



2023 POLICE OFFICER SELECTION PROCESS

I. POLICE OFFICER MINIMUM QUALIFICATIONS:

- A. 21 years of age
- B. Possession of a valid Colorado Driver's license & insurable under the City's policy
- C. Must possess Colorado POST certification prior to date of hire or be a certified officer in another state and eligible for POST certification in Colorado, prior to date of hire
- D. Must provide proof of legal authorization for employment in the United States
- E. No felony convictions or convictions involving moral turpitude
- F. Illegal drug use within the last 5 years will be evaluated as part of the selection process
- G. Marijuana use within the last 2 years will be evaluated as part of the selection process

PREFERRED QUALIFICATIONS:

- A. Bachelor's degree
 - B. Spanish/English bi-lingual skills
 - C. Military experience
- Preference points will be awarded for education, veteran status and bi-lingual Spanish/English proficiency within the oral board interview process, in conjunction with the development of the eligibility list.

II. ERGOMETRICS FRONTLINE SUITABILITY VIDEO TESTING: To Be Determined

Will be notified of eligibility for video testing and oral board interview. (Pass or Fail scoring).

III. ORAL BOARD INTERVIEW: To Be Determined

The most qualified candidates who meet minimum requirements may be invited to participate in an Oral Board interview to assess a number of job-related criteria, including but not limited to, verbal communication skills, judgement and decision-making abilities, character, related skills, life and work experience and access fit with the agency. Applicants must attain a minimum passing score of 70% or higher on the Oral Board. Preference points will also be awarded for education, veteran status and bi-lingual Spanish/English skills within the oral board interview process, in conjunction with the development of the eligibility list.

IV. ELIGIBILITY LIST:

An eligibility list will be established at the conclusion of the Video Testing & Oral Boards. The development of the eligibility list will be based on your ranking score from the Oral Board interviews. The eligibility list will be in effect for a 12-month duration upon certification of the list.

FINAL SELECTION & EVALUATION PROCESS:

- A. A polygraph examination.
- B. A full personal history and background investigation will be completed.
- C. Finalists are required to participate in a ride-along with an Evans Police Officer for one full shift (either 10-12 hours depending on the shift). To be scheduled with an assigned Commander simultaneously with background investigation.
- D. The top successful candidates will be invited to a personal interview with Command Staff at a date TBD.
- E. A recommendation will be made to the City Manager for a conditional job offer, contingent to the successful completion of a psychological exam, physical demand exam and drug testing.
- F. Anticipated hire date: To Be Determined.

**Refer to the Police Officer brochure for more information*