

**Siloam Springs Police Department  
Minimum Requirements and Benefits for Police Officer Candidates**

**Below are the minimum qualifications for applicants**

1. Be a United States Citizen
2. Possess a High School Diploma or GED
3. Must possess a valid driver's license
4. Must be at least 21 years of age
5. Must be financially stable
6. Must be able to read, write and speak the English language
7. Be in good physical condition

**In addition to minimum qualifications successful applicants will be expected to:**

1. Pass a written examination
2. Successfully pass an oral interview with the police hiring board
3. Submit to and pass extensive background investigation
4. Submit to and pass psychological examination
5. Submit to and pass drug urinalysis
6. Submit to and pass medical examination

**Temporary Disqualifiers**

1. Being convicted of five (5) or more moving traffic violations and/or negligent collisions within a 24-month period during the five (5) years preceding the date of the application.
2. Having a driver's license suspended, revoked during the three (3) years period preceding the date of application.
3. Any current misdemeanor charge or a misdemeanor conviction within the preceding two (2) years. Exception: Traffic related offenses.
4. Currently under indictment for or charged with any criminal offense.
5. May not have used an illegal controlled substance within the last three years.
6. No DWI within the last three years
7. Having failed the written test within the previous 12 months of application
8. An applicant may not apply with the Siloam Springs Police Department while currently on probation, parole, or court-ordered community supervision for any offense.
9. Subject of a current/ongoing internal investigation if applicant is currently employed in law enforcement.

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**Permanent Disqualifiers**

1. Any Felony Conviction (including offenses pardoned or expunged)
2. Conviction of a Class "A" Misdemeanor for domestic violence/abuse, theft or crime of moral turpitude.
3. Certain levels of habitual illegal drug or controlled substance use.
4. Discharge from the Armed Forces with a Bad Conduct or Dishonorable Discharge, or a General Discharge for misconduct or failure to adapt.
5. Having been discharged from any city, state, federal, or private corrections institute or law enforcement agency as an Officer or Civilian for disciplinary reasons, resigning to avoid suspension or discharge or having resigned during a disciplinary investigation without final judgment being rendered.
6. Making false statements (lying), falsely swearing to statements or any other manner of falsifying testimony in any official matter or in any significant business transaction.
7. Omitting incidents, circumstances, or information of material fact that would otherwise be used in consideration for an offer of employment, or any deceptive statement or act.

NOTE: Without being stated in the disqualifiers, if circumstances exist which indicate that an applicant is clearly unsuited for a position within the Siloam Springs Police Department, the applicant will be rejected.

**Benefits**

1. All Uniforms and Equipment paid for by Department
2. Medical and Dental Insurance
3. City 457 retirement plan and State LOPFI retirement plan
4. 120 hours (3 weeks) paid vacation per year
5. Home Storage unit (take home car) program
6. Competitive salary
7. Salary bonus for Bilingual officers
8. College Education Reimbursement program

**Siloam Springs Police Department  
Police Officer Candidates Hiring Process**

**HIRING PROCESS:**

1. RECEIPT OF APPLICATIONS

Vacant positions or anticipated vacancies will be advertised publicly for a defined period of time. Applications are available at the City of Siloam Springs Administration building and can be accessed from the City's website, [www.siloamsprings.com/employment](http://www.siloamsprings.com/employment)

2. REVIEW OF APPLICATIONS

All written applications received are reviewed to determine the best qualified applicants. In addition to the City of Siloam Springs employment application, all persons applying for the position of Police Officer must submit a copy of their Drivers License, Birth Certificate, Social security Card and High School Diploma or GED Certificate. **Note: Incomplete applications, applications missing supporting documents or unsigned applications will not be processed for further consideration.**

3. WRITTEN TEST

Successful applicants will be required to take a written test. Applicants that score a minimum of 70 percentile will be considered for further continuance in the hiring process.

4. ORAL INTERVIEW BOARD

Applicants who have successfully passed the written test will be scheduled for an oral interview.

5. PSYCHOLOGICAL EVALUATION

Applicants who have successfully completed the previous steps in the hiring process will be referred for a psychological evaluation. If an applicant fails the psychological examination, he or she will no longer be considered for hiring during the designated hiring period.

6. BACKGROUND EXAMINATION

Applicants whom have successfully passed the psychological examination will be subject to an extensive background investigation conducted by the Criminal Investigation Division.

7. DRUG TESTING

Mandatory drug testing is required prior to and as a condition of employment.