

1. Active Recruitment or Passive Interest
2. Application
3. Civil Service Process
 - a. Multiple Choice Testing
 - b. Writing Sample
 - c. Columbus Oral Police Examination (COPE)
 - d. Physical Capability Exam (push-ups, running, sit-ups)
4. Public Safety Process
 - a. Background Investigation
 - i. Polygraph Examination
 - ii. Personal History Examination (family history, criminal/traffic checks, credit history, employment and personal references)
 - b. Oral Board Interview
 - c. Chain of Command Review
 - d. Public Safety Director Review and Determination
 - i. Conditional Office
 - ii. Appeared, Not Appointed
 - e. Conditional Offer Review
 - i. Medical Evaluation
 - ii. Stress Test
 - iii. Psychological Evaluation