



Phases for Becoming a Norwalk Police Officer (CT Pre-Certified Officer)

SELECTION PROCESS

- The Board of Police Commissioners is the sole authority in regards to appointment of candidates as members of the Norwalk Department of Police Service
- Selection by the Commissioners will be based on information obtained from the testing procedures and pursuant to the operational needs of the Department and in conjunction with the hiring policies of the Department.

Phase I

- Submit Application through PoliceApp.com website (minimum 2 years certified and valid CPCA Certified Officer Exam passing score)
- Submit Resume with Application
- Chief's Panel Review
- Oral Board Interview/Exam
- Eligibility List

Phase II

- Conditional Offer of Employment
- Complete Personal History Questionnaire (PHQ) and Background Forms
- Document review, Fingerprinting and Photograph
- Polygraph Exam

Phase III

- Background Investigation
- Psychological Evaluation
- Medical Exam and Drug Screen

Phase IV

- Candidate Review including additional interviews
- Police Commission Interview
- Selection
- Hiring – Probationary Appointment
- In-House Training
- Department Field Training Program (6 – 10 weeks)
- One year probationary period upon completion of training

Note: The Phases listed above are intended to serve as a general guideline for informational purposes only. Advancing from one phase to the next or within a phase does not necessarily mean you have passed the previous activity, evaluation or test. The first three phases can take several months. Fees subject to change.

**The Norwalk Department of Police Service is an equal opportunity employer.
Minority and female participation is encouraged.**