

From the Office of the Sheriff:

This past week I responded to several calls from media outlets inquiring about our hiring procedures and qualifications. The morning after the Crandon shootings, I spoke to my staff and the SWAT Team regarding the events and pointed out that we are not immune from anything like this. This could happen anywhere. How can it be stopped? We can not stop a determined gunman, but we can have checks and balances to ensure we do our best to screen our potential employees. How do we do it?

Should you have an interest in a full-time job as a patrolman with the Sheriff's Department, be prepared for a lengthy process. We first advertise for applications to form an eligibility list. This does not mean we have vacancies. This merely sets in motion the process to identify potential candidates should a vacancy occur. You are required to complete a state approved law enforcement application called a DJ-LE-330. This application is then reviewed by Human Resources to determine if you have the necessary qualification to become a Certified Law Enforcement Officer in Wisconsin. The state set qualifications include: U.S. Citizen, 18 yrs. old, high school diploma, 60 college credits, no felony convictions, and eligibility for Wisconsin Law Enforcement Standards Board Certification.

Should you meet those requirements you are then invited to take a written exam. Should you pass the exam with a favorable score the next step is an interview with the Dodge County Civil Service Commission. The commission consists of citizens appointed by the County Board and are usually provided an advisor from an outside law enforcement agency. This is an extensive interview with thought provoking questions.

Your written score and Civil Service Commission score are then averaged and you are ranked highest to lowest. Should we have a vacancy, I complete a personnel requisition from the county HR dept. We get the top three candidates off the eligibility list. The candidates are then interviewed by several supervisors at the Sheriff's Dept. Should that interview go well we will start a background investigation. We will look into previous employers, your family, finances, friends and neighbors.

If your background returns favorably, we will extend to you a conditional offer of employment. The offer is conditional as we have several other gates to pass through. The next step is a CVSA/LVA where we ask you questions and a computer senses whether or not you are being deceptive in your answers. Pass that step and then there is a physical examination and the last step of a psychological exam. The psyche exam is a very extensive interview. The doctor provides a very thorough report and makes a recommendation as to your mental fitness/ability to become a law enforcement officer.

Should you pass all these steps we then send a packet to the state to obtain your Wisconsin Law Enforcement Certification. You then begin our Field Training Program in which we assign a certified trainer to you for four months to train and mold you into a successful law enforcement officer. After successful completion of the FTO Program you remain on a probationary status for an additional six-month period.

The entire application process can takes 4-6 months, followed by one year of additional training and supervision. It is not cheap, but well worth the costs. We pride ourselves on hiring the best. Our goal is to ensure we employ competent, highly educated, and responsible professionals. Thanks for listening, tnehls@co.dodge.wi.us.