

ECPD POLICE OFFICER 2026 RECRUITMENT



POSITION DETAILS

COMMUNITY

Eau Claire (pop. 71,304) is located 90 miles east of the Minneapolis/St. Paul area in West Central Wisconsin. Eau Claire is a regional center for education, medical services, business, and cultural/musical events.

DEPARTMENT

Eau Claire is served by 105 sworn police personnel. The Eau Claire Police Department has developed a tradition of hiring highly motivated, career-oriented people. The combined spirit and dedication of past and present members of the ECPD is necessary to maintain the trust, confidence, and support of our community.



REQUIREMENTS

- Possess High School diploma or equivalent (GED, etc.)
- Be at least 18 years of age
- Possess a minimum of 60 post high school semester credits OR must have three (3) years full-time employment or military experience and obtain 60 post high school semester credits within 5 years of appointment.
- Possess and maintain a valid driver's license
- Be a United States Citizen and/or have proof of naturalization.
- Have no felony on record

SALARY RANGE

\$68,057.26 to \$84,483.83* annually**, plus excellent fringe benefits.

*Available after a minimum of twenty years of service

Police Officers are paid hourly (\$33.90 to \$42.08 per hour)

ACADEMY SPONSORSHIP

Not law enforcement certified? No problem - if hired, we will sponsor your attendance to the Law Enforcement Academy through CVTC. During this time, you will be paid at the cadet rate of pay (\$27.26 per hour).

SCHEDULE

Current Patrol work schedule is 4 days on and 4 days off.

APPLY NOW!

Anyone who meets the qualifications is welcome to apply online at www.eauclairewi.gov/jobs

Application Deadline: Sunday, January 6, 2026 at 11:59 p.m.

Written & Physical Agility Test Date: Saturday, January 10, 2026.

Police and Fire Commission Interviews: Thursday, January 15, 2026.

All communication during recruitment will be via email, watch for more details after you apply!

WHY CHOOSE ECPD?

BENEFITS

- Paid Holidays
- Sick Leave
- Wisconsin Retirement System
- Employee Assistance Program
- Life Insurance
- Health Insurance
- Dental Insurance
- Deferred Compensation
- Flexible Spending Plan
- Retiree Health Insurance
- Educational Incentive Pay

For additional information, please see the fringe benefits sheet at eauclairewi.gov/jobs



SPECIALITY GROUPS

Find your passion! Join one of the many specialty groups of the ECPD:

- Crisis Negotiation Team
- Crime Scene Unit
- Police Training Officers
- Honor Guard
- Tactical Response Team
- Armorers
- UAV Operators
- Special Events Team
- And More!

OTHER BENEFITS OF ECPD

- No Residency Requirement
- Top-of-the-Line Uniforms and Equipment
- On-Site Department Gym
- Five-Year Assignment Rotation
- Education Reimbursement Program
- Shift Differential Pay
- Overtime Opportunities

Visit JoinECPD.org
for more information!



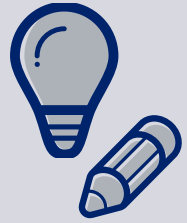
@EauClairePD

RECRUITMENT TIMELINE

APPLY AT
EAUCLAIREWI.GOV/JOBS

DEADLINE: JANUARY 4, 2026

STEP
01



POLICE & FIRE
COMMISSION ORAL
INTERVIEW

MANDATORY DATE:
JANUARY 15, 2026

STEP
02

WRITTEN &
PHYSICAL TESTING

MANDATORY DATE:
JANUARY 10, 2026

STEP
03



CHIEF'S STAFF
INTERVIEW

JANUARY 20, 2026

STEP
04



BACKGROUND
INVESTIGATION &
ADDITIONAL TESTING

AFTER BACKGROUND
INVESTIGATOR IS ASSIGNED
PROCESS TAKES ABOUT 6 WEEKS

STEP
05



WELCOME TO THE
ECPD, YOU ARE HIRED!

SWEARING IN CEREMONY:

STEP
06



SEE NEXT PAGE FOR STEP DETAILS...

RECRUITMENT DETAILS

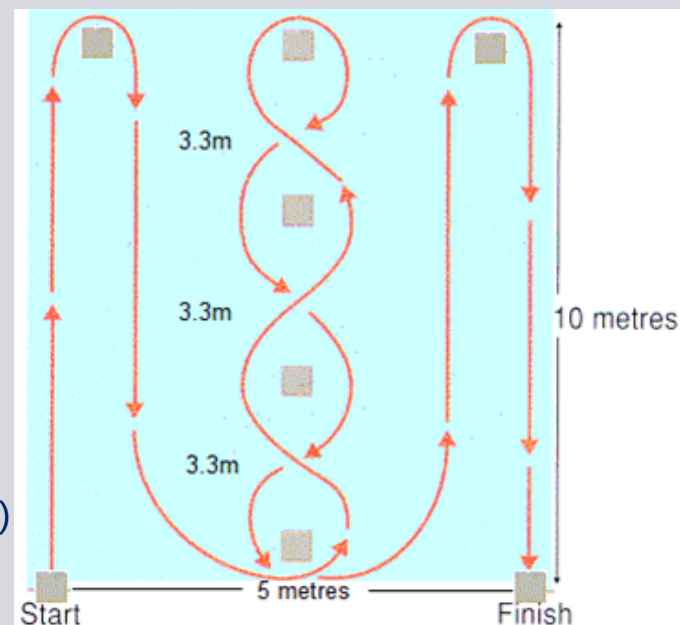
STEP DETAILS

1. **APPLY ONLINE:** Apply at www.eauclairewi.gov/jobs.
2. **WRITTEN/PHYSICAL TESTING:** The written examination is comprised of a multiple choice exam that includes cognitive and attitude/personality components, followed by a short written exercise. The written test will be completed in under 3 hours. On the same day, all candidates will participate in the physical agility testing. Since both tests are held on the same day, you may come dressed in your athletic apparel and/or casual clothing. See below for details.
3. **POLICE & FIRE COMMISSION (PFC) ORAL INTERVIEW:** Candidates who are chosen by the PFC will be placed on an Eligibility List. You will be notified of your placement via email about 24 hours after interviews.
4. **CHIEF STAFF INTERVIEW:** Police Department staff schedule interviews.
5. **BACKGROUND INVESTIGATION & ADDITIONAL TESTING:** Candidates selected to move forward will undergo a detailed background investigation and will be required to participate and successfully pass a polygraph examination, psychological evaluation, chemical substance screening test, and a physical/medical evaluation.

PHYSICAL AGILITY TESTING INFORMATION

You must pass each exercise by the minimal cutoff score:

- **AEROBIC CAPACITY:** 1.5 mile run
 - Maximum Time = 16:57 min/sec.
- **ANAEROBIC POWER:** 300 meter sprint
 - Maximum Time = 68 sec.
- **MUSCULAR ENDURANCE:** Sit-ups
 - Minimum repetitions = 30 in one minute
- **ANAEROBIC POWER:** Vertical jump
 - Minimum Height = 14 inches
- **ANAEROBIC CAPACITY:** Agility run
 - Maximum Time = 19.5 sec. (See course to right)
- **MUSCULAR ENDURANCE:** Push-ups
 - Minimum Repetitions = 23



For additional information (see "exit standard"): <https://wsp.wi.gov/Documents/fitness.pdf>

CONTACT

Human Resources (715) 839-4921 | HR@eauclairewi.gov
Updated December 2025 | Equal Opportunity Employer

