



# City of Sutherlin Police Department

## Police Officer Qualifications

- United States citizenship within 18 months of appointment to a sworn position.
- Applicant must be 21 years of age.
- Must possess a high school diploma or GED.
- Physical Examination. All finalist candidates for a position as a sworn law enforcement officer must meet Oregon Department of Public Safety Standards and Training (DPSST Form F-2) via a post offer medical exam by a licensed physician to determine their ability to meet the essential duties of a sworn law enforcement officer.
- Psychological Examination. All finalists candidates will be subject to a post offer psychological exam to determine their mental health risk profile as it pertains to the essential duties of a sworn law enforcement officer.

## Disqualifiers

The Sutherlin Police Department, in compliance with DPSST directives conducts a post conditional offer background check on all position finalists. This comprehensive, in-depth process is required to determine Moral Fitness, Honesty, Integrity, Character and Credibility of the individual. The check includes all facets of the finalist's past (education, roommates, family, financial, residential, criminal and driving). There are some issues that have been identified as Mandatory Disqualifying Events or Discretionary Disqualifying Events. Applicants who have past or current behavior as listed below will not be considered for employment.

- **Alcohol Use** – Current alcohol abuse is prohibited.
- **Drug Use** – Current or recent use of illegal drugs or abuse of any legal or prescription drug is prohibited.
- **Discharge from Another Agency** – Being discharged from another agency for cause.
- **Felony Criminal Activity** – Any conviction of a felony or a misdemeanor with a potential maximum term of imprisonment greater than one year.
- **Domestic Violence** – Any conviction of a crime involving domestic violence, stalking harassment or sexual misconduct.
- **Controlled Substance** – Conviction for unlawful use, possession, delivery or manufacturing of a controlled substance, narcotic or dangerous drug, including marijuana < 1 oz.
- **Traffic/Driving** – The ability to drive/operate a department vehicle is a bona fide occupational qualification; ability to be insured to drive a motor vehicle, possessing a valid driver's license, and ability to be licensed to drive a motor vehicle is required.
- **Discrepancies** – Falsification via misrepresentation, misinformation, misleading, or untruthful, information provided on the Employment Application, Background Questionnaire or during any part of the selection process.
- **Appointments** – Failure to keep an appointment at any step of the hiring process without the prior notice and approval of the Department.
- **Moral** – Failing the background check due to moral fitness, honesty, integrity, character and credibility factors.

## Selection Process

This process is designed to identify applicants who possess the ability and integrity required to be a successful law enforcement officer with our agency.

- **ORPAT (Oregon Physical Agility Testing)** – DPSST has designed a course consisting of running, jumping, crawling, climbing, falling, balancing, dragging, pushing and pulling. This course simulates the physical, flexibility and cardio vascular conditions a law enforcement officer is expected to display. DPSST requires the test be completed in a time of 5 minutes and 30 seconds or less. This is a minimum qualification for the position
- **Written Exam** - Reading, writing, and math exercises. A score of 70 or better in each of the exercises is required to meet the minimum qualifications of the position.
- **Oral Board Interview**
- **Interview with Chief of Police or Designee**
- **Comprehensive Background Investigation**
- **Psychological Examination Physical Examination, including testing for alcohol/substance abuse**