



Apply Here: [Click Here to Apply](#)

Minimum Job Requirements:

Applicants must:

- Be 21 years of age on the date of employment or start of academy.
- Be a citizen of the United States.
- Possess a high school diploma or General Education Development (GED) certification.
- Possess a valid drivers license.
- No Felony or Domestic Violence Convictions.
- Misdemeanor commission/convictions subject to review.
- Be able to perform all essential functions for the position of police officer.
- Complete all phases of the police hiring process.
- Possess the ability to fluently read, speak, and write the English language.
- Meet state and federal requirements.
- Establish a residence within a 45-mile radius of the Olathe Police Department one year from start date.

The Hiring Process:

1. Submit an Application: [Apply Here](#)
 - * Applicants reviewed and selected to move forward.
2. Oral Board Interview: Selected applicants are contacted and invited to take part in the oral board interview.
 - * A personal history statement (PHS) must be completed by the applicant and returned to OPD before a background would be completed.
 - * Tips to complete the PHS:
 1. Begin early.
 - Required documents take time to retrieve.
 - Some documents require a notarized signature. Complete this before the interview.
 2. Print legibly or complete fillable PDF. Print for actual signatures and notary.
 3. Provide complete and accurate information for all employers and references.
3. Polygraph Examination/Background Investigation
Select applicants who score an 80% or higher on the oral board interview will be scheduled for a polygraph examination administered by a trained professional examiner. This will be followed by an extensive background investigation by an Olathe Police Department detective.
4. Interview with the Police Chief
Select applicants who complete the background investigation will have a formal interview with the Olathe Police Chief. Successful applicants will receive a conditional job offer.
5. Physical Agility Course
The course is approximately 200 yards in total distance and must be completed in 93 seconds or less. The course is located on the campus of the Johnson County Regional Police Academy.
6. Psychological/Medical Examination
Applicants who have received a conditional job offer will be evaluated by a psychologist. Applicants will also undergo a complete medical examination by an approved OPD provider to include a drug screen administered by a licensed physician.



Lateral Transfers:

The Olathe Police Department offers a lateral transfer program for current Police Officer Selection Test (POST) certified officers. POST certified officers from another state:

- Certifications will transfer to Kansas Law Enforcement Training Center in most cases.
- Attendance at the Kansas Police Academy is not required in those cases.
- Entry starts with the Olathe Police Department (18-week) Field Training Program
- Starting pay rate may be up to \$104,000 based on comparable wages with Olathe Police Officers for equal years of credited service.

Johnson County Regional Police Academy

Olathe Police Officers who do not have law enforcement experience attend the [Johnson County Police Academy](#) on the campus of the Johnson County Community College in Overland Park, KS.

- Successful completion of the 16-week academy offers certification as a Kansas Law Enforcement Officer.
- Officers commute to the academy from wherever they live within the Kansas City metropolitan area.
- The Olathe Police Department pays for officers to attend the academy and covers academy costs.
- The Police Academy is offered three times a year.

Duty Assignments

All OPD officers, including lateral officers from other agencies, enter the Patrol Division when they are hired.

- Officers must be a patrol officer for a minimum of two to three years before they apply for specialty assignments such as investigations, etc.
- The Patrol Division currently works a 4/10 schedule with 3 days off in a row.

Police Officer Benefits

Olathe Police Officers are regular full-time employees to receive the extensive package of city benefits. [Benefit Information](#)

- \$3,000 annual stipend for those who meet the Olathe Police Department criteria for a Spanish or American Sign Language interpreter.
- Shift differential– Evening shift: One Dollar (\$1.00) an hour. Midnight shift: One Dollar and Fifty cents (\$1.50) an hour.
- 8 weeks PAID parental leave (Cannot be used during academy but can be used after graduation.)
- See attachment for 2026 OPD Pay Plan



OPD Mission Statement

Serving, protecting, and working with our community in a professional manner to prevent, reduce, and solve crime.

OPD Value Statements

Integrity: We will act honestly, truthfully, and in a trustworthy manner at all times.

Respect: We will treat citizens and each other with respect and will perform our duties in a fair and equitable manner.

Leadership: We will provide leadership for the community by performing our duties in a progressive and innovative manner which sets the example for others to follow.

Service: We will provide supportive, professional services to the community and to city employees. **Problem Solving:** We will use sound, innovative problem-solving techniques. We will educate and involve the community to accomplish common goals.

Accountability: We will accept our law enforcement responsibilities for the community. We will hold ourselves, and each other, accountable for the professional and high-quality performance of our duties. **Pride:** We are proud of our city. This pride reflected in the energetic, positive manner in which we perform our duties as well as the contributions we provide to the community.

OPD Vision Statement

The Olathe Police Department is proud to be part of a growing city and is dedicated to providing our community with diverse law enforcement professionals. We will maintain the highest level of law enforcement professionals who will utilize state-of-the-art equipment to accomplish the community's law enforcement goals. We will provide law enforcement personnel who take pride in performing their duties in a fair and equitable manner setting a high standard of which our citizens can be proud.

[Join Our Team Today!](#)



2026 Percent Based Pay Plan – Olathe Police Department

Police Officer and Sergeant

Effective: 01/01/2026

	Hourly	Bi-Weekly	Annual	Top Out in Years	
Police Officer					
Start	\$31.27	\$2,501.60	\$65,050	9 Years	Lump Sum (\$4,160) is 4%
End	\$50.00	\$4,000.00	\$104,000		
Police Sergeant					
Start	\$52.50	\$4,200.00	\$109,200.00	4 Years	Lump Sum (\$4,913) is 4%
End	\$59.06	\$4,724.80	\$122,835.15		

- A. Police Officers in the Percent Based Pay Plan with annual evaluation ratings of Valued Performer or higher overall are eligible for a 4.32% base salary increase on their anniversary date each year.
- B. Employees who fall below the minimum starting pay will move to the new starting pay the date the plan is placed in effect (usually first pay period in January of a given year). These employees are eligible for their regular percentage base raise on their anniversary date that same year as well.
- C. Police officers who achieve, meet, and maintain the State of Kansas and internal qualifications criteria are eligible for a onetime 8% base salary increase after 4 years of law enforcement service (on their anniversary date – start of 5th year of service). State and internal qualifications include completion of State approved law enforcement academy, completion of police field training program, minimum of 40 hours of continued law enforcement education/training annually as required by the State of Kansas to maintain certification, annual firearms qualification, TASER/less lethal certification, and “Valued Performer” or above on the most recent evaluation.
- D. Topped out personnel prior to 2026 will move to the new top out pay the date the plan is placed in effect (usually first pay period in January of a given year) if on their most current evaluation they are rated at Valued Performer or higher overall. Their evaluation date will move to January 1, 2027, and will remain a January 1st evaluation date.
- E. For both Police Officer and Sergeant, if the move to top out pay is less than 4.32% for PO and 4% for Sergeant then the remainder of those percentage amounts (amount greater than top out pay) will be paid in a lump sum.
- F. Employees who are on disciplinary probation or a Performance Improvement Plan (PIP) at the time of their annual evaluation/anniversary date will not receive an increase (4.32%, 8%, or 4% if topped out) until they have successfully completed their probationary period or PIP. Upon successful completion, they will then receive their pay increase. These pay increases will not be retroactive. The employee’s anniversary date will remain unchanged.
- G. Police Officers who have completed their 8th year of qualified service time or more with Valued Performer or higher

overall rating on their most current annual evaluation will be moved directly to the top out pay (1st day of 9th year of service or greater) on their anniversary date. This currently equals \$104,000 annually. On January 1st of the following year, the evaluation date will change to January 1st for that and subsequent years to follow. On this new evaluation date, they will be eligible to receive a 4% lump sum which currently equals \$4,160.

- H. Sergeants who have been on the pay plan for 3 or more consecutive years with Valued Performer or higher overall rating on their most current annual evaluation will be moved directly to top out pay (1st day of 4th year of service or greater as a sergeant) on their anniversary date. This currently equals \$122,835 annually. On January 1st of the of the following year, the evaluation date will change to January 1st for that year and subsequent years to follow. On this new evaluation date, they will be eligible to receive a 4% lump sum which currently equals \$4,913.
- I. Once top out pay is reached in either the Police Officer or Sergeant Pay Plan, the following year(s) those employees will be eligible for a 4% lump sum upon receiving a Valued Performer or higher overall rating on their annual evaluation.
- J. Once a Police Officer or Sergeant is topped out in the pay plan, any adjustments to top out pay will result in those employees' top out pay changing to the new top out on their next anniversary date (January 1st) if they receive a Valued Performer or higher overall rating on their annual evaluation. (See note E as well).
- K. Lateral Police Officer hires may be given credit for previous year(s) of service at another law enforcement agency above starting pay. These years of credit count towards time in grade and eligibility to move to top out pay. There is no limit on the number of years of credit that a lateral officer may be given credit for. This decision will be made at the time of hiring and will be at the sole discretion of the Chief of Police.
- L. Police department employees who refer police officer applicants will receive a \$3,000 referral bonus for lateral police officers (Those applicants with prior law enforcement experience) and a \$2,000 referral bonus for those individuals with no experience who are hired by the police department and successfully complete the field training program.
- M. Police Officers and Sergeants are eligible for shift differential pay, above and beyond the previously mentioned percentage increases for working evening and/or midnight shifts. Evening shift differential pay will be added to the hourly rate of an employee at one dollar/hour (\$1.00) and midnight shift differential pay will be added to the hourly rate of an employee at one dollar and fifty cents/hour (\$1.50) for any employee that is assigned to one of those shifts for at least two consecutive work weeks (80 hours) or more at a time. If you are earning shift differential pay and you are subpoenaed to court during off hours, or sign up for overtime on another shift or are assigned to a special event (as examples) for any period that is less than two consecutive weeks, you will continue to be paid at your higher hourly rate whether those are regular work hours or overtime hours. For evening shift differential pay, the employee's shift must start at or after 1200 hours. For midnight shift differential pay, the employee's shift must start at or after 1800 hours. New employees still in training are not eligible for shift differential pay.
- N. The Police Chief may authorize a sign on bonus for new police officers with the city manager approval.