

WE ARE BOULDER

2017 POLICE OFFICER HIRING PROCESS

WE ARE LEADERS



POLICE OFFICER HIRING PROCESS
Applications accepted for police officer
Hiring Range: \$59,287.70 - 71,969.87/yr (DOE)
Salary Range: \$59,287.70 - 84,478.16/yr

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

WE ARE PROBLEM SOLVERS



MISSION:
Working with the community to provide service and safety

VISION:
Service excellence for an inspired future

VALUES:
○Customer Service ○Respect ○Integrity
○Collaboration ○Innovation

WE ARE COMMUNITY MEMBERS

BENEFITS

Medical, dental, vision and life insurance
Accrual of 178 personal leave hours per year
Annual shift bid for four-ten work week
Collective bargaining unit for all officers
13.8% pension contribution from the city
Competitive salary, topping out in seven years
Local health club membership

THE JOB

Patrol designated districts on foot, by car, bicycle or motorcycle
Perform complex investigations
Enforce traffic and criminal laws
Work and interact with diverse populations
Utilize problem solving skills, creativity and innovative approaches to
identify community problems and/or concerns
Coordinate information and resources to proactively fight crime

THE DEPARTMENT

BPD is a great place to work. With 181 sworn positions and 110 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 and seniority available for those with Colorado POST certified officers.

The department embraces community oriented policing and, as such, offers many opportunities to strengthen its ties with Boulder community members. 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.

WE ARE HIRING

For more information visit BPDJobs.com

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 fulfilled US active military duty with an honorable discharge, or have three years of commensurate law enforcement experience.

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 and/or CVSA, Job Suitability Testing (JSAT), 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.

WE ARE INNOVATIVE

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 or Computer Voice Stress Analysis (CVSA) used for verification of applicant information.

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. Experience with computers. Proficiency in the use of a double action semi-auto handgun, 12 gauge shotgun and/or patrol rifles are also desired. Hiring preference may be given to in-state candidates.

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 wall 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.**

Standardized Testing

All QUALIFIED applicants will be INVITED to take, and must successfully pass, the FrontLine standardized police officer test. There are two options for taking this test. *Option 1:* The Boulder Police Department will host the test on Saturday, February 4 and/or 11, 2017, at the department in Boulder, Colorado. There is no fee for invited applicants who choose to take the test at the Department on that date. *Option 2:* The National Testing Network (NTN) has testing centers across the United States. INVITED applicants may schedule to test directly with NTN at their own expense (\$49). Testing through NTN may be more convenient for applicants who reside a distance from Boulder or who are unable to attend the February 4 or 11 free session in Boulder.

WE ARE DEDICATED

Hiring Timeline

- January 22 Application deadline
- Oct. 1 - Feb. 11 Standardized testing (out-of-state)
- Feb. 4 & 11 Standardized testing (at BPD)
- March 1 - 3 interviews, out of state JSAT & CVSA
- March 4 Additional testing and PAT
- March 7 - 10 In state JSAT & CVSA
- Mar. 20 - Apr. 14 Background investigations
- May 2 & 3 Management Staff interviews
- May 3 Conditional job offers (CJO)
- May 4 - 12 CJO testing
- May 25 Formal job offers
- July 3 Start date

Applicants must be available to test March 1 through 4.



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For Additional Information Contact:

Boulder Recruitment Team
303.441.4343 or BPDJobs@bouldercolorado.gov

To apply visit BPDJobs.com