



## The Town of Avon Announces the Following Position



### ***ENTRY LEVEL POLICE OFFICER***

**Reports to:** Chief of Police or designee

**Salary Range:** \$37,167-\$47,049 (Annualized approximately \$77,309-\$97,862)

Educational Incentive \$1,125-\$2,450. See Collective Bargaining Agreement

**Union/Non-Union:** Union

**Status:** Full-time

**Closing Date:** July 31, 2024

**Date Posted:** March 23, 2024

**Benefits include** Additional educational pay, Health Insurance, Life Insurance, Long Term Disability, 401(a) Defined Contribution Pension Plan, 457 Deferred Compensation Plan and IRA Plan, Paid Holidays, Vacation and Sick Leave.

#### **Summary:**

The Town of Avon Police Department, a state and nationally accredited agency, is accepting applications for full-time entry-level Police Officer. Under the direction of the Chief of Police, a police officer will enforce the laws of the state and municipal ordinances of the Town and protect the lives and property of the citizens of Avon and the State of Connecticut.

#### **Examples of Duties:**

In-field duties: Enforce state law and local ordinances, respond to emergency and routine calls for service throughout the Town, render first aid and other assistance to citizens as required.

#### **Qualifications:**

Associates Degree or equivalency (60 credit hours) at an accredited college/university; or two (2) years active military experience. Candidates must provide a college/university transcript documenting the completion of an Associates Degree or credit hour equivalency, or a copy of a DD214 Form documenting active military experience.

Candidates must possess a motor vehicle operator's license. Have no past felony, A or B misdemeanor or domestic violence convictions, or have committed any act which would constitute perjury or false statement. Applicants' work history must be free from significant disciplinary issues; may not have been dismissed from any former law enforcement unit(s) for malfeasance or other serious misconduct and did not resign or retire from a police officer position while under investigation for malfeasance or serious misconduct.

## Selection Process:

### Physical Ability Assessment:

The Physical Ability Assessment evaluates candidates in four areas, muscular endurance, flexibility, absolute strength, and cardiovascular capacity, as measured by four physical activities. These activities include the sit-up, 300-meter run, push-ups and 1.5-mile run. The Physical Ability Assessment follows standards set forth by the Police Officer Standards and Training Council (POST) of the State of Connecticut.

Applicants must successfully pass the Physical Ability Assessment, as conducted by Complete Health & Injury Prevention, Inc. (C.H.I.P.) at the 40 % standard. Additional information including registration and forms may be found at <http://www.chip-inc.com/>.

**Written Examination:** The written examination administered by the Connecticut Police Chiefs Association (CPCA) must be taken prior to application submission. The written examination requires a minimum score of 70% to pass.

**Oral Board:** Applicants passing the written exam will be invited to participate in an oral board examination. Not everyone who passes the written exam may be invited to participate in the oral board examination. The examination consists of the applicant answering a series of questions as presented by a panel of raters. This examination is meant to measure the applicant's verbal comprehension and expression as well as problem solving abilities. A minimum score of 70% on the oral board examination is required to pass.

Candidates who obtain the highest combined written and oral exam scores will be eligible to continue with the next steps of the recruitment process. All others passing the examination will be placed on an eligibility list and may be considered again during the year if any vacancies for Police Officer occur.

**Background Investigation:** The investigation of an applicant's background and character is the key component of the selection process. Information uncovered in this investigation may be further addressed in other phases of the selection process. Rejection from a police officer hiring process in another community may be the basis for disqualification in this process. Participation in illegal activities, including narcotics use, will be investigated regardless of whether those activities resulted in conviction of a crime. Results of this investigation will have a major impact on whether a candidate is hired.

Unrestricted access to the employer's records, except for those with restrictions placed by law, must be granted by an applicant, at a mutually agreeable point in time, to proceed in the hiring process.

### Additional Examinations:

**Polygraph Examination-** The polygraph examination is used as an investigative tool in conjunction with the other components of the process. This examination may cover areas such as past criminal activity, drug use, theft, domestic violence, and other issues of criminal history and character.

A candidate for employment as a Police Officer will not be rejected solely on an adverse or unfavorable report of a polygraph examination. Information obtained from other phases of this process, coupled with an adverse or unfavorable polygraph report may be sufficient grounds for rejection of a candidate.

**Psychological Test and Interview:**

Candidates will be required to interview with a qualified psychologist or psychiatrist. This interview may be coupled with the taking of appropriate tests. The purpose is to determine a candidate's suitability for employment as a Police Officer. An adverse or unfavorable report may be grounds for rejection of a candidate.

**Medical Examination and Drug Test:**

A pre-employment medical examination including a drug test and a stress test will be required of finalists.

**In Conclusion**

The Town of Avon reserves the right to accept a previous polygraph examination or psychological interview of any candidate if such examination report is acceptable and such test or interview was conducted within the time limits established by the CT Police Officers Standards and Training Council.

If you are not successful in passing the examination process, the Town of Avon allows for re-application six (6) months from the date of the last oral board examination.

If you have any questions about this process or wish to discuss whether any aspect of your background may disqualify you from consideration, please contact the Human Resources Department.

The anticipated selection process once your application is received is approximately 180 days.

**Questions:**

To discuss day-to-day operations, work schedules, etc., contact Lt. Rodney Williams at [rmw1629@avonct.gov](mailto:rmw1629@avonct.gov) or 860-409-4241. For recruitment and benefit related questions contact Stephanie Askeland, Director of Human Resources, at [saskeland@avonct.gov](mailto:saskeland@avonct.gov) or call 860-409-4301.

## ***To Apply For This Position:***

Completed applications must be submitted through [www.policeapp.com](http://www.policeapp.com). The job posting and job description is available on the Job Opportunities page of the Town website [www.avonct.gov](http://www.avonct.gov)

The Town of Avon is an Equal Opportunity/Affirmative Action employer.