



United States Marshals Service

Chapter 373

fma.usmarshals@gmail.com

May 31, 2022

The Honorable Lisa O. Monaco
Deputy Attorney General
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Room 4111
Washington, D.C. 20530-0001

SUBJECT: Recommendation for the use of a polygraph examination and/or psychological assessment in the applicant hiring process for **all** federal law enforcement officers/agents at the U.S. Department of Justice (DOJ) to augment the *Executive Order to Advance Effective, Accountable Policing and Strengthen Public Safety*, more specifically the updated approach to recruitment, hiring, promotion, and retention of law enforcement officers.¹

Dear Deputy Attorney General Monaco:

On November 16, 2021, we filed a Freedom of Information Act (FOIA) request for the total number of U.S. Marshals Service (USMS) employee arrests by an external law enforcement agency in each of 2019, 2020, and 2021. It was acknowledged by USMS one day later, on November 17th.² As previously disclosed,³ and despite USMS in 2019 giving its former General Counsel a \$9,500 special act award for developing an electronic system enabling USMS to “quickly respond to FOIA requests,” it still took **more than six months** of repeated delays, promised deadlines that were missed, and intervention by the Department’s Office of Information Policy before we were provided with a response late last week.

Prompting our FOIA request was a story published days earlier by the Associated Press (AP) that included the number of arrests of employees at the Bureau of Prisons (BOP), Bureau of Alcohol, Tobacco, Firearms, and Explosives (ATF), Drug Enforcement Administration (DEA), and Federal Bureau of Investigation (FBI) during the period of 2019 through most of 2021.⁴ The

¹ <https://www.whitehouse.gov/briefing-room/statements-releases/2022/05/25/fact-sheet-president-biden-to-sign-historic-executive-order-to-advance-effective-accountable-policing-and-strengthen-public-safety/>

² Acknowledgement Letter, November 17, 2021 [Exhibit 1]

³ <https://www.fedmanagers.org/Working-for-You?bid=23&issuepage=2248>

⁴ <https://apnews.com/article/federal-prisons-5be574b4103a2f5420e0d9da2daf5c9c>

AP story revealed, “Of the 41 arrests this year [in 2021], 28 were of BOP employees or contractors. FBI had just five. The Drug Enforcement Administration and Bureau of Alcohol, Tobacco, Firearms, and Explosives each had two.” Cumulatively, this data for BOP, FBI, DEA, and ATF totals 37 of 41 arrests. Notably absent from the story was detailed data for two other law enforcement components within DOJ—the Office of the Inspector General (OIG) and USMS.

USMS reported in its FOIA response to us 28 employee arrests for the same 3-year period as the AP’s dataset, eight of which were in 2021.⁵ For that reason, the information in the AP story appears to have been underreported by at least four arrests.

The AP story understandably drew ire from Congress considering the “more than 100 federal prison workers arrested, convicted, or sentenced for crimes” between 2019 and 2021. The Chairman of the Senate Judiciary Committee called for the Attorney General to dismiss the BOP Director⁶ who subsequently announced his retirement effective when his replacement is named.⁷ Months later, lawmakers continued to demand accountability at BOP in a letter to you and the Attorney General.⁸

On November 19, 2021, we engaged with DOJ on its law enforcement officer/agent recruiting standards. We were specifically interested in understanding which DOJ law enforcement agencies conduct polygraph examinations and psychological assessments of its applicants during the hiring process. Less than two weeks later the Deputy Director for Human Resources responded with the requested data. We applaud DOJ for being timelier and more transparent than our experience with USMS which routinely slow-walks and thwarts the release of information the public has a right to know.

Of the six law enforcement components within DOJ, only half conduct polygraph examinations of applicants (*i.e.*, ATF, DEA, and FBI).⁹ Only one (*i.e.*, DEA) also performs a psychological assessment. **BOP, OIG, and USMS do neither.** We know BOP and USMS employ psychologists among their respective workforces—at least two at each BOP facility for inmate wellness,¹⁰ USMS within its Behavioral Analysis Unit to study sex offenders.¹¹ Yet, no known resources are reportedly involved at either agency for applicant screening during the hiring process of its law enforcement officers/agents.

We believe it is reasonable to conclude a nexus may exist between the number of career-long officer/agent disciplinary issues—and arrests—and whether or not applicants are more

⁵ USMS FOIA response to FMA, May 26, 2022 [Exhibit 2]

⁶ <https://www.judiciary.senate.gov/press/dem/releases/durbin-calls-on-ag-garland-to-dismiss-bop-director-carvajal> and <https://www.washingtonpost.com/politics/2021/12/01/lawbreakers-federal-prisons-include-prison-staff-report-finds-senators-demand-accountability/>

⁷ <https://www.judiciary.senate.gov/press/dem/releases/durbin-statement-on-resignation-of-director-carvajal-from-federal-bureau-of-prisons#:~:text=In%20the%20nearly%20two%20years,the%20landmark%20First%20Step%20Act.>

⁸ <https://www.judiciary.senate.gov/imo/media/doc/2022-02-23%20letter%20to%20AG%20Garland%20and%20DAG%20Monaco.pdf>

⁹ Email from Valarie Mulcahy, Deputy Director, Human Resources, Justice Management Division, U.S. Department of Justice to Jason Wojdylo, December 1, 2021 [Exhibit 3]

¹⁰ <https://www.bop.gov/jobs/positions/index.jsp?p=psychologist>

¹¹ Organizational Chart, USMS, Investigative Operations Division, Sex Offender Investigations Branch [Exhibit 4]

rigorously screened during the hiring process. Taken together, the data reflects BOP and USMS have higher numbers of arrests of their employees than do ATF, DEA, and FBI.

In one representative historical example, an applicant to a Florida sheriff's department reportedly failed a polygraph examination, disqualifying him from the hiring process. He later applied to USMS, was hired, experienced a lengthy disciplinary record during his career leading to a proposal to remove him from federal service. As a part of a settlement agreement during ensuing litigation, USMS purportedly allowed him to immediately retire in lieu of termination to preserve his annuity.

By some estimates, more than 90% of law enforcement agencies require psychological screening of its applicants. Sixty-five percent (65%) use polygraph examinations.¹² As a part of our research we surveyed a variety of large, medium, and small-sized municipal police departments across the country (*i.e.*, Atlanta Police Department, Chicago Police Department, Greensboro Police Department, Las Vegas Metropolitan Police Department, Los Angeles Police Department, Louisville Metro Police Department, Metropolitan Nashville Police Department, New York Police Department, Oklahoma City Police Department, Omaha Police Department, Seattle Police Department, and Tampa Police Department). All require as a part of their police officer hiring process either a polygraph examination and/or psychological assessment.¹³ Most require both. We assume a similar standard exists for applicants of most major sheriff's departments and state police agencies. Yet, it astonishingly does not for all federal law enforcement officers/agents of DOJ.

DOJ has a universal use-of-force policy that applies to all of its law enforcement components, recently updated after 18 years.¹⁴ It raises questions why then it does not similarly have a standardized hiring process for all of its law enforcement officers/agents that includes a polygraph examination and/or psychological assessment. After all, most federal agents possess a top-secret security clearance (that at USMS still does not trigger at any point during an employee's career an evaluation of truthfulness, mental fitness, or personality traits such as adaptability, emotional regulation, stress tolerance, dependability, integrity, ethics, resilience, conscientiousness, and agreeableness¹⁵).

Our purpose here is not to shine the light on the number of employee arrests across USMS, although it is wholly troublesome. Rather, we believe the evidence is quite compelling that standardizing and investing in applicant screening processes across all DOJ components at the time of hiring may mitigate career-long employee disciplinary problems that cost the taxpayers substantially more for internal affairs investigations, lost employee productivity during suspensions, litigation, adverse agency reputational concerns following employee arrests, and more. In view of that, we urge you to consider directing DOJ Human Resources to develop and implement a universal standard for hiring that includes a polygraph examination and/or psychological examination for **all** DOJ components that employ law enforcement officers/agents.

¹² <https://www.thebalancecareers.com/psychological-exams-and-screening-for-police-officers-974785>

¹³ Police Officer Hiring Standards [Exhibits 5 through 16]

¹⁴ <https://www.justice.gov/ag/page/file/1507826/download>

¹⁵ <https://work.chron.com/law-enforcement-psychological-exam-16117.html>

Our recommendation seems basic to any law enforcement reforms proposed—or mandated—by the White House, notably those identified under Section 3 of the President’s recent Executive Order to “Strengthen Officer Recruitment, Hiring, Promotion, and Retention Practices.”¹⁶ The American people certainly deserve to have confidence that DOJ is hiring and retaining the very most competent and well qualified applicants within its ranks of more than 45,000 federal law enforcement officers/agents to uphold the rule of law.¹⁷ It seemingly falls short of this expectation under current employment screening practices where local and state police agencies have long been ahead of the curve. And, we wonder if it comes with risk to national security.

Sincerely,

Dave Barnes

Jason R. Wojdylo

Dave Barnes
President

Jason R. Wojdylo
Vice-President for
Law Enforcement Operations

cc: The Honorable Richard J. Durbin
Chairman
Senate Judiciary Committee
711 Hart Senate Office Building
Washington, D.C. 20510

The Honorable Charles E. Grassley
Ranking Member
Senate Judiciary Committee
135 Hart Senate Office Building
Washington, D.C. 20510

Mr. Gary M. Restaino
Acting Director
Bureau of Alcohol, Tobacco,
Firearms & Explosives
99 New York Avenue, NE
Washington, D.C. 20226

Mr. Michael D. Carvajal
Director
Federal Bureau of Prisons
320 First Street, NW
Washington, D.C. 20534

The Honorable Anne M. Milgram
Administrator
Drug Enforcement Administration
700 Army Navy Drive
Arlington, Virginia 22202

The Honorable Christopher A. Wray
Director
Federal Bureau of Investigation
935 Pennsylvania Avenue, NW
Washington, D.C. 20535-0001

¹⁶ <https://www.whitehouse.gov/briefing-room/presidential-actions/2022/05/25/executive-order-on-advancing-effective-accountable-policing-and-criminal-justice-practices-to-enhance-public-trust-and-public-safety/>

¹⁷ <https://www.justice.gov/jmd/page/file/1398931/download#:~:text=The%20Department%20of%20Justice's%20FY,local%2C%20and%20tribal%20assistance%20programs.>

The Honorable Michael E. Horowitz
Inspector General
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Room 4706
Washington, D.C. 20530-0001

The Honorable Ronald L. Davis
Director
U.S. Marshals Service
1215 South Clark Street
Arlington, Virginia 22202

Ms. Catherine V. Emerson
Deputy Assistant Attorney General
Human Resources & Administration/
Chief Human Capital Officer
U.S. Department of Justice
950 Pennsylvania Avenue, NW
Room 3140
Washington, D.C. 20530-0001

Mr. Robert E. Chapman
Acting Director
Office of Community Oriented
Policing Services
U.S. Department of Justice
145 N Street, NE
11th Floor
Washington, D.C. 20530

The Honorable Gene L. Dodaro
Comptroller General
Government Accountability Office
441 G Street, N.W.
Washington, D.C. 20548

Mr. Dwight E. Henninger
President
International Association of Chiefs of Police
44 Canal Center Plaza, Suite 200
Alexandria, Virginia 22314

The Honorable Vernon P. Stanforth
President
National Sheriffs' Association
1450 Duke Street
Alexandria, Virginia 22314

Mr. Lazaro J. Cosme
National President
Federal Law Enforcement Officer's Assn.
1100 Connecticut Avenue, NW, Suite 900
Washington, D.C. 20036

Exhibit 1



U.S. Department of Justice

United States Marshals Service

Office of General Counsel

*CG-3, 15th Floor
Washington, DC 20530-0001*

November 17, 2021

Mr. Jason Wojdylo
Vice President for Law Enforcement Operations
Federal Managers Association
1641 Prince Street
Alexandria, VA 22314
fma.usmarshals@gmail.com

Re: Freedom of Information Act Request Number 2022-USMS-000112
Subject: FOIA Request for number of U.S. Marshals Service employees, broken down between administrative and operational, arrested by a law enforcement agency in each of 2019, 2020, and to date in 2021.

Dear Jason Wojdylo,

The United States Marshals Service (USMS) is in receipt of your Freedom of Information Act/Privacy Act (FOIA/PA) request for the number of U.S. Marshals Service employees, broken down between administrative and operational, arrested by a law enforcement agency in each of 2019, 2020, and to date in 2021.

The USMS adopted a “first in/first out” practice for processing all incoming FOIA/PA requests. Your request was placed in chronological order based on following the date of receipt and will be handled as quickly as possible when assigned for processing. If you have any questions regarding the status of your request, you may contact the Government Information Specialist assigned to your request at the following address:

United States Marshals Service
CG-3, 15th Floor
Washington, DC 20530-001

Due to a substantial backlog of requests, it is estimated the processing of your request may be significantly delayed. I regret the necessity of this but assure you that your request will be processed as soon as possible.

At this time, the USMS is unable to determine the amount of fees to be charged to you (if any). The filing of your request constitutes your agreement to pay all applicable fees that may be charged under the Department of Justice FOIA/PA regulations in excess of \$25.00. You will be notified as soon as practicable if the estimated or actual fee for satisfying your request exceeds \$25.00.

Please be advised that due to necessary operational changes as a result of the national emergency concerning the novel coronavirus disease (COVID-19) outbreak, there may be some delay in the processing of your request.

Lastly, you may contact the USMS FOIA Public Liaison either by telephone at 703-740-3943, your PAL account (<https://foia.usmarshals.gov/app/Home.aspx>) or the address listed above if you would like to discuss any aspect of your FOIA/PA request.

Sincerely,

A handwritten signature in cursive script that reads "Elaine Rivera for".

Charlotte Luckstone
Associate General Counsel
Freedom of Information/Privacy Act Officer
Office of General Counsel

Exhibit 2



U.S. Department of Justice

United States Marshals Service

Office of General Counsel

*CG-3, 15th Floor
Washington, DC 20530-0001*

May 26, 2022

Mr. Jason Wojdylo
Vice President for Law Enforcement Operations
Federal Managers Association
1641 Prince Street
Alexandria, VA 22314
Email: fma.usmarshals@gmail.com

Re: Freedom of Information Act Request No. 2022-USMS-000112
Subject: Number of U.S. Marshals Service employees, broken down between administrative and operational, arrested by a law enforcement agency in each of 2019, 2020, and to date in 2021.

Dear JasonWojdylo,

The United States Marshals Service (USMS) is responding to your Freedom of Information Act (FOIA) request pertaining to Number of U.S. Marshals Service employees, broken down between administrative and operational, arrested by a law enforcement agency in each of 2019, 2020, and to date in 2021.

Pursuant to your request, the USMS conducted a search of records in the OPR. The search located 1 page of records responsive to your request; the documents are enclosed, herein.

For your information, Congress excluded three discrete categories of law enforcement and national security records from the requirements of the FOIA. See 5 U.S.C. 552(c) (2006 & Supp. IV (2010)). This response is limited to those records that are subject to the requirements of the FOIA. This is a standard notification that is given to all our requesters and should not be taken as an indication that excluded records do, or do not, exist.

If you are not satisfied with the United States Marshals Service (USMS) determination in response to this request, you may administratively appeal by writing to the Director, Office of Information Policy (OIP), United States Department of Justice, 441 G Street, NW, 6th Floor, Washington, D.C. 20530, or you may submit an appeal through OIP's FOIA STAR portal by creating an account following the instructions on OIP's website: <https://www.justice.gov/oip/submit-and-track-request-or-appeal>. Your appeal must be postmarked or electronically transmitted within 90 days of the date of my response to your request. If you submit your appeal by mail, both the letter and the envelope should be clearly marked "Freedom of Information Act Appeal.

You may also contact Charlotte Luckstone or our FOIA Public Liaison at (703) 740-3943

for any further assistance and to discuss any aspect of your request. Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer.

The contact information for OGIS is as follows: Office of Government Information Services, National Archives and Records Administration, Room 2510, 8601 Adelphi Road, College Park, Maryland 20740-6001; e-mail at ogis@nara.gov; telephone at 202-741-5770; toll free at 1-877-684-6448; or facsimile at 202-741-5769.

Sincerely,

A handwritten signature in black ink that reads "Elaine Rivera for". The signature is written in a cursive, flowing style.

Charlotte Luckstone
Senior Associate General Counsel
FOIA/PA Officer
Office of General Counsel

Wojdylo FOIA Request-Employee arrests 2019, 2020 and 2021

	Operational	Administrative
2019	9	1
2020	8	2
2021	6	2

Exhibit 3



DOJ Component Recruitment Process

Mulcahy, Valarie (JMD) <[REDACTED]>
To: "fma.usmarshals@gmail.com" <fma.usmarshals@gmail.com>

Wed, Dec 1, 2021 at 5:35 PM

Jason,

Ms. Emerson asked that I respond to your email. Our staff has completed the chart below based on information obtained from the identified Component's public facing websites. If you require additional information, we can provide a Human Resources point of contact for each law enforcement Component.

Agency	Polygraph	Psych	Psych questions	Psych Interview
ATF	Yes	No		
BOP	No	No		
DEA	Yes	Yes		
FBI	Yes	No		
OIG	No	No		
USMS	No	No	N/A	N/A

Thank you,

Valarie

Valarie Mulcahy

Deputy Director

Human Resources

Justice Management Division

[REDACTED] – Direct

From: FMAUSMarshals <fma.usmarshals@gmail.com>
Sent: Friday, November 19, 2021 10:13 AM
To: Emerson, Catherine V. (JMD) <[REDACTED]>
Subject: [EXTERNAL] DOJ Component Recruitment Process

Good Morning -

Our chapter of the Federal Managers Association is studying DOJ hiring practices in an effort to make recommendations to promote excellence in public service. We are asking for your engagement to provide us with information in furtherance of our initiative.

We would like to know as a part of the recruitment and hiring process if each of the DOJ law enforcement components conduct a polygraph examination and/or psychological assessment, and what the latter may look like (e.g., a battery of written questions and answers, interview with a professional psychologist, etc.) of candidates for law enforcement positions (e.g. series 0007, 0082, 1802, 1811, or others as provided at <https://www.gao.gov/assets/gao-07-121.pdf>).

We are aware neither a polygraph examination, nor a psychological assessment is a part of the recruitment/hiring process at the U.S. Marshals Service (USMS), yet we believe it may be for the FBI and DEA. We would like to make recommendations for uniformity across all DOJ components, but first would like to understand the standards at each agency.

Accordingly, is there an opportunity to complete the data fields below for each of ATF, BOP, DEA, FBI, OIG, and USMS?

Agency	Polygraph	Psych	Psych questions	Psych Interview
ATF				
BOP				
DEA				
FBI				
OIG				
USMS	No	No	N/A	N/A

Many thanks,

Jason R. Wojdylo

Vice President for Law Enforcement Operations

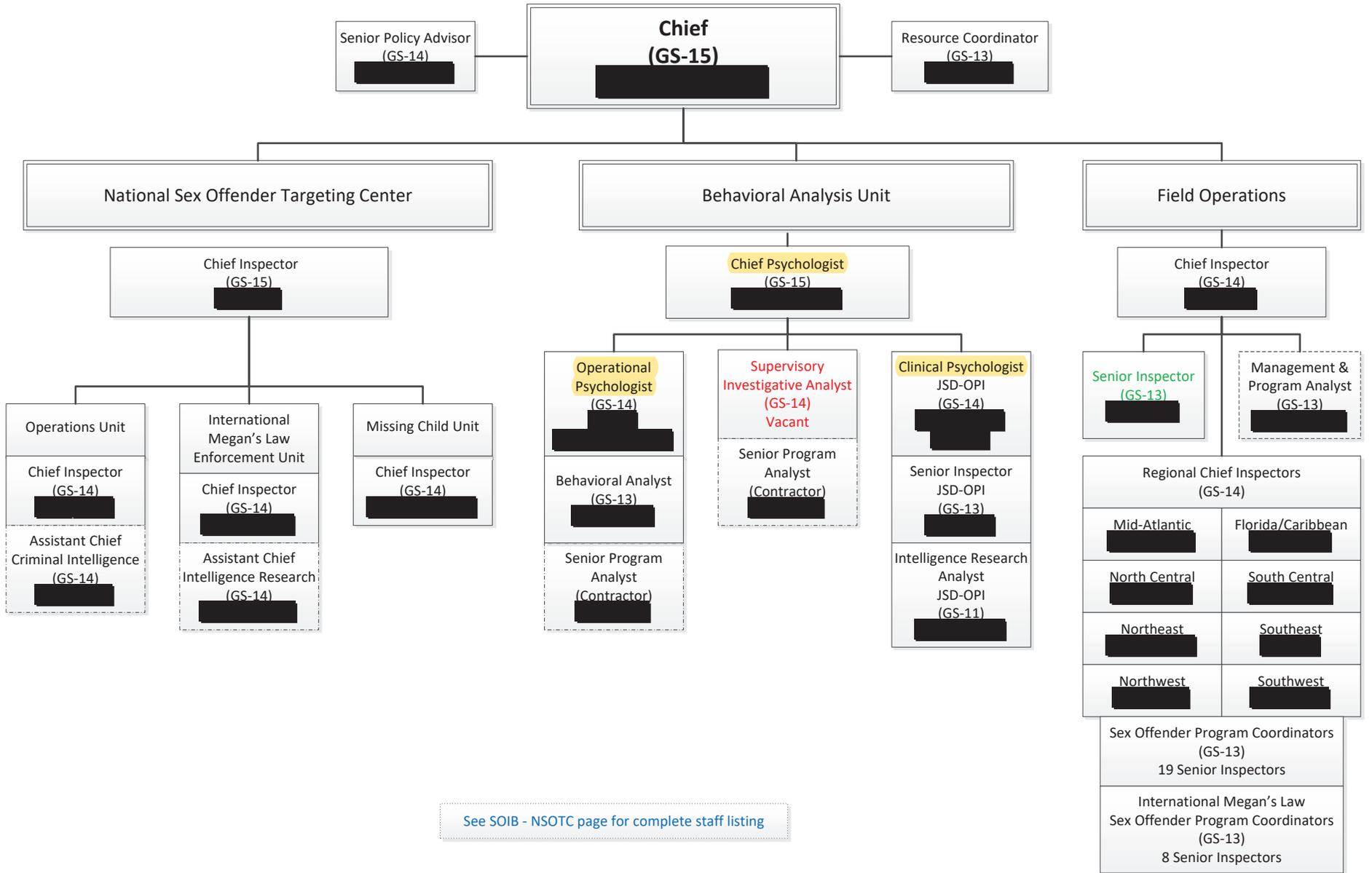
Federal Managers Association

U.S. Marshals Service Chapter 373

Exhibit 4

INVESTIGATIVE OPERATIONS DIVISION

Sex Offender Investigations Branch



See SOIB - NSOTC page for complete staff listing

October 2021

See SOIB – SOPC page for complete staff listing

Exhibit 5

Atlanta Police Department

HIRING ROADMAP

1. APPLY ONLINE

joinatlantapd.org



3. WAIT

Your application is under review in order to determine if you meet the minimum requirements.

5. RECRUITER

You will be assigned a Background Recruiter and scheduled for an interview.

7. TEST

You must submit a passing test score for one of the following:

- Accuplacer / Next Gen
- SAT
- ACT
- COMPASS

OR

Submit a College Transcript

9. CONDITIONAL REVIEW

The file is reviewed by the chain of command at the highest level and either approved or suspended.

Background & Recruitment
404-546-7650

2020

Disclaimer: This infographic does not represent the Atlanta Police Departments complete hiring process in its entirety and is only meant as a milestones reference. Submit any questions you have in regard to the hiring process to the background and recruitment unit at backgroundandrecruitment@atlantapd.org.

2. UPLOAD & SUBMIT

Completed your online application submit and upload copies of all essential documents including:

- Drivers License
- Social Security Card
- High School Diploma
- College Transcript
- Marriage License

4. CREDIT & CRIMINAL

A thorough criminal history and credit check will be completed on both a local and national level.

6. AGILITY TEST

You must successfully pass a pre-employment Test:

- 20 military style push-ups
- 25 sit-ups
- 12" step test

8. EVALUATIONS

You must then:

1. CVSA
2. Cognitive skills examination
3. Personality Assessment
4. Psychological Evaluation
5. Medical Examination

NOTE: Computer Voice Stress Analysis

10. FINAL REVIEW

The file is reviewed by the chain of command at the highest level and either approved or suspended.

Approved applicants will then be contacted and provided a job offer.

Exhibit 6



Search ...

Search

For Candidates in the Process

[Home](https://home.chicagopolice.org/) > [Join CPD](https://home.chicagopolice.org/bethechange/) > For Candidates in the Process

1. Police Officer Applicant Initial Processing

1. [P.O.W.E.R. Test](https://home.chicagopolice.org/bethechange/power-test/)
2. <http://nipsta.org/power/index.aspx> (<http://nipsta.org/202/POWER-Test>)
3. <http://www.triton.edu/POWER> (<http://www.triton.edu/POWER>)

2. Submit Personal History Questionnaire (PHQ) and Education Documents

3. Background Investigation for Prospective Applicants

1. [Required Documents](https://home.chicagopolice.org/wp-content/uploads/2017/08/Required-Documents-July-2017.pdf)
2. Home Interview and Polygraph Appointment

4. FINAL P.O.W.E.R TEST (/bethechange/power-test/)

5. Psychological & Medical Examinations

6. Formal Offer of Employment

1. Begin Academy – Classes currently scheduled to begin monthly
2. [Directions to Chicago Police Training Academy](https://www.google.com/maps/place/Chicago+Police+Training+Division/@41.8783772,-87.6626798,17z/data=!3m1!4b1!4m5!3m4!1sox880e2d2087.6604911)
(<https://www.google.com/maps/place/Chicago+Police+Training+Division/@41.8783772,-87.6626798,17z/data=!3m1!4b1!4m5!3m4!1sox880e2d2087.6604911>)

Join CPD (<https://home.chicagopolice.org/bethechange/>)

For Candidates in the Process (<https://home.chicagopolice.org/bethechange/for-candidates-in-the-process/>)

[Personal History Questionnaire](https://home.chicagopolice.org/bethechange/personal-history-questionnaire/)

[Civilian Vacancies](https://home.chicagopolice.org/bethechange/civilian-vacancies/)

[Internships](https://home.chicagopolice.org/bethechange/internships/)

[Background Investigation](https://home.chicagopolice.org/bethechange/background-investigation/)

[Pre-Power Prep Sessions](https://home.chicagopolice.org/bethechange/pre-power-prep-sessions/)

[Peace Officer Wellness Evaluation Report \(POWER\) Test](https://home.chicagopolice.org/bethechange/power-test/)

[Frequently Asked Questions](https://home.chicagopolice.org/bethechange/frequently-asked-questions/)

[Chicago Police Officer Recruitment](https://home.chicagopolice.org/bethechange/chicago-police-officer-recruitment/)

[Exam Study Sessions](https://home.chicagopolice.org/bethechange/exam-study-sessions/)

[Recruiting Materials and Information](https://home.chicagopolice.org/bethechange/recruiting-materials-and-information/)

Tools

[Compliment an Officer](https://home.chicagopolice.org/services/compliment-an-officer/)

[File an Anonymous Complaint \(OIG\)](https://home.chicagopolice.org/services/file-an-anonymous-complaint/)

[Crime Statistics](https://home.chicagopolice.org/statistics-data/crime-statistics/)

[Department Directives System \(DDS\)](https://home.chicagopolice.org/inside-cpd/department-directives-system-dds/)

[Online Crime Reporting](https://home.chicagopolice.org/services/online-crime-reporting/)

**In case of emergency dial 911
For non-emergencies dial 311**

CHICAGO POLICE DEPARTMENT



(<https://home.chicagopolice.org/>)

Background Investigation

[Home \(https://home.chicagopolice.org\)](https://home.chicagopolice.org/) > [Join CPD \(https://home.chicagopolice.org/bethechange/\)](https://home.chicagopolice.org/bethechange/)
> Background Investigation

Background Investigation for Prospective Applicants

The Chicago Police Department strives to attain the highest degree of ethical behavior and professional conduct at all times. In fact, our core values are:

Professionalism: Our on and off duty conduct reflects both the highest standards of police service and personal responsibility.

Integrity: We are committed to the highest standards of honesty and ethical conduct.

Courage: We uphold and follow the law in the face of fear, danger and temptation.

Dedication: We are driven by a sense of personal duty to our work and the Department's Vision, Mission Statement, and other Core Values.

Respect: We treat each other and the communities we serve as we would like to be treated, with compassion and dignity.

Accordingly, we seek to hire qualified applicants who share our mission and values. Information indicating that an applicant engaged in criminal conduct; exhibited behavior demonstrating a disregard for standards of conduct; shown disrespect for authority, the law, and its institutions;

Translate »

engaged in discriminatory or biased behavior; or engaged in conduct demonstrating a propensity for dishonesty or untruthfulness may result in an applicant being disqualified from the application process.

Applicants for the position of police officer are subject to a pre-employment investigation, including a **polygraph examination**. Pre-employment Investigation Standards for applicants to the position of police officer include, but are not limited to:

Disqualification Based on Criminal Conduct: Applicants will be disqualified from consideration for a police officer position if there is evidence that the applicant has engaged in criminal conduct, even if the applicant was never convicted of a criminal offense:

- Conduct Involving a Felony
- Conduct Involving Drugs: criminally selling, delivering, receiving, possessing, or using any controlled substance

While the Chicago Police Department does not condone prior unlawful drug use by its applicants, we recognize that some otherwise qualified candidates may have engaged in limited drug use at some time in their past which will not necessarily result in disqualification. However, an applicant who misrepresents his or her history of drug use during any stage of the employment process will be disqualified.

- Conduct Indicating Dishonesty: conduct demonstrating a reputation or propensity for dishonesty.
- Conduct Indicating Violent Tendencies
- Conduct Involving the Unlawful Use of Weapons
- Conduct Affecting Government Functions: including treason, interference with public officers, interference with penal institutions, interference with judicial procedure, and official misconduct.

Disqualification Based on Driving Record: Applicants are required, to the extent reasonable, to operate vehicles in a careful manner protective of the public. Applications with a poor driving history are deemed unable to meet this requirement.

Disqualification Based on Prior Employment History: An applicant's steady employment history is an indication that, among other things, an applicant has the ability to work well with others; follow workplace rules; perform his or her work to acceptable standards; and come to work on time and on a regular basis.

Disqualification Based on Military History: An applicant who has received a Dishonorable Discharge or Bad Conduct Discharge will be found unsuitable for employment. An applicant who has received a discharge with other characterizations may be found unsuitable for employment based on the nature of the underlying offense.

Disqualification Based on Membership or Association with Criminal Organizations:

An applicant who is a member or affiliate of any criminal organization may be found unsuitable for employment.

Disqualification Based on Indebtedness: Police officers are occasionally required to handle significant amounts of currency in the execution of their duties. Any applicant who has excessive current personal debts, not related to mortgage loans, student loans, auto loans, or a business may be found unsuitable for employment. Any applicant who has defaulted on any loan or has an inconsistent payment pattern may be found unsuitable for employment.

- Any applicant who owes a debt to the City of Chicago at any time during processing will be given a reasonable amount of time to clear those debts. Any applicant who owes a debt to the City of Chicago at the time of hire will be found unsuitable for employment.

Disqualification Based on Other Conduct: Any applicant who has engaged in conduct that exhibits a pattern of repeated abuse of authority, lack of respect for authority or law or lack of respect for dignity and rights may be found unsuitable for employment.

Disqualification Based on False Statements or Omissions and/or Failure to cooperate in the Application Process: Applicants are required to cooperate with the City of Chicago and the Chicago Police Department in all matters relating to the processing of their applications for the position of Police Officer. Prohibited conduct within this category includes, but is not limited to: failure to provide any required information; failure to respond to requests for information in a timely manner; failure to respond to requests for interviews in a timely manner; failure to fully disclose all known information requested; and making false or misleading statements in connection with any part of the application process.

Disqualification Based on Insufficient Contacts with the United States: The Chicago Police Department does not base employment eligibility on citizenship of the United States or any other country. While eligibility for employment does not depend on citizenship or national origin, we do require that an applicant establish sufficient contacts with the United States to enable the Chicago Police Department to conduct a thorough pre-employment investigation.

Disqualification Based on Polygraph Results: Honesty and credibility are vital characteristics for police officer to possess in order to ensure the integrity of police operations and investigations and to protect the public and maintain its trust in the police. Honest and complete answers to background questions asked of applicants during the application process, as well as full cooperation with the application process, are thus extremely important to the maintenance of the Chicago Police Department's force and the integrity of its hiring process. Applicants may therefore be given a polygraph examination. The polygraph examination is used as a tool to elicit information and verify responses elicited during the application process and to verify information collected during the pre-employment investigation. The results of the polygraph examination will be used as part of the hiring process in determining an applicant's suitability for the position of Police Officer. Admissions made during a polygraph examination, or an indication of deception, along with other factors, may be used as a basis for disqualification.

Join CPD (<https://home.chicagopolice.org/bethechange/>)

For Candidates in the Process (<https://home.chicagopolice.org/bethechange/for-candidates-in-the-process/>)

Personal History Questionnaire (<https://home.chicagopolice.org/bethechange/personal-history-questionnaire/>)

Civilian Vacancies (<https://home.chicagopolice.org/bethechange/civilian-vacancies/>)

Internships (<https://home.chicagopolice.org/bethechange/internships/>)

Background Investigation

(<https://home.chicagopolice.org/bethechange/background-investigation/>)

Pre-Power Prep Sessions (<https://home.chicagopolice.org/bethechange/pre-power-prep-sessions/>)

Peace Officer Wellness Evaluation Report (POWER) Test
(<https://home.chicagopolice.org/bethechange/power-test/>)

Frequently Asked Questions (<https://home.chicagopolice.org/bethechange/frequently-asked-questions/>)

Chicago Police Officer Recruitment (<https://home.chicagopolice.org/bethechange/chicago-police-officer-recruitment/>)

Exam Study Sessions (<https://home.chicagopolice.org/bethechange/exam-study-sessions/>)

Recruiting Materials and Information (<https://home.chicagopolice.org/bethechange/recruiting-materials-and-information/>)

Tools

Compliment an Officer (<https://home.chicagopolice.org/services/compliment-an-officer/>)

File an Anonymous Complaint (OIG) (<https://home.chicagopolice.org/services/file-an-anonymous-complaint/>)

Crime Statistics (<https://home.chicagopolice.org/statistics-data/crime-statistics/>)

Department Directives System (DDS) (<https://home.chicagopolice.org/inside-cpd/department-directives-system-dds/>)

Online Crime Reporting (<https://home.chicagopolice.org/services/online-crime-reporting/>)

eLearning (<https://elearning.chicagopolice.org/>)

Info

Police Department Hotlines (<https://home.chicagopolice.org/about/contact-us/police-department-hotlines/>)

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Expanded Anti-Violence Initiative (<https://home.chicagopolice.org/community-policing-group/expanded-anti-violence-initiative/>)

Find My District (<https://operations.chicagopolice.org/FindMyDistrict>)

Gun Offender Rules and Regulations (<https://home.chicagopolice.org/services/gun-offender-database-search/>)

Information Regarding the Return of Properties Inventoried by CPD
(<https://home.chicagopolice.org/inside-cpd/police-records-procedures/notice-to-owners-of-property/>)

Purchase Traffic Crash Reports (<https://home.chicagopolice.org/services/traffic-crash-reports/>)

Statistical Reports (<https://home.chicagopolice.org/statistics-data/statistical-reports/>)

Subpoena Request Guidelines (<https://home.chicagopolice.org/inside-cpd/police-records-procedures/>)

Privacy Policy (<https://home.chicagopolice.org/disclaimer/>)

Notices

Chicago's Wanted (<https://home.chicagopolice.org/wanted/>)

Electronic Devices Banned in Circuit Court of Cook County
(<http://www.cookcountycourt.org/HOME/CellPhoneElectronicDeviceBan.aspx>)

Get Involved! Help Fight Crime in Your Neighborhood!
(<https://home.chicagopolice.org/community-policing-group/>)

Inventoried Property Notices (<https://home.chicagopolice.org/inside-cpd/police-records-procedures/notice-to-owners-of-property/>)

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Follow Us on Twitter! (https://twitter.com/Chicago_Police)

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Exhibit 7

FW: Email from Police Department Page

From: Anderson, AM ([REDACTED])@greensboro-nc.gov

To: [REDACTED]

Date: Thursday, May 26, 2022, 11:32 AM EDT

Hello Jason

Glad you reached out as we are currently hiring for our 113th Police Academy. We have a 6 month, fully paid, academy that starts every March 1st and September 1st. Our application process runs between 3-6 months and involves the following:

- Fill out an online application
(<https://www.governmentjobs.com/careers/greensboronc/jobs/3323974/police-officer-113th-police-academy?page=5&pagetype=jobOpportunitiesJobs>)
- Return the packet of documents emailed after application received
- Pass a reading test, fitness test, and complete a questionnaire
- Complete two online assessments
- Meet with a background investigator
 - Criminal history check
 - Interview
 - Contact employment and personal references
 - Submit a completed background
- Selection committee meets to determine if they want to extend a conditional offer
- Conditional offer signed (3 conditions below)
 - Psychological assessment
 - Medical assessment
 - Polygraph
- After successful completion of all phases then you are given a start date

We offer pre-hire positions if start date is between academies which allows you to assist in areas of need in the police department until the start of the academy. Pre-hire positions start with full pay and benefits. Check out our website at GPDCareers.com.

Let me know if you have any additional questions. My cell phone number is (336) [REDACTED]. I can be reached by a call, text, or email. Thank you for your interest in our agency

Angela

From: webmaster@greensboro-nc.gov <webmaster@greensboro-nc.gov>
Sent: Wednesday, May 25, 2022 11:51 AM
To: Anderson, AM <[REDACTED]@greensboro-nc.gov>
Subject: Email from Police Department Page

Recipients: [REDACTED]@greensboro-nc.gov
Sender subject: Hiring process
Sender name: Jason Wojdylo
Sender email: [REDACTED]

Does the Greensboro Police Department conduct a polygraph examination and/or psychological assessment of applicants as a part of the officer hiring process?

Exhibit 8

Frequently Asked Questions

Below are answers to frequently asked questions regarding the LVMPD's open competitive job opportunities and employment policies. We hope you find them useful. Please read these, as well as the General Conditions of Employment, also located on this website, and be sure you are able to adhere to them before applying. They are both terms of any open competitive job opportunity you apply to.

[POSITION QUESTIONS](#)

[MINIMUM QUALIFICATIONS](#)

[APPLICATION PROCESS](#)

[TESTING PROCESS](#)

[OFFICE OF HUMAN RESOURCES INFORMATION](#)

[DEPARTMENT INFORMATION](#)

[OTHER](#)

[POSITION QUESTIONS](#)

Q: Where can I learn more about a position to know whether or not I am interested in applying?

A: Each position employed by the LVMPD is defined in a job description, all of which are available on this website. Each job description includes such information as the duties

of time that you are disqualified for will be communicated to you in writing. Background decisions include multiple reviews and are final.

Q. If I am currently on a list for an open-competitive position which you just posted for again, am I able to apply to try to improve my standing on the list?

A. If you are on a current eligibility list, you may retest if a recruitment for the same position opens during the life of the list (18 months), as long as you have not tested within the last six months.

Q. If I am currently scheduled in the testing process for an open-competitive position which you just posted for again, am I able to apply?

A. No. In this case also, you may only be “active” in one testing process for the same position/classification at a time.

Q. Can I appeal any part of the selection process?

A. Applicants may contact the OHR representative listed in the job posting immediately upon learning that they do not meet the minimum qualifications, if they believe that decision was made in error. No other part of the selection process, including background decisions, may be appealed.

Q. Once the eligibility list is created at the end of a testing process, how long does the list last?

A. Eligibility lists for open-competitive processes will be in effect for 18 months from the date of Civil Service Board certification.

Q. Once I'm on an eligibility list, how long will it be before I'm hired?

A. As positions become available, candidates are taken off the list in rank order to fill the vacancies. We often test in anticipation of expected vacancies, so it may be a while before you are hired. Your background investigator should be able to keep you informed of the current status of our filling positions from your list.

Q. Once I complete the testing process, what happens next?

A. If you successfully pass the selection process listed in the job posting and are placed on the eligibility list, you will be contacted by the Background Section as vacant positions

are authorized to be filled regarding your background investigation. This is a thorough process which includes a polygraph and drug test, and may include a psychological evaluation and/or medical examination. You may also be required to pass a standard hearing test and, if needed and unsuccessful on the standard test, may be required to pass a second hearing test which is administered by a specialist in California. While the Department pays for the cost of the second test, you will be required to pay for related travel expenses. Candidates must meet the LVMPD Hiring Standards.

The background process will require you to complete an automated Personal History Statement (PHS) which must be filled out completely and is extensive. Participating in the background process will also require you to provide the requested documentation outlined on the PHS in a timely manner. You will be provided access to the online PHS by the Background Section, once final scores and rank have been determined. Since you will only have 10 days to complete this once given access, you are encouraged to visit www.protectthecity.com and go to “Join the Force,” “Background” for additional information to begin collecting the necessary information and documents.

Please be aware that, once the background process begins, it typically takes a minimum of 120 days to complete. Job offers cannot be made until the background process has been completed and candidates are cleared to be hired.

Q. Can I be disqualified from the background process for my social media content?

A. Yes. You are applying to be a public servant and are entrusted with the public trust. Because of this public trust, law enforcement personnel are held to a higher standard of professionalism than private citizens. Law enforcement personnel must work hard to gain the trust and confidence of the community they serve. Department members must give thoughtful consideration to their actions to avoid damaging the reputation and trust the department has with the community.

- a. Candidates can be disqualified if their social media content contains speech/images that ridicules, maligns, disparages, or otherwise promotes discrimination against race, ethnicity, religion, sex, national origin, sexual orientation, age, disability, political affiliation, gender identity and expression or other explicit class of individuals.
- b. Candidates can be disqualified if their social media content contains speech or other expression that suggests the person is engaged in behavior

Q. Does the LVMPD accept POST Certification from other law enforcement agencies in lieu of attending your Recruit Academy?

A. We do not accept POST certification from any other law enforcement agencies. You are required to attend the LVMPD Recruit Academy.

Q. Does the LVMPD accept lateral Police or Corrections Officers?

A. The LVMPD does not accept laterals at this time, however experienced officers are always welcomed.

Q. How do I apply for part-time employment?

A. All part-time job opportunities are posted on this site, along with our open-competitive job opportunities. You must submit an online application for any of our part-time positions. Part-time employees work 19 hours per week and/or no more than 988 hours per year.

If you still have a question that has not been answered by these FAQs, please contact the LVMPD Office of Human Resources at 702-828-3966 or jobs@lvmpd.com. Specific questions regarding Police Recruit and Corrections Recruit may be directed to our Recruiters at 702-828-5787 or recruitment@lvmpd.com.

Thank you for your interest in employment with the Las Vegas Metropolitan Police Department.



*400 S. Martin L. King Blvd.
Las Vegas, NV 89106
702-828-5787*

The Las Vegas Metropolitan Police Department is an equal opportunity employer. All appointments to the competitive service shall be made without regard to race, color, religion, sex, age, disability, sexual orientation, national origin, genetic information, military service or political affiliation, and shall be based on merit and fitness only.

Exhibit 9



[APPLY →](#)

[FAQ's →](#)

There are seven steps to the application process:

Online Application and Multiple Choice (MC) Test

All applicants must complete the **Online Application**. You must complete BOTH sections, which will take approximately 5 minutes to complete. You **MUST** submit the Online Application and print a copy to bring with you to the written test. **For testing calendar click [here](#).**

(https://mypd.joinlapd.com/CAP_EVENTS_PREP/)

“NEW CHANGES TO TESTING: We are replacing the Personal Qualification Essay (PQE) with an online Multiple Choice (MC) Test! Anyone who begins their application before June 1st will still be able to take the PQE. Anyone who begins their application on June 1st or later will take the MC test. **The Multiple Choice Test consists of four sections: Spelling, Vocabulary, Reading Comprehension, and Clarity. Multiple Choice test scores do not expire, so you will only have to pass the test once!”**

STEP 1

Personal History Statement (PHS)

Completion and submittal of a **Personal History Statement (PHS)** is the first step of the Background Investigation. The PHS requires compilation of extensive biographical information, fingerprinting, and an interview with a background investigator. The investigation will also include checks of employment, police, financial, education, and military records, and interviews with family members, neighbors, supervisors, co-workers, and friends.

The Physical Fitness Qualifier and Continuous Physical Preparation

STEP 2

In order to better prepare for the exam and the physical demands of the academy, you are **required to attend** the Candidate Advancement Program (CAP) **and** complete the Physical Fitness Qualifier (PFQ). You **must** complete the PFQ **at least once** prior to appointment.

The PFQ consists of four events: 1) maximum sit-ups in one minute, 2) 300-meter sprint, 3) maximum push-ups in one minute, and 4) 1.5 mile-run. This is the same physical fitness test that academy recruits take the third day of the Police Academy.

The Physical Fitness Qualifier (PFQ) and Candidate Advancement Program (CAP)

STEP 3

In order to better prepare for the exam and the physical demands of the academy, you are **required to attend** the Candidate Advancement Program (CAP) **and** complete the Physical Fitness Qualifier (PFQ). You **must** complete the PFQ **at least once** prior to appointment. Your goal is to score 50 or higher on the PFQ and you are encouraged to take it as many times as you like. If you are struggling to reach the goal of 50 you must attend CAP to get tips and training from our recruitment officers.

The PFQ consists of four events: 1) maximum sit-ups in one minute, 2) 300-meter sprint, 3) maximum push-ups in one minute, and 4) 1.5 mile-run. This is the same physical fitness test that recruit officers take the third day of the Police Academy.

The [Academy Physical Training Program](http://joinlapd-d7-prod.us-west-2.elasticbeanstalk.com/academy-physical-training-program) (<http://joinlapd-d7-prod.us-west-2.elasticbeanstalk.com/academy-physical-training-program>) is intense and demanding, the first physical fitness test occurs during the first week of the Academy. It is critical that candidates don't wait until they are in the Academy to get into good physical shape. It is recommended to begin a physical conditioning program as soon as you apply.

Polygraph Examination and Department Interview

STEP 4

The **Polygraph Examination** is conducted to confirm information obtained during the selection process.

The **Department Interview** will be conducted by a panel to assess your personal accomplishments, job motivation, instrumentality, interpersonal skills, continuous learning orientation, and oral communication skills. Only those candidates who pass this part of the process will receive a Conditional Job Offer.

Medical Evaluation

STEP 5

The Medical Evaluation is thorough and it is essential that you be in excellent health with no conditions which would restrict your ability to safely perform the essential functions of the Police Officer job. Good physical condition is necessary, as training in the Academy is rigorous. Failure to be in **excellent** physical condition may delay or disrupt training and result in a dismissal from the Academy.

Vaccine Verification

In accordance with Los Angeles City Ordinance 187134, candidates must be fully vaccinated against COVID-19 or receive an exemption and report their vaccination status prior to appointment by the Los Angeles Police Department/Los Angeles Fire Department. The ordinance is available at https://clkrep.lacity.org/onlinedocs/2021/21-0921_ord_187134_8-24-21.pdf (https://clkrep.lacity.org/onlinedocs/2021/21-0921_ord_187134_8-24-21.pdf).

Field Investigation

The **Field Investigation** includes checks of employment, police, financial, education, and military records and interviews with family members, neighbors, supervisors, co-workers, and friends. You will be evaluated on your past behavior and the extent to which your behavior demonstrates positive traits that support your candidacy for Police Officer. The Field Investigation provides you the time and opportunity to get in shape for the Academy. You have very few active responsibilities during this step of the process, so we

STEP 6

encourage you to attend as many CAP sessions as possible and to continue to take the Physical Fitness Qualifier.

Psychological Evaluation

STEP 7

The Psychological Evaluation consists of an oral interview and evaluation by a City psychologist on factors related to successful performance in the difficult and stressful job of Police Officer. The information evaluated includes the written psychological tests along with information obtained in the background investigation process.

[Contact an Advisor Today!](#) (node/39)

Advisors are available Monday – Friday from 6:00 A.M. until 4:30 P.M

213-473-3450

Exhibit 10

Application & Selection Process

The application and selection processes include many steps designed to fully examine the applicant's abilities and interest in law enforcement. The following information is provided so that you may know exactly what is expected of an applicant.

The recruitment, application, examination and selection process involves the efforts of the Louisville Metro Police Department, the Louisville Metro Police Merit Board and the Human Resources Department of the Louisville/Jefferson County Metro Government. The Merit Board is a civilian body created by state law, separate from the police department, which conducts the application and examination process (and other employment matters) in such a way that each candidate's merit for selection is fully evaluated.

To go directly to each section, click on the title below:

- [Minimum and Special Requirements](#)
- [Documentation Requirements](#)
- [The Selection Process](#)
- [Common Reasons for Denial of Employment](#)
- [Academy Structure and Post Academy Training](#)
- [Residency Requirement](#)
- [Physical Abilities Test Requirements and Video Example](#)
- [Notes from the Staff](#)

Minimum & Special Requirements for Police Recruit

High school diploma or equivalent

Special Requirements

- Must be a U.S citizen.
- Must be 21 years of age or over.
- Applicants who have used, possessed, bought, or sold marijuana within one (1) year of application; or have used, possessed, bought, or sold any controlled substance or narcotic drug, without a prescription, within six (6) years of application will be disqualified.

- Must not have been convicted of a felony or have any criminal action pending against them.
- Misdemeanor convictions will be considered on an individual basis. An applicant may be disqualified for multiple misdemeanors, an unacceptable criminal record or multiple traffic violations.
- Arrests and convictions must be expunged prior to being offered a final offer of employment.
- Must submit to a pre-employment drug screening.
- Must submit to a pre-employment polygraph examination.
- Must pass a pre-employment physical agility test.
- Must pass a pre-employment physical examination.
- Must take a pre-employment written and oral psychological evaluation.
- Must wear protective and/or safety equipment as mandated by OSHA.
- Must be vaccinated for hepatitis B, have provided evidence of immunity or have signed a declination form within 10 days of initial assignment.
- Must work a varied work schedule.
- Must not be a current user of illegal drugs.
- Must have received an honorable discharge or a general discharge under honorable conditions if having served in any branch of the armed forces of the United States.
- Must not be prohibited by federal or state law from possessing a firearm.
- Must not have an accumulation of nine (9) or more points for traffic violations.
- Must not have had certification as a peace officer permanently revoked in another state.
- Within the last two (2) years, must not have conducted the business of a private detective agency or any agency supporting private detectives, private policeman or private guards or advertised or solicited any such business in connection with any labor dispute.
- Must be eligible for certification as a state peace officer.
- Must possess a valid driver's license.
- Tattoos on the hands, neck, face, or any part of the head are prohibited. Tattoos that are sexist, racist, vulgar, anti-social, gang-related, extremist group-related, or may bring discredit upon the LMPD are prohibited. Whether the tattoo's content is deemed appropriate or inappropriate is at the discretion of the Chief of Police.

All applicants for the position must meet the above stated minimums. Those who do not meet the minimums will be disqualified from the process.

Documentation Requirements

You must meet the minimum qualifications as outlined above before you can be scheduled for testing. Numerous documents will be collected and verified during the background investigation process. It is the responsibility of the candidate to obtain and provide the

following in a timely manner:

- Signed Authorization for Police Criminal History and Records Checks
- Verification of high school education using either a diploma or GED equivalency
- Verification of birth date
- Colored copy of driver's license
- DD214, if former military
- Military ID card showing enlistment date and current rank if current military, current reserve or National Guard Unit

Acceptable Forms of Verification

Any of the following may be used to verify your education, date of birth and driver's license.

Education

The Kentucky Law Enforcement Council requires that prospective police recruit employees verify high school education or GED using copies of one of the following documents:

- High school diploma (pocket diplomas and college transcripts and/or diplomas are NOT acceptable to verify high school education)
- High school transcript (must be signed and dated; must specify date graduated and rank in class)
- Letter from Board of Education verifying high school education
- GED certificate from an approved State Department of Education with a certificate number affixed to the certificate if applicable in your state

Birth Date

An original birth certificate is necessary to verify your age.

Please note: If you are hired, you must submit an official birth certificate to the Louisville Metro Police Department. Information on how to obtain certified birth certificates is available upon request.

You must be 21 years of age at the time of application.

Valid Driver's License

You must have a colored copy of a valid driver's license at the time of testing.

DD214

If former military, you must submit a copy of your DD214 which includes dates of service and any disciplinary action taken against you.

Military ID Card

If current military, reserve or National Guard, you must submit your Military ID Card which shows your current rank and enlistment date.

The Selection Process

Review of Minimum Qualifications

Based on information in the online resume, the Human Resources staff will review the resume to ensure that the candidate meets the minimum qualifications. Information on the application will be verified later in the background investigation phase of the process. It is the responsibility of the candidate to be honest and to provide accurate information on the employment application. Failure to be forthcoming may result in disqualification of the application.

Physical Agility Standards and Preparation Manual

- It is to your benefit to start training and enhance your physical skills.
- An abbreviated explanation of the physical agility standards is included with this packet. Begin training immediately by running and lifting weights.
- Candidates can download a detailed version of the [KLEC physical fitness testing standards \(PDF\)](#).

Pre-Polygraph Booklet/Background Investigation Booklet

- Candidates will be directed to a website with a list of forms that must be completed and turned in at the Physical Agility Test. The information obtained will be used later in the process during the background investigation.

Physical Agility Test

- Candidates who are selected based on a review of their application will be scheduled by email to take the Physical Agility Test according to standards established by the Kentucky Law Enforcement Council, effective January 1, 2010.
- Candidates scheduled for the Physical Agility Test will be given a list of documents required by the Louisville Metro Police Department to be brought to the Physical Agility Test.

Oral Examination / Written Exam

- The oral exam consists of a candidate being presented with 3 situations similar to what a police officer may encounter while on duty. Candidates are asked to respond to the situations orally and are rated by a live panel of police officers and Police Merit Board staff members.
- At the exam site, applicants will also be asked to complete a written exam consisting of questions that measure reading comprehension, reasoning ability and written communication skills.

Eligibility List Certification

- Candidates who have passed the oral written examinations will be placed on the Police Recruit Eligibility List.
- Candidates' scores on the oral test will determine their place on the eligibility list.
- Candidates will receive an email providing their score information.
- All candidates on the eligibility list will be referred to the Louisville Metro Police Department for further evaluation.

Chief's Staff Interview

An interview is conducted by a panel appointed by the Chief to determine the suitability of applicants for employment as a police officer.

Credit Report

Credit reports are to be submitted at the interview for the background investigation. The LMPD Recruitment Unit will review each candidate's credit history. Based on a set of standardized criteria, candidates' credit history will be combined with other factors to determine if they will continue in the process. The credit report must be from one of the following major credit agencies: Experian, Equifax or Transunion.

Background Investigation / Polygraph Examination

A subgroup consisting of the most qualified candidates will be selected for a background investigation. The following factors are some of the criteria reviewed during the background investigation:

- Test scores
- Education above the minimum requirement, especially if it is related to law enforcement
- Job experience
- Military experience
- Financial and credit history
- Ability to speak other languages
- Community service
- Other relevant factors

The investigation includes verification of information provided on your employment application, obtaining and reviewing references from previous employers, interviews with some of your neighbors, a credit check and investigation of your driving, military and police records. Your fingerprints are used for the extensive national check of your police record performed as part of the background investigation.

Questions posed during the polygraph examination will include any arrests, convictions, employment history and alleged false information provided on the employment application. Specific questions will be reviewed immediately prior to the examination.

Conditional Offer of Employment

Candidates will also be given a conditional offer of employment by the police department. This offer of employment is conditional upon completing more steps and meeting established standards for a position.

Medical Examination

- Occupational Physician Services of Louisville provides a complete medical examination for police recruit candidates. The following information is made available in order to orient the candidates regarding what type of examination he or she will be having. The medical examination will consist of a self administered medical data history, vision test, hearing test, standard measure of height and weight, pulmonary function analysis, blood pressure and pulse rate, temperature and respiration, electrocardiograph, hemocult test (optional) and other procedures including blood and urine tests, CBC chemcyme plus test, chest x-ray, drug screening and physical examination.
- Corrected vision should be at least 20/30 for both eyes together. Due to likelihood of dislodgement or breakage, candidates who are able to wear glasses must meet an uncorrected standard of 20/100 for both eyes together.
- Color vision, depth perception, peripheral vision, night blindness and vision with contact lenses are also evaluated.

Psychological Evaluation

Candidates who advance further will receive a psychological evaluation consisting of two parts. During the first part, candidates complete self-administered written tests. During the second part, a licensed psychologist will conduct interviews with the candidates based on the results of the written tests. The purpose of the psychological evaluation is to determine those candidates who are best suited to handle the stress of an extremely demanding career.

Common Reasons for Denial of Employment

The following is a list of the most common reasons why the Louisville Metro Police Department either denies employment to applicants for the position of police recruit or why candidates are not successful after being hired.

- Falsification of background information
- Arrest history
- Drug usage
- Unstable work history
- Misunderstanding of job requirements
- Driving record
- Immaturity

Academy & Structure and Post Academy Training

Training for Police Recruits

The Louisville Metro Police Training Academy conducts basic law enforcement training for new recruits of the department. The academy provides over 1,000 hours of instruction over a 24 week training period. Those selected for hire are paid while attending the academy. The academy is located in Louisville, KY. Recruits do not live at the training facility. Designed for recruit level officers, the curriculum is segmented into various training areas: law offenses and procedures, patrol operations, traffic stops, investigative procedures, accident investigation, vehicle operations, self-defense, firearms (handgun and shotgun), physical fitness, practical performance exercises, LINK/NCIC and First Aid/CPR.

Field Training for Police Recruits

- Upon successful completion of the Louisville Metro Police Training Academy, the probationary officer will be assigned to the Police Training Officer program. This program provides a measure of the field performance of probationary officers and is used in the final decision regarding the retention or termination of employment.
- The probationary officer will ride with three different Police Training Officers for a period of 8 weeks each for a total of 24 weeks. The probationary officer may be assigned to different divisions and work shifts. During that time, the probationary officers will be evaluated on at least 32 different criteria such as appearance, attitude, knowledge of policies, laws and vehicle codes, performance such as driving skills, report writing, field performance and communication skills and relationships such as with peers, supervisors and the community. Following that time period, and upon the recommendation of the PTOs, the probationary officer may ride solo for a period of 28 weeks. At the end of those 52 weeks, the final decision regarding retention or termination of employment will be made.

Residency Requirement

None.

Physical Ability Test Requirements & Video Example

The following chart is used to determine the points earned for each event. In order to meet the state standard, an overall minimum of 50 points must be achieved. Failure to meet the overall minimum requirement constitutes a failure for the test battery. Opportunities to retest are granted at the sole discretion of the hiring agency.

Event	9 points	9.5 points	10 points	10.5 points	11 points
Bench Press (body weight percent)	55.3%	59.7%	64%	68.5%	>73%
Sit Ups (repetitions)	13	16	18	N/A	19
300 Meter Run (seconds)	68	67	65	N/A	<65
Push Ups (repetitions)	14	17	20	23	25

Event	9 points	9.5 points	10 points	10.5 points	11 points
1.5 Mile Run (minutes:seconds)	17:56	17:34	17:12	16:44	<16:15

These are five (5) physical fitness tests that will be given in 3 hours.

Bench Press -Video

- o Feet flat on the floor
- o Hips and back maintain contact with the bench
- o Full arm extension
- o Lift starts in the up position
- o Five (5) minute break before moving on to Sit Ups

Sit Ups - Video

- o Knees bent 90 degrees
- o Feet flat on the floor; feet being held
- o Back flat on the floor (start position)
- o Hands overlapped behind the head
- o Elbows to top of the knee (up position)
- o Top of the shoulder blade touch floor (down position)
- o Rest in the up position
- o 15 minute break before moving on to 300 Meter Run

300 Meter Run - Video

- o Run course as rapidly as possible
- o 15 minute break before moving on to Push Ups

Push Ups - Video

- o Legs, hips and torso must stay in the same place
- o Hands shoulder width apart
- o Feet no more than six inches (6") apart
- o Lower chest to touch three inch (3") sponge
- o Return to full arm extension
- o Rest only in the up position
- o 30 minute break before moving on to the 1.5 Mile Run

1.5 Mile Run - [Video](#)

- Run/walk 1.5 miles as rapidly as possible
- Entire Physical Ability Test is complete after 1.5 Mile Run score is recorded

Download the [Kentucky Law Enforcement's Physical Training Standards \(PDF\)](#).

Please be advised, if you are preparing for this physical examination, you would be best prepared by practicing all the events in the order you see above, with the allotted breaks in between. Assessing your performance on ONE (1) event alone will not give you an accurate representation of your ability. The test must be practiced as it is administered for applicants to gauge their level of fitness!

Note From the Staff

The foregoing information is not exhaustive but should provide information on the processes involved in becoming a Louisville Metro Police officer. The information is not intended to discourage, but rather inform. It requires serious commitment to a law enforcement career to endure the long process.

We greatly appreciate your patience and thank you for your interest in becoming a LMPD officer. Be advised, because the LMPD application process is open and continuous, the amount of time an applicant may spend from application to notification of employment can be anywhere from three (3) - six (6) months, depending on the date of application. We will try to keep you updated during the process. Anytime you have a question, feel free to email [our Personnel Specialist](#) or any member of the Louisville Metro Police Department's Recruitment and Selection staff.

Rescheduling

Due to the expected applicant volume, we cannot make examination schedules for your convenience. Rescheduling requests are limited and must be made prior to the examination.

Address / Contact Information

If your name, address and/or phone number changes after you have submitted your application or if for any reason you no longer wish to be considered, we ask that you notify [our Personnel Specialist](#). It is extremely important that you provide us with any phone, address or name change immediately.

Online applicants should follow these instructions to update their contact information:

- Go to the [Metro Human Resources webpage](#)
- Click the "Find or Apply for a Job Now" link.
- Click "Applicant Log-in".
- Sign in using the username and password you used when you last logged into the system.

- Once logged in, click "My Account".
- Click "Edit Contact Information".
- Make changes and click "Save".

Government Websites by CivicPlus®

Exhibit 11

RE: Police Officer Hiring Standards

From: Recruitment (MNP) (recruitment@nashville.gov)

To: [REDACTED]

Date: Wednesday, May 25, 2022, 12:01 PM EDT

Yes, we conduct a Computer Voice Stress Analysis (CVSA) polygraph AND a psychological evaluation.

From: [REDACTED]

Sent: Wednesday, May 25, 2022 10:56 AM

To: Recruitment (MNP) <Recruitment@nashville.gov>

Subject: Police Officer Hiring Standards

Does the Nashville Police Department conduct a polygraph examination and/or psychological assessment of applicants as a part of the officer hiring process?

Exhibit 12



Jason Wojdylo
Police Officer Martinez

Welcome to NYPD 5/25/2022 12:08:15 p.m.
Interaction transferred to Recruitment -- Chat. 12:08:15 p.m.
Interaction alerting Police Officer Martinez. 12:08:15 p.m.
Police Officer Martinez has joined the conversation. 12:08:25 p.m.

Jason Wojdylo
* **Does NYPD conduct a polygraph examination and/or psychological assessment of applicants as a part of the officer hiring process?** 12:08:35 p.m.

Police Officer Martinez
* **psychological yes** 12:09:09 p.m.
* **polygraph no** 12:09:25 p.m.

Jason Wojdylo
* **Thank you!** 12:09:33 p.m.

Police Officer Martinez
* **you welcome** 12:09:57 p.m.

Send

Exit

Press Enter to send message

Exhibit 13



The City of
OKLAHOMA CITY
POLICE



Application Process

**INTEGRITY-COMPASSION-
ACCOUNTABILITY-RESPECT-
EQUITY**

**To become an Oklahoma City
Police Officer you must
successfully complete these
steps in the application process:**

- + NeoGov Employment Application**
 - + Personal History Questionnaire (PHQ)**
 - + Law Enforcement Aptitude Battery (LEAB)**
 - + Physical Ability Test (PAT)**
 - + Interview Board**
 - + Polygraph Examination**
-

Applicants selected to proceed in the process will be scheduled for a polygraph examination. You will receive more information when you are contacted by the examiner.

- + Background Investigation**
- + Employment Assessment Board**
- + Final Selection**
- + Medical Examination and Psychological Evaluation**

- + NeoGov Employment Application**
- + Personal History Questionnaire (PHQ)**
- + Law Enforcement Aptitude Battery (LEAB)**
- + Physical Ability Test (PAT)**
- + Interview Board**
- + Polygraph Examination**
- + Background Investigation**
- + Employment Assessment Board**
- + Final Selection**
- + Medical Examination and Psychological Evaluation**

Once applicants receive a “Conditional Offer of Employment” they must complete a medical examination, including drug and alcohol, testing along with a psychological evaluation. The medical examination is required to be accepted in the Oklahoma State Police

Pension and Retirement System. The Minnesota

Multiphasic Personality Inventory (MMPI) or similar

instrument will be administered by a licensed

psychologist.

Quick Links

TATTOO POLICY (REVISED)

POLICE ACADEMY

CONTACT US

Exhibit 14

Re: Police Officer Hiring Standards

From: Danny McCaslin (Pers) ([REDACTED]@cityofomaha.org)

To: [REDACTED]

Date: Wednesday, May 25, 2022, 12:43 PM EDT

Yes, both of those.

On Wed, May 25, 2022 at 11:39 AM 'Jason Robert Wojdylo' via Personnel Employment (Pers) <peremploy@cityofomaha.org> wrote:

Does the Omaha Police Department conduct a polygraph examination and/or psychological assessment of applicants as a part of the officer hiring process?

--

Danny McCaslin MS, PHR

Human Resources Technician II

T: (402) 444-5304 F: (402) 444-5317

City of Omaha Human Resources Department



Exhibit 15

RE: Police Officer Hiring Process

From: Crumpton, Hosea ([REDACTED]@seattle.gov)
To: [REDACTED]; spdrecruiting@seattle.gov
Date: Wednesday, May 25, 2022, 12:16 PM EDT

Good morning Jason and thanks for your email and interest in the Seattle Police department. Yes the Seattle police department conducts polygraphs and psychological exams for employment.

Detective Crumpton

Seattle Police recruiting unit.

From: Jason Wojdylo [REDACTED]
Sent: Wednesday, May 25, 2022 9:14 AM
To: SPD_Recruiting <SPDRecruiting@seattle.gov>
Subject: Police Officer Hiring Process

CAUTION: External Email

Does the Seattle Police Department conduct a polygraph examination and/or psychological assessment of applicants as a part of the officer hiring process?

⚠ Effective 08/09/2021:

Seattle Police Headquarters public service counter will reopen for Limited In-Person Services - available by appointment only. Our precinct facilities remain closed at this time. Find out more on our [closure information page](http://www.seattle.gov/police/front-counter-services-suspended) (<http://www.seattle.gov/police/front-counter-services-suspended>).

Seattle Police Department (police)

Adrian Diaz, Chief of Police

The Process

NOTE: Our testing process has changed to a two-part exam/applicant screening process. The first part of the process are exams administered by the National Testing Network. These exams can be completed virtually or in person at a National Testing Network Center. The second part of the process is administered in Seattle by the Seattle Police Department. Please carefully read the information below to ensure the proper completion of the screening process.

+ The Pre-Employment Process

+ FrontLine National Network Testing

+ The Physical Agility Test (Entry Level Only)

+ Personal History Information Packet

+ Oral Boards

+ Background Process

— Hiring Process

After successfully completing the backgrounding and testing processes, the most competitive candidates are offered conditional employment with the Seattle Police Department.

DO NOT QUIT YOUR CURRENT JOB or MOVE until you receive a written FINAL OFFER of employment!

After receiving a conditional offer of employment you will be scheduled for additional tests, including a polygraph, psychological exam and medical exam.

Once you receive your **final conditional offer of employment** you will be notified of your academy start date & employment orientation. You will need to re-take the **Physical Agility Test (PAT)** as an entrance requirement to the police academy. Once you successfully complete the PAT you will be given a final offer of employment.

Exhibit 16

Options

- Add Note
- Contact Info
- Withdraw
- View Summary

Attachments

Upload / Download

Related

Messages

none

**Track or
update a prior
request:**

Tracking Number:

123456

Access Key:

123A

CHECK STATUS

Status: Closed

Tracking Nbr: 1016475

Access Key: 5JM71148E

5/25/2022

12:00 PM

Message Submitted

Jason Wojdylo

First Name: Jason

Last Name: Wojdylo

Business (not specified)

Name:

Email: [REDACTED]

Daytime (not specified)

Phone:

Fax: (not specified)

Street: (not specified)

ZIP / Postal (not specified)

Code:

City: Tampa

State / FL

Province:

Country: United States

Service Type: Police Personnel Bureau

Message: Does the Tampa Police Department conduct a polygraph examination and/or psychological assessment of applicants as a part of the officer hiring process?

5/26/2022

6:52 AM

Message Read

Background Investigator, Police Department

5/26/2022

6:57 AM

Closed

Background Investigator, Police Department

Email was directed to:

Jason Wojdylo (Requestor)

Other Actions:

- Message status changed to Closed

Message: Good morning. The city of Tampa conducts both a polygraph exam and a psychological as part of the background investigation. Any further questions please call me at 813-276-3397.

Take care,

Melinda Rewis

Background Investigation

5/26/2022

7:44 AM

Message Read via TampaGov