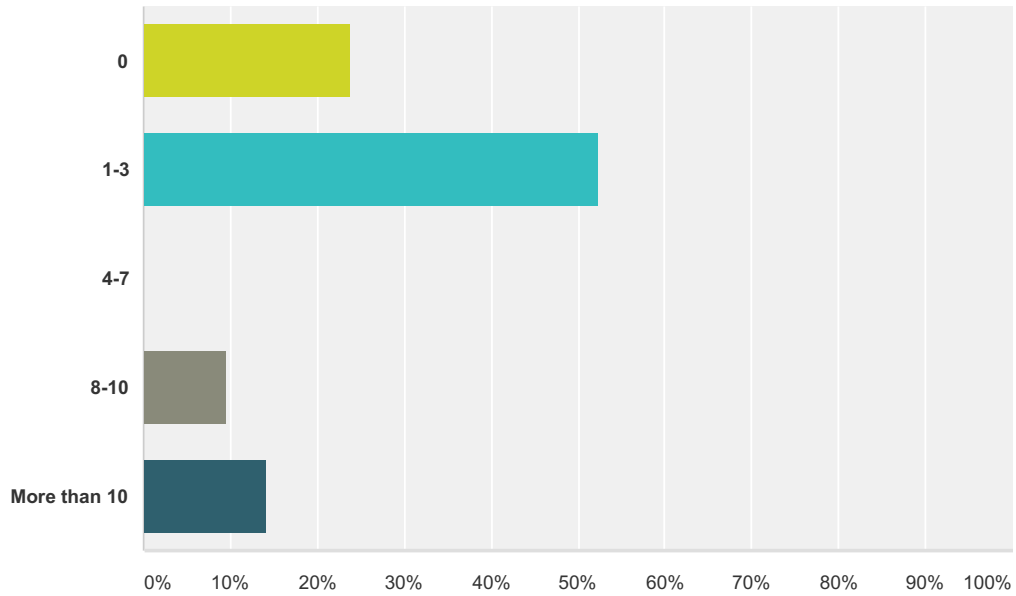


Answer Choices	Responses
Yes	77.27% 17
No (please specify the type of drug screen your academy uses)	22.73% 5
<b>Total</b>	<b>22</b>

#	No (please specify the type of drug screen your academy uses)	Date
1	10 panel	1/5/2016 11:28 AM
2	9-panel testing	1/5/2016 7:07 AM
3	Urine test through a third party	1/4/2016 7:49 PM
4	None	1/4/2016 6:24 PM
5	N/A	12/23/2015 3:40 PM

**Q8 If you answered yes to question number 2, approximately how many applicants per academy are not permitted to attend due to a failed drug screen?**

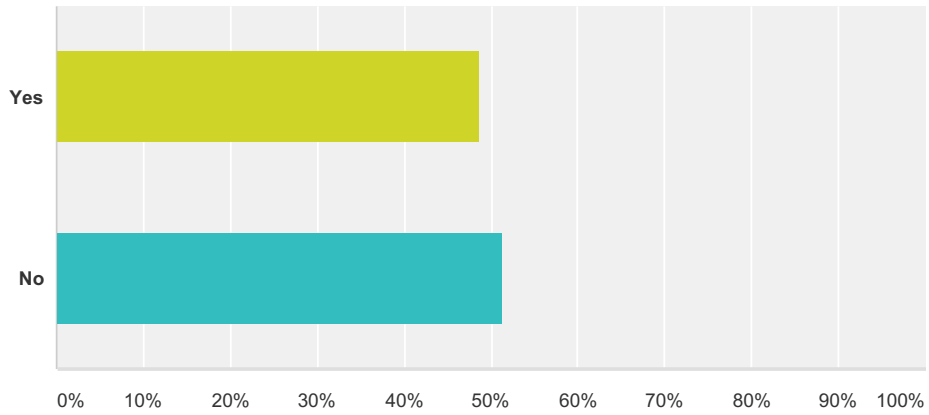
Answered: 21 Skipped: 92



Answer Choices	Responses	
0	23.81%	5
1-3	52.38%	11
4-7	0.00%	0
8-10	9.52%	2
More than 10	14.29%	3
<b>Total</b>		<b>21</b>

**Q9 In a previous survey, the majority of commanders supported requiring applicants to pass a psychological exam prior to admission into an academy. Would you still support implementing this recommendation?**

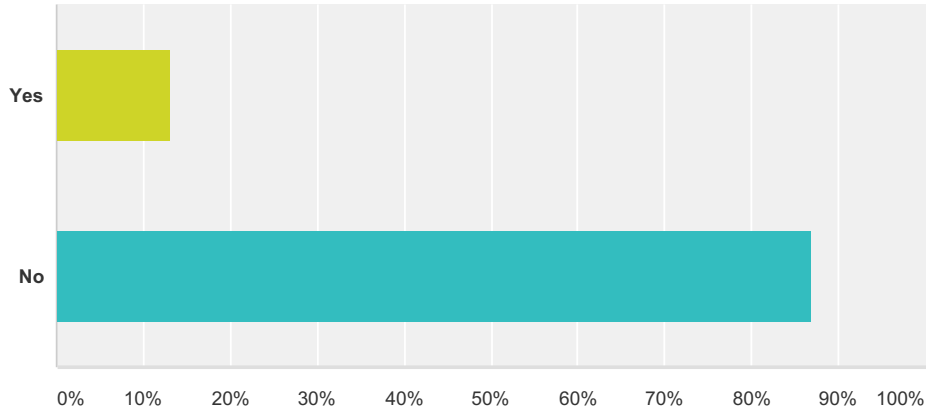
Answered: 107 Skipped: 6



Answer Choices	Responses
Yes	48.60% 52
No	51.40% 55
Total	107

### Q10 Does your academy currently require a psychological evaluation on applicants prior to admission or at any point in the academy?

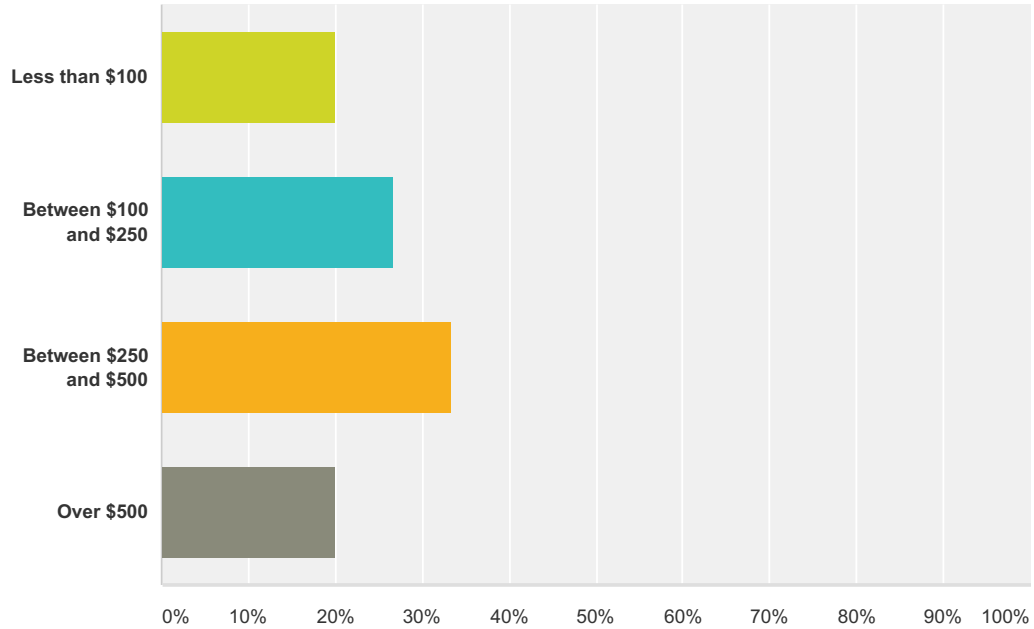
Answered: 106 Skipped: 7



Answer Choices	Responses	
Yes	13.21%	14
No	86.79%	92
<b>Total</b>		<b>106</b>

### Q11 If you answered yes to question number 10, approximately how much does the psychological evaluation cost?

Answered: 15 Skipped: 98

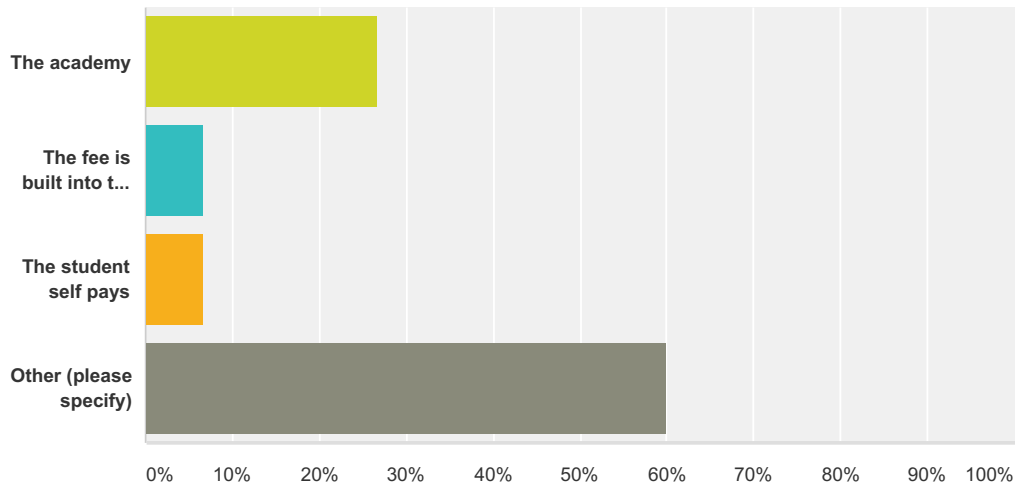


Answer Choices	Responses
Less than \$100	20.00% 3
Between \$100 and \$250	26.67% 4
Between \$250 and \$500	33.33% 5
Over \$500	20.00% 3
<b>Total</b>	<b>15</b>



### Q12 If you answered yes to question number 10, who is responsible for paying for the psychological evaluation?

Answered: 15 Skipped: 98

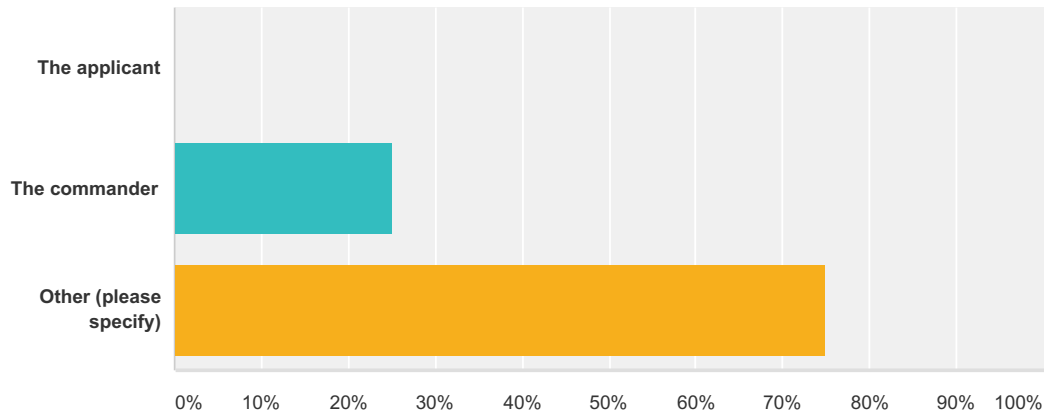


Answer Choices	Responses
The academy	26.67% 4
The fee is built into the cost of attendance for the student	6.67% 1
The student self pays	6.67% 1
Other (please specify)	60.00% 9
<b>Total</b>	<b>15</b>

#	Other (please specify)	Date
1	Department	1/6/2016 6:35 PM
2	The Department pays for the exam(s)	1/5/2016 8:23 PM
3	City Civil Service/ Was unable to obtain cost associated with said evaluation	1/5/2016 11:39 AM
4	Civil Service	1/5/2016 8:14 AM
5	The municipality	1/4/2016 8:23 PM
6	City of Dayton , Civil Service	1/4/2016 9:18 AM
7	City of Columbus	12/24/2015 12:50 PM
8	The Dept pays from our budget in a contract with the doctor for these services	12/24/2015 10:50 AM
9	city as part of hiring process	12/23/2015 1:57 PM

### Q13 If you answered yes to question number 10, who receives the results of the psychological evaluation?

Answered: 16 Skipped: 97

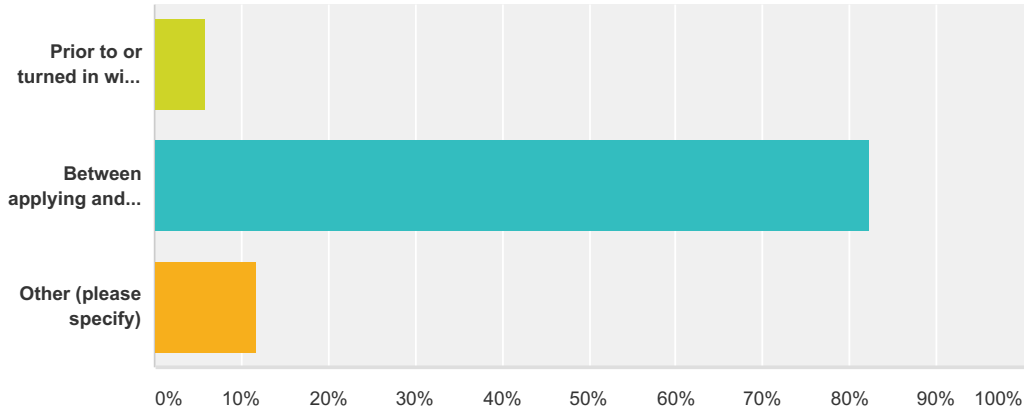


Answer Choices	Responses
The applicant	0.00% 0
The commander	25.00% 4
Other (please specify)	75.00% 12
<b>Total</b>	<b>16</b>

#	Other (please specify)	Date
1	Division Law Enforcement Administrator	1/6/2016 6:35 PM
2	The Recruiting and Background Squad which maintains the results in the applicant file	1/5/2016 8:23 PM
3	City Civil Service Division	1/5/2016 11:39 AM
4	Civil Service	1/5/2016 8:14 AM
5	The agecny as part of a routine pre-employment pyschological screening.	1/4/2016 10:37 PM
6	The police medical unit	1/4/2016 8:23 PM
7	OPOTA info to be placed in a OPOTA DATA base for all commanders to access	1/4/2016 12:14 PM
8	Civil Service	1/4/2016 9:18 AM
9	Background Unit/HR	12/24/2015 12:50 PM
10	The Human Reaource Recruiting and Background officer	12/24/2015 10:50 AM
11	College psychologist	12/23/2015 2:50 PM
12	civil service	12/23/2015 1:57 PM

### Q14 If you answered yes to question number 10, when do the applicants complete the psychological evaluation?

Answered: 17 Skipped: 96

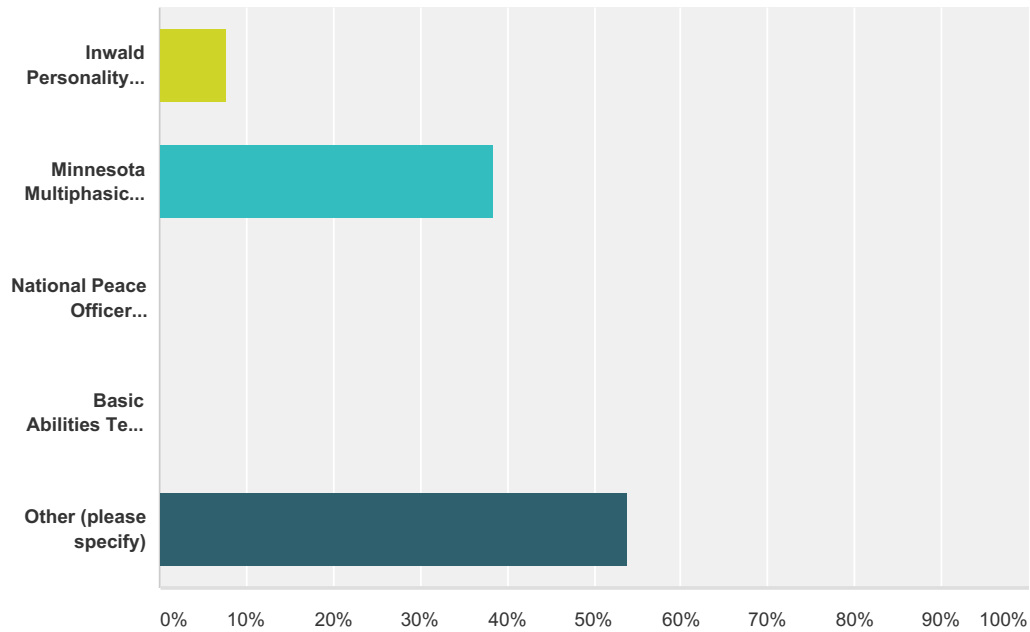


Answer Choices	Responses
Prior to or turned in with their application for the academy	5.88% 1
Between applying and the first day of the academy	82.35% 14
Other (please specify)	11.76% 2
<b>Total</b>	<b>17</b>

#	Other (please specify)	Date
1	After conditional offer of employment and before academy	1/6/2016 6:35 PM
2	During the medical/psychological screening after they have been given a conditional offer.	12/24/2015 12:50 PM

### Q15 If you answered yes to question number 10, what psychological evaluation is used?

Answered: 13 Skipped: 100

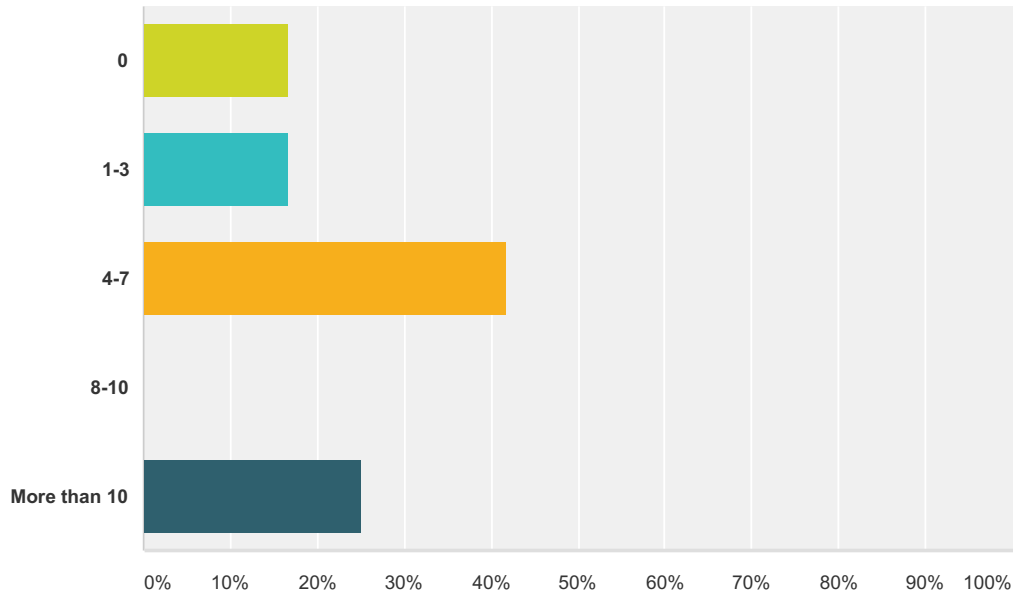


Answer Choices	Responses
Inwald Personality Inventory (IPAT)	7.69% 1
Minnesota Multiphasic Personality Inventory - 2 (MMPI -2)	38.46% 5
National Peace Officer Selection Test (POST)	0.00% 0
Basic Abilities Test (BAT)	0.00% 0
Other (please specify)	53.85% 7
<b>Total</b>	<b>13</b>

#	Other (please specify)	Date
1	I don't know the answer to this question, we use an outside private agency to conduct this exam.	1/5/2016 8:23 PM
2	Civil Service dictates	1/5/2016 8:14 AM
3	Combination MMPI and one on one eval	1/5/2016 7:08 AM
4	Unknown, the Academy does not control the application process, Civil Service does.	1/4/2016 9:18 AM
5	pradco	12/24/2015 7:17 PM
6	They take three portions: a written test, a group evaluation, and a one on one interview; I don't know the name of the exams	12/24/2015 10:50 AM
7	MMPI	12/23/2015 2:50 PM

**Q16 If you answered yes to question number 10, approximately how many applicants per academy are not permitted to attend due to a negative psychological evaluation?**

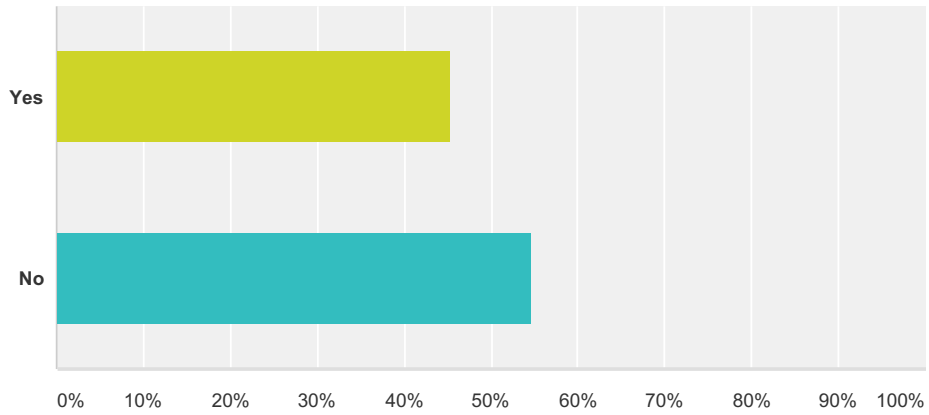
Answered: 12 Skipped: 101



Answer Choices	Responses
0	16.67% 2
1-3	16.67% 2
4-7	41.67% 5
8-10	0.00% 0
More than 10	25.00% 3
<b>Total</b>	<b>12</b>

**Q17 In a previous survey, a significant number of commanders supported a truth verification test for applicants prior to admission into an academy. Would you still support implementing this recommendation?**

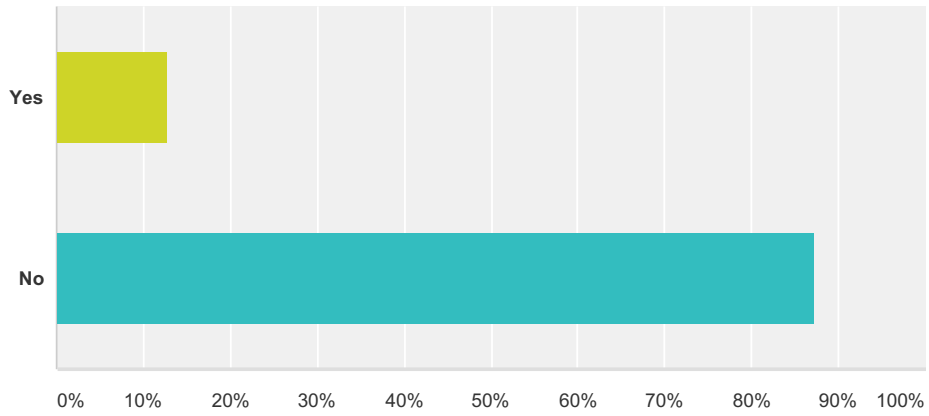
Answered: 106 Skipped: 7



Answer Choices	Responses	
Yes	45.28%	48
No	54.72%	58
<b>Total</b>		<b>106</b>

### Q18 Does your academy currently require applicants to pass a truth verification test prior to admission or at any point in the academy?

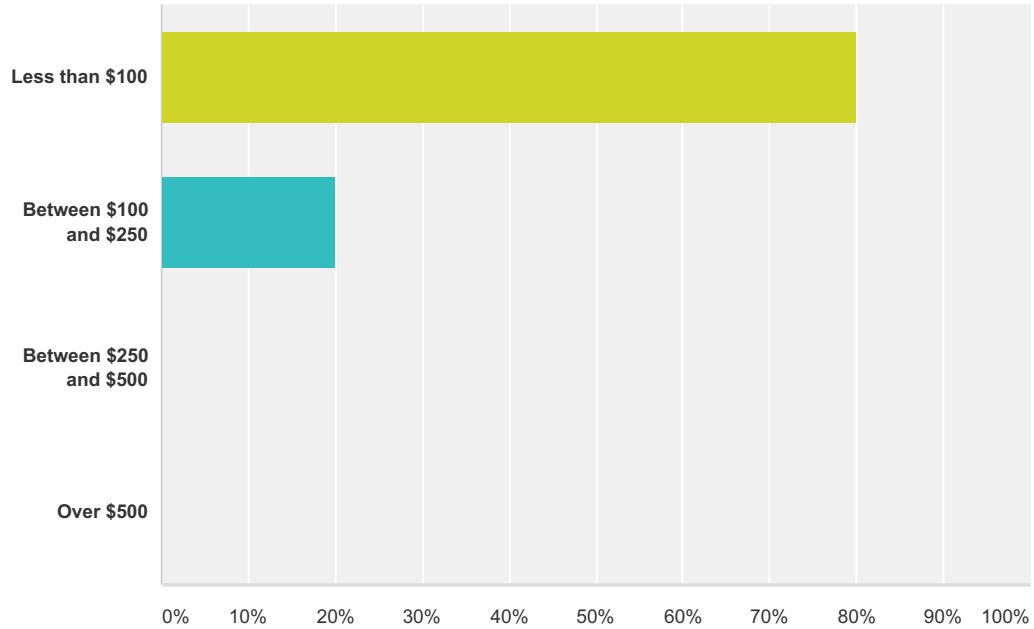
Answered: 102 Skipped: 11



Answer Choices	Responses
Yes	12.75% 13
No	87.25% 89
<b>Total</b>	<b>102</b>

### Q19 If you answered yes to question number 18, approximately how much does the test cost?

Answered: 10 Skipped: 103

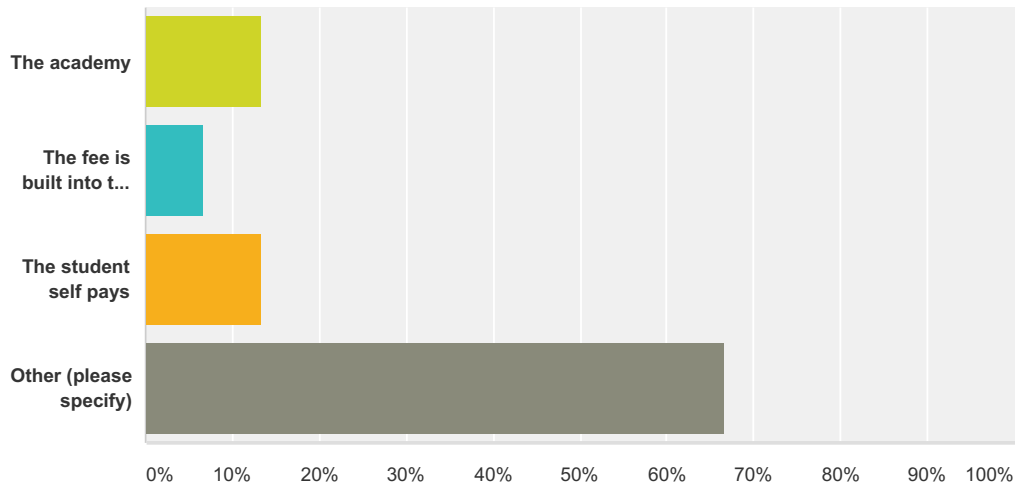


Answer Choices	Responses
Less than \$100	80.00% 8
Between \$100 and \$250	20.00% 2
Between \$250 and \$500	0.00% 0
Over \$500	0.00% 0
<b>Total</b>	<b>10</b>



### Q20 If you answered yes to question number 18, who is responsible for paying for the test?

Answered: 15 Skipped: 98

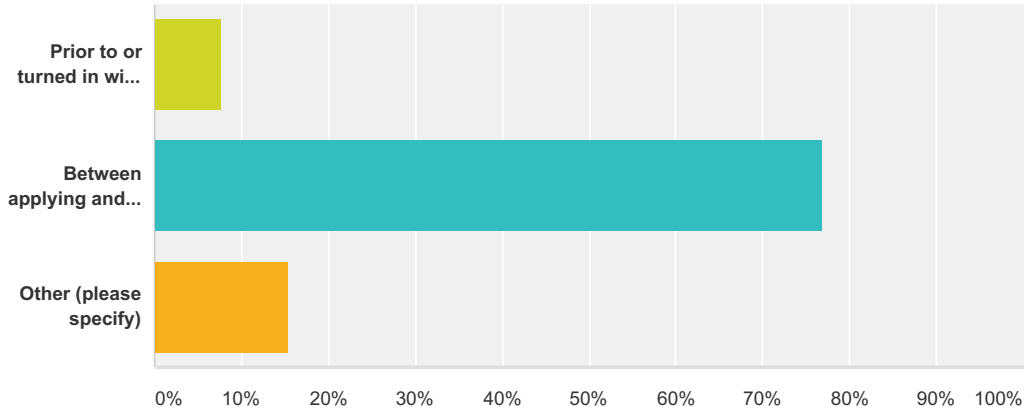


Answer Choices	Responses
The academy	13.33% 2
The fee is built into the cost of attendance for the student	6.67% 1
The student self pays	13.33% 2
Other (please specify)	66.67% 10
<b>Total</b>	<b>15</b>

#	Other (please specify)	Date
1	Department	1/6/2016 6:38 PM
2	The Department has two certified polygraph examiners that conduct this test. It is free other than the salaries and cost to maintain training/certification for the polygraph examiners	1/5/2016 8:27 PM
3	Civil Service	1/5/2016 8:14 AM
4	We have polygraph examiners in the PD	1/5/2016 7:09 AM
5	The patrol can administer the test	1/4/2016 7:52 PM
6	Tests are conducted by qualified police officers from within the department	1/4/2016 9:21 AM
7	Fee built into cost	12/29/2015 6:58 PM
8	Polygraphists on staff that assist with background investigations.	12/24/2015 12:52 PM
9	The Dept has two certified polygraph examiners	12/24/2015 10:51 AM
10	city as part of hiring process	12/23/2015 1:58 PM

### Q21 If you answered yes to question number 18, when do the students take the test?

Answered: 13 Skipped: 100

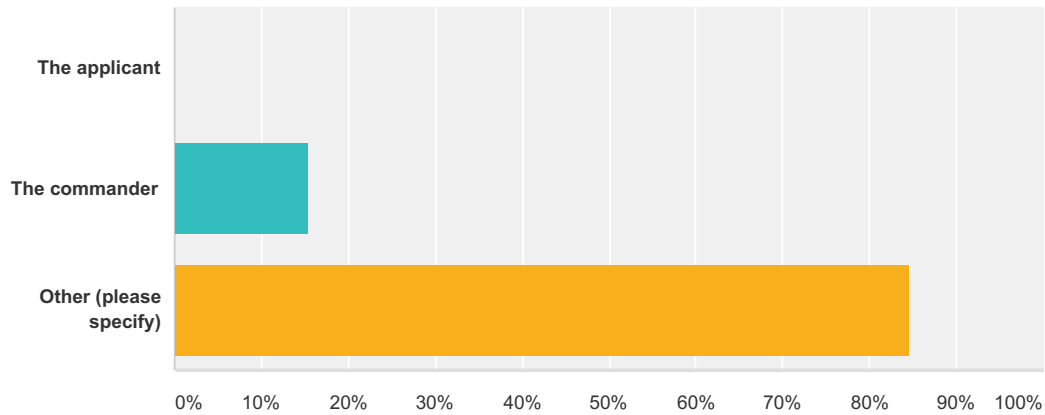


Answer Choices	Responses
Prior to or turned in with their application for the academy	7.69% 1
Between applying and the first day of the academy	76.92% 10
Other (please specify)	15.38% 2
<b>Total</b>	<b>13</b>

#	Other (please specify)	Date
1	After conditional offer of employment and beginning of academy	1/6/2016 6:38 PM
2	During the background investigation.	12/24/2015 12:52 PM

### Q22 If you answered yes to question number 18, who receives the results of the test?

Answered: 13 Skipped: 100

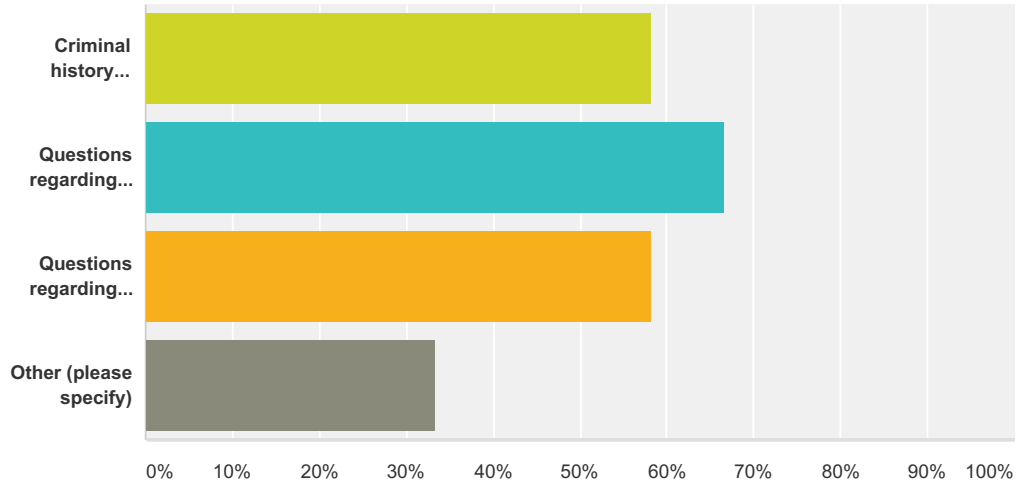


Answer Choices	Responses
The applicant	0.00% 0
The commander	15.38% 2
Other (please specify)	84.62% 11
<b>Total</b>	<b>13</b>

#	Other (please specify)	Date
1	Division Law Enforcement Administrator	1/6/2016 6:38 PM
2	The Recruiting and Background Squad who maintain the reults/report in the applicant file	1/5/2016 8:27 PM
3	Our Human Resources Department	1/5/2016 9:50 AM
4	Civil Service	1/5/2016 8:14 AM
5	The agency	1/4/2016 10:38 PM
6	The Patrol	1/4/2016 7:52 PM
7	OPOTA to be put in a DATA Base for All commanders to obtain the information	1/4/2016 12:16 PM
8	The officers rreport results to Civil Service	1/4/2016 9:21 AM
9	Background Unit	12/24/2015 12:52 PM
10	Human Resources Recruiting and Background team	12/24/2015 10:51 AM
11	civil service	12/23/2015 1:58 PM

### Q23 If you answered yes to question number 18, what types of questions are asked on the test you use?

Answered: 12 Skipped: 101

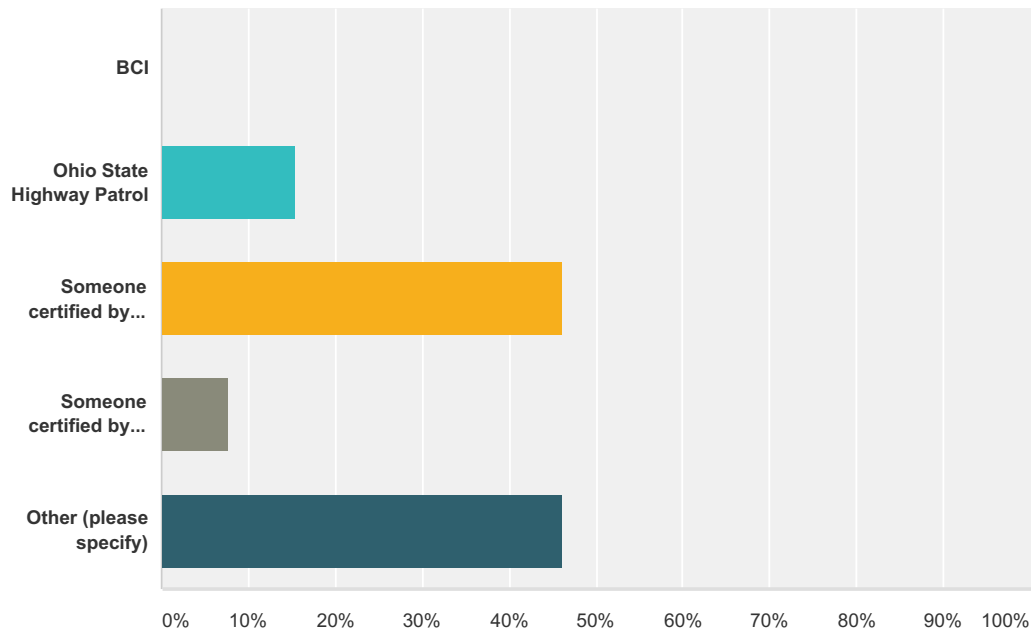


Answer Choices	Responses
Criminal history questions	58.33% 7
Questions regarding character issues that did not result in criminal charges	66.67% 8
Questions regarding ethics or morals	58.33% 7
Other (please specify)	33.33% 4
<b>Total Respondents: 12</b>	

#	Other (please specify)	Date
1	All of the above and more	1/5/2016 8:27 PM
2	Some of all of the above	1/4/2016 7:52 PM
3	Unknown, the academy does not conduct the test.	1/4/2016 9:21 AM
4	All of the above	12/24/2015 10:51 AM

### Q24 If you answered yes to question number 18, who conducts the test?

Answered: 13 Skipped: 100

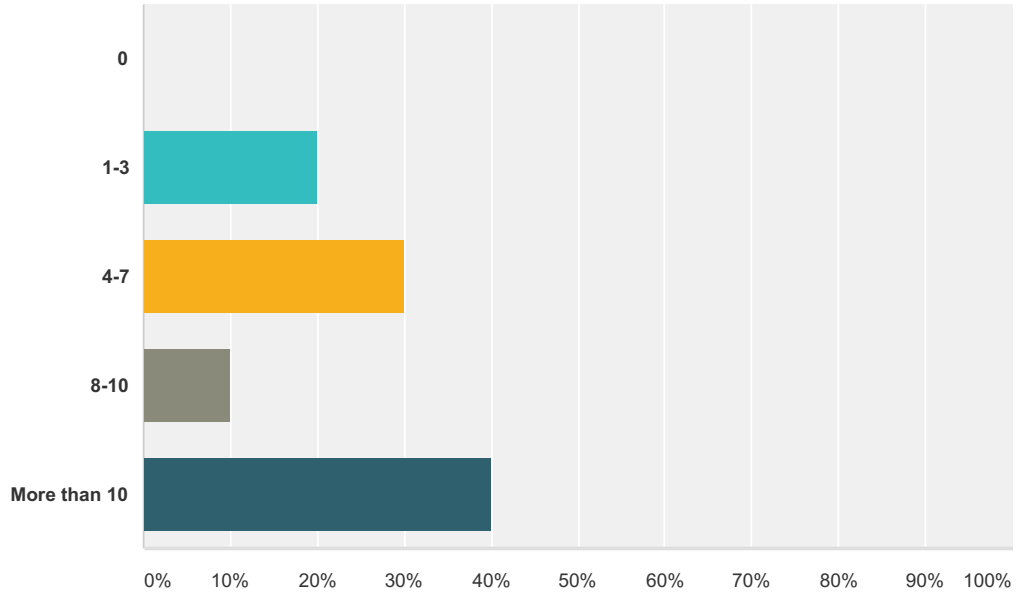


Answer Choices	Responses
BCI	0.00% 0
Ohio State Highway Patrol	15.38% 2
Someone certified by the Ohio Association of Polygraph Examiners	46.15% 6
Someone certified by any other certifying body	7.69% 1
Other (please specify)	46.15% 6
<b>Total Respondents: 13</b>	

#	Other (please specify)	Date
1	Two certified polygraph examiners who are police officers on our Department.	1/5/2016 8:27 PM
2	We have are own testers	1/5/2016 9:50 AM
3	Officers trained and certified on staff	1/5/2016 7:09 AM
4	NA	1/4/2016 6:26 PM
5	Certified police officers from within our department	1/4/2016 9:21 AM
6	We have two certified polygraph examiners on our staff	12/24/2015 10:51 AM

**Q25 If you answered yes to question number 18, approximately how many applicants per academy are not permitted to attend due to a failed truth verification test?**

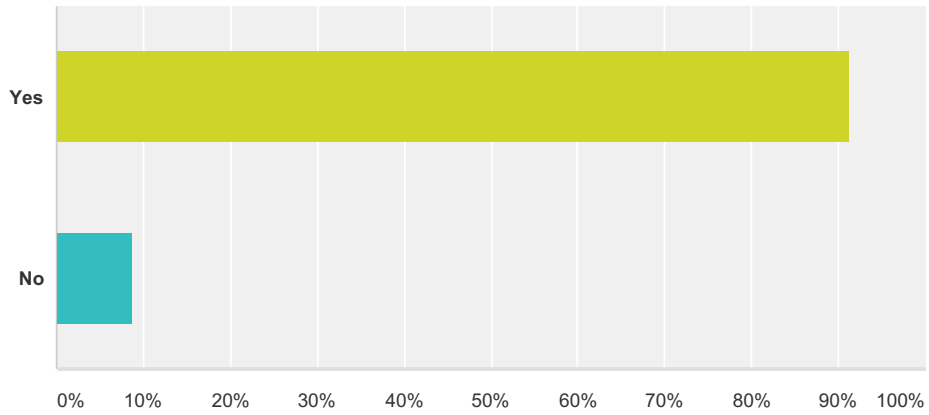
Answered: 10 Skipped: 103



Answer Choices	Responses
0	0.00% 0
1-3	20.00% 2
4-7	30.00% 3
8-10	10.00% 1
More than 10	40.00% 4
<b>Total</b>	<b>10</b>

**Q26 In a previous survey, an overwhelming majority of commanders supported adding sex offenses and misdemeanor crimes of violence as disqualifiers for enrolling in an academy. Would you still support implementing this recommendation?**

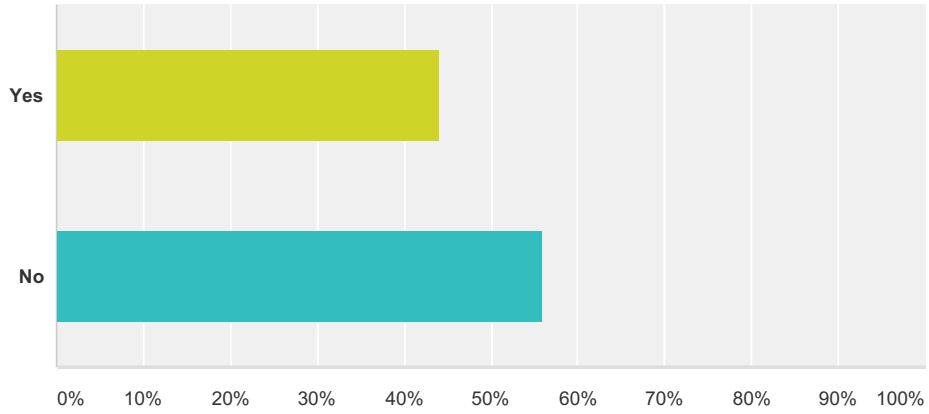
Answered: 103 Skipped: 10



Answer Choices	Responses
Yes	91.26% 94
No	8.74% 9
<b>Total</b>	<b>103</b>

### Q27 Does your academy currently disqualify applicants for any offenses other than felonies and weapons disability offenses?

Answered: 100 Skipped: 13

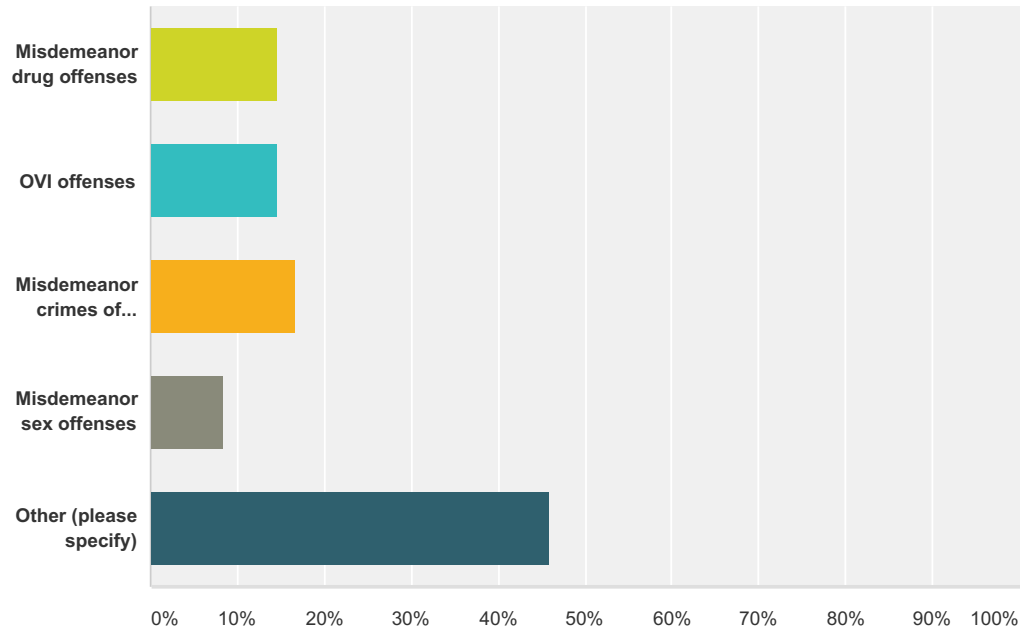


Answer Choices	Responses
Yes	44.00% 44
No	56.00% 56
<b>Total</b>	<b>100</b>



### Q28 If you answered yes to question number 27, other than felonies and weapons disability offenses, what types of offenses does your academy use to disqualify an applicant?

Answered: 48 Skipped: 65



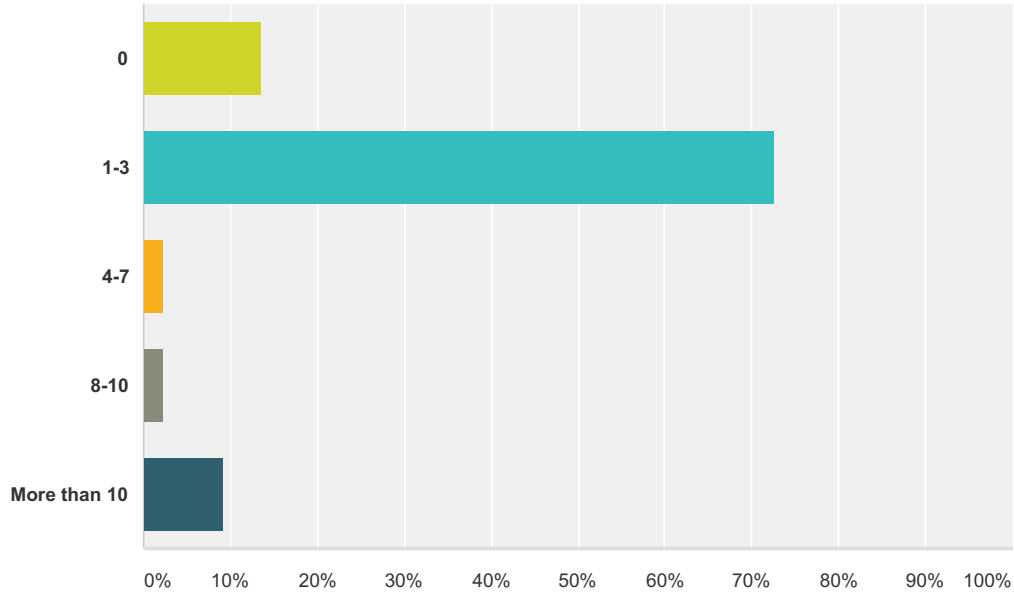
Answer Choices	Responses
Misdemeanor drug offenses	14.58% 7
OVI offenses	14.58% 7
Misdemeanor crimes of violence	16.67% 8
Misdemeanor sex offenses	8.33% 4
Other (please specify)	45.83% 22
<b>Total</b>	<b>48</b>

#	Other (please specify)	Date
1	All of the above	1/7/2016 5:52 AM
2	All of the above w/ ten year look-back	1/6/2016 6:39 PM
3	all of the above	1/5/2016 8:28 PM
4	They are evaluated on a case by case basis (crime & date of offense)	1/5/2016 5:58 PM
5	Any of the above may disqualify applicants. Some based on accumulative pts. others, automatic.	1/5/2016 12:00 PM
6	All of the above	1/5/2016 7:10 AM
7	any crime dealing with violence	1/5/2016 12:49 AM
8	Excessive number of charges regardless of how minor or their nature	1/4/2016 8:30 PM

9	Depends on the circumstances of the offense. Should be handled on an individual basis.	1/4/2016 6:53 PM
10	Na	1/4/2016 6:27 PM
11	all the above	1/4/2016 12:17 PM
12	Again, unknown, the academy does not conduct the investigations	1/4/2016 9:22 AM
13	all of the above	1/4/2016 6:22 AM
14	will not allow more than one on survey, M4 drug offenses, ovi, M4 crimes of violence, M4 sex offenses	12/25/2015 2:12 AM
15	Mist drug and crimes of violence	12/24/2015 10:00 PM
16	All of the above if they occurred in a specified time frame. All are different.	12/24/2015 12:53 PM
17	OVI within 5 yrs, violent misdemeanors, and sex offenses can be criteria violations	12/24/2015 10:53 AM
18	all of the above	12/23/2015 3:20 PM
19	1 - OVI w/l 3yrs of start of application process or 2 or more OVIs on driving record automatically disqualified	12/23/2015 2:53 PM
20	Any candidate with multiple convictions is evaluated on a case by case and denied if they would be unemployable or bring discredit to the profession.	12/23/2015 2:46 PM
21	No disqualifiers	12/23/2015 2:43 PM
22	All of these	12/23/2015 1:58 PM

**Q29 If you answered yes to question number 27, approximately how many applicants per academy are not permitted to attend due to non-felony and non-weapons disability offenses?**

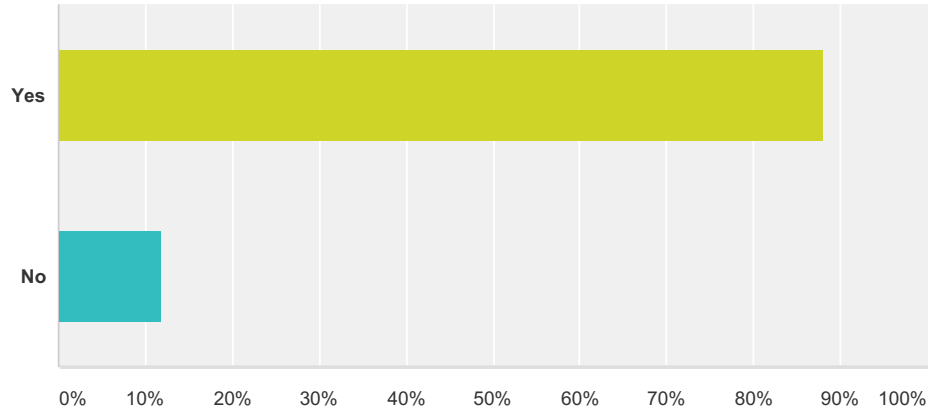
Answered: 44 Skipped: 69



Answer Choices	Responses	Count
0	13.64%	6
1-3	72.73%	32
4-7	2.27%	1
8-10	2.27%	1
More than 10	9.09%	4
<b>Total</b>		<b>44</b>

**Q30 In a previous survey, a large majority of commanders supported requiring applicants to pass a pre-entrance physical fitness test. Would you still support implementing this recommendation?**

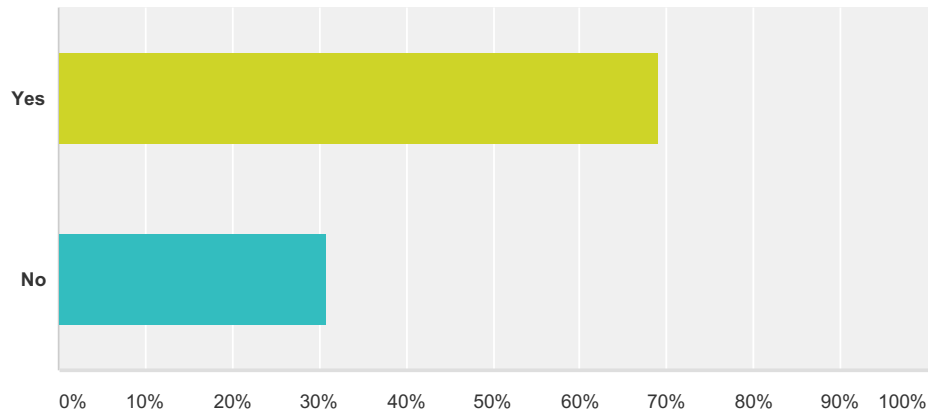
Answered: 101 Skipped: 12



Answer Choices	Responses
Yes	88.12% 89
No	11.88% 12
<b>Total</b>	<b>101</b>

### Q31 Does your academy currently require applicants to pass a pre-entrance physical fitness test?

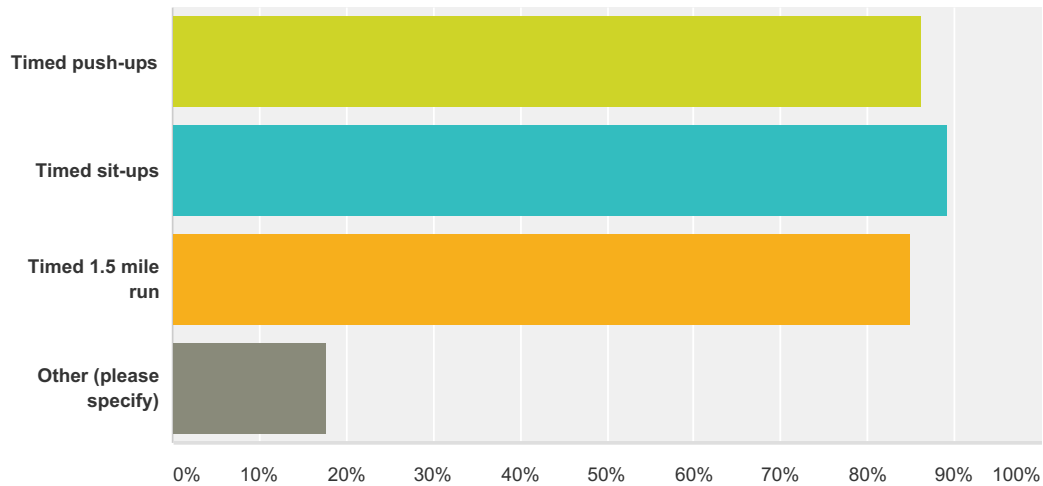
Answered: 100 Skipped: 13



Answer Choices	Responses
Yes	69.00% 69
No	31.00% 31
<b>Total</b>	<b>100</b>

### Q32 If you answered yes to question number 31, what does your academy's pre-entrance physical fitness test include?

Answered: 73 Skipped: 40

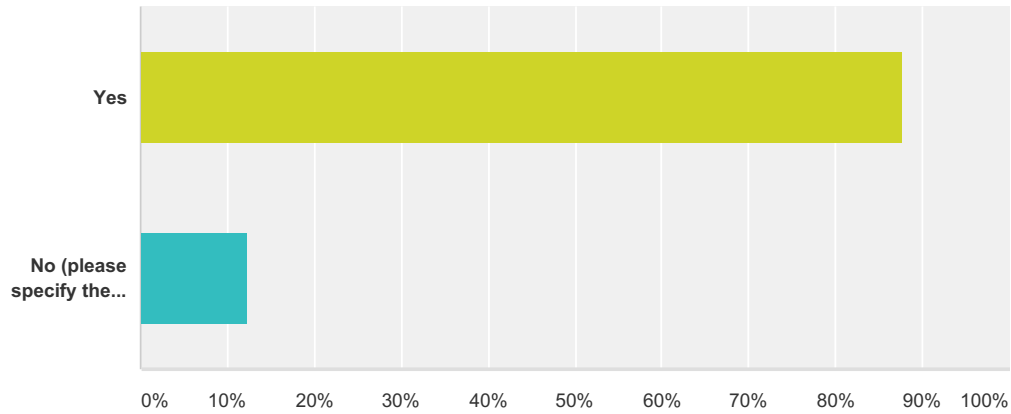


Answer Choices	Responses
Timed push-ups	86.30% 63
Timed sit-ups	89.04% 65
Timed 1.5 mile run	84.93% 62
Other (please specify)	17.81% 13
<b>Total Respondents: 73</b>	

#	Other (please specify)	Date
1	All	1/7/2016 5:53 AM
2	timed push-up & sit-ups, and the 300 meter dash	1/5/2016 8:31 PM
3	Body Mass Index of 30 or less.	1/5/2016 4:52 PM
4	all the above, as well as bench press, 300 meter sprint	1/5/2016 12:20 PM
5	Must be at least the 15% of Cooper Standards	1/5/2016 8:51 AM
6	Must pass two out of three OPOTA standards for one age group older than the cadet	1/5/2016 7:10 AM
7	ALL THE ABOVE	1/5/2016 12:51 AM
8	300 meter run, push-ups are not timed	1/4/2016 10:39 PM
9	all the above	1/4/2016 12:19 PM
10	Current PFA needs to be scrapped and made more job related. Current test has absolutely no relevance to job function.	12/28/2015 10:44 AM
11	Timed 0.6 mile run	12/25/2015 2:13 AM
12	Timed 300 meter run.	12/24/2015 12:55 PM
13	All 3, at 15th Percentile on Cooper Standards	12/23/2015 1:59 PM

### Q33 If you answered yes to question number 31, does your academy use the Cooper Institute Physical Fitness standards as the basis for your test?

Answered: 73 Skipped: 40

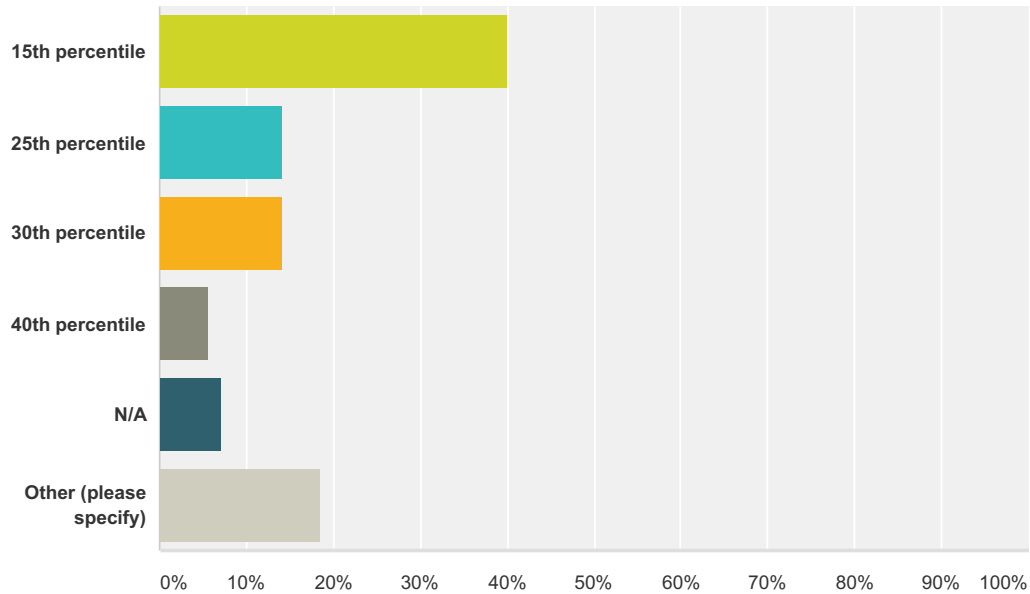


Answer Choices	Responses
Yes	87.67% 64
No (please specify the standard used if not Cooper)	12.33% 9
<b>Total</b>	<b>73</b>

#	No (please specify the standard used if not Cooper)	Date
1	NIH Body Mass Index Calculator	1/5/2016 4:52 PM
2	The Dept. has its own standards, which were set in coordination with the Cooper Institute	1/5/2016 12:20 PM
3	15 percent	1/5/2016 7:51 AM
4	See above	1/5/2016 7:10 AM
5	15 percent and the judgement of the Commander we have always in the 90's passing and sometimes a 100 percent	12/25/2015 8:01 PM
6	Study conducted by K. Holliday Based on records kept on students who passed Physical Conditioning	12/25/2015 2:13 AM
7	The standards were developed by Civil Service, but are based on Cooper.	12/24/2015 12:55 PM
8	65%of current OPOTA standards	12/24/2015 8:57 AM
9	Another standard should be used	12/23/2015 2:44 PM

### Q34 If your academy uses the Cooper Institute Physical Fitness standards as the basis for your test, what percentile are applicants required to meet to pass your pre-entrance test?

Answered: 70 Skipped: 43



Answer Choices	Responses
15th percentile	40.00% 28
25th percentile	14.29% 10
30th percentile	14.29% 10
40th percentile	5.71% 4
N/A	7.14% 5
Other (please specify)	18.57% 13
<b>Total</b>	<b>70</b>

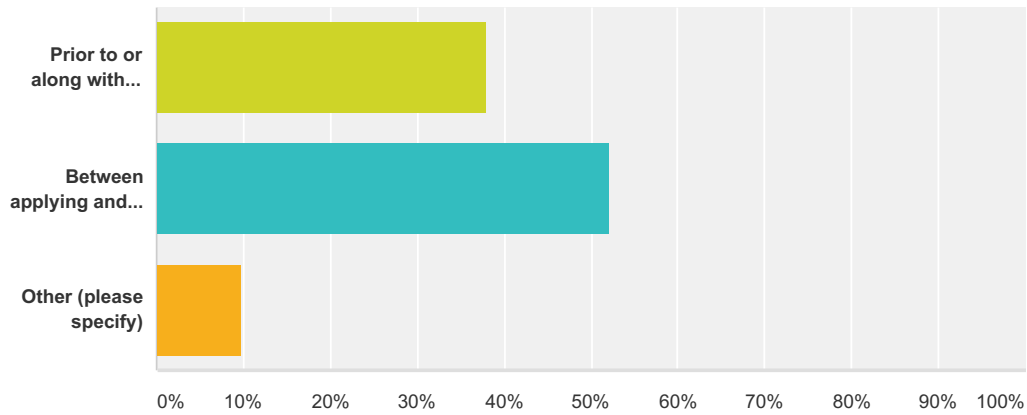
#	Other (please specify)	Date
1	50th Percentile	1/6/2016 6:40 PM
2	50th	1/6/2016 6:21 PM
3	Lower than 50th %tile, not certain whether its 30th/40th %tile, but is lower than the OPOTA standards to graduate	1/5/2016 8:31 PM
4	50%	1/5/2016 9:51 AM
5	applicants need to pass at 70% of what is needed for the final assessment	1/5/2016 9:16 AM
6	Not sure	1/5/2016 7:11 AM
7	We go by half of what their Cooper standard is to their age bracket. If a cadet needs to 40 sit ups then to enter our program that cadet would need to do 20 to enter. I dont know what percentile that is.	1/4/2016 10:50 PM



8	50th Percentile - OPOTC standard	1/4/2016 1:04 PM
9	50th percentile	12/31/2015 9:08 AM
10	20th	12/28/2015 1:00 PM
11	20th percentile	12/27/2015 9:59 AM
12	80% state	12/24/2015 10:02 PM
13	70 %	12/23/2015 2:07 PM

### Q35 If you answered yes to question number 31, when do the students take the physical fitness test?

Answered: 71 Skipped: 42

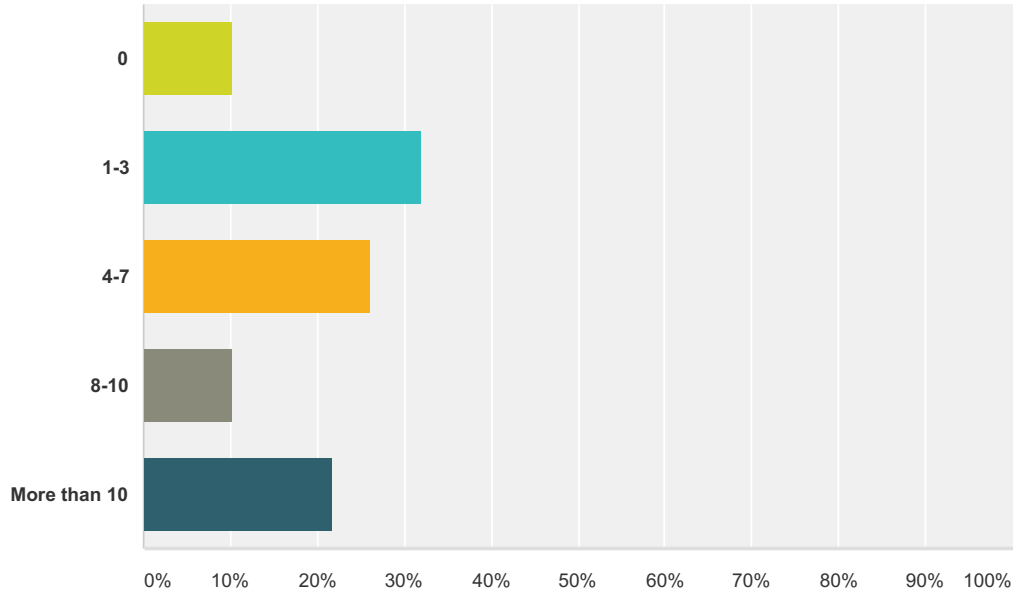


Answer Choices	Responses
Prior to or along with turning in their application for the academy	38.03% 27
Between applying and the first day of the academy	52.11% 37
Other (please specify)	9.86% 7
<b>Total</b>	<b>71</b>

#	Other (please specify)	Date
1	After application, before interview	1/6/2016 6:40 PM
2	They are told the standards at orientation and advised they must meet these ar first assessment to remain in academy, some withdraw and any that don't pass aren't permitted to go through academy	1/5/2016 6:04 PM
3	Pre qualification Body Mass Index at applicatioin time.	1/5/2016 4:52 PM
4	Once the app. is submitted wiht the medical form.	1/5/2016 8:51 AM
5	secoynd day of class	12/25/2015 3:30 AM
6	First day of the academy	12/24/2015 10:02 PM
7	After the civil service test.	12/24/2015 12:55 PM

**Q36 If you answered yes to question number 31, approximately how many applicants per academy are not permitted to attend due to failing the pre-entrance physical fitness test?**

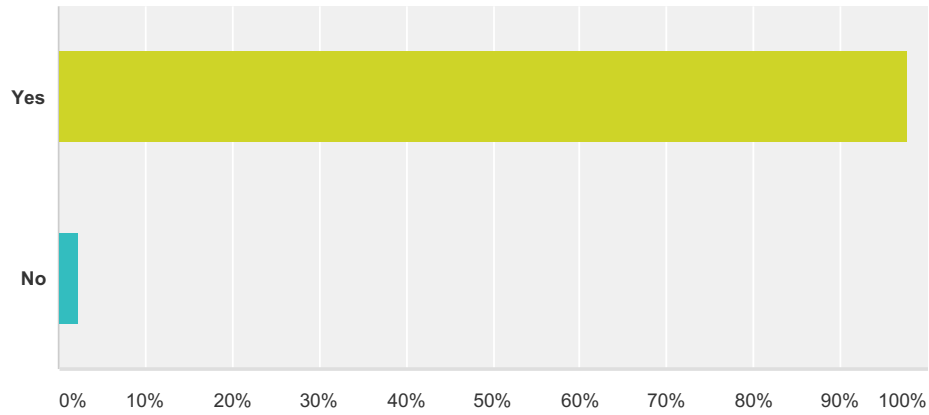
Answered: 69 Skipped: 44



Answer Choices	Responses	Count
0	10.14%	7
1-3	31.88%	22
4-7	26.09%	18
8-10	10.14%	7
More than 10	21.74%	15
<b>Total</b>		<b>69</b>

**Q1 One of the recommendations from the Attorney General's Advisory Group on Law Enforcement Training was that all applicants for basic training academies pass a drug screening before admission. Would you support this recommendation?**

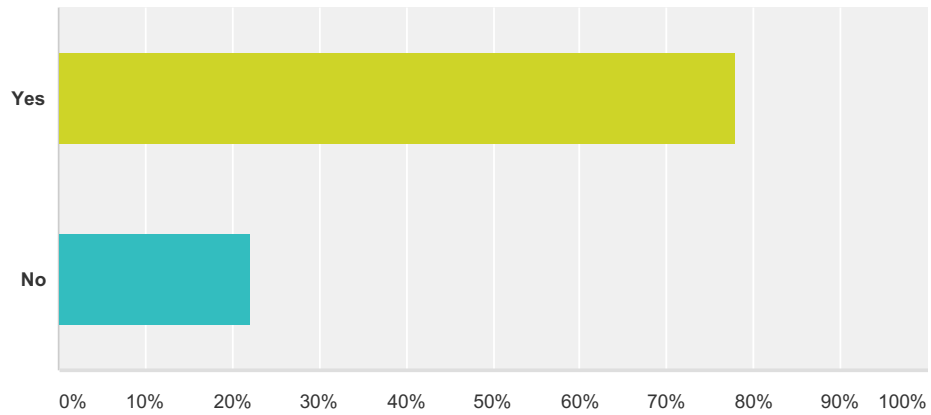
Answered: 484 Skipped: 0



Answer Choices	Responses	
Yes	97.73%	473
No	2.27%	11
<b>Total</b>		<b>484</b>

## Q2 Does your agency currently drug screen applicants prior to commissioning or hiring them as peace officers?

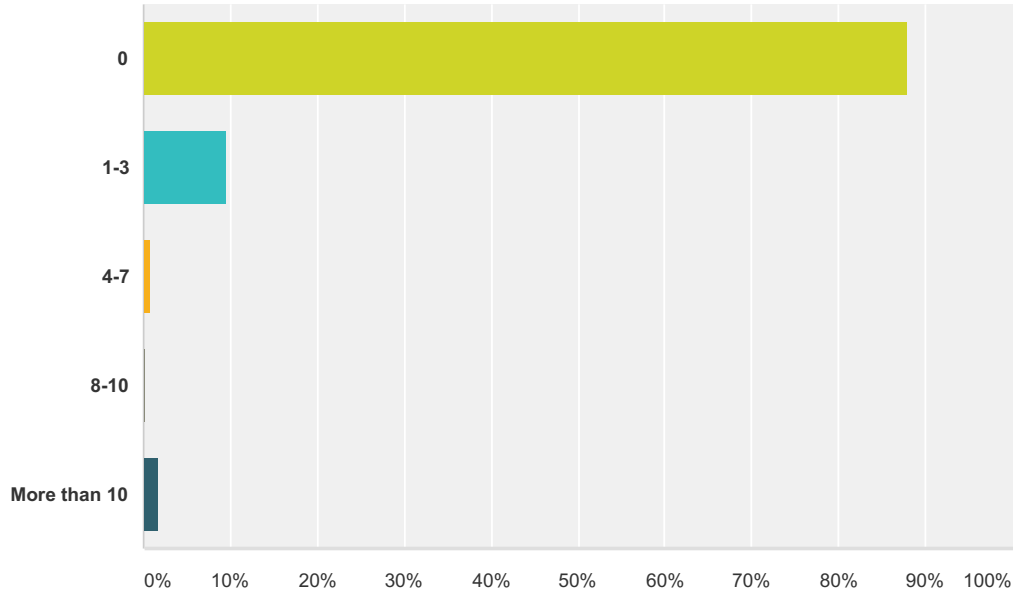
Answered: 482 Skipped: 2



Answer Choices	Responses	
Yes	77.80%	375
No	22.20%	107
<b>Total</b>		<b>482</b>

**Q3 If you answered yes to question number 2, approximately how many applicants for a given position that have successfully completed peace officer basic training do not pass your drug screening?**

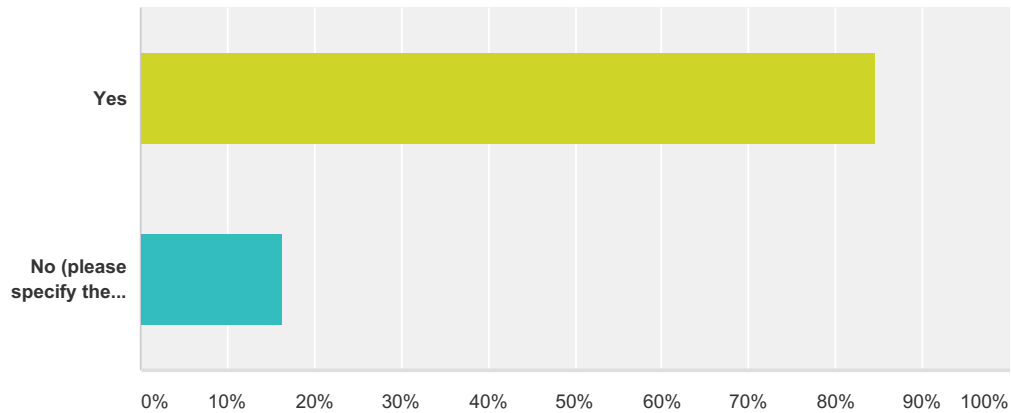
Answered: 378 Skipped: 106



Answer Choices	Responses	Count
0	87.83%	332
1-3	9.52%	36
4-7	0.79%	3
8-10	0.26%	1
More than 10	1.59%	6
<b>Total</b>		<b>378</b>

### Q4 If you answered yes to question number 2, do you use the standard five-panel drug screening?

Answered: 374 Skipped: 110



Answer Choices	Responses
Yes	84.49% 316
No (please specify the type of drug test you use)	16.31% 61
<b>Total Respondents: 374</b>	

#	No (please specify the type of drug test you use)	Date
1	Andover medical center	1/8/2016 8:11 PM
2	We do a nine-panel drug screening.	1/7/2016 2:08 PM
3	We use no drug test.	1/7/2016 6:20 AM
4	10 panel	1/6/2016 9:26 AM
5	It is unknown what the specific testing is completed. It is completed at a local hospital as part of the pre-employment physical required for hire under OP&F guidelines.	1/5/2016 1:57 PM
6	Standard 9 - Panel	1/5/2016 11:47 AM
7	Of the 148 applicants that passed the civil service test in 2014/2015 only four of them passed the polygraph and or psychological. The vast majority failed due to drug use.	1/5/2016 11:27 AM
8	10-panel screening test	1/5/2016 11:25 AM
9	Six panel actually I believe	1/5/2016 10:49 AM
10	It is not certain as to the specified panel given. It is a standard OP&F physical and I believe drug screen is used.	1/5/2016 10:45 AM
11	None given. Not in the budget	1/5/2016 9:50 AM
12	no money to do so	1/5/2016 9:38 AM
13	We use a 9 panel drug screening	1/5/2016 8:36 AM
14	It is my understanding that it is at least a 9 panel possibly higher drug screening.	1/5/2016 7:56 AM
15	10- Panel drug screening	1/5/2016 7:36 AM
16	Standard 5 panel plus extended testing.	1/5/2016 5:31 AM
17	No testing	1/4/2016 7:44 PM

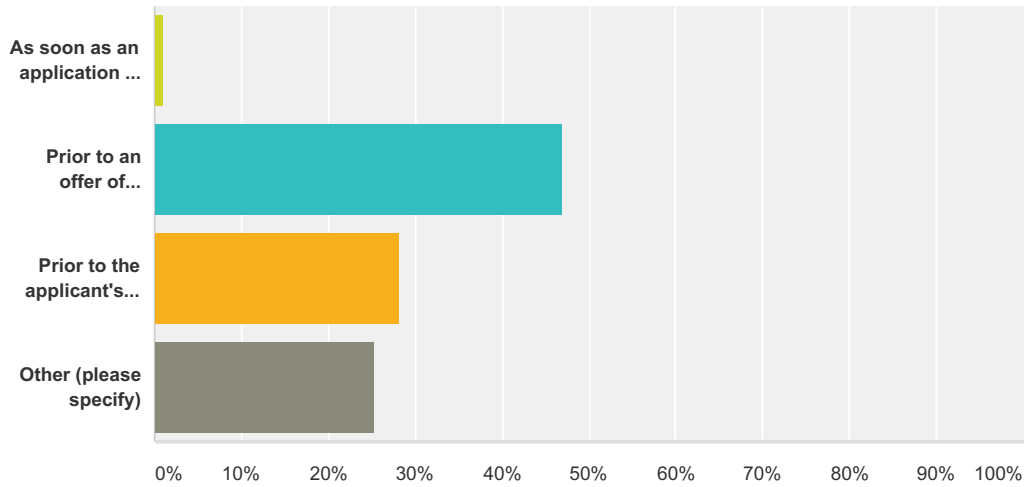
18	We use whatever the preemployment medical testing facility uses	1/4/2016 7:27 PM
19	Ten panel	1/4/2016 7:21 PM
20	.	1/4/2016 7:03 PM
21	7 panel	1/4/2016 6:05 PM
22	Do not drug screen	1/4/2016 6:04 PM
23	10 panel	1/4/2016 5:58 PM
24	No idea, its handled through our commissioners office. Not sure what type of testing is done.	12/30/2015 12:35 PM
25	6 panel oral	12/30/2015 10:28 AM
26	UNKNOWN	12/29/2015 12:32 PM
27	we use the 13 panel drug screen	12/29/2015 12:28 PM
28	PHYSICAL AT DOCTORS OFFICE	12/28/2015 8:39 PM
29	in house 9-panel test cup (iCup)	12/28/2015 3:12 PM
30	11 Panel Drug Screen with expanded Opiates. Includes:10 Panel Drugs plus Codeine, Morphine, Hydrocodone, Hydromorphone, Oxycodone.	12/28/2015 12:07 PM
31	Done by Upper Valley Hospital as part of our screeng and physical process	12/28/2015 11:50 AM
32	answered no	12/28/2015 10:51 AM
33	ten-panel drug screen	12/28/2015 10:43 AM
34	Do not know which test they use.	12/28/2015 8:09 AM
35	9 panel drug test	12/26/2015 12:22 PM
36	nine panel	12/24/2015 10:04 AM
37	9-Panel Expanded Opiates Drug Screening	12/24/2015 9:11 AM
38	Not sure what the name or type is but it tests for 11 different classes of drugs.	12/24/2015 8:52 AM
39	10 panel	12/24/2015 8:07 AM
40	10 panel drug screen	12/24/2015 4:22 AM
41	Would like to do drug tests no extra money to do so	12/23/2015 7:28 PM
42	N/a	12/23/2015 4:41 PM
43	Not sure it is done as part of the retirement systems physical	12/23/2015 4:30 PM
44	does not apply...we don't currently....but would support OPOTA effort to do so....Cost is a factor for us.	12/23/2015 3:57 PM
45	9 panel UDS	12/23/2015 3:55 PM
46	Not sure what the civil service commission uses.	12/23/2015 2:56 PM
47	9-Panel - Amphetamines, Barbiturates, Benzodiazepines, Cocaine, opiates, Phencyclidine(PCP),marijuana, methadone, propoxphene	12/23/2015 2:54 PM
48	10 panel	12/23/2015 2:53 PM
49	We use the screen just above the standard 5 screen.	12/23/2015 2:52 PM
50	Use the 7 and include for steriods	12/23/2015 2:49 PM
51	12 panel	12/23/2015 2:46 PM
52	10 panel test	12/23/2015 2:41 PM
53	10 panel for new police officer hires 5 panel for random, post accident and suspicion	12/23/2015 2:40 PM
54	Unsure of what we use - it's administered at the hospital.	12/23/2015 2:36 PM
55	Nine-panel drug screen	12/23/2015 2:34 PM
56	N/A	12/23/2015 2:31 PM



57	Candidates are screens during their pre-employment physical.	12/23/2015 2:31 PM
58	I'm not sure.	12/23/2015 2:29 PM
59	Unknown	12/23/2015 2:26 PM
60	J	12/23/2015 2:25 PM
61	we use a 12 panel screen	12/23/2015 2:23 PM

### Q5 If you answered yes to question number 2, at what point in the hiring process does your agency perform the drug screening?

Answered: 383 Skipped: 101



Answer Choices	Responses
As soon as an application is turned in	1.04% 4
Prior to an offer of employment	47.00% 180
Prior to the applicant's first day	28.20% 108
Other (please specify)	25.33% 97
<b>Total Respondents: 383</b>	

#	Other (please specify)	Date
1	After conditional offer is made.	1/7/2016 9:26 AM
2	A conditional offer must be made prior to requesting a drug screening.	1/7/2016 8:58 AM
3	We do not do one due to cost.	1/7/2016 6:20 AM
4	After they are extended a conditional offer of employment	1/6/2016 12:08 PM
5	Upon employment offer. Officer is under probationary status and should he or she fail the screen, he or she is released.	1/5/2016 10:45 AM
6	After the conditional offer of employment and as a part of the physical exam.	1/5/2016 10:14 AM
7	none	1/5/2016 9:50 AM
8	none	1/5/2016 9:38 AM
9	After a Conditional Offer of Employment has been made to the candidate	1/5/2016 9:27 AM
10	It is the last step of the process	1/5/2016 9:15 AM
11	after a conditional offer of employment has been made.	1/5/2016 9:13 AM
12	As part of an overall health screening/stress test conducted during the final part of the background investigation. The background investigation takes place after a conditional offer of employment is accepted and before a final offer of employment is extended.	1/5/2016 9:04 AM

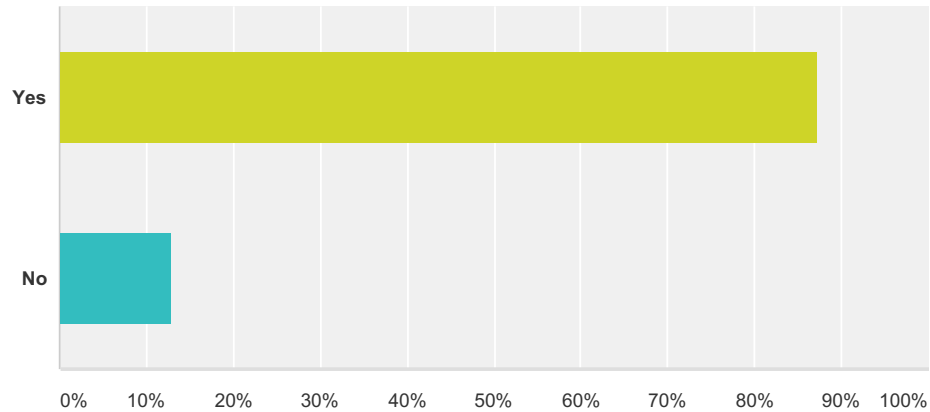
13	During the medical examination which is the last step before hiring.	1/5/2016 9:00 AM
14	Offer of employment is made contingent upon passing the screen	1/5/2016 8:54 AM
15	At the time they are given the "Conditional Offer of Employment" sheet	1/5/2016 8:53 AM
16	It is part of a conditional offer of employment which includes a polygraph, psychological, and physical	1/5/2016 8:24 AM
17	After conditional offer, before official hire	1/5/2016 8:05 AM
18	After a conditional offer for employment is made as part of a physical as well.	1/5/2016 7:53 AM
19	After Conditional Offer of Employment	1/5/2016 7:31 AM
20	Post conditional offer phase	1/5/2016 5:31 AM
21	Following a conditional offer of employment	1/4/2016 11:59 PM
22	No drug testing yet	1/4/2016 7:44 PM
23	Due to budget restraints, we don't currently perform pre-employment screens. However, we do in any officer involved accident/incident.	1/4/2016 7:03 PM
24	After a conditional offer of employment	1/4/2016 6:47 PM
25	Post offer	1/4/2016 6:29 PM
26	They are offered a conditional offer based on them passing the drug test	1/4/2016 6:04 PM
27	After the conditional offer is made	1/4/2016 6:01 PM
28	We are the only law enforcement agency in Lake Co. that employs random drug screening	1/4/2016 2:25 PM
29	Upon a conditional offer of employment.	1/4/2016 1:01 PM
30	Prior to doing the background check process.	1/4/2016 10:15 AM
31	After the conditional offer with the pre employment physical	1/4/2016 9:33 AM
32	As a condition after offer of employment	12/31/2015 10:12 AM
33	during background process	12/30/2015 10:28 AM
34	After a conditional offer of employment	12/29/2015 3:03 PM
35	After tentative job offer	12/29/2015 1:32 PM
36	Upon passing the physical fitness (standard) test	12/29/2015 12:32 PM
37	We DINO an conditional offer of employment then they have to pass drug screen, polygraph and psychological and the pension medical	12/29/2015 12:16 PM
38	After a conditional offer of employment has been extended	12/29/2015 10:57 AM
39	After conditional offer of employment	12/28/2015 5:34 PM
40	Drug screening is post-offer of employment as part of the health physical (PFDPF required) screening.	12/28/2015 4:03 PM
41	After entrance exam, physical agility test, interview panel, PHQ review, truth verification test and conditional offer of employment	12/28/2015 3:05 PM
42	After a conditional offer is made.	12/28/2015 1:36 PM
43	subject to random, or in the event of a accident, or workers comp claim.	12/28/2015 12:59 PM
44	Condition of employment is Psychological MMPI passage as well as drug screen passage.	12/28/2015 12:07 PM
45	After conditional offer of employment. Must pass drug screen, physical and psychological before employment.	12/28/2015 12:01 PM
46	After a conditional offer to hire pending passing of the drug screening	12/28/2015 10:43 AM
47	With the medical examination after an offer has been tendered, must pass both for hiring.	12/28/2015 9:41 AM
48	After a conditional offer for employment	12/28/2015 9:38 AM
49	After a conditional offer of employment has been made but prior to the offer of employment.	12/28/2015 8:56 AM
50	after conditional offer for employment	12/28/2015 8:39 AM
51	At the conditional offer stage.	12/28/2015 8:09 AM

52	conditional offer of employment based on results of drug screen, psychological & polygraph	12/25/2015 12:16 PM
53	Subject is offered employment contingent on passing the drug screen. So the candidate is told that they are have been hired and I then ordered a specific location for drug screen.	12/24/2015 1:01 PM
54	The applicant is made an offer contingent on that applicant completing the medical portion of our screening process. This includes the psychological evaluation and the physical, which encompasses the drug screen.	12/24/2015 11:23 AM
55	Offer for employment is contingent on passing of drug screen, as well as psychological testing	12/24/2015 10:12 AM
56	After a conditional offer of employment	12/24/2015 9:49 AM
57	After the conditional offer	12/24/2015 9:27 AM
58	BCI & FBI Background checks are done also even tho the Academy rquires that	12/24/2015 8:18 AM
59	post offer	12/24/2015 8:07 AM
60	After a contingent offer of employment is given. Employee must pass the drug screen to proceed in new hire processing.	12/24/2015 7:45 AM
61	Give us kits we will use them	12/23/2015 7:28 PM
62	It is done at the same time as the polygraph examination.	12/23/2015 5:07 PM
63	we are in a random selection employee pool	12/23/2015 4:55 PM
64	After a conditional offer is made.	12/23/2015 4:13 PM
65	not current...but would like to see it done	12/23/2015 3:57 PM
66	As part of a conditional employment offer.	12/23/2015 3:55 PM
67	we make a conditional offer then do the physical exam to include drug screen	12/23/2015 3:39 PM
68	When we give the physical drug screening is included then. It is a pre-employment condition they must pass.	12/23/2015 3:38 PM
69	After conditional offer of employment	12/23/2015 3:26 PM
70	As part of the "Conditional Offer" for employment - before an actual appointment from the Mayor	12/23/2015 3:23 PM
71	During the pre-employment physical, after a Conditional Offer of Employment has been made.	12/23/2015 3:08 PM
72	It is part of a conditional offer of employment	12/23/2015 3:07 PM
73	I understand both sides of the issue. I do not believe an open enrollment academy should accept a student having reason to believe they would never be hired by an agency. It is a waste of the persons time and money and is misleading. However, a responsible agency administrator will test regardless of the pre-screening efforts of an academy. Hold the agencies accountable for raising the bar of professionalism. In my opinion, academies should be post offer of employment.	12/23/2015 3:04 PM
74	After a conditional offer of employment has been given.	12/23/2015 3:03 PM
75	After an offer for employment. The offer is conditional on passing the drug screen and physical along with a psychological exam.	12/23/2015 2:56 PM
76	After conditional letter given	12/23/2015 2:51 PM
77	It is very late in our process and post-offer, so other screening and elimination has probably eliminated those that would fail.	12/23/2015 2:51 PM
78	After hire (they are hired with the understanding they have to pass the medical including drug screen as the lasy phase of the hiring process.	12/23/2015 2:49 PM
79	after a conditional offer	12/23/2015 2:46 PM
80	As a conditonal offer of employment	12/23/2015 2:45 PM
81	Drug test is part of the physical which is given after a conditional offer of employment and prior to hiring date.	12/23/2015 2:44 PM
82	tentative job offer pending passing medical physical which includes drug screen	12/23/2015 2:41 PM
83	The drug screen in part of our Police and Fire pension physical. Its my understanding that the physical must be completed after a conditional offer of employment	12/23/2015 2:40 PM
84	Last step of the hiring process, before being sworn in.	12/23/2015 2:38 PM
85	Is a conditional offer of employment.	12/23/2015 2:37 PM

86	After an offer of employment. Criteria for drug use disqualification is provided at time of application.	12/23/2015 2:37 PM
87	We under ADA restrictions we cannot perform this medical test until a conditional offer of employment is extended to the candidate.	12/23/2015 2:36 PM
88	AFater the conditional offer of employment is given	12/23/2015 2:34 PM
89	An offer of employment is made contingent upon passing a drug screen, psychological and truth verification test.	12/23/2015 2:33 PM
90	upon conditional offer of employment	12/23/2015 2:28 PM
91	as part of a conditional offer of employment	12/23/2015 2:25 PM
92	After a conditional job offer is made. This is done during the physical that is required by the Pension Board	12/23/2015 2:24 PM
93	after a conditional offer of employment. The conditions are pass a lie detector, pass a physical, pass a drug test and pass a psychological test	12/23/2015 2:23 PM
94	After conditional offer of employment	12/23/2015 2:23 PM
95	Conditional offer of employment.	12/23/2015 2:18 PM
96	At time of position offer	12/23/2015 2:17 PM
97	During the conditional offer phase	12/23/2015 2:16 PM

### Q6 If the Ohio Peace Officer Training Commission required a drug screen prior to enrolling in an academy, would your agency still conduct one before commissioning or hiring an applicant?

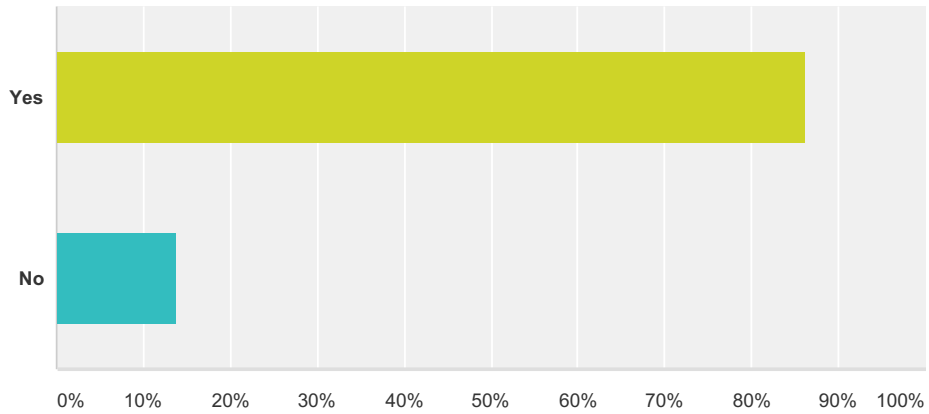
Answered: 463 Skipped: 21



Answer Choices	Responses	
Yes	87.26%	404
No	12.96%	60
<b>Total Respondents: 463</b>		

### Q7 The Advisory Group also recommended all applicants pass a psychological exam prior to admission into an academy. Would you support this recommendation?

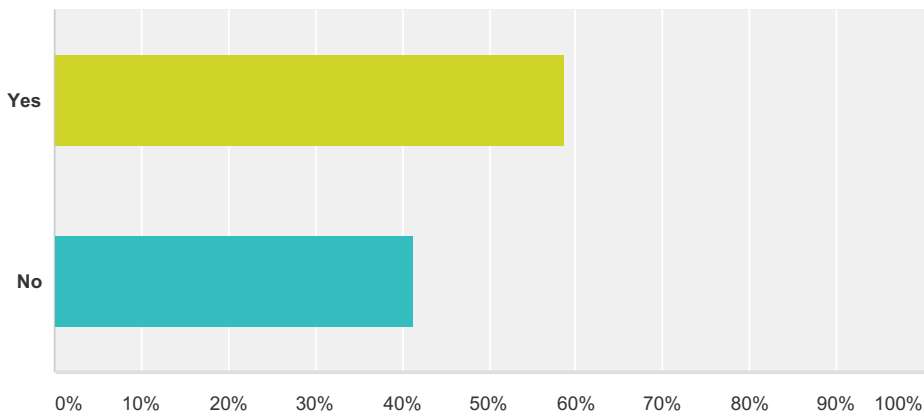
Answered: 471 Skipped: 13



Answer Choices	Responses	
Yes	86.20%	406
No	13.80%	65
<b>Total</b>		<b>471</b>

### Q8 Does your agency currently conduct a psychological examination on applicants prior to commissioning or hiring them as peace officers?

Answered: 472 Skipped: 12

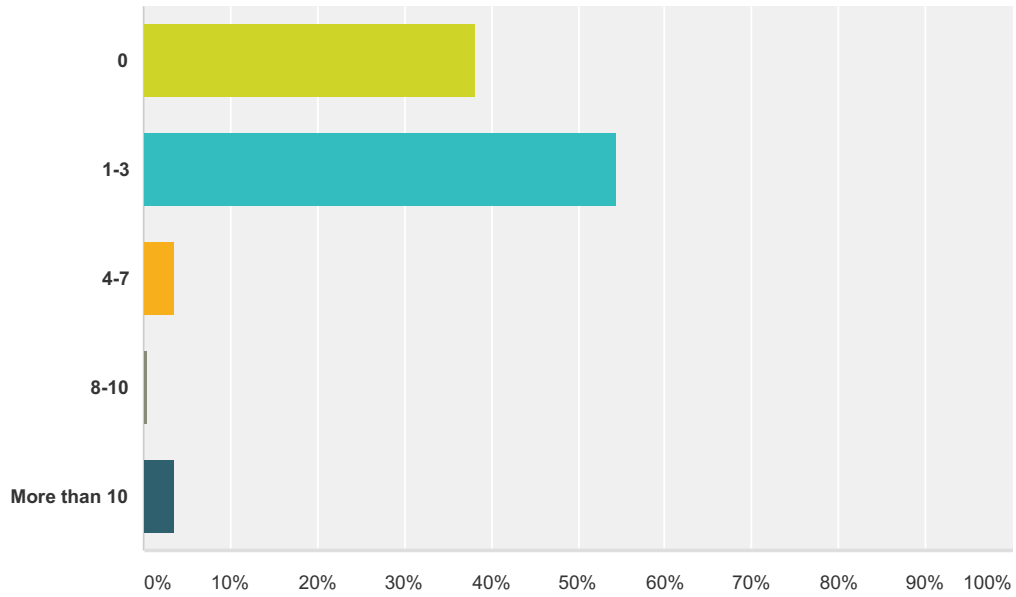


Answer Choices	Responses
Yes	58.69% 277
No	41.31% 195
<b>Total</b>	<b>472</b>



**Q9 If you answered yes to question number 8, approximately how many applicants for a given position that have successfully completed peace officer basic training are not considered for employment due to a negative psychological evaluation?**

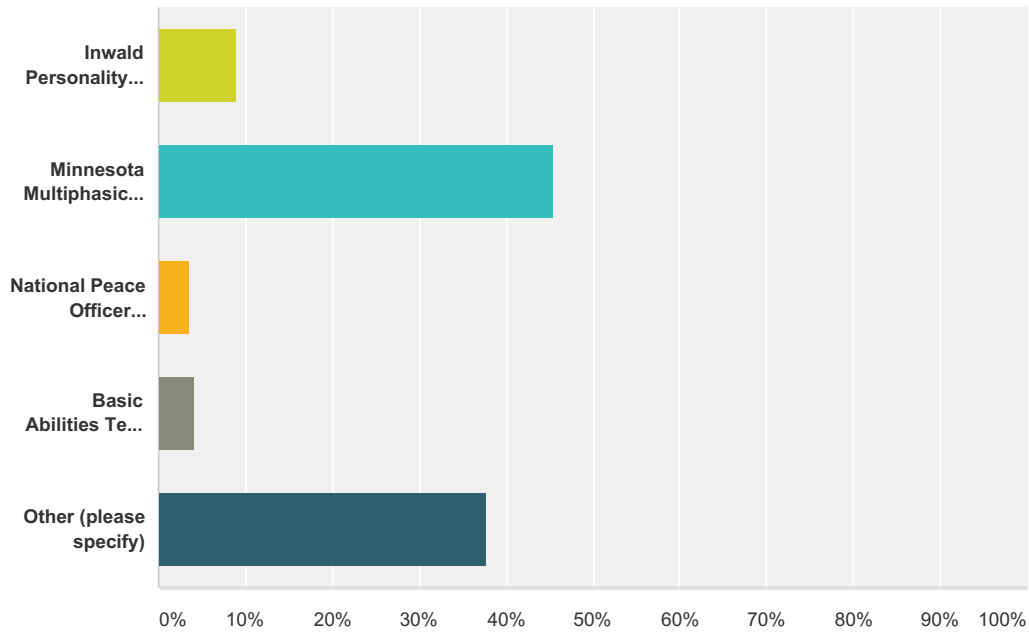
Answered: 286 Skipped: 198



Answer Choices	Responses
0	38.11% 109
1-3	54.55% 156
4-7	3.50% 10
8-10	0.35% 1
More than 10	3.50% 10
<b>Total</b>	<b>286</b>

### Q10 If you answered yes to question number 8, what psychological examination is used?

Answered: 281 Skipped: 203



Answer Choices	Responses
Inwald Personality Inventory (IPAT)	8.90% 25
Minnesota Multiphasic Personality Inventory - 2 (MMPI -2)	45.55% 128
National Peace Officer Selection Test (POST)	3.56% 10
Basic Abilities Test (BAT)	4.27% 12
Other (please specify)	37.72% 106
<b>Total</b>	<b>281</b>

#	Other (please specify)	Date
1	Pradco Police and Fire Assessment Center	1/7/2016 2:19 PM
2	None	1/7/2016 6:21 AM
3	We use a company called PRADCO	1/6/2016 8:22 AM
4	MMPI-2 along with personal interview with psychiatrist	1/5/2016 4:17 PM
5	Police Psychologist - MMPI, BAT and in person interview with psychologist	1/5/2016 2:26 PM
6	Psychological Resources Inc. 3-part test	1/5/2016 2:01 PM
7	Revised NEO Personality Inventory (NEO PI-R), Personality Assessment Inventory (PAI), Substance Abuse Subtle Screening Inventory (SASSI-3) and a Conditional Reasoning Test of Aggression.	1/5/2016 11:54 AM
8	In person exam with a psychologist.	1/5/2016 11:30 AM
9	none	1/5/2016 10:47 AM
10	.	1/5/2016 10:12 AM

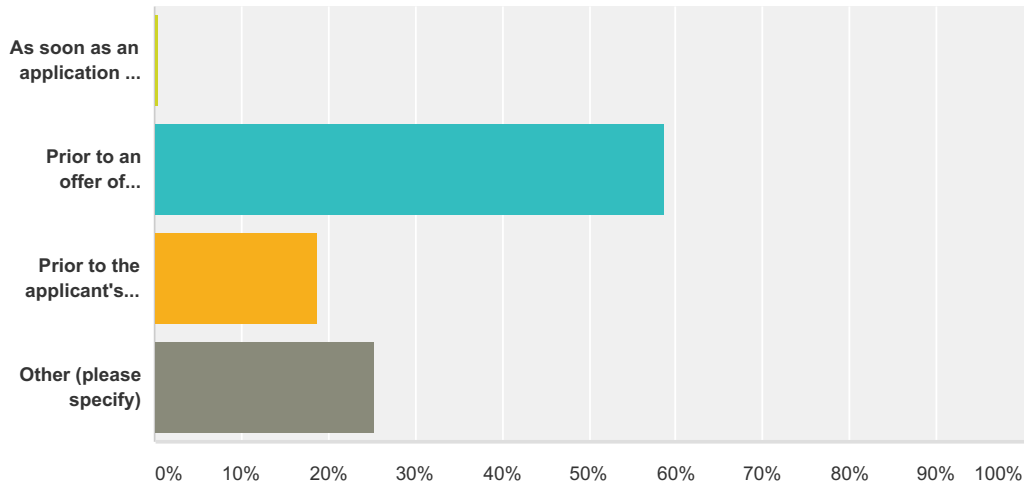
11	none	1/5/2016 9:51 AM
12	We use the MMPI plus they also have a face to face discussion with the doctor for his evaluation.	1/5/2016 9:48 AM
13	none no money	1/5/2016 9:39 AM
14	We use a psychologist to perform our testing, but I'm unsure what specifically he/she uses in conducting this testing.	1/5/2016 9:31 AM
15	Police Officer Interview, Personal History Questionnaire, SIVI, 16 PF, Firearm Response Inventory, Police Activity Preference Assessment, Situational Response Inventory, Oral Communication Skills Assessment	1/5/2016 9:30 AM
16	Our agency uses a Cleveland based company, PRADCO. PRADCO examines Initiative, Interpersonal Style And Judgment. This exam provides our agency with a "Degree of Fit" i.e., Poor, Marginal, Good or Strong.	1/5/2016 9:11 AM
17	Candidates are scheduled appointments with a psychologist whose specialities include law enforcement issues. An unknown standardized test is part of the psychological exam.	1/5/2016 9:08 AM
18	There are a battery of tests used as well as a basic IQ test.	1/5/2016 9:03 AM
19	unknown.	1/5/2016 8:54 AM
20	Done thru a doctor located in Toledo, Ohio.	1/5/2016 8:53 AM
21	We send them to a psychologist who specialized in public safety psychological exams.	1/5/2016 8:49 AM
22	Shipley Institute of Living Scale Million Clinical Multiaxial Inventory-III (MCMI-III) Protective Services Report - consisting of - Emotional Adjustment, Integrity control, Intellectual Efficiency, and Interpersonal Relations. Interviewed by outside Pasychologist retained by the poolice department.	1/5/2016 8:16 AM
23	Our exam is performed by Dr. Daum and Associates, Professional Public Safety Consultants. I am not familiar with any specific type of examination given.	1/5/2016 8:00 AM
24	PRADCO	1/5/2016 7:16 AM
25	PRADCO	1/5/2016 12:01 AM
26	Ohio select	1/4/2016 9:24 PM
27	Not used	1/4/2016 9:00 PM
28	No testing	1/4/2016 7:46 PM
29	Psychological Resources	1/4/2016 6:17 PM
30	Multiple	1/4/2016 6:16 PM
31	Uncertain, however psychologists puts applicant through numerous.	1/4/2016 5:59 PM
32	PRADCO	1/4/2016 5:49 PM
33	We use a blend of tools.	1/4/2016 5:46 PM
34	PRADCO	1/4/2016 1:03 PM
35	Thurson Cosner Ph.D. Police and Safety Forces Pysychologist	1/4/2016 10:54 AM
36	• NEO-PI • MBTI • GZTS	1/4/2016 10:18 AM
37	Pradco has a specific model based on our community	1/4/2016 9:35 AM
38	Local vendor in Columbus provides psychological services and does police officer related review.	12/30/2015 12:40 PM
39	Pradco	12/30/2015 10:40 AM
40	Pshchological Resources- out of Atlanta Georgia	12/30/2015 8:55 AM
41	UNKNOWN	12/29/2015 12:34 PM
42	Pre-employment test battery including some of the above plus interview and other phases.	12/29/2015 10:59 AM
43	I have Dr. Phil Price conduct the test and I am not sure what test(s) he uses at this time	12/29/2015 9:30 AM
44	Unsure	12/28/2015 4:44 PM
45	Screened by Dr. Phil Price who uses a variety of instruments.	12/28/2015 4:05 PM
46	not sure what examination is given. It falls under pre-employment psychological evaluation	12/28/2015 3:24 PM

47	Pradco - Law Enforcement Index, Emotional Intelligence Index; then full exam after the conditional offer.	12/28/2015 1:38 PM
48	We use Association for Psychotherapy Inc. 785 E. Broad Street in Columbus Ohio for Pre employment psychological testing.	12/28/2015 1:37 PM
49	Unknown, testing is preformed by a practice in Columbus	12/28/2015 10:59 AM
50	Interview, Personal history Questionnaire, SIVI, 16 PF, Firearms Response Inventory, Police Activity Preference Assessment, Situation Response Inventory, Oral Communication Skills Assessment	12/28/2015 10:51 AM
51	California Psychological Inventory	12/28/2015 10:49 AM
52	Not certain	12/28/2015 10:32 AM
53	We use a combination of written examinations and an oral interview with a police psychologist.	12/28/2015 10:14 AM
54	Conducted through local agency.	12/28/2015 10:09 AM
55	We use a number of test to evaluate our candidates to include some written by our psychologist. We also use the combined knowledge/psychological assessment test written for OACP.	12/28/2015 9:40 AM
56	Pradco Psychological and Job Assessment	12/28/2015 9:18 AM
57	there are several components to the psychological exam and the MMPI-2 is one of the them.	12/28/2015 8:59 AM
58	Umknown	12/28/2015 8:53 AM
59	PSYCHOLOGICAL RESOURCES, ATLANTA, GA.	12/28/2015 8:14 AM
60	Not sure what tests are used. Those are protected from public release. The final recommendation is the only thing subject to public release.	12/28/2015 8:11 AM
61	Dr. Daum	12/28/2015 7:22 AM
62	Interview with a Psychologist, I am not sure what test he gives the applicant.	12/25/2015 10:33 PM
63	Z	12/24/2015 1:18 PM
64	We have used a particular psychiatrist for numerous years. He uses numerous tests as well as an interview. This is pre-job offer testing. There is also a personality profile test done during background investigation by another company.	12/24/2015 11:39 AM
65	Private Psychologist	12/24/2015 10:16 AM
66	Daum	12/24/2015 9:29 AM
67	I do believe it is similar to the MMPI, but specific to the company/group we contract with.	12/24/2015 9:25 AM
68	The psychologist does several tests including MMPI-2, Myers-Briggs, NEO-PI, PWAT and Wonderlic.	12/24/2015 8:56 AM
69	Unknown, it is performed by the Assoc. for Psychotherapy E. Broad St. Columbus	12/24/2015 8:42 AM
70	Our psychologist has several tests. I'm not sure what their names are. We also check compatibility with the department.	12/24/2015 8:10 AM
71	We use a psychiatrist.	12/24/2015 7:21 AM
72	Psychiatrist face to face along with MMPI-2	12/24/2015 7:13 AM
73	Psychological Resources Inc	12/24/2015 6:50 AM
74	MMPI plus others, I'll including interview.	12/23/2015 10:10 PM
75	N/a	12/23/2015 4:42 PM
76	PAI Law Enforcement and Public Safety Selection Report and NEO-FFI-3 (NEO FIVE FACTOR INVENTORY 3)	12/23/2015 4:23 PM
77	Candidates are sent to a psychologist after a conditional offer of employment.	12/23/2015 4:15 PM
78	Not sure	12/23/2015 4:15 PM
79	Tests administered by the psychologist.	12/23/2015 4:07 PM
80	Psychological Resources Inc.	12/23/2015 4:02 PM
81	we contract with Assetprofiles.com they perform a battery of exams for us	12/23/2015 3:59 PM
82	unk	12/23/2015 3:47 PM
83	I'm not sure we out source for this service.	12/23/2015 3:41 PM

84	Psychological Testing is conducted by Dr. Daum and Associates.	12/23/2015 3:25 PM
85	Combination of structured interview by psychologist and MMPI-2	12/23/2015 3:24 PM
86	Unknown	12/23/2015 3:17 PM
87	Neo Five Factor Inventory and Watson-Glaser Critical Thinking Appraisal	12/23/2015 3:09 PM
88	Neo Five Factor Inventory-3 (Neo-FFI-3) Personality Assessment Inventory LE (PAI) Predictive Uniform Law Enforcement Selection Evaluation (M-Pulse Matrix) Watson-Glaser Critical Appraisal ( WGCTA)	12/23/2015 3:06 PM
89	Our psychologist uses several test to determine suitability for police work and a match for the values of our department.	12/23/2015 3:01 PM
90	Contract Psychologists use several different psychological inventories to best understand and evaluate the applicant	12/23/2015 3:01 PM
91	I am not certain what battery of tests are used. My Human Resources Department coordinates the contract with the psychological testing firm.	12/23/2015 2:59 PM
92	Plus an interview with Dr.	12/23/2015 2:52 PM
93	Customized behavioral evaluation	12/23/2015 2:49 PM
94	Pradco company does this for us.. about \$800 per officer..	12/23/2015 2:47 PM
95	Multiple tests used. Currently through Pradco testing.	12/23/2015 2:45 PM
96	PRADCO pre-hiring assesment	12/23/2015 2:44 PM
97	unknown	12/23/2015 2:39 PM
98	We contract with PRADCO in NE Ohio, and they run a battery of tests that include some of the above, and additional tests and in-person interviews. Many agencies in Ohio use PRADCO.	12/23/2015 2:37 PM
99	PRADCO	12/23/2015 2:34 PM
100	We use a psychologist who conducts multiple tests, but at this writing I cannot recall if he also uses MMPI or IPAT but it is one of those two.	12/23/2015 2:32 PM
101	If you want to help fix what the public sees wrong with polce today, do away with open enrollment. Make prospective cadets be sponcered and go through a department training period before entering an academy.	12/23/2015 2:30 PM
102	Myers Briggs Type Indicator, California Psychological Inventory, and the Hilson Security Forces Test Battery	12/23/2015 2:29 PM
103	Neo-FFI-3 and WGCTA and the Public Safety Selection Report	12/23/2015 2:28 PM
104	Unknown	12/23/2015 2:28 PM
105	We use a company identified as PRADCO. They have developed a proprietary test.	12/23/2015 2:24 PM
106	A battery of test including MMPI and a 4 hour interview with psychologist.	12/23/2015 2:21 PM

### Q11 If you answered yes to question number 8, at what point in the hiring process does your agency perform the psychological exam?

Answered: 286 Skipped: 198



Answer Choices	Responses
As soon as an application is turned in	0.35% 1
Prior to an offer of employment is made	58.74% 168
Prior to the applicant's first day	18.88% 54
Other (please specify)	25.17% 72
<b>Total Respondents: 286</b>	

#	Other (please specify)	Date
1	None	1/7/2016 6:21 AM
2	After the conditional offer of employment	1/6/2016 12:08 PM
3	Post Offer Phase	1/5/2016 2:26 PM
4	After conditional job offer is given and prior to starting	1/5/2016 11:07 AM
5	none	1/5/2016 9:51 AM
6	we do not	1/5/2016 9:39 AM
7	After a conditional offer of employment has been made.	1/5/2016 9:13 AM
8	We provide our potential candidates with a conditional offer of employment. The conditions to be met are physical, psychological and polygraph	1/5/2016 9:11 AM
9	During the final part of the background investigation. The background investigation takes place after a conditional offer of employment is accepted and before a final offer of employment is extended.	1/5/2016 9:08 AM
10	Offer of employment is contingent upon passing the exam.	1/5/2016 8:56 AM
11	At the time they are given the "Conditional Offer of Employment" sheet	1/5/2016 8:53 AM
12	Part of the conditional offer	1/5/2016 8:26 AM

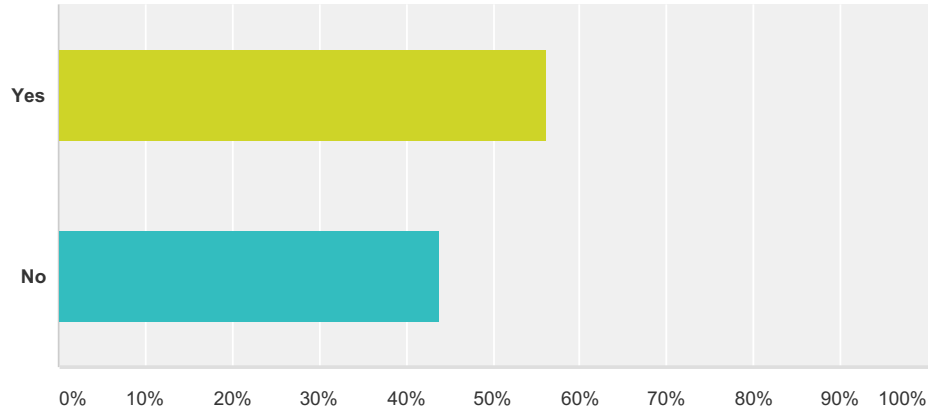
13	After a conditional offer is made, prior to appointment	1/5/2016 8:00 AM
14	After conditional offer is made.	1/5/2016 7:54 AM
15	Following a conditional offer of employment	1/5/2016 12:01 AM
16	N/A	1/4/2016 11:35 PM
17	Not used	1/4/2016 9:00 PM
18	Conditional	1/4/2016 6:49 PM
19	Post offer	1/4/2016 6:31 PM
20	I bring in the top five, interview them all then give psych exam right away before moving forward. This allows for a good use of resources and cuts the candidate pool before conducting background checks, saves a lot of time and money and identifies those that are not fit for L.E. positions right away.	1/4/2016 6:17 PM
21	Post offer	1/4/2016 6:16 PM
22	After the conditional offer is made	1/4/2016 6:01 PM
23	After conditional offer is made	1/4/2016 5:55 PM
24	After the conditional offer for employment is given.	12/31/2015 10:13 AM
25	A conditional offer of employment is made in which the candidate is hired if he/she successfully passes a psychological test and physical.	12/29/2015 4:36 PM
26	After offer of conditional employment	12/29/2015 3:03 PM
27	After tentative job offer	12/29/2015 1:33 PM
28	After a conditional job offer has been made; typically before first day of academy begins	12/29/2015 12:34 PM
29	Conditional offer is made then they must pass a psychological	12/29/2015 12:18 PM
30	After conditional offer of employment	12/28/2015 5:36 PM
31	after the drug screen/physical exam	12/28/2015 3:07 PM
32	Law Enforcement Index and Emotional Intelligence prior to background, full Psych. after conditional offer.	12/28/2015 1:38 PM
33	After conditional offer of employment.	12/28/2015 12:02 PM
34	After a conditional offer for employment	12/28/2015 9:40 AM
35	After a conditional offer but prior to an offer of employment.	12/28/2015 8:59 AM
36	after conditional offer of employment	12/28/2015 8:41 AM
37	conditional offer stage	12/28/2015 8:11 AM
38	conditional offer of employment based on results of drug screen, psychological and polygraph	12/25/2015 12:18 PM
39	See response listed in question #5.	12/24/2015 11:27 AM
40	Offer for employment is contingent on passing of drug screen, as well as psychological testing	12/24/2015 10:14 AM
41	After conditional offer and after the background investigation	12/24/2015 9:51 AM
42	After conditional hire	12/24/2015 9:29 AM
43	post offer	12/24/2015 8:10 AM
44	A tentative offer of employment is made pending successful completion of psych screen	12/24/2015 4:24 AM
45	Done as part of the hiring process	12/23/2015 7:42 PM
46	One of the last phases prior to the medical physical.	12/23/2015 5:09 PM
47	After conditional offer.	12/23/2015 4:15 PM
48	In conjunction with a conditional offer of employment.	12/23/2015 3:57 PM
49	After conditional offer of employment	12/23/2015 3:28 PM
50	Conditional Offer of Employment	12/23/2015 3:25 PM
51	After a conditional offer of employment.	12/23/2015 3:17 PM

52	Part of conditional offer	12/23/2015 3:09 PM
53	During the pre-employment background investigation, after a Conditional Offer of Employment has been made.	12/23/2015 3:09 PM
54	Again, under ADA restrictions, medical testing cannot occur until a conditional offer of employment is extended to the candidate.	12/23/2015 3:06 PM
55	After a conditional offer of employment is made. The offer is contingent upon passing the psychological and medical tests.	12/23/2015 3:06 PM
56	After a conditional offer of employment but prior to hiring.	12/23/2015 3:01 PM
57	After the offer for employment as a condition of employment.	12/23/2015 2:58 PM
58	We will also do an MMPI-2 after an offer of employment	12/23/2015 2:56 PM
59	We have run the candidate through other intense background screening prior to the psych, so have an extremely high pass rate.	12/23/2015 2:54 PM
60	After conditional letter	12/23/2015 2:53 PM
61	after background inv and polygraph	12/23/2015 2:52 PM
62	after a conditional offer	12/23/2015 2:47 PM
63	As a conditional offer of employment	12/23/2015 2:45 PM
64	After an offer of employment. Wonderlic, 16PF, NEO-PI, and PWAT given pre-offer	12/23/2015 2:42 PM
65	after offer of employment, before being sworn in.	12/23/2015 2:39 PM
66	An offer of employment is made contingent upon the applicant passing the drug screen, psychological and truth verification testing.	12/23/2015 2:35 PM
67	After the conditional offer of employment is given	12/23/2015 2:34 PM
68	After a conditional job offer is made.	12/23/2015 2:28 PM
69	after conditional offer	12/23/2015 2:25 PM
70	after a thorough background investigation and a conditional offer of employment	12/23/2015 2:23 PM
71	Conditional offer of employment.	12/23/2015 2:19 PM
72	During the conditional offer phase (polygraph, psychological, background and medical)	12/23/2015 2:17 PM



**Q12 If the Ohio Peace Officer Training Commission required a psychological exam prior to enrolling in an academy, would your agency still conduct one before commissioning or hiring an applicant?**

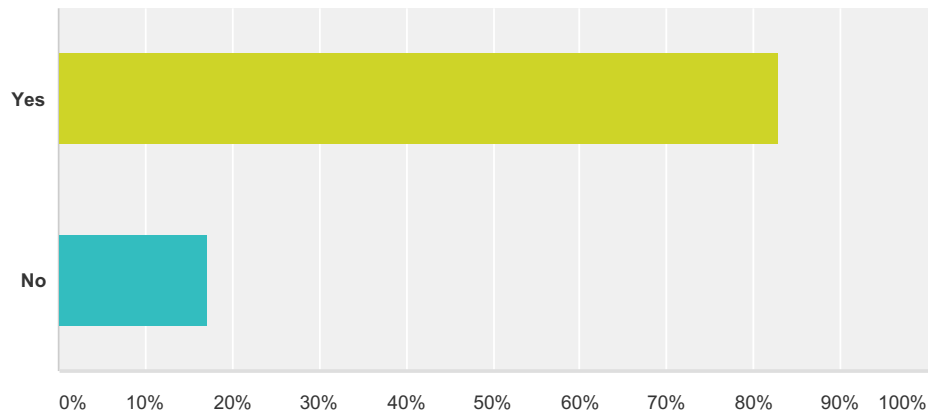
Answered: 433 Skipped: 51



Answer Choices	Responses	
Yes	56.12%	243
No	43.88%	190
<b>Total Respondents: 433</b>		

**Q13 Another recommendation from the Advisory Group was that all applicants for peace officer basic training pass a truth verification test prior to admission to an academy. Would you support this recommendation?**

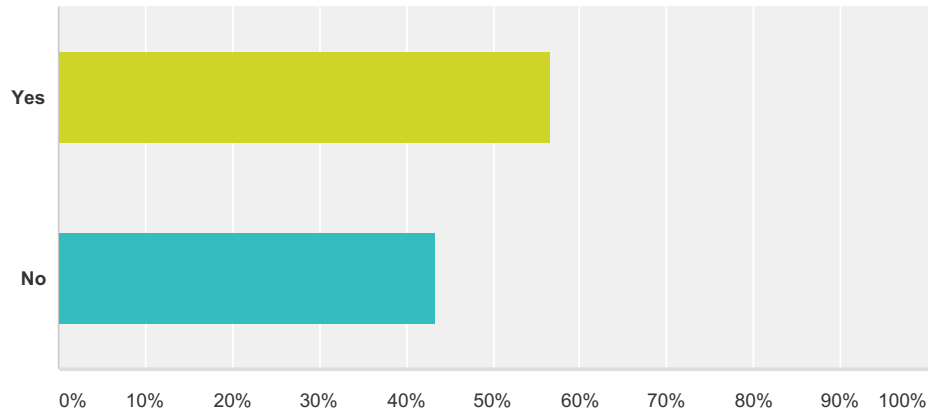
Answered: 463 Skipped: 21



Answer Choices	Responses	
Yes	82.94%	384
No	17.06%	79
<b>Total</b>		<b>463</b>

### Q14 Does your agency currently conduct a truth verification test prior to commissioning or hiring an applicant as a peace officer?

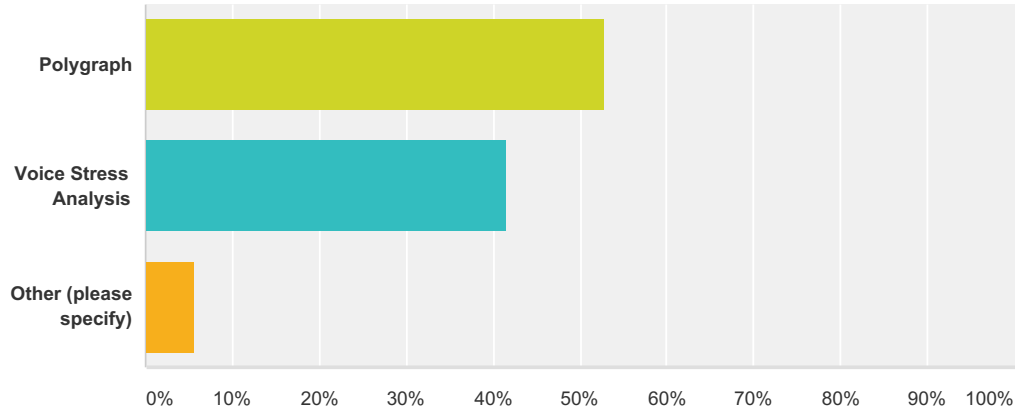
Answered: 458 Skipped: 26



Answer Choices	Responses
Yes	56.55% 259
No	43.45% 199
<b>Total</b>	<b>458</b>

### Q15 If you answered yes to question number 14, what type of truth verification test does your agency use?

Answered: 269 Skipped: 215

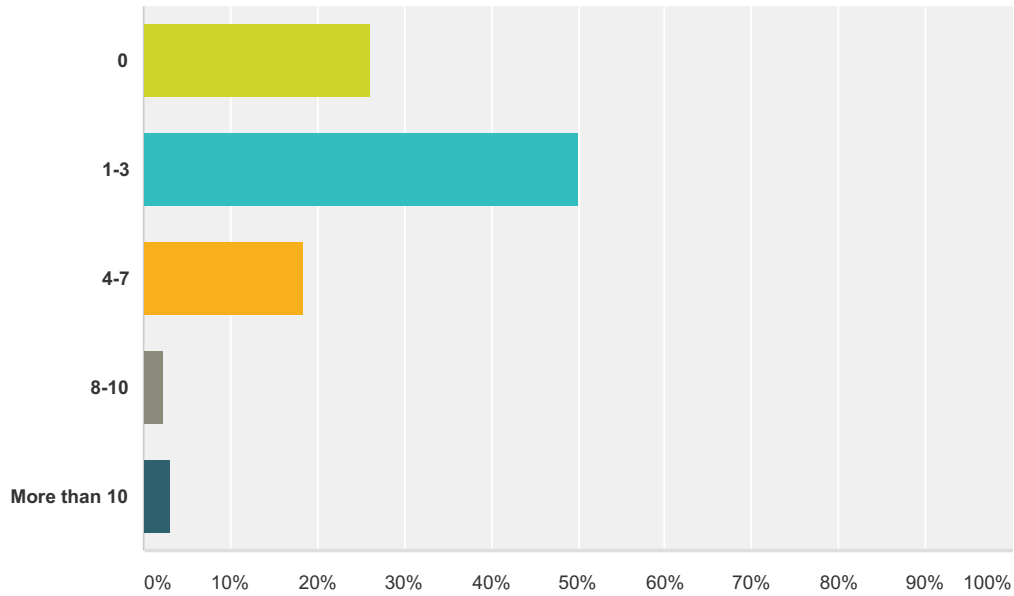


Answer Choices	Responses
Polygraph	52.79% 142
Voice Stress Analysis	41.64% 112
Other (please specify)	5.58% 15
<b>Total</b>	<b>269</b>

#	Other (please specify)	Date
1	None	1/7/2016 6:22 AM
2	N/A	1/6/2016 7:09 AM
3	VSA is used, however if discrepancies are noted a secondary Polygraph is requested.	1/5/2016 3:35 PM
4	none, Smaller Department does not has the budget	1/5/2016 9:54 AM
5	background information	1/5/2016 8:23 AM
6	As standard of practice we do not conduct tests of truth verification. But if needed we do have the ability to conduct Voice Stress Analysis for police applicants when necessary.	1/5/2016 7:44 AM
7	pep test, used as part of the pre-employment process	1/2/2016 3:48 PM
8	Interview questions, Application background can some times indicate this.	12/30/2015 8:57 AM
9	N/A	12/26/2015 2:22 PM
10	Both	12/24/2015 9:33 AM
11	We do not offer one but I am looking into implementing one	12/24/2015 8:21 AM
12	We have done both	12/23/2015 4:17 PM
13	we do not do one...we question the accuracy and validity of the exam...we put more weight on a solid background by our investigators, along with background interviews. We have uncovered more this way than spending \$\$\$\$ on the VSA or Poly	12/23/2015 4:00 PM
14	We trust both devices and have used both. Availability and trust in the particular operator is more important to us.	12/23/2015 2:56 PM
15	If agencies had to spend time with cadets prior to entering the academy. The departments could reject the cadet before entering and becoming a possible problem. Let the department heads run the department.	12/23/2015 2:32 PM

**Q16 If you answered yes to question number 14, approximately how many applicants for a given position that have successfully completed peace officer basic training do not pass the test?**

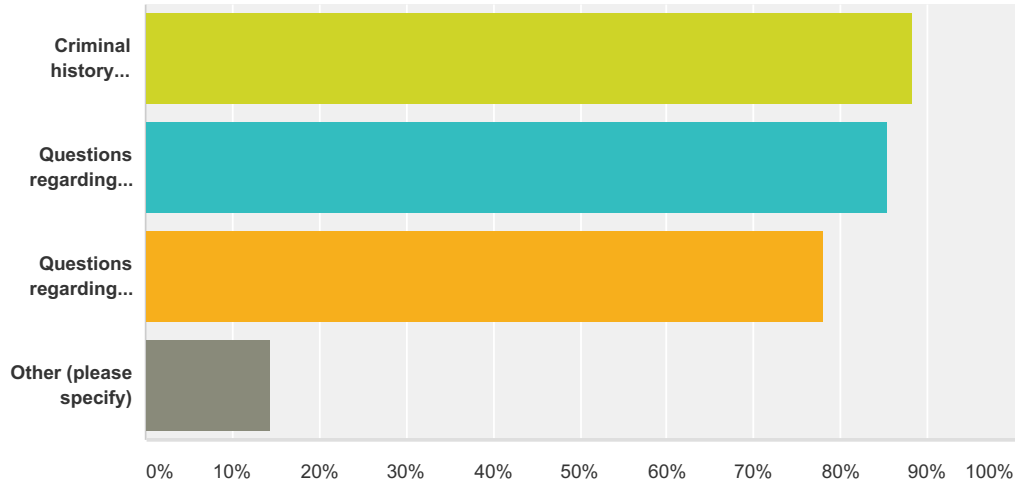
Answered: 261 Skipped: 223



Answer Choices	Responses
0	26.05% 68
1-3	50.19% 131
4-7	18.39% 48
8-10	2.30% 6
More than 10	3.07% 8
<b>Total</b>	<b>261</b>

### Q17 If you answered yes to question number 14, what types of questions are asked on the test you use?

Answered: 265 Skipped: 219



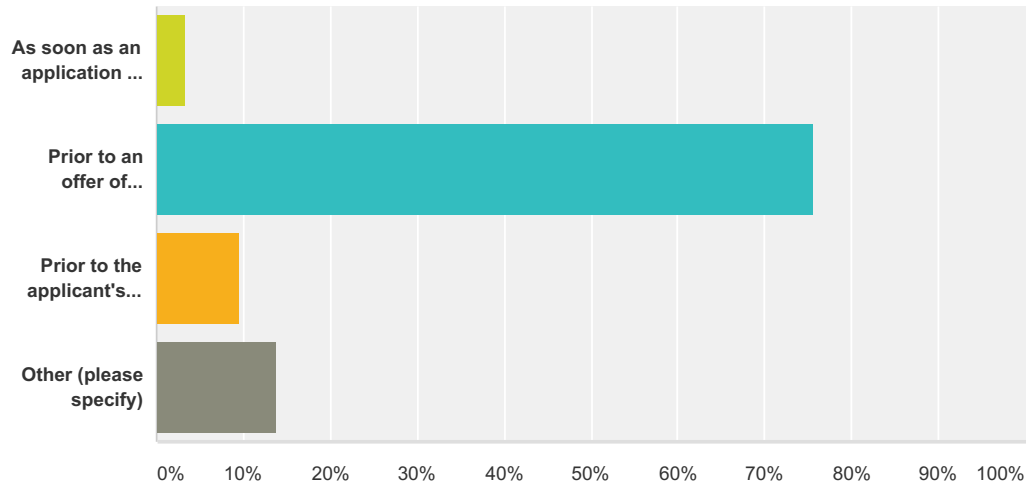
Answer Choices	Responses
Criminal history questions	88.30% 234
Questions regarding character issues that did not result in criminal charges	85.28% 226
Questions regarding ethics or morals	78.11% 207
Other (please specify)	14.34% 38
<b>Total Respondents: 265</b>	

#	Other (please specify)	Date
1	None	1/7/2016 6:22 AM
2	all of the above	1/6/2016 10:09 AM
3	all of above	1/5/2016 4:18 PM
4	Our examiner uses question from our background packet to verify truthful answers were given. Additionally, if there are character, moral questions, or discrepancies found during the back ground investigation those may also be explored.	1/5/2016 3:57 PM
5	All of the above, and additional related to credit history and spousal/significant other abuse history	1/5/2016 2:29 PM
6	Everything, our test is 1 1/2 hrs long.	1/5/2016 11:32 AM
7	All of the above	1/5/2016 11:28 AM
8	All of the above	1/5/2016 9:45 AM
9	Questions from answers the candidate provided during his background investigation paperwork and internal interviews.	1/5/2016 9:33 AM
10	Also sexual deviation questions	1/5/2016 9:04 AM
11	Prior employment, application truthfulness	1/5/2016 12:05 AM
12	Drug usage and possession	1/4/2016 9:26 PM
13	a combination of all of the above.	1/4/2016 6:19 PM

14	Questions that validate the employment and personal history are also asked. Results of the examination are not the sole criteria used for rejection. Results are considered a source of leads for the background investigator. Admissions made prior to or during the test are grounds for rejection.	12/28/2015 4:09 PM
15	Criminal behavior, character issues, ethics, morals, cheating, substance abuse history	12/28/2015 10:35 AM
16	Work history	12/28/2015 10:15 AM
17	Finances, relationships	12/28/2015 9:46 AM
18	All of the above	12/28/2015 9:19 AM
19	N/A	12/26/2015 2:22 PM
20	Questions regarding withholding information during the hiring process	12/24/2015 11:42 AM
21	Employment history, drug usage, lying on the employment application or questions	12/24/2015 11:31 AM
22	everything above	12/24/2015 8:11 AM
23	All of the above	12/24/2015 7:14 AM
24	All the above	12/24/2015 1:17 AM
25	Drug History	12/23/2015 6:52 PM
26	Employment history.	12/23/2015 5:30 PM
27	questions related to the applicant's background packet	12/23/2015 3:48 PM
28	Verification of all answers provided on "Pre-Employment Background Questionnaire"	12/23/2015 3:27 PM
29	Thorough background review including work history, driving record etc.	12/23/2015 3:11 PM
30	Questions regarding truthfulness of all answers in response to our Background Investigation Questionnarre	12/23/2015 2:55 PM
31	Drug use	12/23/2015 2:53 PM
32	deviant behavior, anti-govt behavior, employment trouble/issues, personal debt, traffic violations, falsification of application/background info	12/23/2015 2:47 PM
33	all of above	12/23/2015 2:46 PM
34	Questions regarding prior employment, the accuracy of the application and any omissions from the application.	12/23/2015 2:44 PM
35	We screen for drug usage and sales, abuse of alcohol, gambling and sexual habits.	12/23/2015 2:44 PM
36	Questions that may arise from Interview process and CVSA	12/23/2015 2:39 PM
37	Character issues, criminal history, theft issues, drug usage, sales & manufacturing, gambling issues, sexual deviant issues, prior employment history, ethics & moral issues, social media involvement and financial history	12/23/2015 2:33 PM
38	H	12/23/2015 2:27 PM

### Q18 If you answered yes to question number 14, at what point in the hiring process does your agency perform the truth verification test?

Answered: 263 Skipped: 221



Answer Choices	Responses
As soon as an application is turned in	3.42% 9
Prior to an offer of employment is made	75.67% 199
Prior to the applicant's first day	9.51% 25
Other (please specify)	13.69% 36
<b>Total Respondents: 263</b>	

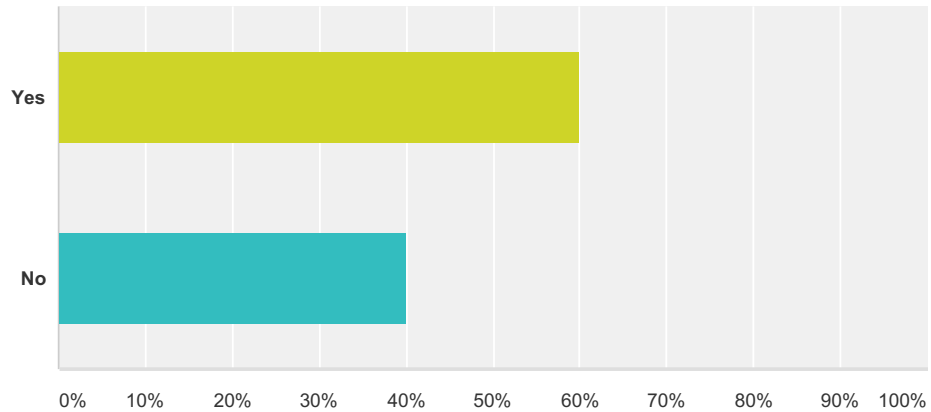
#	Other (please specify)	Date
1	None	1/7/2016 6:22 AM
2	After the conditional offer of employment. Recently moved it to post offer because of drug usage question	1/6/2016 12:08 PM
3	After the conditional offer of employment	1/5/2016 10:16 AM
4	none	1/5/2016 9:54 AM
5	Pre and post offer	1/5/2016 9:45 AM
6	Post conditional offer	1/5/2016 9:27 AM
7	After a conditional offer of employment has been made	1/5/2016 9:14 AM
8	During the final part of the background investigation. The background investigation takes place after a conditional offer of employment is accepted and before a final offer of employment is extended.	1/5/2016 9:08 AM
9	Offer of employment is contingent upon passing the test	1/5/2016 8:58 AM
10	At the time they are given the "Conditional Offer of Employment" sheet	1/5/2016 8:53 AM
11	part of conditional offer	1/5/2016 8:27 AM
12	After conditional offer of employment	1/5/2016 8:04 AM



13	We administor two polygraphs prior to employment. We administor the first polygraph after the application is turned in and the second polygraph once a conditional ooffer has been made to the applicant.	12/31/2015 8:53 AM
14	And a post offer test which deals with psychological,healthe and medical issues	12/29/2015 1:33 PM
15	Conditional offer is made then they must pass a psychological	12/29/2015 12:19 PM
16	Applicants who place on the civil service list are provided a personal history questionnaire. As part of the background investigation, a CVSA is used.	12/28/2015 4:09 PM
17	in the background process	12/28/2015 3:09 PM
18	conditional offer phase	12/28/2015 8:12 AM
19	N/AN/NN	12/26/2015 2:22 PM
20	conditional offer of employment based on results of drug screen, psychological and polygraph	12/25/2015 12:19 PM
21	During background investigation	12/24/2015 11:42 AM
22	Immediately following the background investigation	12/24/2015 9:52 AM
23	post offer	12/24/2015 8:11 AM
24	Done as part of the background / hiring process	12/23/2015 7:43 PM
25	After conditional offer of employment	12/23/2015 3:29 PM
26	Conditional Offer of Employment	12/23/2015 3:27 PM
27	All psychological, medical, and truth verification testing is conducted after a conditional offer of employment.	12/23/2015 3:06 PM
28	After background INV	12/23/2015 2:52 PM
29	after the conditional offer is made	12/23/2015 2:48 PM
30	Also a post offer test	12/23/2015 2:44 PM
31	An offer of emplyment is made contingent upon the applicant passing the drug screen, psychological and CVSA. The CVSA is administered after the psychological exam.	12/23/2015 2:39 PM
32	After a conditional job offer	12/23/2015 2:33 PM
33	A general polygraph and then a conditional offer of employment. If applicant accepts the conditional offer, we complete the background investigation and conduct a final, more thorough, polygraph examination.	12/23/2015 2:26 PM
34	after background investigation and conditional offer of employment	12/23/2015 2:24 PM
35	Conditional offer of employment.	12/23/2015 2:21 PM
36	Conditional Offer phase (polygraph, psychological, background and medical)	12/23/2015 2:19 PM

### Q19 If the Ohio Peace Officer Training Commission required a truth verification test prior to enrolling in an academy, would your agency still conduct one before commissioning or hiring an applicant?

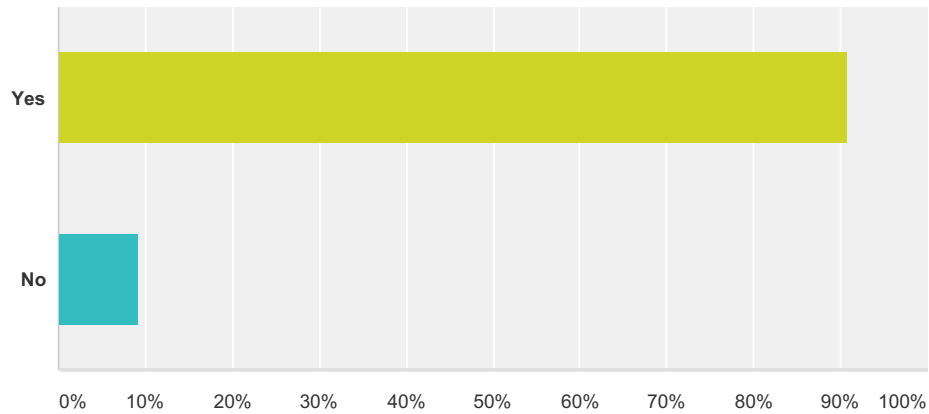
Answered: 425 Skipped: 59



Answer Choices	Responses
Yes	60.00% 255
No	40.00% 170
<b>Total Respondents: 425</b>	

**Q20 A fourth recommendation from the Advisory Group was for additional criminal disqualifiers for applicants for peace officer basic training, specifically adding disqualifiers for sex offenses and misdemeanor crimes of violence. Would you support this recommendation?**

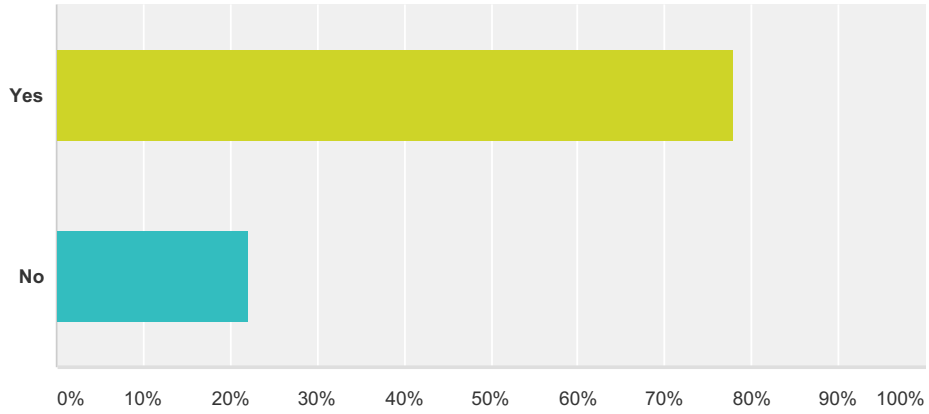
Answered: 449 Skipped: 35



Answer Choices	Responses	
Yes	90.87%	408
No	9.13%	41
<b>Total</b>		<b>449</b>

### Q21 Does your agency have specific offenses or categories of offenses that disqualify an applicant for employment with your agency?

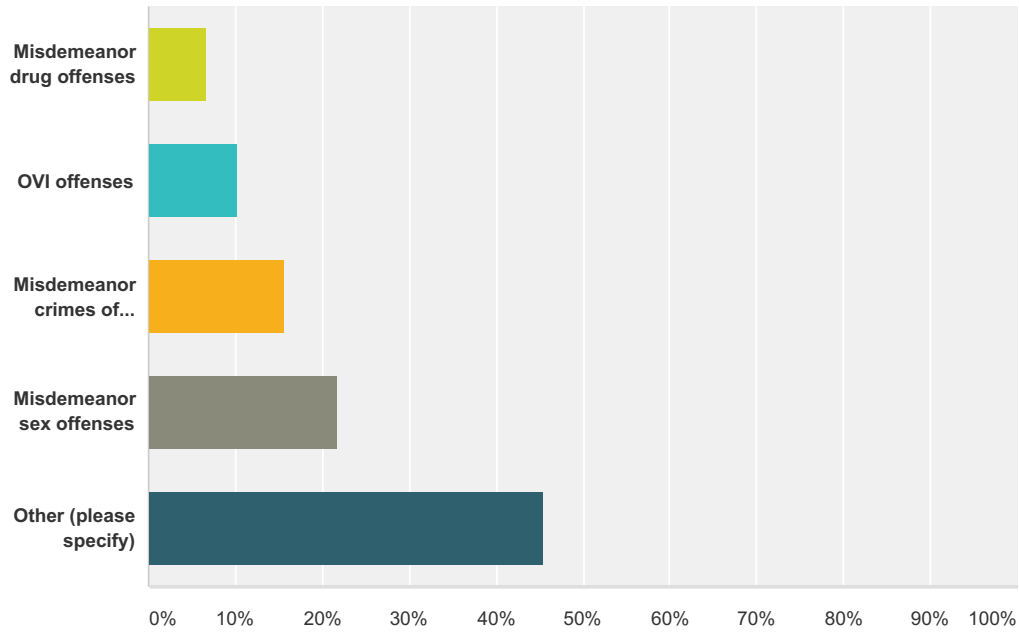
Answered: 450 Skipped: 34



Answer Choices	Responses	
Yes	77.78%	350
No	22.22%	100
<b>Total</b>		<b>450</b>

### Q22 If you answered yes to question number 21, what types of offenses not considered disqualifying offenses by the Commission (e.g. felonies) does your academy use to disqualify an applicant?

Answered: 340 Skipped: 144



Answer Choices	Responses	
Misdemeanor drug offenses	6.76%	23
OVI offenses	10.29%	35
Misdemeanor crimes of violence	15.59%	53
Misdemeanor sex offenses	21.76%	74
Other (please specify)	45.59%	155
<b>Total</b>		<b>340</b>

#	Other (please specify)	Date
1	Our agency disqualifies prior to any enrollment in our Ohio State Highway Patrol Academy.	1/7/2016 2:26 PM
2	All of the above	1/7/2016 1:54 PM
3	All of the above.	1/7/2016 6:23 AM
4	All of the above. It would not let me click all of them.	1/6/2016 12:08 PM
5	I am not aware of the academy disqualifiers	1/6/2016 10:11 AM
6	Drug, Crimes of Violence, and Sex offenses	1/6/2016 7:20 AM
7	All of the above. Driving history is also considered.	1/5/2016 8:37 PM

8	Our department does not have any stated disqualifications in our personnel manual. That being said misdemeanor drug offenses based on drug type, number of OVI offenses, felony charge of any type, sex offenses, or crimes of violence, could all potentially lead to disqualification.	1/5/2016 4:07 PM
9	All the above can be considered disqualifying offenses	1/5/2016 3:37 PM
10	all felonies and certain misdemeanors.	1/5/2016 3:34 PM
11	All of the above, with a time limit on disqualification, which varies with each offense and is based on the time between the offense and the application.	1/5/2016 2:33 PM
12	crimes of violence, sex offenses and drug offenses, theft offenses	1/5/2016 2:30 PM
13	N/A	1/5/2016 12:51 PM
14	OVI and Misdemeanor drug offenses within 3-5 yrs would be disqualifier	1/5/2016 12:01 PM
15	Drug Offenses, Crimes of Violence, Sex Offenses, OVI's	1/5/2016 11:47 AM
16	All of the above.	1/5/2016 11:34 AM
17	We take each offense/conviction in consideration on the nature of the offense.	1/5/2016 11:29 AM
18	Unknown. Our smaller agency does not have a specified academy. Typically there are two local academies within 75 miles. They currently have their own criteria. Our agency has a standard of excellence that is considered upon application being made to our agency for consideration purposes.	1/5/2016 10:50 AM
19	All of the above.	1/5/2016 10:21 AM
20	All of the above	1/5/2016 10:15 AM
21	All of the above	1/5/2016 9:57 AM
22	All of the above	1/5/2016 9:46 AM
23	All of the above listed along with the fact if the person's home life is a mess	1/5/2016 9:43 AM
24	All of the above, but we take into consideration how long ago such an offense occurred. If it was an OVI or a shoplifting case from when the candidate was young (and more than five years ago, we would still consider them. Violence or sex offenses would not be considered at all.	1/5/2016 9:37 AM
25	Our agency conforms to a very stringent hiring process. Any offence of drugs, sex, violence or alcohol would reflect poorly on a candidates chances of employment.	1/5/2016 9:33 AM
26	All the above	1/5/2016 9:20 AM
27	Misd. drug and OVI offenses MAY be a disqualifier based upon circumstances and time elapsed. Sex crimes and crimes of violence are ALWAYS disqualifiers for our agency. This response is based on our agency policy - NOT any academy policy.	1/5/2016 9:16 AM
28	All of the above. How much time has passed and at what age misdemeanor drug offenses and OVI offenses were committed influences our use of them as disqualifiers.	1/5/2016 9:12 AM
29	Any crime of violence or sex offenses or theft offenses as adults	1/5/2016 9:07 AM
30	Our agency looks at these offenses on a case to case basis	1/5/2016 9:01 AM
31	Any type of violent crime and sex offenses.	1/5/2016 8:54 AM
32	All of teh above	1/5/2016 8:51 AM
33	All are disqualifiers. Some time out after 5 years from date of incident.	1/5/2016 8:41 AM
34	Our department does not have an academy. I believe this question is not clear in what it's asking. Are you asking "what types of question are "not" considered disqualifying offenses by the Commission that are used to disqualify an applicant?" We consider any of the above listed offenses can be applied for disqualification.	1/5/2016 8:29 AM
35	Any Brady disqualifier offenses	1/5/2016 8:02 AM
36	Traffic offenses... no criminal offenses.	1/5/2016 7:09 AM
37	all the above plus multi offender on traffic charges	1/5/2016 6:39 AM
38	all of the above would apply for my department	1/5/2016 6:11 AM
39	Many of those listed but some with time limits prior to application such as a single OVI.	1/5/2016 5:35 AM

40	Those would all be disqualifiers	1/4/2016 11:38 PM
41	Theft	1/4/2016 9:30 PM
42	Any crime of violence	1/4/2016 9:20 PM
43	There are several to include the last two on the list	1/4/2016 8:23 PM
44	Ovi, if within 3 years, shows poor character. And insurance issues for the municipality.	1/4/2016 7:33 PM
45	All the above.	1/4/2016 7:07 PM
46	all the above	1/4/2016 6:20 PM
47	Multiple	1/4/2016 6:18 PM
48	All the above	1/4/2016 6:10 PM
49	Felony	1/4/2016 6:01 PM
50	All of the above.	1/4/2016 5:59 PM
51	All felonies, sex crimes, certain misdemeanors based on crime committed and how long since violation.	1/4/2016 5:53 PM
52	Depends on situation. The bar is high and the tolerance is low for any type of offence.	1/4/2016 2:45 PM
53	misdemeanor crimes committed as a juvenile , substantially removed in time , one time OVI distant in time with no indications of alcohol abuse	1/4/2016 2:31 PM
54	This is all part of the hiring process. As a Sheriff's office we have a different set of circumstances we do a thorough background upon hiring a deputy to work in corrections which includes a psych exam, drug screen and a cvsa. Often time these people do not go through an OPOTA academy for a year or so would they be required to undergo all of the examinations again?	1/4/2016 2:08 PM
55	All of the above.	1/4/2016 1:05 PM
56	We look at the individual as far as when the event took place and what they have done since the crime but generally will not hire anyone with a conviction for a sex offense or crime of violence.	1/4/2016 9:40 AM
57	Felony convictions.	12/31/2015 8:57 AM
58	All Applicants are disqualified for any Drug, Sex Offense, or Violent Crime.	12/30/2015 1:38 PM
59	This decision should be left to the discretion of the hiring authority. I would consider hiring someone with a felony conviction (e.g. fleeing and eluding a police officer at a very young age). It is tough enough hiring qualified minority candidates; we don't need any more automatic disqualifiers.	12/30/2015 10:02 AM
60	minor misdemeanors (non-violent, non-drug related)	12/30/2015 9:22 AM
61	We would hire no one with the above offenses	12/30/2015 9:01 AM
62	Did not understand question.	12/30/2015 8:48 AM
63	All of the above	12/30/2015 8:10 AM
64	all the above	12/30/2015 6:33 AM
65	OVI's and misdemeanor drug offenses may eliminate a candidate depending on how much time has passed since the offense and whether the candidate has had any other issues.	12/29/2015 4:40 PM
66	all felonies, crimes of violence, sex offenses	12/29/2015 1:35 PM
67	Drugs and OVI's, suspended driver's license at time of application; more than 6pts on driver's license; generally, sex offenses disqualify as well.	12/29/2015 12:39 PM
68	We do not have an academy.	12/29/2015 12:21 PM
69	Have no Academy	12/29/2015 11:28 AM
70	Felonies only	12/29/2015 10:46 AM
71	It would depend on all of the information presented and the time that has elapsed since the violation.	12/29/2015 10:03 AM
72	all the above, only thing we will pass on is minor traffic offenses. such as speeding and other minor traffic.	12/29/2015 8:00 AM
73	All of the above...the survey would not allow selection of them all.	12/29/2015 7:28 AM
74	All of the above	12/28/2015 5:38 PM

75	Specific disqualifiers include failure to pass any of the testing procedures, drug abuse within four years although the entire drug use history is considered, must have a good credit history for preceding four years, acceptable employment and work history, criminal history is judged individually, inability to meet medical or physical agility requirements, for cause defined as personal habits or characteristics including honesty, moral character, ethical behavior, reputation, or habit. Appeals of non-hiring decisions may be appealed to the Civil Service Commission.	12/28/2015 4:16 PM
76	We hire by our Civil Service rules which have general language against moral turpitude, some drug use based on time frame, other crimes. We screen this out at the interview and background, which makes the answers to this line of questioning a little skewed - we do not rely on an academy to set our criteria.	12/28/2015 1:43 PM
77	Further review of all of our hiring criteria is being done	12/28/2015 11:53 AM
78	All the above depending on the time frame of when it occurred and time of application. As an example a misdemeanor drug offense that happened 10 years ago would not disqualify someone.	12/28/2015 11:03 AM
79	Case by case review, however, crimes of violence, sex offenses, drug offenses, and OVI offenses are all factors that are reviewed for disqualification	12/28/2015 10:57 AM
80	All of the above	12/28/2015 10:39 AM
81	Our agency disqualifies applicants for misdemeanor criminal history within the last 5 years. This usually includes minor misdemeanor drug usage too.	12/28/2015 10:38 AM
82	Recent OVI, or any sex offense	12/28/2015 10:36 AM
83	Possibly all of the above.	12/28/2015 10:29 AM
84	All of the above	12/28/2015 10:18 AM
85	I AM NOT SURE WHAT OFFENSES THE EASTERN GATEWAY ACADEMY UTILIZES IN ELIMINATING POTENTIAL CADETS.	12/28/2015 9:40 AM
86	No specific list of offenses. Determination made during background phase of hiring process.	12/28/2015 9:36 AM
87	An OVI within the past 10 years or a sex offense would disqualify the applicant. A drug offense or a misdemeanor crime of violence would require further investigation as to whether or not we would disqualify the applicant.	12/28/2015 9:08 AM
88	quite possibly all of the above but can depend on how recent offense was to time of application.	12/28/2015 8:43 AM
89	Can be all of the above. The most important factor for all of these offenses is time. When did they occur.	12/28/2015 8:14 AM
90	Misdemeanor drug offenses, OVI offenses, Misdemeanor Crimes of Violence, Misdemeanor Sex Offenses	12/28/2015 7:25 AM
91	Felonies	12/27/2015 8:09 PM
92	Unknown	12/26/2015 2:27 PM
93	M-1 or above Domestic Violence. Any felony offense, Any drug offense within seven years. Any OVI offense within seven years, Any sex offense, Any misdemeanor offense within five years.	12/26/2015 10:08 AM
94	We look at specific circumstances under all of the above	12/24/2015 3:01 PM
95	All the above.	12/24/2015 1:25 PM
96	Traffic (OVI) and some misdemeanor offenses depend on how recent they may have been.	12/24/2015 11:46 AM
97	All of the above could be applicable under the specific circumstances	12/24/2015 11:35 AM
98	Unknown	12/24/2015 11:05 AM
99	Depends upon the specific offense, time since the offense, number of offenses, and circumstances. It also depends upon the time frame from offense to application.	12/24/2015 10:19 AM
100	I think that these issues are very broad in nature. It is not fair to the department or the candidate to generalize. Each candidate should be evaluated independently.	12/24/2015 9:37 AM
101	Use outside academy, not sure if they disqualify anybody. Open enrollment seems to mean they will take anybody's money and leave it to departments to sort out the bad apples.	12/24/2015 9:24 AM
102	Case by case determination. The incident and factors and how many years ago it happen determines the outcome.	12/24/2015 9:17 AM
103	Any of the above may, or may not, be disqualifiers depending upon the specific nature of the offense and the time period that has passed since the offense was committed. Any past felony convictions are disqualifiers for hiring.	12/24/2015 9:08 AM
104	OVI offenses, misdemeanor crimes of violence, misdemeanor sex offenses, misdemeanor theft	12/24/2015 9:01 AM



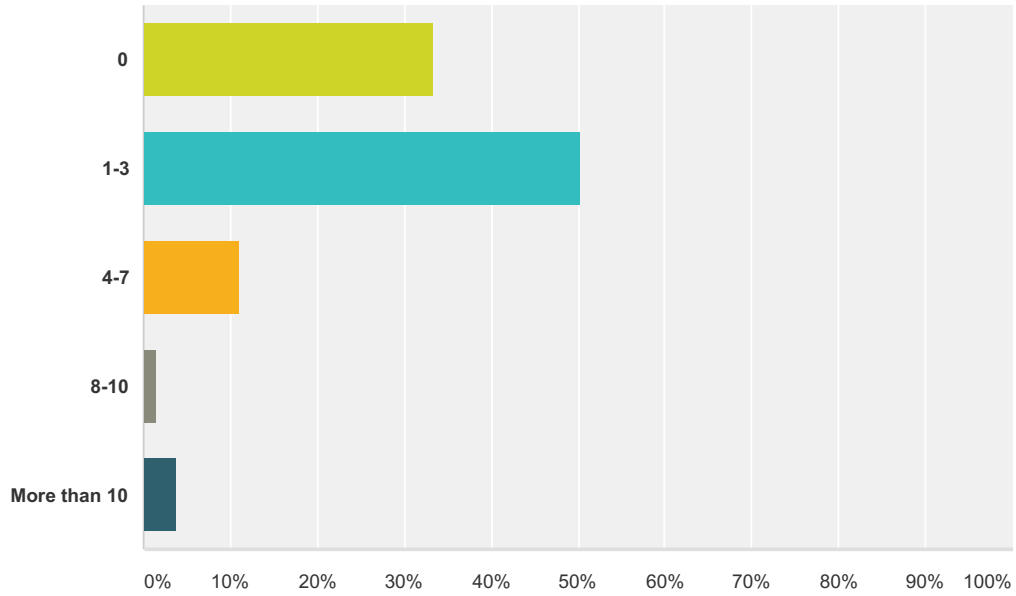
105	Any of the above categories could be a disqualifier. The agency considers the number and circumstances of the event(s), the frequency, recency and span of time, and any mitigating information. Employment decisions are made individually on a case by case basis after consideration of the totality of facts available. Employment decisions are made collectively by the city manager, human resources director and chief of police.	12/24/2015 8:43 AM
106	I consider all Offenses above to be a disqualifier of Employment	12/24/2015 8:25 AM
107	minor traffic offenses, Termination from other departments for conduct unbecoming serious violations of department policy	12/24/2015 7:36 AM
108	Crimes of violence and sex crimes.	12/24/2015 7:27 AM
109	Felonies	12/24/2015 7:17 AM
110	OVI, Misdemeanor crimes of violence & sex offenses	12/24/2015 7:16 AM
111	If any of the above offenses were committed within the past 5 years, the candidate would likely be disqualified.	12/24/2015 4:28 AM
112	Misd. Drug offenses, Any sex offenses, OVI offense if recent with past 3 years.	12/24/2015 1:19 AM
113	All of the above depending on date relating to hiring opportunity while others, such as sex offenses, are automatic disqualifies	12/23/2015 10:14 PM
114	Both Drug and sex offenses	12/23/2015 9:57 PM
115	Do not know	12/23/2015 7:45 PM
116	Psychedelic drug use. All other misdemeanor offenses except for domestic violence are evaluated based on how recent the behavior, the circumstances surrounding the offense and the applicant's age at the time of the offense. For example, an applicant who smoked marijuana at 18 would not necessarily be disqualified if they were 25 at the time of the application and had not smoked it since. Additionally, you aren't specific as to whether the applicant had to be charged or convicted of one of these crimes or if they would be disqualified for an admission during the polygraph.	12/23/2015 5:20 PM
117	Theft, sex offenses, crimes of violence	12/23/2015 5:08 PM
118	depending on the seriousness of the crime and how long ago is a determining factor.	12/23/2015 4:58 PM
119	All the above	12/23/2015 4:18 PM
120	Any Misdemeanor of Violence, any drug offense other than M-M Marijuana possession, More than 1 M-M drug abuse, any sex-offense, OVI offense withing 5 years, DUS offense within 5 years, More than 5 traffic Convictions in the past 5 years.	12/23/2015 4:07 PM
121	we don't have an academy	12/23/2015 3:51 PM
122	Our agency considers all felonies, misdemeanor crimes of violence (such as domestic violence), misdemeanor sex offenses and drug offenses (depending upon the time since last occurrence) to be disqualifiers.	12/23/2015 3:32 PM
123	All of the above could result in an applicant not being considered for employment	12/23/2015 3:31 PM
124	Hiring standards have a significant body of requirements. Misdemeanor drug offenses if they indicate a pattern of addiction or abuse. Significant number of property crimes, traffic crimes or morally offensive sexual offenses functionally eliminate a candidate.	12/23/2015 3:30 PM
125	Habitual traffic offender, OVI, No operator license, misdemeanor sex offenses, misdemeanor drug offenses	12/23/2015 3:23 PM
126	We may use all of the above, if it falls outside levels in our guidelines such as misdemeanor drug use beyond limits in last five years, etc. or an OVI conviction in last five years, for example. I could not check more than one box. We have a specific hiring grid to evaluate those WILL disqualify and those that MAY disqualify applicants.	12/23/2015 3:11 PM
127	It is on a case by case basis. We would like at all the factors. Time since conviction is a major consideration.	12/23/2015 3:11 PM

128	<p>Chief's discretion, but a background investigation stops and the chief is immediately notified of the following. It is very likely the candidate will be eliminated at that point, but we don't write this as an absolute. OPERATION OF A MOTOR VEHICLE *Receipt of three or more moving violations within three years or a reckless driving conviction within five years prior to application. Moving violations for which there is a factual finding of innocence shall not be included. *Involvement as a driver in two or more chargeable (at fault) collisions within three years prior to date of application. *A conviction for driving under the influence of alcohol (OVI) and/or controlled substances within 10 years preceding the date of application or during the hiring process. INTEGRITY: *Material misstatement of fact or significant admission during the application or background process shall be disqualifying, including inconsistent statements made during the initial background interview, documents submitted or discrepancies between this background investigation and other investigations conducted by other law enforcement agencies. _ Forgery, alteration or intentional omission of material facts on an official employment application document or sustained episodes of academic cheating. CREDIBILITY AS A WITNESS IN A COURT OF LAW *Conviction of one DUI violation within the preceding five years. *Conviction of a second DUI violation. _ Admission, conviction or adjudication of having committed any act defined as a felony (including felony-misdemeanor offenses) under Ohio law, federal law, the law of another state or the Uniform Code of Military Justice. *Admissions or administrative findings of any act while employed as a peace officer (including military police officers) involving lying, falsification of any official report or document or theft. *Admissions or conviction of any act of family violence as defined by law, committed as an adult. *Admission of any criminal or delinquent act, whether misdemeanor or felony, committed against children including, but not limited to, molesting or annoying children, child abduction, child abuse, criminal sexual conduct or indecent exposure. *Any history of work-related actions resulting in civil lawsuits that found against the applicant or his/her employer may be disqualifying. DEPENDABILITY *Missing any scheduled appointment during the hiring process without prior permission. *Arriving late for any scheduled appointment during the hiring process without making telephone notification as to the reason for the delay. 100.6.2.x150326 Page 1of 2 PIQUA POLICE DEPARTMENT Disqualifier Notice *Having been disciplined by any employer, including military, as an adult for abuse of leave, gross insubordination, dereliction of duty or persistent failure to follow established policies and regulations. *Having been involuntarily dismissed, for any reason other than layoff, from two or more employers as an adult. *Having held more than seven paid positions with different employers within the past four years, or more than 15 paid positions with different employers in the past 10 years (excluding military). Students who attend school away from their permanent legal residence may be excused from this requirement as well as other persons with a reasonable explanation for an extensive job history. *Having undergone personal bankruptcy more than once. *Having current financial obligations for which legal judgments have not been satisfied. *Having wages currently garnished. *Any other history of financial instability. *Resigning from any paid position without notice may be disqualifying, except where the presence of a hostile work environment is alleged or other reasonable cause existed. *Having any outstanding warrant of arrest at time of application. *Pending criminal matters. LEARNING ABILITY *Being under current academic dismissal from any college or university where such dismissal is still in effect and was initiated within the past two years prior to the date of application. *Having been academically dismissed from any OPOTC-certified basic law enforcement academy wherein no demonstrated effort has been made to improve in the deficient areas. Subsequent successful completion of another OPOTC basic law enforcement academy shall rescind this prohibition. PERSONAL SENSITIVITY *Having been disciplined by any employer, including the military and/or any law enforcement training facility, for acts constituting racial, ethnic or sexual harassment or discrimination. *Uttering any epithet derogatory of another person's race, religion, gender, national origin or sexual orientation. *Having been disciplined by any employer as an adult for fighting in the workplace. JUDGMENT UNDER PRESSURE *Admissions of administrative findings or criminal convictions for any act amounting to assault under color of authority or any other violation of federal or state civil rights laws. *Admission of administrative conviction or criminal conviction for failure to properly report witnessed criminal conduct committed by another law enforcement officer.</p>	12/23/2015 3:05 PM
129	drug offenses, OVI offenses, misdemeanor sex offenses, theft.	12/23/2015 3:04 PM
130	All of the above would be considered to disqualify but would be evaluated on a case by case basis.	12/23/2015 3:02 PM
131	all of the above	12/23/2015 3:01 PM
132	It would depend on age, some of these took place. I would look at each one and decide.	12/23/2015 2:55 PM
133	All of the above would be disqualifying violations but are dependent upon how long ago the offense occurred, nature/seriousness of offense, conviction vs admission of offense only and conduct/behavior displayed since the offense was committed.	12/23/2015 2:54 PM
134	Couldn't select more than 1, we review each offense in relation to the applicant.	12/23/2015 2:54 PM
135	some of the above may not be total or immediate disqualifies, but may be used to considered wether to pass the candidate over if there was another suitable candidate who did not have the same offenses	12/23/2015 2:51 PM
136	Agency considers all of the above within defined look back period and felony offenses. Recency and age at time of commission are considered.	12/23/2015 2:48 PM
137	all of the above	12/23/2015 2:48 PM
138	Recent violations and serious past violations.	12/23/2015 2:48 PM

139	We review all offenses committed within the past 3 years but specifically would disqualify for drug, theft, or sex offenses.	12/23/2015 2:47 PM
140	All of the above would be disqualifiers for us.	12/23/2015 2:47 PM
141	All of above would disqualify	12/23/2015 2:46 PM
142	although any of the above listed may be a disqualifying factor, we would look at circumstances of the offense, age offense was committed and the number of years separating the applicant and the time the offense occurred.	12/23/2015 2:43 PM
143	We look at all offenses and the circumstances surrounding them.	12/23/2015 2:41 PM
144	If drug free for two years prior the oral interview and as long as those two years the applicant is not a police officer.	12/23/2015 2:39 PM
145	Any misdemeanor conviction of violence, OVI within 5 years, sex offenses and most convictions of violence.	12/23/2015 2:39 PM
146	Drug offenses, OVI offenses, sex offenses; all dependent on how many years it has been since the violation	12/23/2015 2:37 PM
147	Stop signs ,speeding, squealing tires	12/23/2015 2:34 PM
148	I understand the sex offence, but a crime of violence could be a fight from high school. Let the departments choose who attends the academies.	12/23/2015 2:33 PM
149	All of the above, but for the first two, the age at time of commission is factored in... i.e, a nineteen year old who admits to Misdemeanor Drug experimentation on a very limited basis.	12/23/2015 2:32 PM
150	not automatic disqualification. Would depend on facts, circumstances, time from arrest to application, etc.	12/23/2015 2:28 PM
151	Everything listed above, to include recent OVI convictions and/or multiple OVI convictions	12/23/2015 2:28 PM
152	misdemeanor crime of violence, sex offenses, and an OVI within the last 6 years. Drug use, including marijuana in the last 5 years.	12/23/2015 2:27 PM
153	Not sure about question, but we would not hire this applicant as a police officer for this agency	12/23/2015 2:21 PM
154	Any offense that proves poor judgement. We would not hire if the applicant possessed any offenses listed. Minor traffic is permitted.	12/23/2015 2:21 PM
155	all the avove	12/23/2015 2:19 PM

**Q23 If you answered yes to question number 21, approximately how many applicants for a given position that have successfully completed peace officer basic training are not considered for the position due to non-felony and non-weapons disability offenses?**

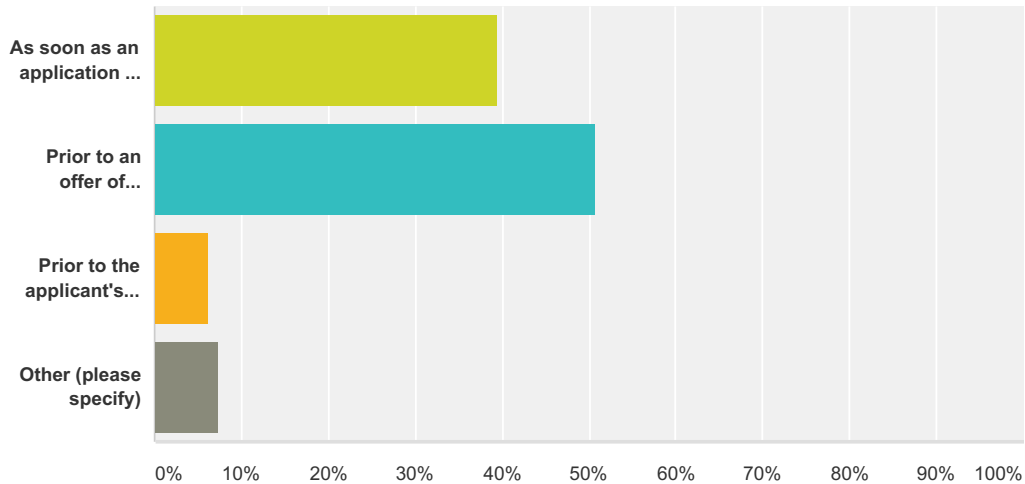
Answered: 342 Skipped: 142



Answer Choices	Responses
0	33.33% 114
1-3	50.29% 172
4-7	11.11% 38
8-10	1.46% 5
More than 10	3.80% 13
<b>Total</b>	<b>342</b>

### Q24 If you answered yes to question number 21, at what point in the hiring process does your agency check for additional criminal disqualifiers?

Answered: 353 Skipped: 131



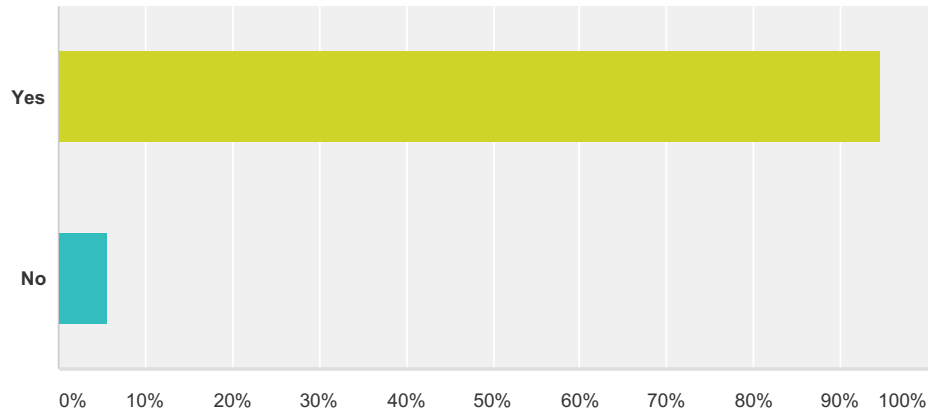
Answer Choices	Responses
As soon as an application is turned in	39.38% 139
Prior to an offer of employment is made	50.71% 179
Prior to the applicant's first day	6.23% 22
Other (please specify)	7.37% 26
<b>Total Respondents: 353</b>	

#	Other (please specify)	Date
1	During interviews with applicants	1/6/2016 8:23 AM
2	After our civil service list is certified and typically only the top 15 applicants	1/5/2016 12:01 PM
3	After the applicant makes the civil service eligibility list and prior to their initial panel interview.	1/5/2016 9:33 AM
4	At the beginning of the background investigation. The background investigation takes place after a conditional offer of employment is accepted and before a final offer of employment is extended.	1/5/2016 9:12 AM
5	We do a background form with the process after the civil service test and physical agility are passed	1/4/2016 9:40 AM
6	After passing the initial entry examination.	12/31/2015 1:28 PM
7	Prior to interviewing a group of the top three from the list	12/30/2015 8:37 AM
8	After completing the physical fitness (standard) test, the applicant is assigned to a background investigator who begins to look at criminal records	12/29/2015 12:39 PM
9	We start with a background self report prior to the oral interview.	12/28/2015 1:43 PM
10	During a background investigation which we conduct prior to making a conditional offer of employment.	12/28/2015 9:08 AM
11	Conditional offer phase	12/28/2015 8:14 AM
12	During background investigation	12/24/2015 11:46 AM

13	Prior to being brought in for an initial interview and having completed a supplemental application packet	12/24/2015 10:19 AM
14	Done as part of the background investigation.	12/24/2015 9:01 AM
15	Tentative offer of employment pending successful background check	12/24/2015 4:28 AM
16	Background interview with applicant and records search done during background	12/23/2015 7:45 PM
17	Usually revealed during the polygraph examination or the pre-employment interview.	12/23/2015 5:20 PM
18	The background check begins as soon as an eligibility list is received from the local Civil Service Commission	12/23/2015 3:32 PM
19	After the written exam and an eligible list is made by civil service.	12/23/2015 3:23 PM
20	During the background investigation	12/23/2015 3:10 PM
21	During background INV	12/23/2015 2:54 PM
22	During a background check after application but before interview.	12/23/2015 2:48 PM
23	during background investigation	12/23/2015 2:48 PM
24	after testing procedure, we will check all who pass the test.	12/23/2015 2:43 PM
25	Upon receipt of the Personal History Questionnaire	12/23/2015 2:39 PM
26	During conditional offer phase (polygraph, psychological, background and medical)	12/23/2015 2:21 PM

**Q25 If the Ohio Peace Officer Training Commission increased the offenses that disqualified an applicant from attending an academy, would your agency still check for other disqualifying offenses before hiring an applicant?**

Answered: 442 Skipped: 42



Answer Choices	Responses	
Yes	94.57%	418
No	5.66%	25
<b>Total Respondents: 442</b>		

**Purpose:**

- To determine whether or not having an entrance standard will increase cadet success rate (i.e., being at 50<sup>th</sup> percentile) at the final assessment
- If having an entrance standard will increase cadet success at the final assessment, to determine at what percentile should the standard be set

**Study Limitations:**

- Only included cadets who attempted the final assessment
- Did not include cadets who dropped, went on medical extension, or whose final assessment data was not provided
- It is unknown whether or not the students were told that they were being tested against a specific percentile; this may have affected their performance

**Total Cadets:** 1172 cadets

**Appointment Status:**

- Appointed – 273 (23.3%)
- Open Enrollment – 899 (76.6%)

**Gender:**

- Male – 1,010 (86.1%)
- Female – 162 (13.8%)

**Age:**

- 29 and Under – 924 (78.8%)
- 30-39 – 194 (16.5%)
- 40-49 – 47 (4.0%)
- 50-59 – 5 (<1%)
- 60+ – 2 (<1%)

**5<sup>th</sup> Percentile**

- 110 failed at 5<sup>th</sup> percentile entrance standard
- Of the 110 cadets that failed at the 5<sup>th</sup> percentile, 56 (50.1%) passed at the end

**15<sup>th</sup> Percentile**

- 273 failed at 15<sup>th</sup> percentile entrance standard
- Of the 273 cadets that failed at the 15<sup>th</sup> percentile, 180 (65.9%) passed at the end

**25<sup>th</sup> Percentile**

- 448 failed at 25<sup>th</sup> percentile entrance standard
- Of the 448 cadets that failed at the 25<sup>th</sup> percentile, 336 (75%) passed at the end

**35<sup>th</sup> Percentile**

- 587 failed at 35<sup>th</sup> percentile entrance standard
- Of the 587 cadets that failed at the 35<sup>th</sup> percentile, 468 (79.7%) passed at the end



“The Advisory Group recommended that the following should occur before an applicant starts his/her training:

...5. Additional Criminal Disqualifiers – The Advisory Group recommends adding any sex offense and misdemeanor crimes of violence as disqualifiers for enrolling in a basic training academy.”

(9) "Offense of violence" means any of the following:

(a) A violation of section 2903.01, 2903.02, 2903.03, 2903.04, 2903.11, 2903.12, 2903.13, 2903.15, 2903.21, 2903.211, 2903.22, 2905.01, 2905.02, 2905.11, 2905.32, 2907.02, 2907.03, 2907.05, 2909.02, 2909.03, 2909.24, 2911.01, 2911.02, 2911.11, 2917.01, 2917.02, 2917.03, 2917.31, 2919.25, 2921.03, 2921.04, 2921.34, or 2923.161, of division (A)(1), (2), or (3) of section 2911.12, or of division (B)(1), (2), (3), or (4) of section 2919.22 of the Revised Code or felonious sexual penetration in violation of former section 2907.12 of the Revised Code;

2903.01 Aggravated murder	2907.02 Rape	2919.22 Endangering children
2903.02 Murder	2907.03 Sexual battery	2921.03 Intimidation
2903.03 Voluntary manslaughter	2907.05 Gross sexual imposition	2919.25 Domestic violence
2903.04 Invol. Manslaughter	2907.12 [Repealed]	2921.04 Intimidation of
2903.11 Felonious assault	909.02 Aggravated arson	2921.34 Escape
2903.12 Aggravated assault	2909.03 Arson	2923.161 Improperly discharging firearm
2903.13 Assault	2909.24 Terrorism	
2903.15 Permitting child abuse	2911.01 Aggravated robbery	
2903.21 Aggravated menacing	2911.02 Robbery	
2903.211 Menacing by stalking	2911.11 Aggravated burglary	
2903.22 Menacing	2911.12 Burglary	
2905.01 Kidnapping	2917.01 Inciting to violence	
2905.02 Abduction	2917.02 Aggravated riot	
2905.11 Extortion	2917.03 Riot	
2905.32 Trafficking in persons	2917.31 Inducing panic	

**109:2-1-13 Statutorily Mandated Training**

- A. The Commission shall include training and set a minimum number of hours in basic training to cover the topics described in Revised Code sections 109.741, 109.742, 109.744, 109.745, and 109.747.
1. The number of hours of training in basic training on handling missing children, missing persons, and child abuse and neglect cases shall be no less than six hours.
  2. The number of hours of training in basic training on crisis intervention, as defined in Ohio Revised Code section 109.71(C), shall be no less than one hour.
  3. The number of hours of training in basic training on handling domestic violence offenses shall be no less than six hours.
  4. The number of hours of training in basic training on investigating and handling the crime of trafficking in persons shall be no less than six hours.
  5. The number of hours of training in basic training on companion animal encounters and companion animal behavior shall be no less than one hour.
- B. Peace officers that began peace officer basic training prior to March 3, 1979 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering all subjects listed in paragraph (A).
- C. Peace officers that began peace officer basic training prior to April 4, 1985 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering subjects listed in paragraphs (A)(1), (A)(2), (A)(4), and (A)(5).
- D. Peace officers that began peace officer basic training prior to April 9, 1985 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering subjects listed in paragraphs (A)(1), (A)(4), and (A)(5).
- E. Peace officers that began peace officer basic training prior to July 1, 2012 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering subjects listed in paragraphs (A)(4) and (A)(5).
- F. Peace officers that began peace officer basic training prior to October 1, 2015 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering subjects listed in paragraph (A)(5).
- G. The executive director may extend the time for completion of these training requirements upon written request from the appointing authority prior to the expiration of the two year

time frame for completing the required training. Such request shall contain an explanation of the emergency circumstances which created the need for the extension. The application shall set forth the name of the peace officer for whom the extension is requested, the emergency circumstances, including documentation, for which the extension is requested, and the date on which the request was submitted to the commission. Factors which may be considered in granting or denying such requests include, but are not limited to, serious illness of the individual or an immediate family member, prolonged military service, or an unexpected shortage of manpower within the appointing agency. Based upon the emergency circumstances in any given case, the executive director may extend the required completion date. Extensions shall be for ninety days, absent a finding by the executive director that special circumstances exist for a longer extension.

H. The executive director shall either grant or deny the request for extension within thirty days after the date on which the request was received by to the commission. The executive director shall send written notice of the decision to the appointing authority.

I. Any peace officer who fails to comply with the requirements set forth in paragraphs (B) to (F) of this section shall cease carrying a firearm and shall cease performing the functions of a peace officer until such time as evidence of compliance is filed with the executive director. This rule does not apply to peace officers for whom an extension of time has been granted by the executive director.

Promulgated under :119.03

Statutory Authority: 109.73, 109.74, 109.741, 109.742, 109.744, 109.747

Rule Amplifies: R.C. 109.73, R.C. 109.75

**109:2-1-13 Statutorily Mandated Training**

- A. The Commission shall include training and set a minimum number of hours in basic training to cover the topics described in Revised Code sections 109.741, 109.742, 109.744, 109.745, and 109.747.
1. The number of hours of training in basic training on handling missing children, missing persons, and child abuse and neglect cases shall be no less than six hours.
  2. The number of hours of training in basic training on crisis intervention, as defined in Ohio Revised Code section 109.71(C), shall be no less than one hour.
  3. The number of hours of training in basic training on handling domestic violence offenses shall be no less than six hours.
  4. The number of hours of training in basic training on investigating and handling the crime of trafficking in persons shall be no less than six hours.
  5. The number of hours of training in basic training on companion animal encounters and companion animal behavior shall be no less than one hour.
- B. Peace officers that began peace officer basic training prior to March 3, 1979 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering all subjects listed in paragraph (A).
- C. Peace officers that began peace officer basic training prior to April 4, 1985 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering subjects listed in paragraphs (A)(1), (A)(2), (A)(4), and (A)(5).
- D. Peace officers that began peace officer basic training prior to April 9, 1985 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering subjects listed in paragraphs (A)(1), (A)(4), and (A)(5).
- E. Peace officers that began peace officer basic training prior to July 1, 2012 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering subjects listed in paragraphs (A)(4) and (A)(5).
- F. Peace officers that began peace officer basic training prior to October 1, 2015 shall have two years from the effective date of this rule to provide documentation to the executive director of the Commission of successful completion of training covering subjects listed in paragraph (A)(5).
- G. The executive director may extend the time for completion of these training requirements upon written request from the appointing authority prior to the expiration of the two year

time frame for completing the required training. Such request shall contain an explanation of the emergency circumstances which created the need for the extension. The application shall set forth the name of the peace officer for whom the extension is requested, the emergency circumstances, including documentation, for which the extension is requested, and the date on which the request was submitted to the commission. Factors which may be considered in granting or denying such requests include, but are not limited to, serious illness of the individual or an immediate family member, prolonged military service, or an unexpected shortage of manpower within the appointing agency. Based upon the emergency circumstances in any given case, the executive director may extend the required completion date. Extensions shall be for ninety days, absent a finding by the executive director that special circumstances exist for a longer extension.

H. The executive director shall either grant or deny the request for extension within thirty days after the date on which the request was received by to the commission. The executive director shall send written notice of the decision to the appointing authority.

I. Any peace officer who fails to comply with the requirements set forth in paragraphs (B) to (F) of this section shall cease carrying a firearm and shall cease performing the functions of a peace officer until such time as evidence of compliance is filed with the executive director. This rule does not apply to peace officers for whom an extension of time has been granted by the executive director.

Promulgated under :119.03

Statutory Authority: 109.73, 109.74, 109.741, 109.742, 109.744, 109.747

Rule Amplifies: R.C. 109.73, R.C. 109.75