

Chapter 13 RECRUITMENT

13.1 SELECTION PROCESS FOR APPLICANTS

The agency utilizes a formal process for the selection of qualified officer applicants incorporating defensible minimum employment standards; job related written aptitude tests, oral interview, physical agility or a physical proficiency battery, psychological, polygraph, medical examination and in-depth background investigation.

- *Copy of Recruitment publication that meets the Police Officer Professional Standards (POPS) minimal standards.*
- *POPS Standards – 16 pre-employment standards*
- *Physical Fitness Standards*
- *Bench Press 64 percent of their body weight*
- *Complete 18 sit-ups within one minute*
- *Run 300 meters in 65 seconds*
- *Perform 20 push-ups*
- *Run 1.5 miles in 17 minutes & 12 seconds*
- *Be a Citizen of the United States*
- *Be at least 21 years old*
- *Have a High School Diploma, or its equivalent*
- *Possess a Valid Driver's License*
- *Submit Fingerprints for a Criminal Background Check*
- *Not been convicted of a Felony*
- *Not prohibited by Federal or State Law from possessing a Firearm*
- *Have read and signed for the KLEC Code of Ethics*
- *Not receive a dishonorable discharge or general discharge under other than honorable conditions*
- *Not have certification as a Peace Officer revoked in another State*
- *Medical Examination*
- *Background Investigation*
- *Interviewed by their potential employing agency's executive or designee,*
- *Take a written suitability screener*

- *Pass a Drug Screen Test*
- *Polygraph Examination*

13.2 EQUAL EMPLOYMENT OPPORTUNITY

The agency participates in and supports equal employment opportunity in its recruiting and hiring practices.

- *Copy of Recruitment publication and/or Application which states that the Agency is an "Equal Employment Opportunity" Employer*