

CRJ 201 - POLICING

Recruitment & Training

INTRODUCTION

- List and Describe Standards of Police Selection
- Review the Selection Process
- Explain the Police Training Process

INTRODUCTION

- Questions for consideration:
 - What makes for a good police officer?
 - How can you tell, or predict, who will be a good police officer?
 - Can anyone be a good police officer with proper training?

Review Reading: Model Police Officer: Recruitment and Training



STANDARDS IN POLICE SELECTION

STANDARDS

- Height and weight
 - Minimum standards
 - Min/Max weight
- Vision standards
 - Glasses
 - Colorblindness
- Hearing tests
 - Grounds for exclusion
- Age Requirements
 - Min/Max age. Discrimination?

QUESTIONS

- Education requirements
 - HS only
 - Some college
 - Four-year degree
- Prior criminal record
 - Felony / DV misd
- Prior drug use
 - Marijuana use?
- Employment history
 - Prior job terminations?
- What do you think the standards should be?

THE SELECTION PROCESS

- Lengthy, Difficult, and Competitive :
 - Written exam
 - Personal interview
 - Physical fitness exams
 - Polygraph exam (Many do not require)
 - Psychological exams
 - Drug testing
 - Medical exam
 - Background investigation

THE SELECTION PROCESS

- Background investigation:
 - Interview
 - Release of information
 - HIPPA waiver
 - FERPA waiver
 - Fingerprints
 - Criminal background
 - Educational records
 - Employment history
- Credit history
 - Debts
 - Bankruptcies
- Driving record
 - Summons
- Military record
 - Discharge
- Psychological history
- Neighbors

THE SELECTION PROCESS

- Characteristics of good candidates:
 - Honesty & integrity
 - Maturity
 - Ability to communicate
 - Ability to think on one's feet
 - Problem solving
- Characteristics of good candidates:
 - Emotional intelligence
 - Self-control
 - Intelligence
 - Ability to get along with others
 - Reliable

WHO SHOULD, OR SHOULDN'T BE A POLICE OFFICER?

- Candidate #1 – 30 year old military veteran – honorable discharge, 60 college credits, no criminal record, no driving infractions, positive employment history, great references. Has PTSD and takes anti-anxiety medication.
 - Yes or No?
- Candidate #2 – 23 year old college graduate, multiple driving infractions, currently unemployed, lives with parents, no criminal record, no psychological issues noted.
 - Yes or No?

WHO SHOULD, OR SHOULDN'T BE A POLICE OFFICER?

- Candidate #3 – Married 33 year old, works for UPS full-time, good employment history, no criminal record, 60 college credits, no psychological barriers. Spouse has a felony conviction from 15 years ago.
 - Yes or No?
- Candidate #4 – Single 31 year old college graduate, full time employment. No criminal record, good references, declared bankruptcy after the financial crisis of 2008.
 - Yes or No?

WHO SHOULD, OR SHOULDN'T BE A POLICE OFFICER?

- Candidate #5 – 28 year old, college graduate, married with two children, multilingual, no criminal record, no driving infractions, positive employment history, positive references, homeowner, outstanding credit. Works in computer repair for 10 years, not a U.S. citizen.
 - Yes or No?

POTENTIAL VS. ABSOLUTE DISQUALIFICATION

- **Potential:**
 - Psychological problems
 - Specific types of medications
 - Living with a person who has a criminal record
 - Financial problems
 - Poor employment history
 - Driving record
 - School record
 - Past drug use
 - Alcohol use
 - References
- **Absolute:**
 - Not a U.S. Citizen
 - Not a valid NYS Driver's License
 - Felony conviction
 - Misd. DV conviction
 - Suicide attempts
 - Current drug use
 - Dishonesty
 - Specific Disability

POLICE TRAINING PROCESS

- Recruit training:
 - Begins at the police academy
 - Commuter vs. residential academies
 - Mandated minimum number of hours for training
 - Mandated by New York State
 - Academic training
 - Law, Police Science, Behavioral Science
 - Physical Training & Tactics

Review NYS Police Training Video

POLICE TRAINING PROCESS

- Recruit Training:
 - Classroom academic training
 - EVOC – Emergency Vehicle Operators Course
 - FATS – Firearms and Tactics Simulator
 - Fitness and Tactics
 - Crisis intervention training
 - What else could or should be included?

POLICE TRAINING PROCESS

- On the Job training (OTJ)
 - Field Training
 - Working with a Field Training Officer (FTO) for the first few months as a new police officer;
 - Close supervision and guidance;
 - Most of a police officer's probationary period.
- In service training:
 - Police training is continuous throughout an officer's career

Review In-service NYPD retraining video

- [In Service Training](#)