

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.