

INITIAL SCREENING OF APPLICANTS

Each candidate is required to submit an Employment Application and a Confidential Questionnaire. Law Enforcement applicants will not receive a Confidential Questionnaire until the successful completion of Selection Testing.

SELECTION TESTING

The purpose of selection testing is to evaluate the entry-level candidate's level of physical fitness and cognitive ability as it relates to performance in judgment, learning, problem solving, observation, and memory. Those applicants presently certified by the Vermont Criminal Justice Training Council as a Level III Law Enforcement Officer are exempt from the Selection Testing Process.

Entry Level – Police Officer

- All entry level law enforcement applicants must successfully complete the physical fitness assessment administered by the Vermont Police Academy immediately preceding the start of the Entrance Level III Academy.
- Applicants must complete the psychological screening.

PANEL INTERVIEW

The purpose of the panel interview is to assess the ability of the candidate to communicate clearly and thoughtfully and to give them the opportunity to demonstrate their reasoning abilities.

BACKGROUND INVESTIGATION

A background investigation of each candidate is conducted prior to appointment to probationary status in accordance with Barre City Police Department Personnel Procedures.

POLYGRAPH EXAMINATION

Law Enforcement applicants must submit to a polygraph examination as scheduled by the Chief of Police, or their designee, with a professionally trained polygraph examiner.

MEDICAL EXAM & DRUG SCREENING

After receiving a "Conditional Offer of Employment," Law Enforcement applicants must pass a physical examination. All applicants must submit to a drug screen for controlled dangerous substances.