

# CITY OF BOULDER POLICE OFFICER



**Police Officer hiring begins February, 2014**  
**Hiring Range: \$51,667 - \$64,584/yr (DOE)**  
**Salary Range: \$51,667 - \$76,564/yr**

**Come join our team! The City of Boulder is a progressive, equal opportunity employer. Women and minorities encouraged to apply.**

## The City

Located 5,430 feet above sea level, at the edge of the Rocky Mountains, Boulder is home to the University of Colorado, and is surrounded by extensive natural areas of city trails, open space, and mountain parks. Serving the city of Boulder, with a population of over 100,000, the department handles more than 81,000 calls for service annually.

## The Department

Boulder PD is a great place to work. With 173 sworn positions and 106 civilian staff, the department is big enough to provide a variety of collateral opportunities, yet not so large that it ever feels impersonal. For applicants just beginning their law enforcement career, the department pays salary as well as law enforcement academy cost. Boulder is also an excellent place for lateral transfers with salary incentives available for officers with Colorado POST certification and over two years of qualifying experience.

The department embraces community oriented policing and, as such, offers many opportunities to strengthen its ties with Boulder residents. Patrol officers are the most visible representatives of the department, but there are also many other opportunities to serve the public. Some examples of these are working as a School Resource Officer, Traffic Officer, or as a Detective. There are also collateral positions available on the SWAT team, the Bomb Squad, and many more.

## The Position

Police Officers work in cooperation with the community to perform patrol, investigative, and enforcement functions. Each task helps enhance our ability to attain our mission, **working with the community to provide service and safety.**

Duties and responsibilities include:

- ◆ Patrolling designated areas of the city on foot, bicycle, motorcycle and/or in a car
- ◆ Performing complex investigations
- ◆ Enforcing traffic and criminal laws
- ◆ Interacting and working with diverse groups of people within the department and community
- ◆ Utilizing problem solving skills, creativity and innovative approaches to identify community problems/concerns
- ◆ Coordinating information and resources to address crime problems and developing solutions

Paid benefits include medical, dental and life insurance. New officers accrue 178 personal leave hours per year. The department provides a health club membership at the Flatirons Athletic Club. Typically, officers at the Boulder Police Department work 10 hour shifts with four days on and three days off. All police officers are members of a collective bargaining unit. Bids for shift and vacation take place annually and are decided based on seniority.

### MISSION

Working with the community to provide service and safety

### VISION

Service excellence for an inspired future

### VALUES

Customer Service  
Respect  
Integrity  
Collaboration  
Innovation

## Minimum Requirements

Must be at least 21 years old at time of application. Must have either 60 accredited college credit hours (minimum grade of "C"), or four years of full time, active military duty with an honorable discharge, or four years of commensurate law enforcement experience.

### Background Information

Demonstrated personal and professional honesty, integrity, good judgment as shown in applicant's criminal history, background and motor vehicle record. Applicants who use, possess, distribute or grow marijuana or medical marijuana, and/or own, operate, or have any interest in a marijuana dispensary will be disqualified. Preference will be given to applicants who have no history of use, sale or possession of illegal substances. Polygraph used for verification of applicant information.

**The following will disqualify any applicant from consideration:**

- Any felony conviction.
- Any commission of a felony in the previous five years, including felonious drug use or possession.
- Any commission of a non-traffic related misdemeanor within the previous 36 months.
- Any convictions and/or protective order(s) issued for domestic violence offenses which would preclude possession of a firearm.
- The use, sale, possession, or transfer of marijuana or marijuana concentrate, including medical marijuana, in the previous three years. (There will be zero tolerance for regular marijuana use or use of any other controlled substance in previous 36 months).
- Eight points or three moving violation convictions, or a suspended, restricted, or revoked license in the previous 24 months.
- Any false or untrue statements or material omissions in the application and related paperwork or during the selection process.

## Desired Qualifications

Desired qualifications include a four year college degree, bilingual skills (English/Spanish or English/SE Asian), and knowledge of the Boulder area and community. Colorado P.O.S.T. certification, experience with computers, and proficiency in the use of a double action semi-auto handgun are also desired.

Applicants **must** be available to test March 14 - 21, 2014

[www.bouldercolorado.gov/police](http://www.bouldercolorado.gov/police)

## Selection Process

Generally the selection process takes a little over four months. Applicants must successfully pass standardized testing, physical agility testing, an oral board interview, a polygraph, a background investigation and an interview with the Department's Management Staff. In addition, applicants who receive conditional job offers must also pass medical, physical and psychological testing.

### Physical Ability Test

Applicants will complete a Physical Ability Test (PAT) comprised of several events, including a serpentine run, jump, stair climb and descent, a low crawl, a climb through a window, 150lb dummy drag, wall climb and a lift and carry of a 50lb weight. The PAT course begins with the applicant seated in a patrol car. It concludes after the applicant completes all events and returns to the patrol vehicle. **The course must be completed in 2 minutes and 45 seconds or less.** A video with more information about the PAT can be found on the department's web site.

A complete job description, and online application will be available at [www.bouldercolorado.gov/police](http://www.bouldercolorado.gov/police)

The proposed start date for new officers is July 7, 2014.

### Contacts for Additional Information

Diane Herzberg - 303.441.3334 or [Herzbergd@bouldercolorado.gov](mailto:Herzbergd@bouldercolorado.gov)

Kurt Weiler - 303.441.3309 or [WeilerK@bouldercolorado.gov](mailto:WeilerK@bouldercolorado.gov)

Colorado P.O.S.T. - 303.866.5394

