



POLICE OFFICER - RECRUIT

Starting Salary: \$73,972.08 Annually
Salary Range: \$73,972.08 - \$103,834.56 Annually

HOW TO APPLY: Please read through this entire document, as we have updated our testing process. Complete and submit the on-line application no later than March 31, 2026, 11:59 p.m., Arizona Time. **Please note: Human Resources reserves the right to close positions without prior notification. Notifications, reminders, and invitations will mainly be sent via email. Please make sure the email address on your application is valid and checked frequently. Be sure to check your junk/spam folders for communications as well.**

QUALIFICATIONS: In addition to the qualifications noted on the job announcement, please see the attached Minimum Requirements for Hire. **Applicants must be at least 20 years of age by date of application to be eligible for the current testing process.**

SELECTION PROCEDURES

1. Initial Application Screening

Applications must be submitted through GovernmentJobs.com for the Police Officer Recruit position. Application materials and the answers provided to the application Supplemental Questionnaire will be reviewed to determine if the minimum qualifications of the position have been met.

2. Written Exam Testing

Upon successfully meeting the minimum qualifications, applicants will be invited to take the written exam which is offered through National Testing Network (NTN). Applicants will have the option of either taking the test at one of NTN's nationwide testing centers, or virtually (online) at their own private location.

All applicants must complete the FrontLine National exam and the Public Safety Self-Assessment (PSSA) Parts 1 & 2 through National Testing Network.

Candidates who have a current valid NTN test score are eligible to submit their existing test score for Mesa's Police Officer Recruit written exam. NTN test scores are valid for up to one year. The City of Mesa will pay for the exam if the candidate scheduled a new exam. If the applicant is submitting an existing valid NTN test score, the score transfer fee will be paid by the applicant.

3. Physical Fitness Test

The physical fitness test is designed to evaluate a candidate's overall physical condition. This evaluation allows the Mesa Police Department to determine if a candidate will be able to satisfactorily meet the Mesa Police Academy's fitness standards after training. The Cooper Standard for Law Enforcement Physical Assessment contains the following events:

- Max amount of Push-ups in one minute (20 minimum)
- Max amount of Sit-ups in one minute (30 minimum)

- 1.5 mile run (15 minutes maximum)

You will receive an invitation to start the background process once you have attended a MESA event and passed the Cooper Standards ([See available dates here](#)).

4. Initial Background Process

Applicants who successfully pass the written exam and physical fitness test will be invited to begin a full background process as they move forward to the next phase of testing. The background investigation includes an interview with an officer, polygraph exam, criminal history checks, employer checks, personal references, and credit checks.

Eligible List:

Applicants who successfully pass both the written test and the physical fitness test will be placed on an eligible list, which is valid for one year. Applicants who are not immediately selected for additional testing will remain on the list and may be contacted at a later date.

Other:

Candidates extended a conditional job offer will be given a psychological evaluation and a medical examination attesting that no physical condition exists that would adversely affect their ability to perform the essential functions of a Police Officer, with or without reasonable accommodation. Candidates must also pass a drug screen and a second physical fitness test.

Candidates who are hired must successfully complete the Mesa Police Department academy (which is approximately 20 weeks), a Field Training Program, and required continual in-service training.

If an applicant requires "**Reasonable Accommodation**" in the testing process, the applicant must contact the Human Resources Office for additional information and/or questions at (480) 644-2365 a minimum of five working days before the testing process begins.

The City of Mesa considers each applicant for City employment only on the basis of his or her qualifications for the job and without regard to race, color, national origin, age, disability, religion, sex, sexual orientation, gender identity and expression, veterans' status, marital status, or genetic information.

TESTING PREFERENCE POINTS:

Applicants claiming preference points **MUST** submit a **copy** of appropriate documentation verifying disability or veteran status (examples: DD214, Form SF-15, etc.) to NTN. For Veteran's Preference Points, the documentation must have indicated both the length of service and character of service.

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Minimum Requirements for Hire

Citizenship: Applicants must be United States citizens.

Age: At least 21 years of age by graduation from Police Academy. No upper age limit.

Education and Experience: Requires graduation from high school or GED. Completion of college-level courses in criminal justice is desirable.

Background Investigation: Undergo a complete Background Investigation that meets the standards of Arizona Peace Officer Standards and Training Board (AZPOST).

Medical Examination: Undergo a complete medical examination that meets AZPOST standards.

Vision: As outlined by AZPOST, vision is acceptable if it is 20/20 uncorrected or 20/20 or better corrected by glasses. If vision is uncorrected at 20/80 or better and can be corrected to 20/20 by use of glasses or hard contacts, it is acceptable. If vision is uncorrected at 20/200, it must be corrected to 20/20 with soft contacts. An eye examination by an optometrist of the City's choice will be required prior to appointment. Radial keratotomy may be accepted once visual acuity is stabilized.

Bilingual Skills: (English/Spanish) are highly desirable.

Felonies: Applicants may **NOT** have been convicted of a felony or any offense that would be a felony if committed in Arizona. Applicants must not be under any indictment for any felony in any state or jurisdiction.

Military Service: Applicants may not have been **dishonorably** discharged from the United States Armed Forces.

License: Must possess an Arizona Class D Driver's License by hire date. No license or registration suspensions within the last three years from the date of reinstatement from the suspension.

Drug Standards: Prior to appointment or attending an academy, an applicant shall meet the following minimum qualifications.

Marijuana

1. Not have illegally sold, produced, cultivated, or transported marijuana for sale.
2. Not have illegally or legally used marijuana for any purpose within the past two years.

Dangerous Drugs

1. Not have illegally sold, produced, cultivated, or transported for sale a dangerous drug or narcotic.
2. Not have illegally used a dangerous drug or narcotic for any purpose within the past seven years.
3. Not have illegally used a dangerous drug or narcotic other than for experimentation.
4. Not have a pattern of abuse of prescription medication.
5. Not have used any type of steroids or unprescribed medication such as Adderall within the past three years.

The illegal use of a dangerous drug or narcotic is presumed to be not for experimentation if:

1. The use of any dangerous drug or narcotic in any combination exceeds a total of **5** times in a lifetime or exceeds **1** time use after the age of 21 years old.

For additional information, please visit the AZPOST website at www.azpost.gov.

Driving: Due to the nature of the position, driving is required to perform the duties of a Police Officer. Factors which could prohibit a candidate from moving forward in the testing process include:

1. Loss of license due to driving violation points
2. Two Chargeable accidents within the previous 36 months
3. DUI conviction within the previous 36 months

Police Officers are required to work irregular hours, shifts, weekends, holidays, and evenings.



Dear Applicant:

Thank you for your interest in opportunities with the Mesa Police Department. As part of the hiring process, you will be asked to complete a detailed background questionnaire.

Applicants are often disqualified by the Police Hiring Board because required information is not included on the background questionnaire or because investigators later determine that incorrect information has been entered on the form. Please take extra care to be factual and thorough when completing the questionnaire so that you do not find yourself in such a situation.

While one generally attempts to "put his or her best foot forward" when completing a traditional job resume, completion of the background questionnaire requires a different approach. The necessity for you to be accurate and complete when answering each of the questions asked cannot be over emphasized. We would like to encourage each of you to take the necessary time now to properly complete the forms so as to avoid any problem in the future.

Thanks again for your interest and good luck in the hiring process.

Sincerely,

Mesa Police Department Hiring Unit