

Rule 29 - Hiring Standards

Effective November 1, 2022

Each agency hiring a Basic certified peace officer, Provisionally certified peace officer, or Reserve certified peace officer should first ensure that they meet the POST minimum standards of employment:

- a) Individuals must hold current Basic, Provisional or Reserve certification in the state of Colorado. Hiring agency will confirm certification with POST or utilize this [weblink](#) to verify current POST certifications.
- b) Each agency should complete a comprehensive agency background investigation, which may include:
 - (I) Criminal record checks - local, state, and national;
 - (II) Employment history checks;
 - (III) Driving record check;
 - (IV) Polygraph;
 - (V) Citizenship or legal residency verification;
 - (VI) Personal history statements;
 - (VII) Neighborhood checks;
 - (VIII) Relatives/personal references checks;
 - (IX) Credit records check;
 - (X) Any other investigative measures that the agency finds appropriate.
- c) Employment in the state of Colorado as a Basic peace officer, Provisional peace officer, or Reserve peace officer as defined in § 16-2.5-102, § 24-31-308 and § 16-2.5-110, C.R.S. requires completion of a physical and psychological evaluation within one year prior to the date of appointment.
 - (I) Physical and psychological evaluations completed for non-certified peace officer positions remain valid for an employee who transfers to a post-certified position at the same organization.
- d) Any person renewing their Colorado Basic certification must complete a physical and psychological evaluation within one year prior to the date of appointment.

- e) The physical and psychological evaluation affirmation must be submitted to POST.
- f) Any person separating from one agency and appointed by another agency must complete a physical and psychological evaluation if one has not been conducted within the preceding three years and made available to the receiving agency.
- g) Any person separated from an agency and returning to the same agency within six months does not need a new physical and psychological evaluation.
- h) Each agency shall comply with the requirements for physical and psychological evaluations pursuant to § 24-31-303(5), C.R.S.