



CITY OF BRISTOL, CONNECTICUT  
www.bristolct.gov

### Summary of Testing Process for Police Officer

**Non-certified Applicants:** The City tests for Police Officer approximately every two (2) years. Applications are reviewed after the closing date to ensure that the minimum requirements stated in the job description are met.

**Certified Police Officer Applicants:** Current certified State of Connecticut police officers eligible for lateral certification pursuant to the regulations of the State of Connecticut Police Officer Standards and Training Council will be subject to the same application and testing process as non-certified candidates, except that the selection process will take into account past performance as a police officer. Recruitment is ongoing so applications are accepted at any time. A copy of current Connecticut POST certification and completed background investigation forms (forms available online) must be submitted with an online application for employment. A lateral eligibility list shall not expire with the effect that applicants eligible for lateral certification may apply to be added as a candidate on the list at any time. Two years of post-certification experience is desired.

**Qualifications:** High School graduate or equivalent certificate, valid State of CT motor vehicle license. US Citizen, at least 21 years of age.

**Agility Examination:** The agility examination (conducted by Complete Health & Injury Prevention/C.H.I.P.) consists of four basic tests:

- **Sit-up:** This is a measure of the muscular endurance of the abdominal muscles. It is an important area for performing police tasks that may involve the use of force.
- **300 Meter Run:** This is a measure of anaerobic power. It is an important area for performing sprinting ability that is highly predictive of police job tasks.
- **Push Up:** This is a measure of the muscular endurance of the upper body. It is an important area for performing police tasks requiring upper body strength.
- **1.5 Mile Run:** This is a timed run to measure the heart and vascular system's capability to transport oxygen. It is an important area for performing police tasks involving stamina and endurance.

Non-certified candidates must meet the 40<sup>th</sup> percentile of physical fitness; certified candidates must meet the 50<sup>th</sup> percentile of physical fitness. Information on C.H.I.P. and the C.H.I.P. testing packet can be found by contacting C.H.I.P. directly at (203) 235-5865 or on-line at [www.policeapp.com](http://www.policeapp.com) by clicking "Physical Ability Assessment Schedule".

\*The City reserves the right to require the C.H.I.P. card at any phase of the testing process.

#### Written Examination

The written examination tests observation and memory, ability to learn new information, judgment and problem solving, writing skills and interests relative to success in police work. A passing score, as determined by the City, will be considered 50% of the final earned score for the entire examination process.

#### Oral Examination

Applicants passing the written and agility tests will be invited to participate in an oral panel examination. No part of the testing process requires any prior knowledge of law enforcement. A passing score, as determined by the City, will be considered 50% of the final earned score for the entire examination process.

### Veteran's Points

Five points will be added to a final passing score (maximum score=100 points) to veterans who have completed a minimum of ninety days of active military service with an honorable discharge or a discharge under honorable conditions. Form DD214, Member Copy #4, will be required to verify the right to receive veteran's credits.

### Eligibility List

An eligibility list is established of all non-certified candidates who have passed the initial agility test, the written exam and the oral exam. That list is valid for two years or until it is exhausted, whichever comes first.

### Background Investigation

The Police Department will conduct a thorough background investigation which may include checking employment, school, military and police records, personal references, a credit check, and other sources as necessary. The process may also include a polygraph examination. Rejection from a police hiring process in another agency may be disqualifying.

### Board of Police Commissioners

As vacancies are anticipated, candidates are presented to the Board of Police Commissioners for consideration. The Board of Police Commissioners is the hiring authority and may interview and make a conditional offer of employment to any candidate on the eligibility list.

### Post-Offer

A post-offer medical examination, including a test for drugs of abuse, and a post-offer psychological examination will be required of those candidates who are offered positions with the Police Department. Candidates will also be weighed and measured for compliance with the Bristol Police Department Official Height and Weight Chart requirements (see below).

Candidates must pass a second Physical Agility Examination administered by The Police Officer Standards and Training Council (P.O.S.T.) within thirty days of entering the Police Academy.

<u>Height</u>	<u>MALE</u> Maximum Acceptable Weight	<u>Height</u>	<u>FEMALE</u> Maximum Acceptable Weight
5 ft. 0 in.	158	4 ft. 8 in.	140
" 1 in.	162	" 9 in.	143
" 2 in.	166	" 10 in.	145
" 3 in.	170	" 11 in.	147
" 4 in.	174	5 ft. 0 in.	151
" 5 in.	178	" 1 in.	155
" 6 in.	183	" 2 in.	158
" 7 in.	189	" 3 in.	162
" 8 in.	193	" 4 in.	165
" 9 in.	197	" 5 in.	169
" 10 in.	203	" 6 in.	174
" 11 in.	207	" 7 in.	177
6 ft. 0 in.	222	" 8 in.	182
" 1 in.	226	" 9 in.	187
" 2 in.	232	" 10 in.	192
" 3 in.	238	" 11 in.	198
" 4 in.	245	6 ft. 0 in.	204
" 5 in.	251		
" 6 in.	258		

Any applicant who exceeds the maximum acceptable weight requirement will be tested using the following body fat standards which may not be exceeded:

Male employees                    23%  
Female employees                 29%

This information is intended as a guide to the recruitment process and must not be taken as a complete description of the process.

The City of Bristol is an Equal Opportunity Employer. We provide reasonable accommodation to qualified persons with disabilities in accordance with the Americans With Disabilities Act. If you need an accommodation, please contact the Personnel Department at (860) 584-6175.

### Eligibility Standards Police Officer Standards and Training Council

To qualify for police officer certification in Connecticut, an applicant must meet all relevant entry level standards as enumerated in Section 7-294e of the Connecticut General Statutes, and the regulations of the Police Officer Standards and Training Council, which are:

- Be a citizen of the United States;
- Be at least 21 years of age by time of employment;
- Possess a valid motor vehicle operator's license;
- Have passed a validated written entry test;
- Have been fingerprinted and a search made of fingerprint files for any record;
- Not have been convicted by a court of any felony, any class A or class B misdemeanor, or have committed any act which would constitute perjury or false statement;
- Have been the subject of a background investigation;
- Have been tested by an oral interview panel;
- Have been the subject of a polygraph examination;
- Have not tested positive on a controlled drug screen;
- Have been examined and certified by a Council accepted method as fit to perform the duties of a probationary candidate police officer;
- Have personally certified knowledge that any falsification of any statement in the application process constitutes grounds for termination.

The City of Bristol reserves the right to apply additional and separate standards for qualifications as a Police Officer.