Applicants are required to pass the Ergometrics Frontline and Integrity exams. These exams are available year-round through the National Testing Network (NTN) and scores are valid for one year.

Applicants complete the Aurora Police Officer application online. Minimum qualifications are automatically screened. Applicants meeting minimum qualifications are given a deadline to pass the Frontline and Integrity tests through NTN, unless already completed within past year.

All applicants passing the Frontline and Integrity tests by the deadline for an Academy are placed on a Prospective Employment List (PEL) in scoring bands according to their weighted Frontline & Integrity test scores plus any preference points.1

All applicants on the PEL are invited to complete the Personal History Statement (PHS), Polygraph, Job Suitability Assessment, and Background Investigation.

A summary of all results is presented to the Civil Service Commission and a representative from APD for review. An interview can be now be conducted by 2 APD representatives, the Commission, and a citizen assessor.

Applicants receiving a Conditional Job Offer invited to Post-Offer Psychological, Medical examination, Substance Abuse screening, and Physical Fitness test.

Final Job Offer letters presented to the number of passing applicants needed to fill the next Police Academy. Remaining passing applicants are eligible for the next Academy.

Academy positions are filled in rank order from the PEL. Once in the Academy, rank order of graduation is established by performance in the Academy.

This concludes the Civil Service hiring process and Academy Recruits are now employed by APD. Recruits enter a probationary period where their ongoing employment is at the discretion of the Chief.

1 Preference points available include Veteran’s Points (5 or 10 per Colorado State Constitution), Second Language Points (2 or 5 based on fluency and language), Aurora Explorer Points (10 points), POST Certification Points (10 points)