



LARAMIE POLICE DEPARTMENT HIRING AND TRAINING

2024

APPLICATION

Applications are received and reviewed for disqualifying factors.

- Criminal History, Driving Record, and Local Contacts are checked.

Disqualify factors are set by:

- Wyoming POST Minimum Standards for Employment.
- WARM requirements for driving City vehicles
- Chief of Police

If the applicant meets minimum standards, they proceed to the Physical Assessment.





ELEMENTS OF DISQUALIFICATION

1. Conviction of a felony crime.
2. Discovery of an undisclosed felony during the five years preceding date of application.
3. Any illegal use of a controlled substance for the previous one year for marijuana and the previous five years for other illegal drugs preceding application.
4. Sale for profit (dealing), production, financing of production or transportation of a controlled substance in violation of any federal or state law.
5. Any termination or violation of the public trust while in the military, while employed by a law enforcement agency or other agencies in the public sector.
6. Verified deception on the polygraph
7. Evidence that the applicant provided false, deceptive or misrepresented information by intention or omission in any part of the application process.
8. Evidence that the applicant does not meet Wyoming POST medical requirements.
9. Evidence of emotional problems that may affect job requirements.
10. Domestic offense conviction.
11. Convicted of three (3) or more moving violations within the previous 36 months(three separate, individual incidents);
12. A Conviction within the previous 36 months of any of the following:
 - Driving under the influence of drugs or alcohol
 - Leaving the scene of an accident
 - Fleeing to avoid arrest
 - Reckless Driving
 - Homicide or assault by motor vehicle
 - Driving without auto insurance
 - Driving on a suspended license
 - Refusal to take blood/breathalyzer test for suspected DWUI or impaired driving

PHYSICAL FITNESS ASSESSMENT

Based on the Cooper Fitness Standards

Applicants must have a minimum of **30%** in each category to move on to the written exam.

1. 1 Minute Max Push-ups

2. 1 Minute Max Sit-ups

3. Timed 1.5-mile run

*Applicants can test once a week until they achieve a passing score





FITNESS STANDARDS

Cooper Fitness Standards

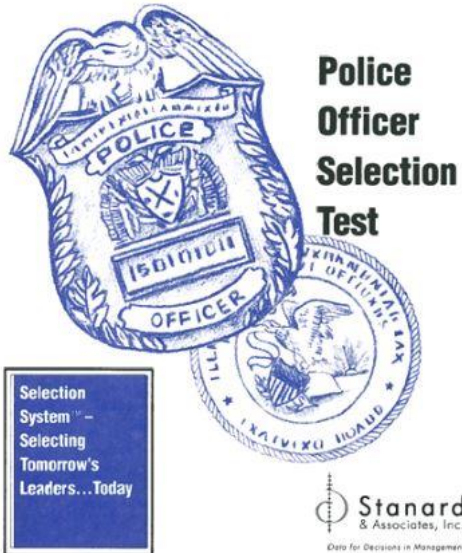
	FEMALE																			
	20-29				30-34				35-39				40-44				45-49			
	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp
99%	1.78	8.33	52+	71	1.66	10.05	43+	57	1.63	10.26	40+	59+	1.61	10.47	38+	61+	1.54	11.38	34+	51+
95%	1.61	10.47	51	45	1.53	11.49	42	39	1.49	12.2	39	36	1.45	12.51	37	33	1.39	13.36	33	30
90%	1.54	11.43	48	42	1.45	12.51	40	36	1.43	13.07	37	32	1.41	13.22	34	28	1.35	14.09	31	26
85%	1.49	12.2	45	39	1.43	13.06	37	33	1.39	13.36	34	29	1.35	14.06	32	26	1.29	14.48	28	24
80%	1.45	12.51	44	36	1.38	13.43	35	31	1.35	14.07	32	27	1.32	14.31	29	24	1.26	15.14	26	22
75%	1.41	13.22	42	34	1.35	14.08	33	29	1.32	14.33	30	25	1.29	14.57	28	21	1.24	15.31	25	21
70%	1.37	13.53	41	32	1.33	14.24	32	28	1.29	14.55	29	24	1.25	15.19	27	20	1.21	15.57	24	20
65%	1.35	14.08	39	31	1.29	14.5	30	26	1.26	15.16	27	22	1.23	15.41	25	19	1.18	16.16	23	19
60%	1.33	14.24	38	30	1.27	15.08	29	24	1.24	15.33	26	21	1.21	15.57	24	18	1.17	16.28	22	18
55%	1.31	14.35	37	29	1.26	15.2	28	23	1.22	15.46	25	20	1.19	16.12	23	17	1.15	16.43	20	16
50%	1.29	14.55	34	26	1.25	15.26	27	21	1.21	15.57	24	18	1.17	16.27	22	15	1.13	16.56	19	14
45%	1.27	15.1	33	25	1.22	15.47	26	20	1.19	16.11	23	17	1.16	16.34	21	14	1.12	17.02	18	13
40%	1.25	15.26	32	23	1.21	15.57	25	19	1.17	16.28	22	16	1.13	16.58	20	13	1.09	17.26	17	12
35%	1.22	15.48	31	22	1.17	16.23	24	17	1.14	16.41	21	14	1.12	16.59	19	11	1.08	17.34	15	11
30%	1.21	15.57	29	20	1.16	16.35	22	15	1.13	17	19	12	1.1	17.24	17	10	1.06	17.54	14	10
25%	1.17	16.26	26	19	1.13	16.58	21	14	1.11	17.14	18	11	1.09	17.29	15	9	1.05	18	13	9
20%	1.16	16.33	27	17	1.11	17.14	20	11	1.08	17.37	17	8	1.05	18	14	6	1.01	18.25	12	6
15%	1.13	16.58	24	15	1.09	17.29	18	9	1.05	17.55	15	6	1.02	18.21	12	4	0.99	18.42	9	4
10%	1.1	17.21	22	12	1.05	18	15	8	1.03	18.16	12	5	1.01	18.31	10	2	0.97	19.01	8	2
5%	1.03	18.14	18	9	1.01	18.31	11	4	0.98	18.48	8	2	0.96	19.05	6	1	0.93	19.31	6	1
1%	0.94	19.25	17	8	0.93	19.27	10	3	0.91	19.46	7	1	0.89	20.04	5	0	0.86	20.26	5	0

Cooper Fitness Standards

	MALE																			
	20-29				30-34				35-39				40-44				45-49			
	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp
99%	1.94	6.29	56	101	1.89	7.11	52	87	1.87	7.27	50	76	1.85	7.42	48	65	1.81	8.08	46	58
95%	1.81	8.13	55	62	1.77	8.44	51	52	1.74	9.07	49	46	1.71	9.3	47	40	1.66	10.05	45	40
90%	1.74	9.09	51	57	1.71	9.3	48	46	1.68	9.53	46	41	1.65	11.16	43	36	1.61	10.47	41	33
85%	1.69	9.45	49	51	1.65	10.16	45	41	1.61	10.47	42	37	1.57	11.18	40	34	1.53	11.49	38	31
80%	1.65	10.16	47	47	1.61	10.47	43	39	1.57	11.15	41	34	1.54	11.44	39	30	1.49	12.18	37	27
75%	1.62	10.42	46	44	1.57	11.18	42	36	1.55	11.34	39	32	1.53	11.49	37	29	1.47	12.36	35	26
70%	1.61	10.47	45	41	1.55	11.34	41	34	1.51	12.04	38	30	1.47	12.34	36	26	1.42	13.1	33	23
65%	1.57	11.18	44	39	1.53	11.49	40	31	1.49	12.2	37	28	1.45	12.51	35	25	1.4	13.27	32	22
60%	1.54	11.41	42	37	1.49	12.2	39	30	1.45	12.47	36	27	1.42	13.14	34	24	1.37	13.49	31	21
55%	1.53	11.49	41	35	1.47	12.38	37	29	1.44	13	34	25	1.41	13.22	32	22	1.36	14.01	29	19
50%	1.5	12.16	40	33	1.45	12.51	36	27	1.41	13.22	33	24	1.37	13.53	31	21	1.33	14.24	28	18
45%	1.49	12.2	39	31	1.41	13.22	35	25	1.38	13.45	32	22	1.35	14.08	30	19	1.3	14.43	27	16
40%	1.45	12.51	38	29	1.39	13.36	34	24	1.36	14.03	31	21	1.33	14.29	29	18	1.29	14.58	26	15
35%	1.43	13.06	37	27	1.37	13.53	33	21	1.33	14.2	30	18	1.3	14.47	28	16	1.26	15.2	25	13
30%	1.41	13.22	35	26	1.35	14.08	32	20	1.32	14.32	29	17	1.29	14.56	27	15	1.25	15.27	24	12
25%	1.37	13.53	34	24	1.33	14.24	31	19	1.29	14.55	28	16	1.25	15.26	26	13	1.21	15.55	23	11
20%	1.34	14.13	33	22	1.29	14.52	30	17	1.26	15.17	27	14	1.23	15.41	24	11	1.19	16.12	21	9
15%	1.33	14.24	32	19	1.25	15.2	28	15	1.23	15.39	25	12	1.21	15.57	22	10	1.17	16.28	19	8
10%	1.27	15.1	30	18	1.21	15.52	26	13	1.19	16.1	23	11	1.17	16.28	20	9	1.13	16.59	17	7
5%	1.19	16.12	27	13	1.17	16.27	23	9	1.13	17.1	20	7	1.1	17.23	17	5	1.05	17.57	14	4
1%	1.06	17.48	26	12	1.13	18	22	8	1.05	18.26	19	6	0.98	18.51	16	4	0.95	19.14	13	3

WRITTEN EXAM

The National



The National Police Officer Selection Test (POST) was developed by Stanard & Associates Inc.. This written test evaluates an applicant in four (4) categories.

- Arithmetic
- Reading Comprehension
- Grammar
- Incident Report Writing

*Applicants must score **70%** or higher between the four categories to be offered an interview.





ORAL BOARD INTERVIEW

The Oral Board Consist of 5 Board Members

- A Lieutenant from the department
- A Sergeant,
- An Officer,
- A member of the City Human Resources Department,
- A representative from our community partners.
 - Laramie Soup Kitchen
 - Albany County Safe Project
 - Department of Family Services
 - Albany County Crime Victims Witness
 - Volunteers of America
 - University of Wyoming
 - Wyoming National Guard
 - *These are groups we have partnered with in the past. This list continues to grow as we build more relationships with our community.*

THE ORAL BOARD

Applicants are asked a variety of interview question to include scenario questions to evaluate each applicants:

- Communication skills,
- Interpersonal skills,
- Judgement/decision making ability,
- Knowledge of policing concepts and trends,
- Leadership skills,
- Overall fitness to be a Police Officer.

The five board members grade the applicant on a scale of 1 to 100 based on their interview.

The applicant must have an average score of **75%** to pass and be place on the Civil Service Eligibility List.





CIVIL SERVICE LIST

Applicants are ranked on the Civil Service list in the order of their score from the Oral Board Interview.

Civil Service List are good for 1 year from the date of certification.

With our current staffing needs applicants who where successful to the Civil Service List after the Oral Board were placed directly into the background process to be evaluated for hire.

Information may arise during the background investigation that will disqualify the applicant and remove them from the Civil Service List and for consideration for employment with LPD.

BACKGROUND AND BEYOND

Once an applicant has made it through background with out disqualifying information being disclosed or discovered they are given a conditional offer of employment.

Applicants then go through a polygraph examination.

If polygraph is passed, then they go through a psychological evaluation to determine if they are suitable for hire or not.

If they are found suitable for hire, they undergo a medical examination to include a drug test.

Once all testing/evaluation has been completed the entire process and the results are presented to the Chief of Police for review, and applicants complete a final Chiefs Interview for the Chief to make the final hiring decision.

- *The process listed above take at minimum 4 week and could take up to 12 weeks to compete depending on the applicant.*



IN HOUSE TRAINING

- All new employees go through
 - 40 hours Custody and Control Training
 - 40 hours of Firearms Training
 - 40 hours of Policy Procedures/Ethics/New employee orientation.



ACADEMY

- WLEA
 - All new officer attend the Wyoming Law Enforcement Academy in Douglas Wyoming.
 - 615 hours of instruction over 14 weeks.
- Lateral Officers or Officers who have already attended a Peace Officer Basic program must challenge the Wyoming POST commission and attend the WLEA challenge course and pass an exam to receive certification in Wyoming.



POST ACADEMY IN HOUSE TRAINING

- After graduation from WLEA officers have a basic foundation of training and skills to be a police officer in the state of Wyoming.
- Officers go through an additional 6-8 weeks of training upon returning from the academy in order to be successful as a Laramie Police Department Officer.
 - Crime Scene investigation, Report Writing, Health and Safety, ICS systems, Vehicle stops, high risk vehicle stops, building clearing, Radar, Orientation, Mobil Data Terminals, Traffic Control, Digital Cameras, Crime scene photography, Intoximeter, active shooter, Mindset, Child Abuse investigations, Sexual Assault investigations, Evidence Handling, Fingerprint Development, State Statutes & Municipal Ordinances, Interviewing, SAFE orientation, Coroners office, ACSO orientation, Probation and Parole Orientation, DFS Orientation, Tac Medical, SRO Orientation, CIT, TASER, Less Lethal, Stop Sticks, Blue Team, Accident investigations, AXON. Observations with Dispatch, and Patrol.



FIELD TRAINING

- After completing the WLEA and inhouse training recruits move into field training.
- This is broken down into 4 phases.
 - 1st phase – 4 weeks
 - Beginning to use the knowledge you have learned to this point.
 - Being proactive and taking the majority of calls.
 - The FTO/recruit workload is split 75/25.
 - 2nd phase – 4 weeks
 - Much like 1st phase, but the workload is split 50/50.
 - Higher expectation of knowledge, policy and procedure, and ordinance/statute knowledge.
 - Should be able to make the majority of decisions on how to clear a call.



FIELD TRAINING (CONTINUED)

- 3rd phase – 4 weeks
 - Recruits in 3rd phase should be doing the majority of work on their own.
 - Workload is split FTO/Recruit 25/75
 - Recruits at this stage should be close to being first day solo capable.
- Final phase – 2 weeks
 - Recruits return to their 1st phase FTO.
 - Recruits are now doing 100% of the work on their own.
 - FTO is with them in plain clothes and will only intervene if absolutely necessary.
 - After successful completion recruits are graduated to rank of Police Officer, given their own car, and sent out to work by themselves.



IN-SERVICE TRAINING

Officers are required to do continuing education to maintain their certification with Wyoming POST

Officers are required to complete 40 hours of training every 2 year to maintain certification. 10 of the hours must be in perishable skills (Custody and control, Firearms, Use of Force, Search and Seizure, Emergency Vehicle Operations, Medical procedures, Crisis Intervention, and Drug Recognition)

LPD Officers have training each month for a minimum of 2 hours to maintain certifications and grow skill sets.

