

Officer Candidate Selection Process—Minimum Standards

- The applicant shall be a citizen of the United States or have in-resident alien status as defined by federal law.
- The applicant must have vision corrected to 20/20.
- The applicant shall possess a valid North Dakota driver's license; or, in case of residency therein, a valid driver's license from another state; or eligibility to obtain either license.
- By the date of hire the applicant must have successfully completed basic skills training at an accredited academy and be POST board eligible.
- By the date of hire, the applicant must have completed the equivalent of a two-year education at an accredited college or university. An AA degree, 60 semester credits or 90 quarter credits will fulfill this requirement.
- The applicant must be at least 21 years old at the time he/she would begin employment.
- The applicant shall not have been convicted of a felony or class A misdemeanor in this state or in any other state or federal jurisdiction or of any offense in any other jurisdiction that would have been a felony or class A misdemeanor if committed in North Dakota.
- If the applicant served in the U.S Armed Forces, the applicant must have received an honorable discharge.
- The applicant shall complete a comprehensive written application.
- The applicant shall pass a job-related examination of the applicant's physical strength and agility to demonstrate the possession of physical skills necessary to accomplish the duties and functions of a police officer.
- The applicant shall submit to a thorough background investigation to disclose the existence of any criminal record or conduct that would adversely affect the performance of a police officer's duties.
- The applicant shall cooperate fully with the background investigation. If any deception (i.e., not providing information requested or changing information either on current or previous applications or completed backgrounds) is found, the applicant will be eliminated from consideration including any future consideration.
- The applicant shall successfully complete an oral examination conducted by the department to demonstrate possession of the communication skills necessary to accomplish the duties and functions of a police officer.
- The applicant must submit to and successfully pass a polygraph examination.
- A licensed physician shall make a thorough medical examination of the applicant to determine that the applicant is free from any physical condition that might adversely affect the performance of a police officer's duties.
- An evaluation, including an oral interview, shall be made by a licensed psychologist to determine that the applicant is free from any emotional or mental condition that might adversely affect the performance of a police officer's duties.
- The applicant shall be fingerprinted for the purpose of disclosure of any felony convictions.
- Failure to meet any of the required selection process standards will result in the applicant's elimination from the process.
- No visible tattoos are allowed on Officers. Tattoos that cannot be covered by a long sleeve shirt must be removed before employment.