

EMPLOYMENT APPLICATION



EL PASO COUNTY (CO)
2880 International Circle, Suite N060
Colorado Springs, Colorado, 80910
719-520-7486
<http://www.elpasoco.com>

Start, Andrew R - Person ID: 57751085
2400270 DEPUTY RECRUIT - CERTIFIED

Received: 5/25/24, 1:31 PM

For Official Use Only:

QUAL: _____

DNQ: _____

- Experience
 Training
 Other: _____

PERSONAL INFORMATION

POSITION TITLE: DEPUTY RECRUIT - CERTIFIED	EXAM ID#: 2400270
NAME: (Last, First, Middle) Start, Andrew R	SOCIAL SECURITY NUMBER: XXX-XX-
ADDRESS: (Street, City, State/Province, Zip/Postal Code) _____	EMAIL ADDRESS: _____
HOME PHONE: _____	ALTERNATE PHONE: _____
DRIVER'S LICENSE: State: CO	LEGAL RIGHT TO WORK IN THE UNITED STATES? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
What is your highest level of education? Bachelor's Degree	

PREFERENCES

WHAT TYPE OF JOB ARE YOU LOOKING FOR? Regular
TYPES OF WORK YOU WILL ACCEPT: Full Time
SHIFTS YOU WILL ACCEPT: Day, Evening, Night, Rotating, Weekends, On Call (as needed)
OBJECTIVE: My objective is to serve and protect my community by upholding the law, ensuring public safety, and fostering trust and cooperation between the El Paso County Sherriff's department and the citizens they serve.

EDUCATION

DATES:	SCHOOL NAME: Liberty University	
LOCATION:(City, State) Lynchburg , Virginia	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: Bachelor's
MAJOR: Interdisciplinary Studies (Economics & Computer Science)	UNITS COMPLETED: 8 - Semester	
DATES:	SCHOOL NAME: Air Accademy High School	
LOCATION:(City, State) U.S.A.F.A., Colorado	DID YOU GRADUATE? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	DEGREE RECEIVED: High School Diploma

WORK EXPERIENCE

DATES: From 3/2024 To 8/2024	EMPLOYER: Spartan Defense FFL	POSITION TITLE: Sales
ADDRESS: (Street, City, State, Zip/Postal Code) 6130 Barnes Rd Unit 112, Colorado Springs, Colorado, 80922		COMPANY URL: https://spartandefense.com/
PHONE NUMBER: 7199171776	SUPERVISOR: Steven Kinder - Supervisor	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 4	

DUTIES:
Maintain and build strong customer connection and relations. Identify and find appropriate recommendations to customers' needs. Maintain and enforce product organization and store cleanliness. Educate customers about proper gun care and maintenance. Maintain awareness and knowledge of trends and emerging technologies related to the industry. Provide accurate pricing and sale information. Resolve customer issues and answer questions. Up-keep visual presentation standards and department maintenance (e.g., in-store signage, merchandise recovery, restocking). Contribute to team effort by accomplishing related responsibilities as needed.

REASON FOR LEAVING: Have not left yet.		
DATES: From 10/2023 To 2/2024	EMPLOYER: 1099 Self Employed (Specializing in risk management)	POSITION TITLE: Sole Proprietor Consultant
ADDRESS: (Street, City, State, Zip/Postal Code)		
PHONE NUMBER:	SUPERVISOR: Andrew R Start - Risk Consultant	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Implement balanced strategic solutions for commodity markets and US based equities. Leads planning and execution efforts and coordinates activities for highly sophisticated projects. Applies a well-rounded understanding of risk and regulatory compliance to lead risks by using established methodologies and exercising control plans to ensure alignment with bank specific goals and process requirements. Provides consultation to influence and address risk across all business activities. Reviews and develops neural networks for customers and internal partners additionally, to drive awareness on current processes and/or changes. Ensure alignment between internal partners and customers across all business process projects and services using proactive communication and engagement strategies. Applies data and analytics to deliver insight into customer and business process performance, finding opportunities to influence customer and business process activities and advise key partners. Ensures risks associated with business activities are optimally identified, measured, supervised, and controlled in accordance with risk and compliance policies and procedures.		
REASON FOR LEAVING: Contract Ended.		
DATES: From 11/2022 To 2/2023	EMPLOYER: United States Coast Guard	POSITION TITLE: Non-rate
ADDRESS: (Street, City, State, Zip/Postal Code) 1 Munro Ave , Cape May, New Jersey, 08204		COMPANY URL: https://www.uscg.mil/
PHONE NUMBER: 6098986900	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: Coast Guard Training Including but not limited to: Physical fitness training Coast guard basic knowledge and task preparation Mission Readiness Training Mental conditioning to stress cleaning and organization		
REASON FOR LEAVING: I was not able to finish boot camp training due to injury that required surgery . It took me over one year to recover.		
DATES: From 2/2022 To 10/2022	EMPLOYER: DCF GUNS	POSITION TITLE: Rangemaster and Sales
ADDRESS: (Street, City, State, Zip/Postal Code) 4750 Peace Palace pt., Colorado Springs, Colorado, 80907		COMPANY URL: https://dcfguns.com
PHONE NUMBER: 7193753636	SUPERVISOR: Hunter Park - Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: As the Range master I was in charge of upkeeping the safety standards of the indoor range by assisting consumers with the range safety and also enforcing safety rules. As the primary Range Officer there were no incidences that occurred. I also maintained the indoor shooting range, from simpler tasks of cleaning daily to repairing the electronic target carriers. The most important part of the job was the upkeep of the large A/C units and filtering systems to use that the range remained as lead free as possible. Secondarily, I worked as a full time NRA firearms instructor and was a retail sales associate.		
REASON FOR LEAVING: I had aspirations of joining the coastguard and to serve my country.		
DATES: From 1/2020 To 2/2022	EMPLOYER: Scheels	POSITION TITLE: Sales Representative
ADDRESS: (Street, City, State, Zip/Postal Code) 1226 Interquest Pkwy, Colorado Springs, Colorado, 80921		COMPANY URL: https://www.scheels.com/
PHONE NUMBER: 7192206444	SUPERVISOR: Brian Lee - Firearms Manager	MAY WE CONTACT THIS EMPLOYER? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 20	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: I was a retail sales associate selling guns in accordance with the law. I also sold firearm accessories; however, my primary expertise was in optics.		
REASON FOR LEAVING: I was offered a better wage at DCF Guns,		

DATES: From 8/2017 To 10/2020	EMPLOYER: Sunstates Security	POSITION TITLE: Security Officer
ADDRESS: (Street, City, State, Zip/Postal Code) 8605 Explorer dr, Colorado Springs, Colorado, 80920		COMPANY URL: https://www.sunstatessecurity.com
PHONE NUMBER: 8667102019	SUPERVISOR: Dennis - Manager	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: As a Security Officer I had to perform a multitude of duties as specified by the Post Orders and Standard Operating Procedures (SOP) of each site I was assigned to. I had to become extremely knowledgeable of various Post Orders and SOPs. I had to be able to act quickly and efficiently according to such directives. These directives were: alerting first responders of medical emergencies, hazardous gas leaks, fires, and informing the Colorado Springs Police Department of various criminal activities.		
REASON FOR LEAVING: I had already finished my bachelor's degree and I was looking to move on from private security.		
DATES: From 6/2017 To 8/2017	EMPLOYER: Securitas	POSITION TITLE: Security Officer
ADDRESS: (Street, City, State, Zip/Postal Code) 2790 N Academy Blvd, ste 130, Colorado Springs, Colorado, 80917		COMPANY URL: https://www.securitas.com/
PHONE NUMBER: 7195916522	SUPERVISOR: Linda - Manager	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: I worked 5 days a week 8 hour shifts from midnight to 8 in the morning. Patrol the premises regularly to deter and detect signs of intrusion and ensure security of doors, windows, and gates. Monitor surveillance cameras and review footage to identify irregular activities or unauthorized persons on site. Respond to alarms and investigate disturbances to assess security breaches or emergency situations. Write detailed reports on nightly patrols, incidents, and any security breaches, including times, dates, and descriptions of what was observed. Check in visitors or contractors who may be entering the premise after hours, ensuring proper authorization and escorting them to their destination if necessary. Inspect and maintain security equipment, such as alarms, cameras, and lighting, to ensure they are fully functional. Enforce property rules and regulations to prevent criminal activity and ensure the safety of all occupants and visitors. Assist in emergency situations, such as fires or medical emergencies, by guiding occupants to safety and providing first aid until emergency services arrive.		
REASON FOR LEAVING: I was invited to be transferred from Securitas to Sunstates Security because Sunstates out bided Securitas for the contract of after hour security at Focus on the Family site located in Colorado Springs. I was considered to be an asset in the transition process, mostly because my time and knowledge already spent on that particular site.		
DATES: From 1/2014 To 12/2015	EMPLOYER: Greene Co.	POSITION TITLE: Hardwood FLOORER
ADDRESS: (Street, City, State, Zip/Postal Code) 903 Yuma st #C, Colorado Springs, Colorado, 80909		
PHONE NUMBER: 7194734588	SUPERVISOR: Eric Greene - Owner	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 2	
DUTIES: General Carpentry of various building projects but mainly specializing in hardwood flooring.		
REASON FOR LEAVING: I was unfortunately not being compensated correctly for the work I was doing. I was not getting paid for months at a time.		
DATES: From 6/2013 To 8/2013	EMPLOYER: Home Depot	POSITION TITLE: Lot attendant
ADDRESS: (Street, City, State, Zip/Postal Code) 2430 S Melrose Dr, , vista, California, 92081		COMPANY URL: www.homedepot.com
PHONE NUMBER: (760) 599-4080	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No	
HOURS PER WEEK: 20	# OF EMPLOYEES SUPERVISED: 0	
DUTIES: A Home Depot lot associate helps customers with product information, shopping assistance and material handling. They're also expected to follow all safety and service procedures and be ready to respond quickly to customer needs. They provide customer service and help them load or unload their vehicles or carts at Home Depot. The Home Depot lot associate job description also entails identifying products on order as well as maintaining a cheerful attitude at work. It also entails configuring and maintaining the merchandise displays in the store. Operating a forklift is also part of the lot associate's duties at the Home Depot. Other duties they perform include stocking, cleaning, and organizing products in preparation for customer shopping needs. Keeping all areas, such as cashwrap, registers, and lawn and garden center, and tool rental, well stocked is also part of the job description of a lot associate at the Home Depot.		

The lot associate is also expected to keep accurate inventory records and help out in all areas when needed.

They set up promotional displays and the store's front entrance with holiday decorations, and help customers throughout their shopping experience.

REASON FOR LEAVING:

My housing situation ended, and I was not able to find another affordable place to live so I returned back to Colorado.

DATES: From 6/2013 To 8/2013	EMPLOYER: Home Depot	POSITION TITLE: Lot attendant
ADDRESS: (Street, City, State, Zip/Postal Code) 2430 S Melrose Dr, , vista, California, 92081		COMPANY URL: www.homedepot.com
PHONE NUMBER: (760) 599-4080	SUPERVISOR: NA - undefined	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 20	# OF EMPLOYEES SUPERVISED: 0	

DUTIES:

I would maintain the parking lot and keep the store clean. Assist customers with their items and help them with questions. Assist cashiers in checkout.

REASON FOR LEAVING:

Affordable housing situation ended, with my part time hours it was very difficult to maintain a standard of living there.

DATES: From 8/2012 To 5/2013	EMPLOYER: Master's College	POSITION TITLE: Chapel Set up and Tear Down
ADDRESS: (Street, City, State, Zip/Postal Code) 21726 Placerita Canyon Road, Santa Clarita , California, 91321		COMPANY URL: https://www.masters.edu
PHONE NUMBER: 18005686248	SUPERVISOR: Brian Kirby - Manager	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 10	# OF EMPLOYEES SUPERVISED: 0	

DUTIES:

Set up and tear down the chapel service multiple times per week this includes stage set up and tear down as well as moving hundreds of chairs and aligning them to fit the student body.

REASON FOR LEAVING:

As it was too expensive to attend a private college, I left the school on good terms to pursue a more affordable education.

DATES: From 8/2011 To 8/2012	EMPLOYER: Golds Gym	POSITION TITLE: Maintenance
ADDRESS: (Street, City, State, Zip/Postal Code) 7655 N Union Blvd., Colorado Springs, Colorado, 80920		COMPANY URL: https://www.goldsgym.com/
PHONE NUMBER: 7195488400	SUPERVISOR: Ray Travino - General Manager	MAY WE CONTACT THIS EMPLOYER? <input type="checkbox"/> Yes <input type="checkbox"/> No
HOURS PER WEEK: 40	# OF EMPLOYEES SUPERVISED: 0	

DUTIES:

Cleaning and Repairing machines, greeting customers, maintaining equipment, and ensuring gym was operating safely and customers felt welcome. I was encouraged to build community at the gym by developing customer relations. Always treated customers excellently was what I strived to do at this job and every job since, even after 12 years of employment experience.

REASON FOR LEAVING:

I started attending the Master's College in southern California.

CERTIFICATES AND LICENSES

Nothing Entered For This Section

SKILLS

Nothing Entered For This Section

ADDITIONAL INFORMATION

Nothing Entered For This Section

REFERENCES

Nothing Entered For This Section

Agency-Wide Questions

- 1. Enter your date of birth.**
Oct 1st 1991
- 2. Enter your current age.**

3. Are you a high school graduate (diploma or equivalent)?

Yes

4. Please list all states you have resided in.

Idaho California Colorado

5. Have you ever been arrested for a felony or misdemeanor crime, including crimes of moral turpitude or domestic violence, and military charges?

NO

6. If you answered YES, complete the following (include juvenile incidents): Enter starting with the most current incident. ___Arrest Incident (1): Enter MONTH/YEAR

7. ___Arrest Incident (1): Enter ARRESTING AGENCY

8. ___Arrest Incident (1): Enter CITY & STATE

9. ___Arrest Incident (1): Enter DISPOSITION OF CASE

10. ___Arrest Incident (2): Enter MONTH/YEAR

11. ___Arrest Incident (2): Enter ARRESTING AGENCY

12. ___Arrest Incident (2): Enter CITY & STATE

13. ___Arrest Incident (2): Enter DISPOSITION OF CASE

14. ___Arrest Incident (3): Enter MONTH/YEAR

15. ___Arrest Incident (3): Enter ARRESTING AGENCY

16. ___Arrest Incident (3): Enter CITY & STATE

17. ___Arrest Incident (3): Enter DISPOSITION OF CASE

18. Have you ever been questioned as an accused party in a felony or misdemeanor crime, including crimes of moral turpitude or domestic violence, and military charges?

NO

19. If you answered YES, complete the following (include juvenile incidents): Enter starting with the most current incident. ___Accused Incident (1): Enter MONTH/YEAR

20. ___Accused Incident (1): Enter ARRESTING AGENCY

21. ___Accused Incident (1): Enter CITY & STATE

22. ___Accused Incident (1): Enter DISPOSITION OF CASE

23. ___Accused Incident (2): Enter MONTH/YEAR

24. ___Accused Incident (2): Enter ARRESTING AGENCY

25. ___Accused Incident (2): Enter CITY & STATE

26. ___Accused Incident (2): Enter DISPOSITION OF CASE

27. ___Accused Incident (3): Enter MONTH/YEAR

28. ___Accused Incident (3): Enter ARRESTING AGENCY

29. ___Accused Incident (3): Enter CITY & STATE

30. ___Accused Incident (3): Enter DISPOSITION OF CASE

31. Have you ever used any form of drug or narcotic other than those prescribed by a physician?

NO

32. If you answered YES, complete the following: Enter starting with the most current incident. ___Drug Used Incident (1): Enter MONTH/YEAR

33. ___Drug Used Incident (1): Enter TYPE OF DRUG/NARCOTIC

34. ___Drug Used Incident (2): Enter MONTH/YEAR

35. ___Drug Used Incident (2): Enter TYPE OF DRUG/NARCOTIC

36. ___Drug Used Incident (3): Enter MONTH/YEAR

37. ___Drug Used Incident (3): Enter TYPE OF DRUG/NARCOTIC

38. Have you ever sold or furnished drugs or narcotics to anyone?

NO

39. If you answered YES, complete the following: Enter starting with the most current incident. ___Drug Sold/Furnished Incident (1): Enter MONTH/YEAR

40. ___Drug Sold/Furnished Incident (1): Enter TYPE OF DRUG/NARCOTIC

41. ___Drug Sold/Furnished Incident (2): Enter MONTH/YEAR

42. ___Drug Sold/Furnished Incident (2): Enter TYPE OF DRUG/NARCOTIC

43. ___Drug Sold/Furnished Incident (3): Enter MONTH/YEAR

44. ___Drug Sold/Furnished Incident (3): Enter TYPE OF DRUG/NARCOTIC

Job Specific Supplemental Questions

1. How did you learn of this position?

Other

2. Do you have a high school diploma or equivalent education?

Yes

3. Do you have a valid driver's license?

Yes

4. The Sheriff's Office employs a "non-release" hostage policy. This means that in the event you are taken hostage, either inside or outside of a Sheriff's Office facility (vehicles included), we would do everything within our power in order to secure your release; however, we would never release an inmate or prisoner. Can you work in an environment that operates under a policy such as this?

Yes

5. If you were referred by an El Paso County Sheriff's Office employee, please list the employee's name.

Tobiah Wilhelm

The following terms were accepted by the applicant upon submitting the online application:

I understand and accept that email is the primary form of notification used during the recruitment process. I am responsible for the validity and reliability of the email address used on my application.

I certify that all information given on this application is correct. I understand that any falsification, misrepresentation or willful omissions may constitute grounds for termination of employment. I understand El Paso County will obtain information from others concerning this application. I release El Paso County, all of its employees and elected officials, and any other person providing information concerning me, from any liability or any claim of any kind related to any inquiry or response to any inquiry concerning this application or my prior education, work experience and performance.

The County is an equal opportunity employer. The County does not discriminate against persons because of their genetic information, age, gender, gender identity and gender expression, color, race, religion, national origin, marital status, sexual orientation, disability, political affiliation, or traits that are historically associated with a person's race, to include stereotypes associated with hair texture, hair type, and protective hairstyles in making employment decisions.

This application was submitted by Andrew R Start on 5/25/24, 1:31 PM

COMMS Released Pursuant to CORA, 12/20/19