



**MAKE A DIFFERENCE  
WEAR THE HPD BADGE**





## Why Hilliard Police?

The City of Hilliard Division of Police has actively implemented a community-oriented policing philosophy and built a unique bond with the people of Hilliard. We are more than your average police force. We play a role in protecting the city while also promoting positive relationships within the community through our presence and engagement.

Our service to the community goes beyond the line of duty. Our presence is found at sporting events, City Council meetings, community celebrations, educational programs, and even volunteer functions. We take pride knowing our uniform is a beacon to the community, representing a friendly face and dependable resource.

We are searching for individuals who embody the spirit of our vibrant city, can play an active role both in the department and in the community, and can continue to make Hilliard one of the best places to work and live. Our officers also must exhibit "Hilliard's Promise," showing a Heart for Service, Strength in Teamwork, and Drive for Excellence in everything they do.











## About the Division

HPD serves the City of Hilliard and Norwich Township, providing policing and community safety services to 41,000 residents in a 17 square mile area.

The City of Hilliard Division of Police is a dynamic organization serving a diverse and growing community. HPD focuses on community-oriented policing strategies and ensures community involvement in the public safety process.

Established in 1957 as a special police force to serve the growing village of Hilliard, the Division of Police has developed into an organization with a strength of 63 police officers and 13 support team members.

With a focus on values and a commitment to collaboration, HPD leads in many regional policing initiatives. The Division works to ensure team members have cutting-edge equipment and are trained in policing methods to provide law enforcement services to a suburban community that is rich in heritage and tradition.



## About the Hilliard Community

Hilliard's residents and businesses enjoy a welcoming community that is full of small-town charm while being built for the future. Treasured gathering spaces, places, and events keep community members active and connected; exceptional amenities and services provide comfort; while innovative planning and partnerships ensure smart and sustainable growth as the community continues to move forward with purpose.

The Hilliard City School District, the 8th largest in the state, ensures every student is Ready For Tomorrow. Hilliard has great schools and lots of places to call home, but there's a lot more. The City is home to innovative businesses large and small, and our parks are envied throughout the region.

Family-friendly community events draw fans from every corner of Hilliard and beyond. A modern wellness and recreation center will act as the central gathering spot for all residents when it opens in 2025.

Explore Hilliard's vibrant downtown and discover the small-town charm at its heart. With many thriving local businesses and restaurants to choose from, as well as Hilliard's Station Park and a scenic rail trail, it's an ideal destination for both residents and visitors to enjoy.







## Position Description

A police officer for the City of Hilliard fulfills many roles. Along with the basic obligation of protecting the peace, HPD officers take a problem-solving approach to the situations they encounter on a day-to-day basis and interact with residents to address relevant concerns facing the community.

A Hilliard police officer performs proactive patrols to ensure compliance with laws and ordinances, answers calls when crime is suspected or an emergency occurs, and takes action to prevent crime and to apprehend criminals. With a focus on maintaining safety, officers assist citizens in a wide range of emergency and non-emergency situations.

HPD takes an active role in fostering positive engagements throughout the community. Beyond line-of-duty responsibilities, Hilliard police officers are involved in many community events that reinforce our unique bond with our residents. Officers seek these opportunities to develop strong personal relationships with those we serve.





# Candidate Qualifications

To wear the uniform of a Hilliard police officer is a significant accomplishment and demonstrates a person's willingness to continue making the community a great place to live, work and play.

## **The ideal candidate will:**

- Possess a strong sense of personal and professional ethics.
- Demonstrate the core values of the organization through daily behavior.
- Display strong interpersonal communication skills.
- Understand community diversity and effective strategies for engaging in fair and impartial policing practices.

## **Position requirements:**

Applicants must reach age 21 before the date of appointment and cannot receive an original appointment after the age of 45. A high school diploma or G.E.D. is required, and applicants must possess a valid driver's license.

The multi-phase selection process includes a physical fitness assessment, interviews, a background investigation with a CVSA examination, a medical exam, a psychological assessment, and a drug screen. Candidates must successfully complete all parts of the selection process.



## Benefits and Compensation

The salary and benefits package are exceptional and reflect the City's commitment to hiring quality individuals. Visit **[WearTheHPDBadge.org](http://WearTheHPDBadge.org)** for updated compensation rates.

Paid training, opportunities for specialization, and advancement are just a few of the benefits that make Hilliard police a great choice for anyone seeking a career in law enforcement.

All sworn Hilliard police personnel receive the following benefits:

### **Anthem Health Insurance**

Group health insurance

- Prescription coverage
- Vision and dental insurance

### **Life Insurance**

- \$100,000 group life insurance

### **Working Hours**

- Patrol officers work five 8-hour shifts with two days off each week
- 15 paid sick days per year
- 10 paid holidays per year
- 4 paid personal days per year





## **Seniority/Longevity Incentives**

- Annual service bonus after 5 years of service
- Paid vacation time two weeks upon hire, increasing to six weeks with longevity

## **Educational Incentive**

- Annual tuition reimbursement for pursuing post-secondary degree

## **Additional Benefits**

- Overtime and special duty opportunities
- Compensatory time option
- Night shift differential pay
- Ohio Police and Fire Pension Plan with D.R.O.P. option
- All equipment and uniforms provided, including dry cleaning allowance







## State-of-the-art Training

The City of Hilliard Division of Police sends recruits to a state certified police academy, if not Ohio Peace Officer Training Academy certified. Academy training generally occurs during daytime hours and the recruit returns home at night. The academy training duration is about six months. Training is skill-based and focuses on a diverse curriculum of topics.

After the academy, recruits must complete a 15-week field training program. During this time the recruit learns to do the job in the community with a certified training officer.

Throughout their careers, Hilliard police officers receive many hours of paid annual training through in-service and individual training. Additionally, officers have the opportunity to attend enhanced training provided through internal and external resources.



## Career Advancement

Officers have opportunities to specialize and develop within a chosen career path, and there are opportunities to be promoted into a supervisory position.

### Specialized Units

While entry-level officers are assigned to patrol duty, the Division of Police maintains a broad range of specialized units that will allow you to tailor your career to a specific area of interest:

- School Resource Officer
- Crime Prevention and Community Outreach
- K9 Handler
- Detective Bureau
- Training Instructor\*
- Bike Patrol\*
- Traffic Safety
- Crash Reconstruction Unit\*
- Field Training Officer (FTO)\*

*\* Not full-time units. Duties are done concurrent to regular assignments.*



## Promotions

Promotional advancement is an option at HPD. The ranks of sergeant and lieutenant are attained by way of a competitive promotional process. People in these positions are covered by a bargaining unit contract. The ranks above lieutenant are made by appointment and are not part of the collective bargaining process.

Officers are eligible for promotion after three years of service as a sworn Hilliard police officer. Our rank structure is:

- Chief of Police
- Deputy Chief of Police
- Lieutenant
- Sergeant
- Officer







## How to apply

Interested candidates must complete an online application by visiting **[WearTheHPDBadge.org](http://WearTheHPDBadge.org)**.

Candidates will also complete the National Testing Network exam and Public Safety Self-Assessment. Information about the test can be found on the job posting. Additional information related to the hiring process and this opportunity will be posted with the testing announcement and can be found online.



## Contact

To learn more about the City of Hilliard Division of Police and the opportunities available, contact HPD Recruiting at **[HPDRecruiting@hilliardohio.gov](mailto:HPDRecruiting@hilliardohio.gov)**.

For questions related to the hiring process, please contact:  
Colleen Lemmon, Human Resources Director  
(614) 334-2345 **[clemmon@hilliardohio.gov](mailto:clemmon@hilliardohio.gov)**

The City of Hilliard is an Equal Opportunity Employer.