

Frederick Police Department

Hiring & Selection Process – In-State Lateral Police Officer

Applicants must successfully complete each phase & step in order to remain eligible to continue in the process.

Phase 1 – Pre-Offer

Step 1 – Application
<ul style="list-style-type: none"> A. Anyone seeking employment with the Department as an in-state lateral police officer must complete and submit an application for employment via Frederick Police Department website – https://frederickpolice.org B. Once the application is reviewed, the applicant will be contacted for a date for Physical Fitness Testing C. Once this has been done, we will email the Personal History Questionnaire (PHQ) and Physical Fitness Test Waiver D. These two documents are also available on the Frederick Police Department website via “Documents” tab
Step 2 – Physical Fitness Testing
<ul style="list-style-type: none"> A. Applicant will undergo physical fitness testing B. Test consists of Vertical Jump, Maximum number of Sit-Ups and Push-Ups in 1 minute, 300 Meter run, 1.5 Mile run C. “Physical Agility Medical Waiver” with completed physician certification will be required to participate D. Applicants who attain a passing test score are eligible to continue to the Background Investigation
Step 3 – Background Investigation
<ul style="list-style-type: none"> A. Applicant will meet with a Background Investigator for an interview and any necessary follow-up interviews B. Applicant will complete a Personal History Questionnaire (PHQ) and provide it to Background Investigator at this time C. Applicant will provide the required documents to the investigator for review, authentication, & verification

Phase 2 – Post-Offer

Step 4 – Polygraph Examination
<ul style="list-style-type: none"> A. Applicants in the background stage of the selection process are required to submit to a polygraph examination B. Applicant will be contacted by polygraph examiner to schedule polygraph
Step 5 – Psychological Testing
<ul style="list-style-type: none"> A. Applicant will participate in Psychological Written test B. Applicant will participate in a Personal Interview with Psychologist
Step 7 – Departmental Selection Committee Review
Once all the above steps are completed, the Committee will review the file of each candidate remaining in the selection process. Each member of the Committee will make a recommendation to either hire/not hire the candidate
Step 8 – Final Selection by the Chief of Police
The Chief of Police will review the recommendation(s) and will select candidates to hire
Step 6 – Medical Examination & Drug Screening
Performed in two steps – information will be provided to applicants who advance to this stage of the process