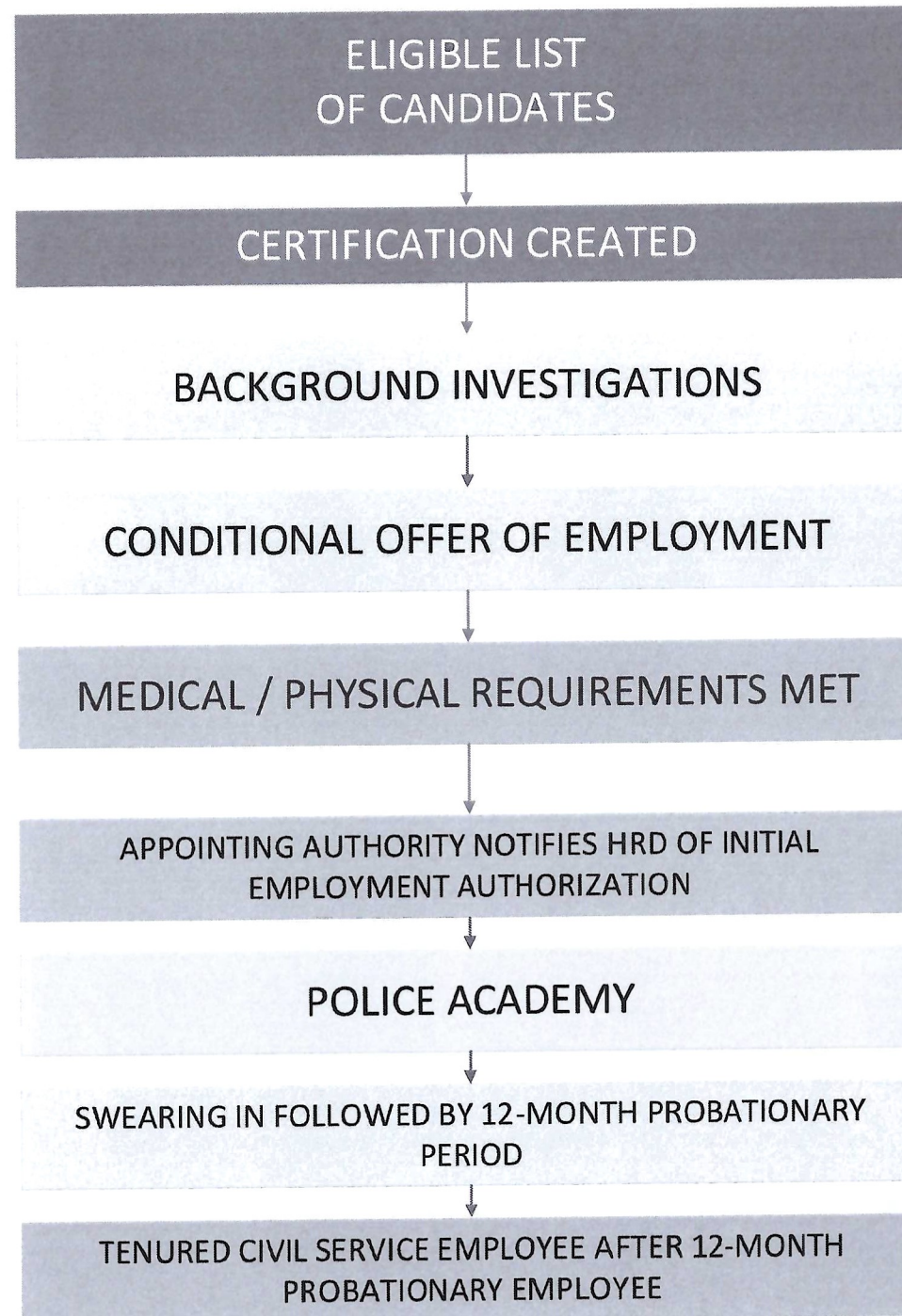


Police Process Comparison
Eligible List vs. Alternative Process

Eligible List Process	Alternative Process
CIVIL SERVICE EXAM	OPEN CERTIFICATION TO HIRE USING ALTERNATIVE PROCESS
ELIGIBLE LIST ESTABLISHED BY CIVIL SERVICE HRD	ADVERTISE JOB ON CITY WEBSITE & EXTERNAL JOB BOARDS
OPEN CERTIFICATION TO HIRE FROM THE OPEN COMPETATIVE ELIGIBLE LIST	REVIEW APPLICANTS & SELECT CANDIDATES BASED ON QUALIFICATIONS (EXAMPLE: SOMERVILLE RESIDENCY, POLICE OFFICER OR SIMILAR JOB EXPEREINCE, MPTC ACADEMY TRAINING, MILITARY EXPERIENCE ETC.)
INTERESTED CANDIDATES COME TO HR TO SIGN THAT THEY WILL PARTICIPATE IN OUR PROCESS (1 WEEK SIGNING PERIOD)	
APPLICATION COLLECTION (DUE 1 WEEK FROM DATE OF SIGNING)	ROUND 1 INTERVIEW - GENERAL QUESTIONS APPLICATION COLLECTION (DUE 1 WEEK FROM ROUND 1 INTERVIEW)
ORIENTATION	BACKGROUND CHECKS
BACKGROUND CHECKS	ROUND 2 INTERVIEW - BACKGROUND & SITUATIONAL QUESTIONS
INTERVIEW (ONLY 1 ROUND)	FINAL REVIEW OF CANDIDATES W/MAYOR FOR APPROVAL TO MOVE FORWARD
FINAL REVIEW OF CANDIDATES W/MAYOR FOR APPROVAL TO MOVE FORWARD	DECISION LETTERS (CONDITIONAL OFFER, NON-SELECTION) DISTRIBUTED
DECISION LETTERS (CONDITIONAL OFFER, BYPASS, DID NOT REACH) DISTRIBUTED	CANDIDATES COMPLETE HAIR SAMPLE DRUG SCREENING (2 DAYS FROM DATE OF CONDITIONAL OFFER LETTER)
CANDIDATES COMPLETE HAIR SAMPLE DRUG SCREENING (2 DAYS FROM DATE OF CONDITIONAL OFFER LETTER)	CANDIDATES COMPLETE PHYSICAL EXAM & URINE DRUG SCREENING AT CHA
CANDIDATES COMPLETE PHYSICAL EXAM & URINE DRUG SCREENING AT CHA	CANDIDATES COMPLETE PSYCHOLOGICAL EVALUATION
CANDIDATES COMPLETE PSYCHOLOGICAL EVALUATION	CANDIDATES COMPLETE PAT PREVIEW & ACTUAL
CANDIDATES COMPLETE PAT PREVIEW & ACTUAL	CANDIDATES MEET WITH THE MAYOR IN PERSON FOR FINAL MAYORAL APPROVAL
CANDIDATES MEET WITH THE MAYOR IN PERSON FOR FINAL MAYORAL APPROVAL	CANDIDATES GO BEFORE CITY COUNCIL FOR FINAL APPROVAL
CANDIDATES GO BEFORE CITY COUNCIL FOR FINAL APPROVAL	ONBOARDING
ONBOARDING	ACADEMY OR DEPT TRAINING (SOME HIRES THROUGH THIS PROCESS WILL ALREADY BE ACADEMY TRAINED AND ABLE TO START IN DEPT TRAINING RIGHT AWAY)
20-WEEK POLICE ACADEMY	
START IN DEPT TRAINING	

****Highlighted are the steps that are the same for both Eligible List and Alternative processes**

EXISTING CIVIL SERVICE APPOINTMENT PROCESS (POLICE OFFICER)



HYBRID CIVIL SERVICE APPOINTMENT PROCESS (POLICE OFFICER)

