



BARTLESVILLE POLICE DEPARTMENT

Training Division

New Hiring Process

Applicants:

- Complete and turn in City of Bartlesville Employee Application, including the items listed in the Applicant Checklist.
 - ***Failure to provide requested documents will result in your application being removed from consideration**
- Applicants will be reviewed by the training division to see if they meet qualifications.
- Complete Written Test (Pass/Fail- no points given)
- Complete Physical Assessment Test (Pass/Fail- no points given)
- Interview with Oral Review Board (Board will score applicants)
- Administrative Oral Review Board
 - Board will interview applicants and rank them in order of how they believe they should be ranked.
- Background Investigation
 - Background investigator will complete comprehensive background.
 - Background Investigator will give facts of his investigation.
 - Background investigator will not give recommendation.
- Chief Interview/conditional offer
- Posse Test (TCT)
- MMPI
- Pension Board Physical Assessment

Oral Boards:

- The Oral Board will be as follows:
 - 1-Leutenant
 - 1-Sergeant
 - 1-Corporal
 - 1-Patrolman
 - 1-Civilian (The civilian will be a well-respected member of the community, someone in a leadership role)

The questions to be asked by the Oral Board will be submitted to the Training Lieutenant prior to the board to make sure the questions meet the standards set forth by the Fair Labor Act.

The Oral Board will be consistent and ask the same pre-submitted questions of each candidate.

The Oral Board will score each candidate appropriately.

Administrative Board:

- The Administrative Board will consist of command staff selected by the chief of police.

The questions to be asked by the Administrative Board will be scenario based questions and approved by the Chief of Police.

The Administrative Board will rank each candidate at the end of the process and submit them to the Chief of Police.