

Police Officer I or Police Officer II Candidate

Joe Holbeck

Status: Hired

Information

Preferred First Name Joe	First Name Joseph	Middle Name Carl
Last Name Holbeck	Do you give us permission to text you? Yes	Has Applied Before? No
Referrer Domain fountaincolorado.org	Desired Salary \$37.12 per hour	Source fountaincolorado.org
Referred By --	Skills crisis management, law enforcement procedures, effective policing, communication, problem-solving, de-escalation, leadership, teamwork, critical thinking, reliability, officer safety	How did you hear about us? Familiar with FPD through employment with EPSO
		Has Worked Here Before? No
		Work Authorization No

Work History

Company Name Woodmen Nissan	Position Car Salesperson	Company Phone Number [REDACTED]
Company Address [REDACTED]	Start & End Date July 2024	Currently Working Here Yes

Responsibilities

- Greeted customers and provided product information.
- Provided excellent customer service and communication to assist customers.
- Provided transparent information to customers to aid them in making informed buying decisions.
- Prepared sales contracts, collected payments and coordinated vehicle delivery with service department.
- Ensured that all paperwork was completed accurately before submitting into the dealership's finance office

Reason for Leaving

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Company Name El Paso County Sheriff's Office	Position Deputy Sheriff	Company Phone Number [REDACTED]
Company Address [REDACTED]	Start & End Date September 2023 - July 2024	Currently Working Here No

Responsibilities

- Effectively managed wards within the JC, ranging from minimum to maximum security wards, for both males and females.
- Upheld and enforced facility rules and state laws within the wards.
- Used tactical, physical, and verbal de-escalation in order to enforce rules and gain the compliance of inmates.
- Accurately and effectively charged inmates with in-house and criminal charges when violations occurred.
- Coordinated and directed with other deputies and command staff to shakedown and search wards.
- Conducted proactive housing inspections on cells to discover drugs, weapons, and other contraband.
- I wrote clear, concise, well-articulated reports on all incident reports, supplemental reports, and case reports I was involved in.

Reason for Leaving

Due to injury in my family I needed a job with higher income due to being the sole income earner in the home.

Company Name	Position	Company Phone Number
El Paso County Sheriff's Office	Deputy Recruit	[REDACTED]
Company Address	Start & End Date	Currently Working Here
[REDACTED]	March 2023 - September 2023	No

Responsibilities

- Learned the Colorado Revised Statutes and passed all academy and state required tests.
- Learned Supreme Court case law and passed all required tests.
- Completed all required skills training and passed all tests in Arrest Control, Firearms, and Driving.
- Applied C.R.S. And case law in reality-based training scenarios.
- Passed Colorado P.O.S.T. final exam to earn my P.O.S.T. certification.
- Passed all other academy required test and exams.

Reason for Leaving

Graduated to Deputy

Company Name	Position	Company Phone Number
El Paso County Sheriff's Office	Detention Specialist	[REDACTED]
Company Address	Start & End Date	Currently Working Here
[REDACTED]	November 2022 - March 2023	No

Responsibilities

- Escorted inmates around the detention facility.
- Assisted deputies with medical emergencies by gathering necessary equipment, such as wheelchairs and oxygen.
- Assisted deputies with special detention escorts and code responses.
- Assisted deputies with any and all other duties, such as providing jumpsuits, towels, and other supplies needed for the ward.

Reason for Leaving

I was accepted into P.O.S.T. Academy 23-1

Company Name	Position	Company Phone Number
Academy District 20	Security Lead	[REDACTED]
Company Address	Start & End Date	Currently Working Here
[REDACTED]	January 2022 - November 2022	No

Responsibilities

- Monitored building access and identified all officials and employees before authorizing entrance.
- Maintained order and safety while providing customer service to facility visitors.
- Surveyed multiple CCTV feeds to closely monitor important areas on grounds.
- Supported criminal investigations through collaboration with local law enforcement agencies.
- Deterred criminal activity, vandalism and general misconduct by providing expert and highly visible security presence.
- Intervened on disturbances and utilized de-escalation techniques to prevent physical intervention.

Reason for Leaving

Hired as a Detention Specialist with EPSO

Education History

Certifications & Awards Earned

Colorado P.O.S.T. Certification, Top shot award winner in EPSO P.O.S.T. Academy 23-1

School Name

[Redacted]

Area of Study

General

Did you Graduate?

Yes

Degree Obtained

High School

School Type

High School

GPA

[Redacted]

School Location

[Redacted]

School Name

El Paso County Sheriffs Office
Regional P.O.S.T. Academy

Area of Study

Law Enforcement

Did you Graduate?

Yes

Degree Obtained

Trade Certification

School Type

Specialized

GPA

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School Location

Colorado Springs, CO

References

[Redacted]

Notes on Joe Holbeck

6/4/2025 at 11:36 PM (MDT), System

Applied for open Police Officer I or Police Officer II position 2025-0017.

7/31/2025 at 4:52 PM (MDT), System

New hire onboarding initiated by [Redacted]

Screener [Police]

Do not misstate or omit material facts since the statements made herein are subject to verification to determine your qualifications for employment. Any false or misleading information will result in your application being rejected. Do you agree to abide by this request?

✓ Yes

Can you, after employment, submit proof of your legal right to work in the United States?

✓ Yes

Are you at least 21 years old or older?

Yes

If you are not 21 years old or older, please indicate the date you will become 21 years old.

Do you have a valid Colorado Driver's License?

Yes

Do you live within a 30-mile radius of the Fountain Police Department, or will you be able to within one year of the date of hire if you are selected for this position?

Yes

Are you related to anyone currently employed by the City of Fountain? If yes, please provide name and relationship.

No

Have you been convicted of a misdemeanor in the first degree or any felony or violent crime?

No

What Police Officer position are you applying for?

Police Officer 1

Write a short paragraph explaining why you are interested in becoming a police officer and, why you are applying with the Fountain Police Department.

I am applying with Fountain Police Department because I have a strong desire to reenter the world of law enforcement. I am highly motivated to serving the community and doing my part in preventing crime and helping people in need. I learned a lot about this career in my time with EPSO and would like to use my passion and knowledge in a patrol capacity.

Are you currently Colorado POST certified? If yes, please provide your certification number.

Yes. CO-044-108

If you are certified in another state, what state and please provide the certificate number.

If you have graduated from an Academy, please indicate the graduation date.

September 5th, 2023

Please list all military-related periods of time separately and include month and year entered, branch or organization, date of discharge, type of discharge, rank at discharge and occupational safety.

N/A

List all law enforcement agencies which you have applied for employment, include dates and agency.

Douglas County Sheriffs Office- 06/2022 El Paso County Sheriffs Office- 06/2022

Are you willing to submit to a background and motor vehicle records investigation? (We will consider facts and circumstances of any listed convictions, infractions, or other items that may be listed that will not necessarily disqualify you from an employment position.)

✓ Yes

Please provide your Driver's Licenses number, class, state of issue, expiration date and list any type, date, and disposition of all violations within the past five (5) years:

[REDACTED]

The City of Fountain is a drug-free organization, and candidates must successfully complete a pre-employment drug screen that includes screening for CBD, THC, Psilocybin, and other federally illegal drugs. If selected for employment, are you willing to submit to a drug test?

✓ Yes

The Fountain Police Department requires candidates to undergo a comprehensive background investigation, including contacts with all references, employers, co-workers, close personal associates and family members. Do you understand and agree to an investigation?

✓ Yes

Do you agree to allow a representative of the Fountain Police Department to review your driving record, credit history, criminal records and history, and military records?

✓ Yes

All candidates will submit to a pre-employment computerized voice stress analysis, psychological evaluation, physical evaluations and a urinalysis. Failure to submit to these listed reviews and evaluations will be grounds for disqualification from the selection process. Do you understand and agree?

✓ Yes

AN IMPORTANT MESSAGE ABOUT TRUTHFULNESS: One of the fundamental requirements of working in law enforcement is the ability of an individual to adhere to and demonstrate the highest legal and ethical standards. The Fountain Police Department has an unwavering stand on untruthfulness and dishonesty that can result in the dismissal of an employee who engages in such misconduct. The same standard is applied to the hiring process; if you are untruthful, dishonest, knowingly omit, falsify, conceal or obscure required information, or engage in any similar misconduct or deception during any part of the application and hiring process, you may be permanently disqualified from being employed by the Fountain Police Department. Information regarding a candidate's disqualification may also be made available to other law enforcement agencies with an authorized request. Please type "I understand" in the field below and answer the next series of questions demonstrating these standards.

I understand

Have you ever been convicted by any court of a felony or entered a guilty or nolo contendere plea? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

Have you ever been arrested for DWI or DUI in the last three years? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

Have you ever received a citation and/or ticket for any of the following offenses: driving while suspended or revoked, any alcohol or drug related traffic offense, operating a motor vehicle without insurance, careless driving, or leaving the scene of a motor vehicle accident? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

Have you ever sold any illegal drug at any time in your life? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

Have you ever omitted, misstated or falsely stated any information, in writing or orally, during an application process with any agency? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

Have you ever been a member of a Militia or Street Gang? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

Have you ever been discharged, asked to resign, resigned in-lieu of termination, furloughed, or put on inactive status for cause, or subject to disciplinary action while in any position not including military? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

List all disciplinary action(s) taken against you to include all internal affairs investigations and disciplinary records including files which are deemed to be confidential and/or sealed due to a previous confidentiality agreement and psychological and or fitness for duty reports/evaluations. Include date, agency, summary of incident and disposition.

N/A

Have you ever had any garnishments, wage attachments, or civil judgments pending against you? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

Have you ever been declared delinquent in child support payments ordered by the Court? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

Were you ever reduced in rank in the Military? If so, what rank were you reduced from and to?

N/A

Other than traffic citations, have you been arrested, convicted, charged, questioned, accused, or detained for any reason by any police, security officer, or military police authority? If yes, please describe and include date, charge, department or agency, location (City, County, State) and disposition.

N/A

Have the police ever been called to any of your former or current residences for any reason? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

[REDACTED]

Have you ever had to use a weapon to defend yourself or others? (If you have not, please type "N/A" if your answer is "yes" you must provide detailed information. Failure to provide the information requested will disqualify you from the process.)

N/A

If the necessity arose for you to use deadly force in the course of your duties as an officer, would you have reluctance to do so? If your answer is "yes" you must provide detailed information.

No

Please list all residences for the past ten years beginning with current. Please include month and year, from and to, address, list all residents in the household and please indicate where they are now?

[REDACTED]

List all vehicles which you own, lease, or have for your personal use (including motorcycles). Please include year, make, model, license number and State of registration.

[REDACTED]

List all professional or civic organizations that you are a member of or have been a member of. Please include month and year, to and from, name of organization and the type.

N/A

Is there any known reason why you would not be able to perform (with reasonable accommodations) any job-related task, function, or duty in the job description? If "yes" please explain.

No

PLEASE READ THE FOLLOWING QUESTIONS BE COMPLETELY PRIOR TO ANSWERING: The following behaviors are considered to disqualify candidates. If the candidate has been involved or participated in any of the following behaviors the candidate should stop the application process at this time. This list is not inclusive. A candidate may also be disqualified if the totality of their circumstances indicates that they would not be suitable as a police officer. Please type "I understand" in the field below if you understand this and continue to the next question.

I understand

DISQUALIFYING BEHAVIORS BIOGRAPHICAL: Falsification or omission of any part of the application packet. False information regarding age/date of birth. Falsification or omission of information regarding current or past addresses. Please type "I understand" in the field below if you understand this and continue to the next question.

I understand

DISQUALIFYING BEHAVIORS EMPLOYMENT HISTORY (includes school and military): Fabrication of any information related to a job. Failure to list any job on the application packet. Failure to report a discharge, forced termination or resignation for any reason. Failure to report employment discipline, including written warnings, reprimands, etc., or court-martial (if in the military.) Please type "I understand" in the field below if you understand this and continue to the next question.

I understand

DISQUALIFYING BEHAVIORS WORK AVAILABILITY: Refusal to work paid overtime, all shifts, all days of the week, and on holidays, as evidenced in past jobs. Please type "I understand" in the field below if you understand this and continue to the next question.

I understand

DISQUALIFYING BEHAVIORS FINANCIAL RESPONSIBILITY: Any checks intentionally written on a closed account. Two or more separate incidents within the past five (5) years of being convicted of or having wages garnished for failure to pay child support. Intentional failure to pay taxes, including Federal and/or State. Fraud, forgery, identity theft, or impersonation. Please type "I understand" in the field below if you understand this and continue to the next question.

I understand

DISQUALIFYING BEHAVIORS INTEGRITY: Taking of items and/or money without permission, or by deceit, of over \$100 (added together) from an employer within the past three (3) years (including military.) Any incidents of misdemeanor shoplifting, or accessory to shoplifting, whether caught or not, within the past three (3) years. Giving perjured, sworn testimony at any time. Giving false statements or making falsified reports as a law enforcement officer. Offering or paying a bribe. Soliciting or accepting a bribe at any time as a law enforcement officer. Please type "I understand" in the field below if you understand this and continue to the next question.

I understand

DISQUALIFYING BEHAVIORS DRUG BEHAVIOR: Anabolic Steroids: No anabolic steroid use within the past three (3) years not to exceed 10 times per lifetime. Marijuana: No marijuana use within the past 18 months, if consumed prior to the applicant's 21st birthday. No marijuana use within the past 3 years if consumed after the applicant's 21st birthday. (Lifetime usage cannot exceed a total of 20 times.) Under the effects of medical marijuana while at work. No use or possession of a drug classified as a hallucinogenic within the past 10 years prior to application for employment. (Lifetime usage cannot exceed 3 times.) No use of any illegal drug, within the past 10 years (includes speed, cocaine, PCP, heroin, and methamphetamine. (Lifetime usage cannot exceed 3 times.) No purchase or sale of any prescribed controlled substance that was not prescribed to you. Please type "I understand" in the field below if you understand this and continue to the next question.

I understand

If any of the DISQUALIFYING BEHAVIORS listed above apply to you, please provided a detailed description of the behaviors. If not, please type "N/A" in the field below.

N/A

AFFIDAVIT: I certify that the answers given by me to the foregoing questions and statements are true and correct without consequential omissions of any kind. I authorize the companies, schools or persons named above to give any information regarding my employment, character and qualifications. I authorize the City of Fountain Police Department to conduct a background investigation pertaining to my suitability for employment which may include a criminal history check. I hereby release said companies, schools or persons from all liability for any damage for issuing this information. I understand and agree that any misleading or incorrect statements or omissions may render this application void, and if employed could be cause for termination and this employer shall not be liable in any respect for such action or termination. Please type "I understand" in the field below and continue to the next question.

I understand

AFFIDAVIT does hereby attest that: I am 21 years of age as of the date of this affidavit, or I will be 21 years of age within the next thirty (30) days as required by the minimum requirements to apply to become a Police Officer in the Fountain Police Department. I currently possess a high school diploma or GED certificate as required by the minimum requirements. As of the date of this affidavit, I possess a valid driver's license as required by the minimum requirements. I understand that if I sign this affidavit and it is later discovered during any part of the selection process for the position of Police Officer that I do not meet the requirements stated above, I will be considered to have falsified information on my application and I will be disqualified from continuing in in the process. Please type "I understand" in the field below if you understand this and the prior question.

I understand

Affidavit does hereby attest that: I am 21 years of age as of the date of this affidavit, or I will be 21 years of age within the next thirty (30) days as required by the minimum requirements to apply to become a Police Officer in the Fountain Police Department. I currently possess a high school diploma or GED certificate as required by the minimum requirements. As of the date of this affidavit, I possess a valid driver's license as required by the minimum requirements. I understand that if I sign this affidavit and it is later discovered during any part of the selection process for the position of Police Officer that I do not meet the requirements stated above, I will be considered to have falsified information on my application and I will be disqualified from continuing in in the process. Please type "I understand" in the field below if you understand this and the prior question.

I understand

In order to be considered for a position with the Fountain Police Department, ALL certificates MUST be attached. Have you reviewed the application, your answers in its entirety, and attached all necessary documents?

✓ Yes

Acknowledgement

By submitting your application you hereby certify that the facts set forth in the above employment application are true and complete to the best of your knowledge.

City of Fountain Background Waiver & Release: I hereby swear or affirm that my application and/or resume for employment contains no misrepresentations, falsifications, omissions, or concealment of material fact, and that all information and statements contained herein are true and complete to the best of my knowledge and belief. I am aware that all information and statements contained herein are subject to investigation; and should investigation disclose any misrepresentation, falsification, omission or concealment of material fact, my application may be rejected, my name removed from eligibility in the City of Fountain, Colorado, and I may be subject to discharge from employment based all in part on such information statements. I also hereby authorize any representative of the City of Fountain bearing this release, or a copy of it, within one year of its date, to obtain any information in your file pertaining to my employment, personnel records, criminal history records, driving records, military records and credit or educational records. This includes, but is not limited to, academic achievement records, personal history, performance report, background investigations, polygraph examination results, any and all internal affairs investigations and disciplinary files which are deemed to be confidential and/or sealed. This also includes reference information, whether written or verbal, from any current or past employers and educational institutions. I hereby direct you to release this information upon request to the bearer. This release is executed with full knowledge and understanding that the information is for official use of the City of Fountain. Consent is granted to the City of Fountain to furnish the information described above to third parties in the course of fulfilling its official responsibilities. I further understand that I waive any right or opportunity to read or review any background investigation report prepared