

# Cincinnati Police Department



January 25, 2016

To the honorable Congressman Brad Wenstrup and Congressman Mark Takano

Let me start by saying the Cincinnati Police Department believes it to be an honor and a privilege to employ, and have as a part of its team, veterans from the United States Military. We feel there is no higher reverence to show towards ones country than to serve in the military with honor, pride and dignity. To employ individuals that embody the spirit of respect for the Country and themselves, allows us to maintain a high level of excellence as the standard in the honorable calling of policing.

The Department and the City have used several different approaches to attract veterans to apply. For example, qualified veterans are awarded five bonus points on the initial exam. If the veteran is disabled they receive ten additional points on the exam. Our exam is so competitive that five or ten points are very significant and can propel you from a very average score to the top of the list. Currently, you must be an Ohio resident at the time of application to receive the bonus points.

The department has aggressively looked for any career fairs or post military job fairs that cater to veterans either on a military base or those hosted off base by the military. We have constructed a group of Adjunct Recruiters who are veterans to assure we always have enough personnel to attend as many veteran recruiting functions as possible. We recognize that area natives who are in the military and are returning to this area and will be seeking employment beyond the ETS date. We also realize that there are many veterans who will be relocating to this area for the first time after exiting the military. Knowing that honorably discharged veterans make for excellent police candidates, the distance of travel to recruit at military facilities is not an issue.

Military Guard and Reservists are also highly sought after candidates for our Department. Our Department and the City, attempts to accommodate members of the Guard and Reserves as much possible, throughout their career with the Department. Once you are selected to the Police academy, the military provisions start. They will be in accordance of how far along you are within the Academy. We have had recruits called up for active duty while in the Academy. Upon being released from active duty, if they have completed a significant portion of Academy training we have assembled the necessary steps to get them State certified as soon as possible. If they have not attended the Academy for long, they may have to wait until the next class sits, but their position will still be available to them. When called for active duty after the Academy graduation your position and seniority will stand no matter how long the deployment.

As a part of our local recruitment efforts we have developed postcard size flyers, announcing our application and recruitment, which are distributed through normal recruitment career fairs and placed in local businesses and other facilities with a high volume of pedestrian traffic. A list of local veteran's home addresses within the areas of Hamilton, Butler, Warren and Clermont counties and also the City of Dayton was secured through a private company. Those same flyers were turned into mailers and sent through the postal service to each listed address. The list totaled about five thousand addresses.

Approximately thirty percent of the Cincinnati Police Department's sworn personnel are veterans. We take great pride in hiring veterans. We recognize that veterans make great candidates due to their commitment to duty and their want to serve and assist others. As a part of the thirty percent (I am a veteran of the Marine Corps and the previous Recruiting and Background Supervisor as well as Chief of Police, Colonel Eliot Isaac, being veterans of the Army National Guard) we take personal pride in helping veterans establish themselves as Cincinnati Police Officers. We advocate giving back to well deserving individuals who have given to our country. We can also be at peace knowing that we are helping to keep a high level of professionalism within our Department that not only helps us stand out as one of the best Departments, but ultimately gives the citizens of Cincinnati the type of service they deserve, require and want.

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