



HIRING PROCESS



Individuals applying for employment with ACSO must go through a thorough pre-employment selection process. Convicted felons or individuals with recent drug use cannot be considered for employment. All applicants are required to have a high school diploma or GED. Applicants must be at least 18 years of age (21 years of age by academy graduation for Cadet/Deputy positions).

Phase 1

- Online application
- Application Screening

Phase 2

- Online Test (Cadet/ Deputy positions only)
 - National Testing Network

Phase 3

- Oral Board Interview

Phase 4

- Background Investigation
- Job Suitability Exam
- Computer Voice Stress Analyzer (CVSA)
 - Integrity Interview
- Conditional Job Offer
- Psychological Exam
- Medical Physical Exam

Phase 5

- *Physical Ability Course* (Cadet/ Deputy positions only)
 - *Must complete in 2:00 or less*
 - *Pass/Fail*
- Fitness Test Battery (Cadet/ Deputy positions only)
 - Pushups
 - Sit ups
 - Sit and Reach
 - 1.5 Mile Run/Walk
 - All components reward bonus points for ranking.

Phase 6

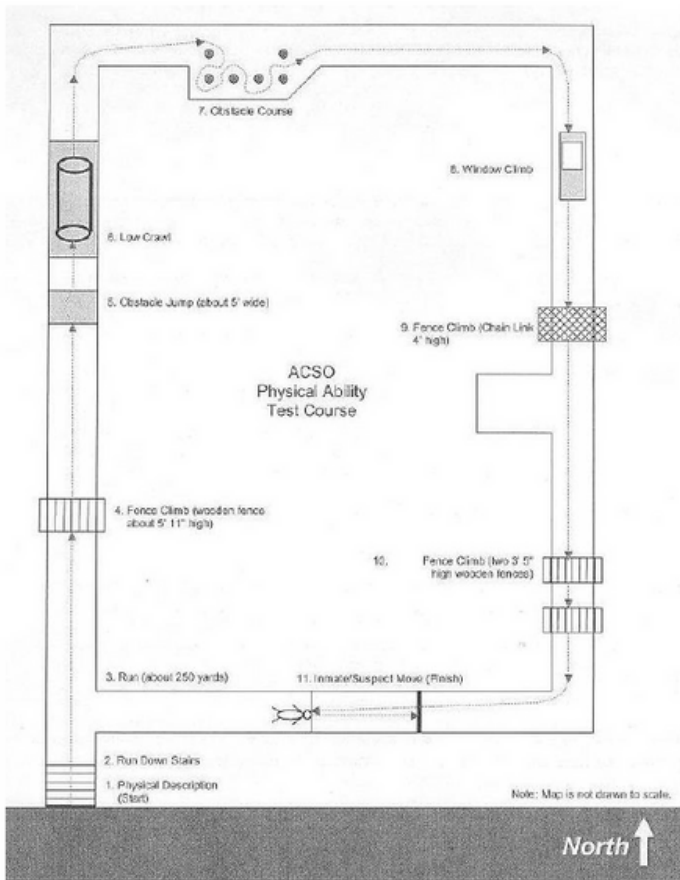
- Final Job Offer

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PHYSICAL ABILITY COURSE AND FITNESS BATTERY



CRITERIA FOR PASSING THE COURSE

Candidates must successfully complete all events in 2 minutes or less.

FITNESS BATTERY SCORING IS AS FOLLOWS:

Cadence Push-ups	Sit ups in one minute	Sit and Reach	1.5 Mile Run/Walk
25+ = 10 points	42+ = 10 points	21" = 10 points	14:02 or faster = 10 points
23 to 24 = 9 points	38 to 41 = 9 points	19 1/2" = 9 points	14:20 to 14:03 = 9 points
21 to 22 = 8 points	35 to 37 = 8 points	17 1/2" = 8 points	14:38 to 14:21 = 8 points
19 to 20 = 7 points	31 to 34 = 7 points	15 1/2" = 7 points	14:57 to 14:39 = 7 points
17 to 18 = 6 points	28 to 30 = 6 points	14" = 6 points	15:15 to 14:58 = 6 points
15 to 16 = 5 points	24 to 27 = 5 points	12 1/2" = 5 points	15:34 to 15:16 = 5 points
13 to 14 = 4 points	21 to 23 = 4 points	10 1/2" = 4 points	15:52 to 15:35 = 4 points
11 to 12 = 3 points	17 to 20 = 3 points	8 3/4" = 3 points	16:10 to 15:53 = 3 points
9 to 10 = 2 points	14 to 16 = 2 points	7" = 2 points	16:28 to 16:11 = 2 points
6 to 8 = 1 point	10 to 13 = 1 point	5 1/4" = 1 point	16:47 to 16:29 = 1 point

Participation is mandatory for the testing process. Failure to meet any of the times will result in 0 bonus points for that category.

1. Physical Description: A test monitor will give the candidate verbal instructions to pursue a fleeing suspect/inmate (which is fictitious) by providing a description of what the suspect/inmate looks like (for example, a Caucasian male about 6 feet 5 inches in height with short black hair). Finally, the test monitor will tell the candidate to "GO." The candidate must then complete the following physical tasks.

2. Run down stairs: The candidate must begin their pursuit running down a flight of stairs. Timing begins when the candidate is told to "GO."

3. Run (250 yards): The candidate must continue the run a distance of about 250 yards (the approximate length of the entire course), encountering obstacles along the way.

4. Fence Climb (about 5 feet, 11 inches tall): Candidates will run to the next obstacle, a 5'11" wooden fence, and climb over the top of it. The candidate is instructed to first attempt to get over the fence without the use of a foot-hold, but then to use the foot-hold on second and subsequent attempts to get over the fence.

5. Obstacle Jump: Candidates will then run to and jump over an approximately 5-foot wide obstacle.

6. Low Crawl: Candidates will then run to a tunnel and crawl through it.

7. Obstacle Course: The candidate must maneuver, in a zig-zag manner, around obstacles (which are traffic cones positioned on the ground).

8. Window Climb: Then, the candidate will climb through an approximately 36 inch by 34 inch opening with the bottom of the opening located approximately 42 inches from the ground.

9. Chain-Link Fence Climb (about 4 feet tall): Candidates will run to the next obstacle, a 4-foot chain link fence, and climb over the top of it.

10. Fence Climbs (two 3 foot, 5 inch tall fences): Candidates will run to the next obstacles, two 3 foot 5 inch high wooden fences, and climb over each of them.

11. Inmate/Suspect Move (approximately 165 lbs.): The candidate will run to the dummy representing an inmate or suspect and will drag the dummy completely