

# Moorcroft Police Department

104 N. Big Horn Ave, PO Box 70, Moorcroft, WY 82721

(307) 756-3301 - (307) 756-3323(f)

Bill Bryant – Chief of Police

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## Moorcroft Police Department Hiring Requirements

*Wyoming residency is not required to apply.*

1. Must be 21 years of age on or before the hire date.
2. Must have successfully completed high school or equivalent (GED),
3. Must have 2 years of work experience, working with the public, such as customer service related fields. It does not need to be law enforcement specific related experience.
4. Must be a citizen of the United States of America. Moorcroft Police Department will not sponsor citizenship.
5. Must successfully complete all required entry-level examinations.
6. Must not have been convicted of any felony nor have a record of:
  - a. A conviction for any criminal offense, which, in the opinion of the Chief of Police, would tend to harm the integrity of the Moorcroft Police Department.
  - b. Any revocation, suspension, denial, or disqualification of their driver's license or driving privilege within the three years before the date of application. (Applicants cannot participate in the testing process until three (3) years has passed from the ending date of any such revocation, suspension, denial, or disqualification).
  - c. A record of several preventable motor vehicle collisions or convictions for moving traffic violations, which would indicate the applicant, may be detrimental to highway safety.
7. Vision: Visual acuity must be 20/20 in each eye or correctable to 20/20 or better as indicated below:
  - a. Uncorrected visual acuity between 20/20 and 20/100 may be corrected to 20/20 or better through the use of hard or soft contact lenses or glasses.
  - b. Uncorrected visual acuity greater than 20/100 must be corrected to 20/20 or better through the use of soft contact lenses. (No glasses or hard contact lenses).
  - c. A candidate must be a successful contact wearer for at least six months before hiring.
  - d. Candidates who have undergone surgical procedures to improve visual acuity must do so at least six months before hiring.

Appearance: Tattoos and piercings

Tattoos of a profane or obscene nature, tattoos that promote racial prejudice or bigotry, full sleeve tattoos on arms will not be allowed. No tattoos on the neck, face, or head will be allowed. Tattoos on the hands or large tattoos on the arms shall be subject to the discretion of the Chief of Police. Gauged ear piercings are not permitted.

## **TESTING and EVALUATION**

As part of the hiring process, the Moorcroft Police Department will conduct some pre-employment screening to evaluate potential candidates.

This screening will consist of the following for Certified Candidates:

1. Verify Citizenship of the United States
2. Verify that you are at least 21 years of Age
3. Background criminal check done by the Wyoming Department of Criminal Investigation and the FBI
4. Physical Examination by a physician
5. Psychiatric evaluation
6. Drug and Alcohol Screening
7. Check of Personal References
8. Check of Employment History
9. Check of School Records
10. Check of Military Records
11. Check of Driving Record
12. Present Employer Reference
13. Interview of Spouse (if applicable)
14. Credit History check
15. Check of WY P.O.S.T. records (if applicable)
16. Physical testing to WLEA standards for non-certified applicants

Candidate may be required to attend a two-week Academy refresher if not WYOMING P.O.S.T. certified.



The physical fitness entrance assessment is administered to all Peace Officer and Detention Officer candidates. The assessment is conducted at WLEA on the morning of the first day of basic training. Students must pass the assessment to be accepted into basic training. Candidates should wear appropriate attire for physical activity i.e. gym shorts/sweatpants, t-shirts, running shoes and gym socks.

The entrance standard is based on the Cooper Institute's standards and may be attained in one of the two following ways:

- Meet/exceed the 40th percentile in each category assessed.
- Meet/exceed the 50th percentile cumulative average in all categories assessed, with no category less than the 25th percentile.

The three categories assessed are:

- Maximum number of sit-ups in 1 minute.
- Maximum number of push-ups in 1 minute.
- Maximum running distance 1.5 miles for time

To determine your fitness standards, first find the appropriate table for your gender. Next, find the age range column that corresponds to your age. The WLEA fitness standard may be achieved by either scoring at least 40% in each category or an average of 50% with no event under 25%.



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Cooper Fitness Standards

15.31 MALE

	20-29				30-34				35-39				40-44				45-49					
	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time	SitUp	PushUp	Run 12 min.	Run 1.5 Miles Time
99%	1.94	6.29	56	101	1.89	7.11	52	87	1.87	7.27	50	76	1.85	7.42	48	65	1.81	8.08	46	58	1.77	
95%	1.81	8.13	55	62	1.77	8.44	51	52	1.74	9.07	49	46	1.71	9.3	47	40	1.66	10.05	45	40	1.62	
90%	1.74	9.09	51	57	1.71	9.3	48	46	1.68	9.53	46	41	1.65	11.16	43	36	1.61	10.47	41	33	1.57	1
85%	1.69	9.45	49	51	1.65	10.16	45	41	1.61	10.47	42	37	1.57	11.18	40	34	1.53	11.49	38	31	1.49	
80%	1.65	10.16	47	47	1.61	10.47	43	39	1.57	11.15	41	34	1.54	11.44	39	30	1.49	12.18	37	27	1.45	1
75%	1.62	10.42	46	44	1.57	11.18	42	36	1.55	11.34	39	32	1.53	11.49	37	29	1.47	12.36	35	26	1.41	1
70%	1.61	10.47	45	41	1.55	11.34	41	34	1.51	12.04	38	30	1.47	12.34	36	26	1.42	13.1	33	23	1.38	1
65%	1.57	11.18	44	39	1.53	11.49	40	31	1.49	12.2	37	28	1.45	12.51	35	25	1.4	13.27	32	22	1.35	1
60%	1.54	11.41	42	37	1.49	12.2	39	30	1.45	12.47	36	27	1.42	13.14	34	24	1.37	13.49	31	21	1.33	1
55%	1.53	11.49	41	35	1.47	12.38	37	29	1.44	13	34	25	1.41	13.22	32	22	1.36	14.01	29	19	1.31	
50%	1.5	12.18	40	33	1.45	12.51	36	27	1.41	13.22	33	24	1.37	13.53	31	21	1.33	14.24	28	18	1.29	1
45%	1.49	12.2	39	31	1.41	13.22	35	25	1.38	13.45	32	22	1.35	14.08	30	19	1.3	14.43	27	16	1.26	1
40%	1.45	12.51	38	29	1.39	13.36	34	24	1.36	14.03	31	21	1.33	14.29	29	18	1.29	14.58	26	15	1.25	1
35%	1.43	13.06	37	27	1.37	13.53	33	21	1.33	14.2	30	18	1.3	14.47	28	16	1.26	15.2	25	13	1.22	1
30%	1.41	13.22	35	26	1.35	14.08	32	20	1.32	14.32	29	17	1.29	14.56	27	15	1.25	15.27	24	12	1.21	1
25%	1.37	13.53	34	24	1.33	14.24	31	19	1.29	14.55	28	16	1.25	15.26	26	13	1.21	15.55	23	11	1.17	1
20%	1.34	14.13	33	22	1.29	14.52	30	17	1.26	15.17	27	14	1.23	15.41	24	11	1.19	16.12	21	9	1.15	1
15%	1.33	14.24	32	19	1.25	15.2	28	15	1.23	15.39	25	12	1.21	15.57	22	10	1.17	16.28	19	8	1.13	1
10%	1.27	15.1	30	18	1.21	15.52	26	13	1.19	16.1	23	11	1.17	16.28	20	9	1.13	16.59	17	7	1.09	1
5%	1.19	16.12	27	13	1.17	16.27	23	9	1.13	17.1	20	7	1.1	17.23	17	5	1.05	17.57	14	4	1.01	1
1%	1.06	17.48	26	12	1.13	18	22	8	1.05	18.26	19	6	0.98	18.51	16	4	0.95	19.14	13	3	0.92	1



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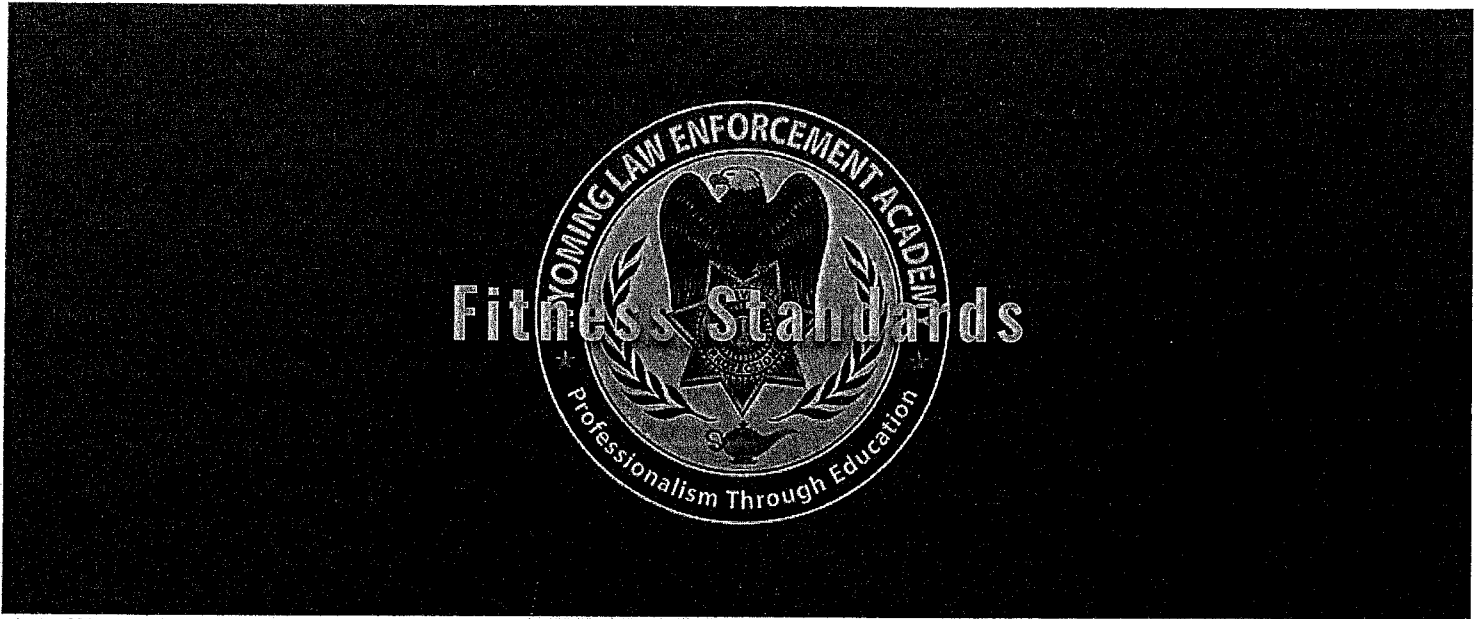
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99%	1.78	8.33	52+	71	1.66	10.05	43+	57	1.63	10.26	40+	59+	1.61	10.47	38+	61+	1.54	11.38	34+	51+	1.48	11.00
95%	1.61	10.47	51	45	1.53	11.49	42	39	1.49	12.2	39	36	1.45	12.51	37	33	1.39	13.36	33	30	1.33	13.00
90%	1.54	11.43	48	42	1.45	12.51	40	36	1.43	13.07	37	32	1.41	13.22	34	28	1.35	14.09	31	26	1.29	13.00
85%	1.49	12.2	45	39	1.43	13.06	37	33	1.39	13.36	34	29	1.35	14.06	32	26	1.29	14.48	28	24	1.24	13.00
80%	1.45	12.51	44	36	1.38	13.43	35	31	1.35	14.07	32	27	1.32	14.31	29	24	1.26	15.14	26	22	1.21	13.00
75%	1.41	13.22	42	34	1.35	14.08	33	29	1.32	14.33	30	25	1.29	14.57	28	21	1.24	15.31	25	21	1.2	13.00
70%	1.37	13.53	41	32	1.33	14.24	32	28	1.29	14.55	29	24	1.25	15.19	27	20	1.21	15.57	24	20	1.17	13.00
65%	1.35	14.08	39	31	1.29	14.5	30	26	1.26	15.16	27	22	1.23	15.41	25	19	1.18	16.16	23	19	1.14	13.00
60%	1.33	14.24	38	30	1.27	15.08	29	24	1.24	15.33	26	21	1.21	15.57	24	18	1.17	16.28	22	18	1.13	13.00
55%	1.31	14.35	37	29	1.26	15.2	28	23	1.22	15.46	25	20	1.19	16.12	23	17	1.15	16.43	20	16	1.11	13.00
50%	1.29	14.55	34	26	1.25	15.26	27	21	1.21	15.57	24	18	1.17	16.27	22	15	1.13	16.56	19	14	1.1	13.00
45%	1.27	15.1	33	25	1.22	15.47	26	20	1.19	16.11	23	17	1.16	16.34	21	14	1.12	17.02	18	13	1.09	13.00
40%	1.25	15.26	32	23	1.21	15.57	25	19	1.17	16.28	22	16	1.13	16.58	20	13	1.09	17.26	17	12	1.06	13.00
35%	1.22	15.48	31	22	1.17	16.23	24	17	1.14	16.41	21	14	1.12	16.59	19	11	1.08	17.34	15	11	1.04	13.00
30%	1.21	15.57	29	20	1.16	16.35	22	15	1.13	17	19	12	1.1	17.24	17	10	1.06	17.54	14	10	1.02	13.00
25%	1.17	16.26	28	19	1.13	16.58	21	14	1.11	17.14	18	11	1.09	17.29	15	9	1.05	18	13	9	1.01	13.00
20%	1.16	16.33	27	17	1.11	17.14	20	11	1.08	17.37	17	8	1.05	18	14	6	1.01	18.25	12	6	0.98	13.00
15%	1.13	16.58	24	15	1.09	17.29	18	9	1.05	17.55	15	6	1.02	18.21	12	4	0.99	18.42	9	4	0.97	13.00
10%	1.1	17.21	22	12	1.05	18	15	8	1.03	18.16	12	5	1.01	18.31	10	2	0.97	19.01	8	2	0.93	13.00
5%	1.03	18.14	18	9	1.01	18.31	11	4	0.98	18.48	8	2	0.96	19.05	6	1	0.93	19.31	6	1	0.9	13.00
1%	0.94	19.25	17	8	0.93	19.27	10	3	0.91	19.46	7	1	0.89	20.04	5	0	0.86	20.26	5	0	0.83	20.00



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**Bill Bryant – Chief of Police**

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## Benefits

Starting Pay: \$48,880.00/year (for un-certified Officers)  
\$50,960.00/year (for certified Officers)

\$1,000.00 Relocation Assistance available upon approval by Moorcroft Town Council.

4 hours of paid sick leave per pay period (approx. 104 hours per year)

8 hours of paid personal leave earned per quarter (4 days per year)

80 hours of paid vacation each year

On call and Holiday Pay

Health and Dental Coverage:  
Blue Cross/Blue Shield  
Vision Coverage – VSP

Retirement: Wyoming State Law Enforcement Retirement.

Take home patrol vehicle

Uniforms provided by the Department

(Upon approval by Chief of Police, Officer's may carry their own duty weapon, or they will be provided one by the Department)

## **PERSONAL HISTORY STATEMENT INSTRUCTIONS TO THE APPLICANT**

The information you provide in this personal history statement will be used in the investigation into your background to assist in determining your suitability for the position with the Moorcroft Police Department. Please fill out the questionnaire completely and accurately. Keep in mind that:

1. The completion of this form is mandatory for all applicants
2. All statements are subject to verification.
3. Deliberate inaccuracies or incomplete statements may bar or remove you from employment consideration.
4. All time periods in your background must be accounted for.

It is to your advantage to respond openly. Any negative factor in your background will be evaluated in terms of the circumstances and facts surrounding its occurrence and its degree of relevance to the job. For example, being fired from a job or having an arrest record may not in itself be grounds for disqualification. During the investigation, the investigator will inquire into the facts surrounding such occurrences. An evaluation will then be made of the relevance of these facts to the requirements of the job.

Deliberate omissions or deliberate misstatements of required information are grounds for rejection. Failure to properly complete this document may also result in rejection of your application.

**PLEASE PRINT IN INK – MUST BE HANDWRITTEN OR TYPED.** If a question does not apply to you write N/A (not applicable) in the space provided for your answer. Do not leave any spaces blank. If you need more space to respond to a question, use additional pages and identify the additional information by question number.





Identifying Marks:

Scars: \_\_\_\_\_

Tattoos: \_\_\_\_\_

May we contact your current employer? \_\_\_\_\_

### EDUCATION HISTORY

List all high schools, colleges, technological or trade school you have ever attended, regardless of whether you graduated.

If you are listing colleges/universities and you did not graduate, indicate the actual number of credit hours you earned.

If you attended a technological or trade school, indicate your course of study and whether you received a diploma of certification.

Name, Type & Location (City & State) of School	Dates Attended: From: To:	Degree &/or Credits Earned

List all Police Academies that you have attended (include all states in which you have been certified:

Name, Type & Location (City & State) of School	Dates Attended: From:                      To:	Degree &/or Credits Earned

### ACTIVITIES

Are there any incidents, community activities, or organizations in your life which may reflect upon your suitability to perform the duties which you may be called upon to perform?    Yes: \_\_\_\_\_                      No: \_\_\_\_\_.

If yes, please explain:

Are there any Awards, Commendations, or Items of special recognition in your life which may reflect upon your suitability to perform the duties which you may be called upon to perform?    Yes: \_\_\_\_\_                      No: \_\_\_\_\_.

If yes, please explain:

## EMPLOYMENT HISTORY

List your complete employment record for the last ten years starting with your last or present employer. Please include the month and year in the date column and complete address and phone numbers. All periods of unemployment must be accounted for. Add additional pages if necessary.

**EMPLOYER NAME:**

ADDRESS:

POSITION HELD:

DATE HIRED:

SUPERVISOR:

PHONE #:

PAY RATE:

DATE AND REASON FOR LEAVING:

**EMPLOYER NAME:**

ADDRESS:

POSITION HELD:

DATE HIRED:

SUPERVISOR:

PHONE #:

PAY RATE:

DATE AND REASON FOR LEAVING:

**EMPLOYER NAME:**

ADDRESS:

POSITION HELD:

DATE HIRED:

SUPERVISOR:

PHONE #:

PAY RATE:

DATE AND REASON FOR LEAVING:

**EMPLOYER NAME:**

ADDRESS:

POSITION HELD:

DATE HIRED:

SUPERVISOR:

PHONE #:

PAY RATE:

DATE AND REASON FOR LEAVING:

Have you ever had to quit a job rather than get fired?

Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please explain in detail the circumstances surrounding this incident. Please include dates, names, address and phone number of employers, supervisor's name, and all of the facts. If you have been terminated/requested to leave more than once, please list each incident separately. (Attach addition pages if necessary):

### PERSONAL DECLARATIONS

Drug use covers all descriptive terms used to describe the ingestion of any controlled substances whether prescription or illicit.

Within the past five years have you illegally sold, furnished, given away, bought, possessed, injected, or used any controlled substances? Yes \_\_\_\_\_ No \_\_\_\_\_  
List below any controlled substances you have used illegally.

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Within the last year have you inhaled (paint, glue, etc) or have you used cough medicine or any other over the counter medication to get high? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, explain:

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## PERSONAL REFERENCES

List 5 people who know you well enough to provide current information about you. **Do not use relatives or past/present employers!**

<b>REFERENCE #1</b>		
Name:		Occupation:
Home Address		
Home Phone #	Work Phone #	
Years Known		
Briefly describe your relationship with this person		
<b>REFERENCE #2</b>		
Name:		Occupation:
Home Address		
Home Phone #	Work Phone #	
Years Known		
Briefly describe your relationship with this person		
<b>REFERENCE #3</b>		
Name:		Occupation:
Home Address		
Home Phone #	Work Phone #	
Years Known		
Briefly describe your relationship with this person		
<b>REFERENCE #4</b>		
Name:		Occupation:
Home Address		
Home Phone #	Work Phone #	
Years Known		
Briefly describe your relationship with this person		
<b>REFERENCE #5</b>		
Name:		Occupation:
Home Address		
Home Phone #	Work Phone #	
Years Known		
Briefly describe your relationship with this person		

## RESIDENCES

List all addresses where you have lived during the past seven years, beginning with your present address. List date by month and year. Attach an additional page if necessary. Include landlord information (if any) & the office telephone number.

<b>DATES FROM:</b>		<b>TO:</b>
FULL STREET ADDRESS:		
CITY:	STATE:	ZIP:
LANDLORD:		PHONE#:
<b>DATES FROM:</b>		<b>TO:</b>
FULL STREET ADDRESS:		
CITY:	STATE:	ZIP:
LANDLORD:		PHONE#:
<b>DATES FROM:</b>		<b>TO:</b>
FULL STREET ADDRESS:		
CITY:	STATE:	ZIP:
LANDLORD:		PHONE#:
<b>DATES FROM:</b>		<b>TO:</b>
FULL STREET ADDRESS:		
CITY:	STATE:	ZIP:
LANDLORD:		PHONE#:
<b>DATES FROM:</b>		<b>TO:</b>
FULL STREET ADDRESS:		
CITY:	STATE:	ZIP:
LANDLORD:		PHONE#:
<b>DATES FROM:</b>		<b>TO:</b>
FULL STREET ADDRESS:		
CITY:	STATE:	ZIP:
LANDLORD:		PHONE#:

## DRIVING RECORD

Do you have a valid driver's license in more than 1 state? Yes \_\_\_\_\_ No \_\_\_\_\_  
If yes, please list states: \_\_\_\_\_

Have you ever been denied a driver's license for any reason? Yes \_\_\_\_\_ No \_\_\_\_\_  
If yes, explain: \_\_\_\_\_

How many moving citations have you received in the past 5 years? \_\_\_\_\_

Have you ever had your vehicle insurance revoked due to the number of traffic citations or been placed as an assigned risk for vehicle insurance for any reason: Yes \_\_\_\_\_  
No \_\_\_\_\_ If yes, please explain: \_\_\_\_\_  
\_\_\_\_\_

Have you ever had your driver's license placed on probation, suspended, or revoked for excessive traffic violations or any other reason? Yes \_\_\_\_\_ No \_\_\_\_\_ If yes, explain:  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Have you ever knowingly driven a motor vehicle after your driver's license was suspended or revoked? Yes \_\_\_\_\_ No \_\_\_\_\_.

Have you ever operated a motor vehicle while under the influence of an intoxicating beverage or controlled substance? Yes \_\_\_\_\_ No \_\_\_\_\_

Have you ever been involved in an accident when you were driving after you had been drinking any type of alcoholic beverage? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, to either of the above questions please explain: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Within the last 3 years have you operated a motor vehicle without have proper insurance? Yes \_\_\_\_\_ No \_\_\_\_\_

Have you ever been involved in an accident & then left the scene without identifying yourself? Yes \_\_\_\_\_ No \_\_\_\_\_



**DRIVING RECORD CONTINUED**

List all accidents that you have been involved in as a driver.

<b>DATE</b>	<b>LOCATION</b>	<b>BRIEF DESCRIPTION</b>

List to the best of your memory all driving and/or summons you have received.

<b>DATE RECEIVED</b>	<b>TYPE OF VIOLATION</b>	<b>ISSUING AGENCY</b>	<b>DISPOSITION</b>

Have you ever been arrested? Including misdemeanor traffic violations.

Yes \_\_\_\_\_ No \_\_\_\_\_

Have you been summoned into court for a criminal offense other than for misdemeanor traffic violations? Yes \_\_\_\_\_ No \_\_\_\_\_

If you answered yes to either of the above questions, please explain each incident in detail including the final outcome: \_\_\_\_\_

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All applicants are required to provide the following information with the personal history statement:

Copy of Valid Driver's License

Copy of Social Security Card

I hereby certify that there are no willful misrepresentations, omissions or falsifications in the foregoing statements and answers to questions.

I am fully aware that any such misrepresentations, omissions, or falsifications will be grounds for immediate rejection of my application, or if hired, termination of my employment.

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_.

\_\_\_\_\_  
Applicant's Signature

**AUTHORIZATION TO RELEASE INFORMATION**  
**RELEASE OF LIABILITY AND COVENANT**  
**NOT TO SUE**

**NOTICE TO APPLICANT:**

**Read this Document carefully. In addition to an authorization to release information, this document contains a release of liability and a covenant not to sue.**

**NOTICE TO REFERENCE:**

**In addition to an authorization to release information regarding the undersigned applicant, this document contains a general release of liability and covenant not to sue on account of information released in compliance herewith. No representations, express or implied, are made or intended by the Town of Moorcroft, Wyoming, its officials, officers, employees, legal counsel, agents, or representatives as to the legal effect of the authorization, release of liability or covenant not to sue contained in this document. It is recommended that you consult your own legal counsel regarding the legal effect of this document.**

I, \_\_\_\_\_, have made application for employment as a Police Officer with the Police Department for the Town of Moorcroft, Wyoming, whose address is 104 N. Big Horn, P.O. Box 70, Moorcroft, Wyoming, 82721 and telephone number is (307) 756-3301. My employment history is relevant to my suitability for employment with the Moorcroft Police Department. To this end, I hereby authorize \_\_\_\_\_ and his/her officers, employees, agents and representatives (hereinafter collectively referred to as "you" and "your") to release to the Chief of Police of the Moorcroft Police Department or his agent or representative copies of any and all documents, reports, notices, notes, statements, evaluations, disciplinary actions or other items contained within my personnel file maintained by you, whether written, videotaped or audio taped. The Moorcroft Police Department will be responsible for all copy, mailing and related charges.

I further hereby authorize you to openly, honestly and candidly disclose, discuss, respond to questions and offer comments and opinions to the Chief of Police of the Moorcroft Police Department or his agent or representative regarding your knowledge of me and regarding all aspects of my employment history with you; including without limitation, my term of employment, my salary, my work performance, my disciplinary record, why I left employment with you, how I got along with other employees and supervisors, my community reputation, how I interacted with others in connection to my employment and generally whatever else the Chief of Police or his agent or representatives should inquire about.

