

# SBPD Officer Hiring Process

The following is a breakdown of the steps in SBPD's hiring process. An applicant **must** complete and pass all elements of each step to continue moving forward in the process.

## 1. Application Started

## 2. Application Submitted

## 3. Invitation to Prospect Day

If an applicant is qualified, they are invited to attend a Prospect Day. Applicants can complete Steps 4-7 at Prospect Day, which is designed to make the hiring process more efficient.

Prospect Day

## 4. Fitness Test

Six exercises where the applicant must pass each exercise. Standards are based on the Indiana Law Enforcement Academy (ILEA) and are the same for males and females.

- **Vertical Jump Test:** 13.5 inches or greater
- **Timed Sit Up Test:** 24 in one minute or less
- **300 Meter Run:** Complete in 82 seconds or less
- **Push Up Test:** 21 push ups, no time limit
- **1.5 Mile Run:** Complete in 18:56 or less
- **Pistol Trigger Pull Test:** 6 pulls in 10 seconds or less

## 5. Written Test

Four sections where applicant must score 80% or higher to continue to interview phase:

- Arithmetic
- Reading Comprehension
- Grammar
- Incident Report Writing

## 6. Personal Interview

1:1 interview with a member of the SBPD Training Division about an applicant's personal background. Responses form the basis of the CVSA Test in Step 9.

## 7. Oral Board

This is a structured interview in front of a board of sworn officers where each applicant is asked a standard set of questions and responses are graded

## 8. Background Investigation

This is an in-depth investigation (~40 hours) of an applicant's background.

## 9. Computer Voice Stress Test (CVSA)

This is an assessment of applicant honesty that looks at stress patterns in the voice when they're asked a set of standard questions about themselves.

## 10. Psychological Exam

Applicant is administered the Minnesota Multiphasic Personality Inventory (MMPI), which assesses psychological processes and how they respond to stress. They must also complete an interview with a clinical psychologist.

## 11. Medical Exam

Applicant must pass vision, hearing, and a mandatory drug screening.

## 12. Hired

If all evaluations are successfully completed, the applicant will be sworn in as probationary police officer, provided the department has available vacancies.