



## **Columbus Regional Airport Authority Police Officer Recruiting Information**

Police Officers working for the Columbus Regional Airport Authority (CRAA) provide community policing and crime prevention services for the CRAA and surrounding communities by upholding the law and ensuring that the rights of citizens are preserved. The Police Department recruits police officers that exemplify CRAA core values of Service, Teamwork, Accountability, Innovation, and Respect and the additional Public Safety Core Values of: Integrity, Enthusiasm, Courage, and Excellence.

Since 2005, CRAA Public Safety Division has been one of a few airport police agencies to be Commission on Accreditation for Law Enforcement Agencies (CALEA) accredited. CRAA has a strong focus on training as well as continued education of police personnel.

### **Specialty Career Opportunities**

- DEA Task Force
- FBI-Joint Terrorism Task Force
- Investigations
- Training
- Canine – Narcotics and Explosives
- Bicycle Officer

### **Competitive Compensation Package**

- Starting pay rate is evaluated and determined based on related experience (see table below)
- Annual contractual increases
- Performance-based lump sum payment
- Physical Fitness incentive
- \$500 CALEA Accreditation bonus (paid annually to all FOP members)

Current through 03/31/2024

| Step        | 1       | 2       | 3       | 4       | 5       |
|-------------|---------|---------|---------|---------|---------|
| Hourly Rate | \$35.17 | \$37.64 | \$40.34 | \$43.22 | \$47.23 |

Effective starting 4/1/2024 (5% increase)

| Step        | 1       | 2       | 3       | 4       | 5       |
|-------------|---------|---------|---------|---------|---------|
| Hourly Rate | \$36.93 | \$39.53 | \$42.36 | \$45.39 | \$49.60 |

- Shift Differential of \$1.25/hr. for hours worked between 2pm and 6am.



### **Excellent Benefits Packages**

- Medical/Prescription Plan
- Dental and Vision Plans
- Health Savings Account and Flexible Spending Accounts
- Life/AD&D Insurance at no cost
- OPERS-LEO Pension Plan
- Generous paid time off benefits (vacation, sick leave, compensatory time, 10 paid holidays)
- Paid Parental Leave
- Educational Reimbursement
- Dry Cleaning (paid by CRAA)

The minimum requirements for the position are:

1. High school diploma or GED
2. Current state of Ohio peace officer certification
3. Citizen of the United States
4. Valid driver's license
5. At least 20 years of age at the time of application in 21 years of age at time of hire.

### **Selection Process**

To qualify for the position of the Police Officer, you must complete the following steps.

#### **Step 1 – Examination**

Our agency utilizes the National Testing Network (NTN) to administer testing. NTN is operated by testing experts who have worked with thousands of public safety departments. The flexibility of NTN will allow you to:

- Schedule Test Dates that work best for your schedule
- View your scores instantly

*\*If you have five or more years of service as a full-time sworn peace officer with an agency with fifteen or more full time officers, you are not required to take the NTN test.*

Click this link to start the examination process: [www.nationaltestingnetwork.com/publicsafteyjobs](http://www.nationaltestingnetwork.com/publicsafteyjobs)



**Step 2 – Physical Fitness Assessment**

Applicants who have successfully passed the written examination or qualify for the exemption will be invited to participate in the Physical Fitness Assessment. The assessment will consist of three categories. Applicants must choose one of the two options in each category. Passing is the 40<sup>th</sup> percentile for each category of the Physical Fitness Assessments and Norms for Adults and Law Enforcement manual published (09/01/2013). See graph below.

**Fitness Category 1**

- 1.5 mile run
- 300 meter run

**Fitness Category 2**

- Vertical jump
- Sit ups

**Fitness Category 3**

- Push ups
- Bench press

|                     | M (≤ 29) | F (≤ 29) | M (30-39) | F (30-39) | M (40-49) | F (40-49) | M (50-59) | F (50-59) | M (≥60) | F (≥60) |
|---------------------|----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|---------|---------|
| Sit-ups (1 Min)     | 38       | 32       | 35        | 25        | 29        | 20        | 24        | 14        | 19      | 6       |
| Push-ups (1 Min)    | 29       | 15       | 24        | 11        | 18        | 9         | 13        | 12**      | 10      | 5**     |
| Bench Press - 1 Rep | 0.99     | 0.59     | 0.88      | 0.53      | 0.8       | 0.5       | 0.71      | 0.44      | 0.66    | 0.43    |
| Vertical Jump       | 20       | 14       | 18.6      | 12        | 15.5      | 9.6       | 13.5      | -         | -       | -       |
| 1.5 Run             | 12:38    | 14:50    | 13:04     | 15:38     | 13:49     | 16:21     | 15:03     | 18:07     | 16:46   | 20:06   |
| 300 Meter           | 59       | 71       | 58.9      | 79        | 72        | 94        | 83.2      | -         | -       | -       |

\*\*Modified push-up

Physician Release form, which includes the standards that must be achieved to pass the assessment, will be provided prior to the assessment. (Physical Fitness Assessment dates will be provided.)

**Step 3 – Panel Interview**

The panel interviewers are a cross section of the members of our agency who will ask a predetermined set of questions; all candidates will be asked the same set of questions. Additional questions may be developed depending on the candidates' answers to the predetermined questions.



#### **Step 4 – Recommendation**

A formal report is provided to the Director of Public Safety / Chief of Police. The report consists of a summary of each interviewed candidate based on all steps outlined above. The Director/Chief makes the final selection(s) from the candidates presented. The Director / Chief may conduct an interview with a candidate prior to a conditional offer.

#### **Step 5 - Background Investigation**

##### **Personal History Questionnaire (PHQ):**

A personal history questionnaire will be provided to the top candidates as part of the background investigation process. The PHQ, waiver, and supporting documentation must be completed and returned before the background investigation is conducted.

##### **Background:**

Extensive background investigations will be completed on all candidates who have been selected to continue in the recruiting process. A background investigation may include a credit check, reference checks, developed reference checks, a criminal history record check, driving record check, employment verification, education verification, OP CTC certification verification, home interviews, neighborhood interviews, and any other interviews and verifications deemed necessary. The background investigation is completed by specially trained CRAA police personnel.

##### **Computerized Voice Stress Analysis (CVSA):**

The CVSA Instrument is used to detect deception and to vet information that has been collected during the background investigation. Refusal to take the CVSA examination will result in your removal from the hiring process.

**Follow Up:** *Following the completion of the background investigation and the CVSA, the applicant may be interviewed by the Director of Public Safety / Chief of Police.*

#### **Step 6 – Conditional Job Offer**

A conditional verbal job offer stating a candidate must successfully pass psychological, physical, drug screening and an additional criminal history record check as required by TSA regulations for security/badging access, is formally presented to the applicant by CRAA Human Resources.



**Step 7 – Physical / Drug Screen / Psychological Assessment** *(conducted by a licensed physician)*

- Psychological Assessment *(Please notify HR if you have completed within the last 12 months)*
- Pre-Employment Physical
- Pre-Employment Drug Screen

**Step 8 - Final Offer** - A formal written Offer of Employment will be extended upon successful completion of all steps.

**Important Information**

- All aspects of the selection process will be administered, scored, evaluated, and interpreted in a uniform manner.
- Minor clerical omissions will not be the sole cause for disqualification for consideration.
- All candidates will be notified of their selection, retention on the list, or rejection. All candidates will be kept abreast of the progression of the selection process.
- CRAA reserves the right to revise this information at any time, as necessary.

