

**THE FOLLOWING IS A FLOW CHART  
OF ALL PHASES OF THE SELECTION PROCESS  
FOR CIVILIAN CANDIDATES**

- WRITTEN TEST(S)
- ORAL INTERVIEW
- ADMINISTRATIVE REVIEW
- CONDITIONAL OFFER OF EMPLOYMENT
- BACKGROUND INVESTIGATION
- RELEVANT MEDICAL/PSYCHOLOGICAL EXAMINATION AS NECESSARY
- POLYGRAPH AT DISCRETION OF CHIEF OF POLICE
- INTERVIEW WITH THE CHIEF OF POLICE
- OFFER OF PROBATIONARY STATUS  
FOR ONE YEAR