



Colorado Springs Police Department General Order

1866 Educational Requirements for Sworn Promotional Positions

Section 1800 – Personnel Functions

Effective Date: 11/18/2019

Supersedes Date: 12/2/2009

.01 Purpose

The purpose of this directive is to specify educational requirements needed to participate in promotional testing.

.02 Cross Reference

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.03 Discussion

The Colorado Springs Police Department (CSPD) recognizes the importance of achieving specific educational standards associated with the sworn promotional ranks in order to help equip officers with the tools and knowledge needed to effectively deal with an increasingly more educated public and the growing complexities of the police profession. With increasing emphasis by the department to provide strong and professional leaders, as well as to ensure progress in the professional development of the department, requiring an educational level for supervisors at or higher than those they lead is a necessary best practice.

.04 Policy

All sworn employees must meet the following educational minimum qualifications:

Entry: Associate's Degree or 60 semester hours

Sergeant: Associate's Degree or two years completed in a four year program

Lieutenant: Bachelor's Degree

Commander: Bachelor's Degree

In order for CSPD to accept the credit hours, they must be obtained from an accredited college or university organization recognized by the U.S. Department of Education.

Equivalency Option

The department provides an equivalency option to substitute years of experience for the education requirement. The years of experience must be in addition to the years of service required. For promotional opportunities, the additional years of experience is applied as a 2:1 ratio, which means that two (2) years of experience may be considered equivalent to one (1) year of education.

For applicants to entry-level positions, the department provides an alternate education program. Applicants may apply to CSPD sworn positions with 30 completed college semester hours with the ability to obtain an additional 30 college semester hours upon successful completion of the police academy if they enroll in a participating college.

The alternative education process is detailed on the CSPD website for candidates.

.05 Definitions

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