



1025 P Street
P.O. Box 687, Gering, NE 69341

www.gering.org

Patrol Officer Full-Time – Job Posting

Department: Police

Starting Pay: \$26.91 - \$36.06 (depending on years of service)

Application Deadline: 4:15pm, Monday, July 6, 2026

Job Description: attached

An Equal Opportunity Employer, Only U.S. citizens and aliens authorized to work in the United States will be hired and all employees are required to complete a verification form.

The City of Gering will be conducting Civil Service Examinations to hire one full-time Police Patrol Officer. We are seeking individuals with integrity, who are committed to hard work, public service, and an effort to promote individual identity while being part of a team. Job requirements: High School graduate or G.E.D., at least 21 years of age, able to pass physical testing as required by NLETC, written exam, oral interview, extensive background check and psychological examination. Officers certified in Nebraska will be granted lateral entry upon completion of FTO program and may be exempted from PT testing during hiring process. Candidates certified in other states will be granted lateral entry upon successful completion of NLETC's requirements for reciprocity certification and FTO. Our staff enjoys a competitive wage and benefit package with base starting hourly wage of \$26.91 for entry level officers and up to \$36.06 for lateral entry.

Application packets are available online at <https://www.gering.org/careers> or at City Hall.

Please submit a completed application, including resume and cover letter,
by email, mail, or in person.

Gering Police Department
1025 P Street / P.O. Box 687
Gering, NE 69341
Phone: 308-436-6848
sgoss@gering.org

For those who live here today and those who will come – Pioneers Welcome!



1025 P Street
P.O. Box 687, Gering, NE 69341

308-436-5096 www.gering.org

JOB DESCRIPTION

Title: Patrol Officer

Department: Police

Reports to: Police Sergeant

Pay Grade: Police Officer

Previous Revision Date: March 2023

Last Revision Date: September 2024

Type: Full Time Part Time Seasonal

FLSA: Exempt/Salary Non-Exempt/Hourly

Union: Yes No

Safety Sensitive: Yes No

JOB SUMMARY

The Patrol Officer performs police patrol, investigation, traffic regulation, and related law enforcement activities. This role involves enforcing ordinances and criminal laws at various levels and handling emergency situations with minimal assistance. Persons in this position have the responsibility for enforcing the ordinances and criminal laws of the City of Gering, State of Nebraska, and the United States of America. The position requires working on rotating shifts and being available for consultation on major emergencies, with responsibilities including security patrols, traffic control, and investigation of crimes.

ESSENTIAL FUNCTIONS

- Perform security patrols of parks, residential, and commercial areas, and traffic control.
- Enforcement of law violations, investigation, detection.
- Work on assigned shift using own judgment in deciding course of action; expected to handle difficult and emergency situations without assistance.
- Respond to emergency calls, including civil disturbances, domestic disputes, fights, drunkenness, missing children, prowlers, abuse of drugs, and other activities; takes appropriate law enforcement action.
- Perform follow-up investigations, including seeking and questioning victims, witnesses, and suspects. Develop leads and tips. Searches scenes of crimes for evidence.
- Analyze and evaluate evidence and arrest offenders.
- Coordinate activities with other officers and City departments as needed
- Exchange information with officers in other law enforcement agencies.
- Obtain advice from the City and County Attorney or other court officials, officers, and supervisors regarding cases, policies, and procedures, as needed and assigned.
- Maintain and repair departmental equipment and facilities.
- Prepare cases for giving testimony and testify as needed in court proceedings.

QUALIFICATIONS

1. General:

- Must be 21 years of age or older at time of employment.
- Must possess, or be able to obtain by time of hire, a valid State driver's license.
- Must be a U.S. Citizen with the ability to read and write in English.
- Ability to report to work within 30 minutes when on-call.
- Must pass T.A.B.E. test.
- Must be of good moral character and of temperate and industrious habits. (Felony convictions and disqualifying criminal histories are not allowed.)

2. Education and Experience:

- High School Diploma or equivalent.

3. Necessary Knowledge and Skills:

- Basic knowledge of modern law enforcement principles, procedures, techniques, and equipment.
- Ability to operate law enforcement tools and equipment safely.
- Ability to learn applicable laws, ordinances, and department regulations.
- Ability to perform physically demanding tasks and meet State firearm qualifications with department approved firearm.
- Effective communication skills, both orally and in writing.
- Ability to follow verbal and written instructions.
- Ability to establish effective working relationships and exercise sound judgment.
- Ability to learn the City's geography.
- Operate a police patrol vehicle safely.
- Ability to use the senses of vision, hearing, smell, taste, and touch in determining illegal or dangerous objects that could be of evidentiary value.
- Ability to detect environmental or man-made hazards, and detection of dangerous situations requiring immediate action.
- Ability to exercise sound judgement in evaluating situations and making decisions.

4. Special requirements:

- Must meet the Department's physical & psychological standards:
 - Individuals in this position must possess the mental capacity to assess potentially dangerous situations accurately and respond promptly and appropriately with the least amount of force necessary. Rational thinking and emotional stability are essential, as there is a constant risk of sudden violence or life-threatening situations within the community.
 - Psychological testing administered by the department shall be for the purpose of assessing personality traits, behaviors, attitudes, or propensity to act, when these are not symptoms of a mental disorder.
 - Must be able to pass a medical exam and the Department's physical agility test.
 - Successful completion of State Training Center Equivalency Test within one (1) year after employment.
- Disqualifications:
 - Individuals with a history of mental illness that cannot be effectively managed with regular medication, or who exhibit emotional instability—determined by a qualified, board-certified psychiatrist or psychologist to pose a clear and present danger to the officer, citizens, or colleagues—will not be eligible for employment with the Gering Police Department.
 - Individuals with chronic psychological disorders in which they compulsively commit crimes of moral turpitude, crimes against persons or property, shall be disqualified from employment with the Gering Police Department.

TOOLS & EQUIPMENT USED (INCLUDES BUT NOT LIMITED TO)

- Police car, radio, radar equipment, handgun, baton, handcuffs, OC spray, intoxilyzer, and other law enforcement equipment.
- Personal computer and first aid equipment.

PHYSICAL DEMANDS

The physical demands outlined here represent those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform these essential functions.

- Manual dexterity required for operating various equipment.
- Frequently required to sit, talk, and listen; occasionally required to stand, walk, climb, stoop, kneel, and crawl.
- Must occasionally lift and/or move heavy objects more than 100 pounds.
- Vision abilities: Close, distant, color, peripheral, depth, and ability to adjust focus.

Individuals in this position must be capable of performing physical tasks and should be in good physical condition. Some activities that a person in this position could expect to do:

- Effecting arrests, forcibly if necessary, using handcuffs and other restraints, subdue resisting suspects using maneuvers and weapons and resort to the use of hands and feet and other approved weapons of self-defense.
- Operate a law enforcement vehicle during both day and night; in emergency situations involving speeds in excess of posted limits, in congested traffic and in unsafe road conditions caused by factors such as fog, smoke, rain, ice, snow or other inclement weather conditions.
- Pursue fleeing suspects and perform rescue operations which may involve quickly entering and exiting law enforcement vehicles; lifting, carrying, and dragging heavy objects; climbing over and pulling oneself over obstacles; jumping down from elevated surfaces; climbing through openings; jumping over obstacles, ditches and streams; crawling in confined areas; balancing on uneven or narrow surfaces and using body force to gain entrance through barriers.
- Load, unload, aim and fire from a variety of body positions handguns, shotguns, and other agency firearms under conditions of stress that justify the use of deadly force and at levels of proficiency prescribed in certification standards.
- Perform searches of people, vehicles, buildings, and large outdoor areas which may involve determining illegal or dangerous objects by feel, walking for long periods of time, detaining people and stopping suspicious vehicles and persons.

WORK ENVIRONMENT

- Frequently works in outside weather conditions; occasionally exposed to wet and/or humid conditions, and extreme temperatures.
- Occasionally works near moving mechanical parts, fumes and airborne particles, toxic or caustic chemicals, and vibration.
- Noise level in the work environment is usually moderate.

SUPERVISORY RESPONSIBILITY

- None

DISCLAIMER

This job description is intended to convey information essential to understanding the scope of the job and the general nature and level of work performed for individuals with this job title. However, this job description is not intended to be an exhaustive list of all qualifications, skills, efforts, duties, responsibilities, or working conditions associated with the position. The job description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the job change.

Approved:

Pat Heath

City Administrator

9/11/2024

Date



Application Instructions

Please read and understand these statements before signing your job application.

1. **Complete Application:** You must complete the job application in its entirety. References to "see resume" are not sufficient. The application will be used for the initial review to select applicants for interviews.
2. **Resume & Cover letter are required:** A resume and cover letter must be submitted with the job application.
3. **Truthful Information:** The information provided in this job application must be true. False or misrepresented information will result in the rejection of your application or termination of employment if discovered after hiring.
4. **Authorization to Verify Information:** By signing this application, you authorize the City of Gering to obtain information from previous employers, educational institutions, and other parties to verify the accuracy of the information provided.
5. **Waiver of Claims:** You waive all rights and claims against the City of Gering for seeking and using this information to evaluate your application.
6. **Position-Specific Application:** This application is only for the position you are currently applying for. If you wish to apply for another position, even if it is the same classification, you must complete and submit a new application.

School	Name of School	Location of School	Course of Study	Did you Graduate	Years Completed	Degree or Diploma
High School						
Business/Trade/ Technical School						
College/University						
Graduate School						

Military Service: Did you serve in the U.S. Armed Forces? Yes No

Describe any training received relevant to the position for which you are applying:

EMPLOYMENT HISTORY:

Please give accurate, complete, full-time and part-time employment records. Start with your present or most recent.

We may contact the employers listed below unless you indicate those you do not want us to contact.

Company Name	_____	Telephone	_____
Address	_____	Starting Pay	_____
Supervisor' s Name	_____	Ending Pay	_____
Job Title	_____	Employment Dates:	
Describe your work	_____	From:	_____
Reason for leaving	_____	To:	_____

Company Name	_____	Telephone	_____
Address	_____	Starting Pay	_____
Supervisor' s Name	_____	Ending Pay	_____
Job Title	_____	Employment Dates:	
Describe your work	_____	From:	_____
Reason for leaving	_____	To:	_____

Company Name _____
 Address _____
 Supervisor's Name _____
 Job Title _____
 Describe your work _____
 Reason for leaving _____

Telephone _____
 Starting Pay _____
 Ending Pay _____
 Employment Dates:
 From: _____
 To: _____

We may contact the employers listed above unless you indicate those you do not want us to contact.

REFERENCES: ALL 3 references should be completed.

_____	_____	_____	_____
Name	Years Known	Telephone	Nature of Relationship
_____	_____	_____	_____
Name	Years Known	Telephone	Nature of Relationship
_____	_____	_____	_____
Name	Years Known	Telephone	Nature of Relationship

APPLICANT ACKNOWLEDGMENT AND AUTHORIZATION:

I certify that the information provided in this application is true and complete. I understand that any false, incomplete, or misleading information may result in the rejection of my application or, if discovered after employment, immediate termination.

I authorize the employer to verify my information with previous employers, educational institutions, and other relevant parties. I waive any claims against the employer or its representatives for requesting, receiving, or using this information in evaluating my employment application.

I acknowledge that this application will remain active for 30 days. If I wish to be considered for future employment after this period, I must submit a new application.

I understand that this application does not constitute an employment contract. If hired, my employment may be terminated at any time, with or without cause or notice, unless otherwise required by law. I also understand that only an executive officer of the employer may enter into a written employment agreement that modifies these terms.

By signing below, I acknowledge and accept these terms and conditions.

 Signature

 Date

PLEASE RETURN TO CITY OF GERING ADMINISTRATION OFFICES:
 1025 P Street, Gering, NE 69341
 sgoss@gering.org
 308-436-6848



EMPLOYMENT REFERENCE AND BACKGROUND CHECK

Disclosure Pursuant to the Fair Credit Reporting Act: *The City of Gering may obtain a Consumer Report about you for employment purposes. The Consumer Report may contain information about you including but not limited to the information set forth below. A summary of Your Rights Under the Fair Credit Reporting Act is attached.*

I, _____ authorize the City of Gering to check previous employment and/or personal references listed on my application and/or resume. I also give my consent the City of Gering to obtain the following:

- Records of educational institutions that I have attended.
- Driving record and civil/criminal history.
- Employment records from previous employers to include evaluations, disciplinary history, complaints, or grievances filed by or against me.
- Pre-employment records from prospective employers.
- A consumer report that might show financial and credit information, including credit reports and ratings. Records from Financial Institutions to include loan performance, loan officer notes and financial statements, understanding that I have rights under the Fair Credit Reporting Act.
- Any information from Counsel who have represented me in civil/criminal cases and I specifically waive the attorney client privilege in that regard.

The above records may be obtained through a variety of agencies/sources, including the internet.

PRE-EMPLOYMENT DRUG TEST: I understand that job applicants who are being considered for employment for positions with particular responsibilities must submit to pre-employment drug testing.

I understand that the City of Gering may need me to provide my social security number, driver's license number, and date of birth information prior to employment. This information will only be used to obtain background information.

Name (Including Maiden Name or any other previous names): _____

Address: _____ Phone: _____

Social Security Number: _____ Driver's License Number: _____ Date of Birth: _____

Signature: _____ Date: _____

Para informacion en espanol, visite www.ftc.gov/credit o escribe a la FTC Consumer Response Center, Room 130-A 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.

A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. **For more information, including information about additional rights, go to www.ftc.gov/credit or write to: Consumer Response Center, Room 130-A, Federal Trade Commission, 600 Pennsylvania Ave. N.W., Washington, D.C. 20580.**

- **You must be told if information in your file has been used against you.** Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment – or to take another adverse action against you – must tell you, and must give you the name, address, and phone number of the agency that provided the information.
- **You have the right to know what is in your file.** You may request and obtain all the information about you in the files of a consumer reporting agency (your “file disclosure”). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
 - a person has taken adverse action against you because of information in your credit report;
 - you are the victim of identify theft and place a fraud alert in your file;
 - your file contains inaccurate information as a result of fraud;
 - you are on public assistance;
 - you are unemployed but expect to apply for employment within 60 days.

In addition, by September 2005 all consumers will be entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.ftc.gov/credit for additional information.

- **You have the right to ask for a credit score.** Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.
- **You have the right to dispute incomplete or inaccurate information.** If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.ftc.gov/credit for an explanation of dispute procedures.
- **Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information.** Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.
- **Consumer reporting agencies may not report outdated negative information.** In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.
- **Access to your file is limited.** A consumer reporting agency may provide information about you only to people with a valid need -- usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.

- **You must give your consent for reports to be provided to employers.** A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.ftc.gov/credit.
- **You may limit “prescreened” offers of credit and insurance you get based on information in your credit report.** Unsolicited “prescreened” offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-5-OPTOUT (1-888-567-8688).
- **You may seek damages from violators.** If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.
- **Identity theft victims and active duty military personnel have additional rights.** For more information, visit www.ftc.gov/credit.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General. Federal enforcers are:

TYPE OF BUSINESS:	CONTACT:
Consumer reporting agencies, creditors and others not listed below	Federal Trade Commission: Consumer Response Center - FCRA Washington, DC 20580 1-877-382-4357
National banks, federal branches/agencies of foreign banks (word "National" or initials "N.A." appear in or after bank's name)	Office of the Comptroller of the Currency Compliance Management, Mail Stop 6-6 Washington, DC 20219 800-613-6743
Federal Reserve System member banks (except national banks, and federal branches/agencies of foreign banks)	Federal Reserve Consumer Help (FRCH) P O Box 1200 Minneapolis, MN 55480 Telephone: 888-851-1920 Website Address: www.federalreserveconsumerhelp.gov Email Address: ConsumerHelp@FederalReserve.gov
Savings associations and federally chartered savings banks (word "Federal" or initials "F.S.B." appear in federal institution's name)	Office of Thrift Supervision Consumer Complaints Washington, DC 20552 800-842-6929
Federal credit unions (words "Federal Credit Union" appear in institution's name)	National Credit Union Administration 1775 Duke Street Alexandria, VA 22314 703-519-4600
State-chartered banks that are not members of the Federal Reserve System	Federal Deposit Insurance Corporation Consumer Response Center, 2345 Grand Avenue, Suite 100 Kansas City, Missouri 64108-2638 1-877-275-3342
Air, surface, or rail common carriers regulated by former Civil Aeronautics Board or Interstate Commerce Commission	Department of Transportation , Office of Financial Management Washington, DC 20590 202-366-1306
Activities subject to the Packers and Stockyards Act, 1921	Department of Agriculture Office of Deputy Administrator – GIPSA Washington, DC 20250 202-720-7051