



POLICE DEPARTMENT
CITY OF BURLINGTON

Burlington Police Department **Qualifications/Basic Job Requirements**

Character/Background Traits

We are seeking service and community oriented individuals with excellent communication and problem solving skills. Successful applicants will have character traits and values consistent with the Law Enforcement code of Ethics and the Mission, Vision, and Values of the Burlington Police Department and the City of Burlington. Applicants should be able to work effectively across diverse cultures and constituencies and demonstrated commitment to diversity, equity and inclusion.

Age

Must be 21 by date of hire.

Vision

Corrected to 20/20 in each eye.

Education

High School diploma or equivalent required. Associates Degree or higher, Honorable Military Service or equivalent Law Enforcement work history preferred.

Criminal Record

No domestic violence or assault convictions. No felony or serious misdemeanor convictions. No habitual or serious traffic offenses. Other violations, which may adversely affect a law enforcement career, will be considered on a case-by-case basis.

Illegal Drug Use

Applicants must be drug free - any previous drug use will be reviewed on a case-by-case basis.

Citizenship

Can be a non U.S. citizen but have to already have a permanent residence or work authorization card/green card.

Hiring Process

Written aptitude exam, physical standards tests, psychological exam, interview panel, polygraph, extensive background investigation, and medical examination, to include drug screening test.

Physical Condition

The Burlington Police Department requires its police applicants to pass the Vermont Police Academy's physical fitness standards at the graduation requirement level.

Applicants must continue to work out and stay in shape even after this initial testing. If an applicant is successful in getting hired by the Burlington Police Department they will still be required to take a second physical fitness test mandated by the VCJTC just prior to the academy start date. Applicants who are unable to pass this mandatory retest will not be allowed to attend the police academy and may be released from employment.