



# SUMMERSET POLICE DEPARTMENT

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7055 Leisure Ln  
Summerset, SD 57718  
605-721-6806

## Summerset Police Department Hiring Process

The Summerset Police Department hires officers throughout the year. However, the hiring process takes several weeks to complete and takes multiple steps.

### **Before you apply, there are some things you should know:**

Law Enforcement careers are much more complex than in previous years. Being an officer requires more than the simple desire to help people. The Summerset Police Department is seeking candidates who meet the following criteria:

- Have high moral character and integrity
- Exercise initiative in their work
- Ability to carry a great deal of responsibility in handling difficult situations alone
- Emotional maturity and the ability to remain calm in emotionally charged situations
- Physically and mentally fit
- Ability to adapt thinking to technological and sociological changes in today's culture
- Accommodate changing shift work into your daily life

### **Minimum requirements for Applicants:**

- 21 years of age
- A valid South Dakota driver's license or the ability to obtain one
- No federally illegal drug use within the past year
- Documents to establish identify and employment eligibility for authorization to work in the U.S.
- High school diploma or GED
- No felony conviction
- No simple assault domestic violence conviction

### **Physical Test Standards:**

All Police Officer applicants must successfully pass a pre-employment physical test as a component of our hiring process. Testing must be completed with our agency; testing proctored by other agencies will not be accepted.

The Summerset Police Department follows the Cooper single norm standard for officers. Officer testing times will be given to applicants who pass the initial application screening.

The single norm standards, which is regardless of your age and gender, will be as follows:

- Sit-ups: 30 sit-ups in 60 seconds
- Push-ups: 18 push-ups in 60 seconds
- 1.5-mile run: 16:30 minutes for completion

If an applicant fails to complete any portion of the physical agility test, they will not be allowed to continue in the testing and are free to leave. If advanced onto the interview portion the same day (subject to change), there will be an opportunity to change clothes.

**Interview and Conditional Offer process:**

Applicants who successfully complete all three portions of the Physical Fitness exam will then continue onto a panel interview. Depending on the number of applicants, interviews will be conducted the same day or same week (subject to change). Preference for same day interviews will be given to applicants who have traveled from out of town. If the applicant is successful in their interview, they will be given a Conditional Offer. You will be notified by phone of a Conditional Offer.

All steps in the Conditional Offer must be completed successfully before a final Unconditional Offer is extended. An unsatisfactory finding in any of these steps will result in the Conditional Offer being withdrawn. Any omission of employment history, criminal background, drug usage, law enforcement interaction, or family history will be grounds for immediate withdrawal of the Conditional Offer.

**Unconditional Final Offer of Employment:**

After final completion of each step leading to a Conditional Offer, a positive outcome of the background investigation, medical examination, and final approval of the Chief of Police, you will be given an Unconditional Final Offer of Employment with the Summerset Police Department. You will be notified by phone of the offer.