

Rutland Town Police Department Basic Requirements – School Resource Officer

Minimum Qualifications

Age & Citizenship

- **Age:** Minimum **20 years old** to apply and begin testing. (Mandatory retirement at age 65).
- **Legal Status:** Compliance with all Selective Service requirements. Must provide a birth certificate, Social Security card, or work authorization for the United States.

Education & Experience

- **Education:** **High School diploma** or equivalent is required.
- **Experience:** Minimum of **two years of experience** as a patrol officer, including experience with juvenile assignments.
- **Military Service:** Not required, but any prior service must have resulted in an **honorable discharge** or separation.

Health & Medical Standards

- **General Health:** Mental and physical condition appropriate to perform essential job functions with reasonable accommodation.
- **Vision:**
 - Uncorrected vision no worse than **20/200**.
 - Corrected vision must be **20/20** in one eye and no worse than **20/40** in the other eye.
 - Contact lens wearers must have 20/20 corrected vision and 1+ years of successful lens wear.
- **Hearing:** Normal hearing capabilities.

Licensing & Certifications

- **Driver's License:** Must possess a valid motor vehicle license at application and obtain a **Vermont operator's license** upon academy graduation.

Background & Criminal History

- **Honesty:** Complete honesty is required throughout the process. Candidates must disclose all past criminal activity.
 - **Disqualifiers: No felony convictions,** serious misdemeanor convictions, habitual/serious traffic offenses, domestic violence, or assault convictions.
 - **Firearms:** The right to carry a firearm must not be revoked for any reason.
 - **Drug Use:** Must be completely **drug-free for a minimum of three years.**
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The Selection & Hiring Process

Phase 1: Initial Testing & Interview

1. **Application Submission:** Submit a formal letter of intent and application packet.
2. **Panel Interview:** Initial evaluation by department leadership.
3. **Aptitude & Fitness:** Pass a written aptitude test and a physical fitness test (**40th percentile** graduation standards required by the Vermont Criminal Justice Training Council).
4. **MMPI:** Complete a psychological inventory evaluation.

Phase 2: Conditional Offer Requirements

Upon receiving a Conditional Offer of Employment, you must successfully complete:

- A comprehensive background investigation.
- A polygraph examination.
- A physical examination by your healthcare provider.

Phase 3: Training & Graduation

- **Out-of-State Lateral Applicants:** Full-time certified out-of-state officers must complete all hiring stages. The Vermont Criminal Justice Training Council may waive the academy requirement if your current state certification is comparable.
- **Police Academy:** Complete the next available Full-Time Vermont Police Academy session.
- **Field Training:** Complete a Field Training Officer (FTO) program post-graduation (minimum of **10 weeks** for newly certified employees).
- **Residency:** Vermont residency is required upon graduation from the academy. *Applicants must bear all travel expenses to Vermont for the multi-stage hiring process.*

NOTE: A FALSE OR DISHONEST ANSWER TO ANY QUESTION DURING THE APPLICATION PROCESS MAY BE GROUNDS FOR RATING YOU INELIGIBLE OR FOR DISMISSING YOU AFTER APPLICATION EMPLOYMENT APPOINTMENT. ALL STATEMENTS MADE IN THIS APPLICATION ARE SUBJECT TO INVESTIGATION, INCLUDING A CHECK OF YOUR FINGERPRINTS, POLICE RECORDS AND FORMER EMPLOYERS. By submitting this application, you certify that all of the statements made in this application are true, complete and correct to the best of your knowledge and belief and are made in good faith.