ENTRY LEVEL POLICE OFFICER SELECTION PROCESS
MEMPHIS POLICE DEPARTMENT

STEP 1 - APPLICATION

- Application must be completed and turned in an accurate manner with all supporting documentation.

STEP 2 - WRITTEN EXAM

- These tests measure reading ability and other important abilities related to law enforcement performance. One does not need former law enforcement experience to successfully complete these tests.

STEP 3 - STRUCTURED ORAL PROCESS

- Candidates are asked to orally respond to scenarios that are designed to elicit dimension linked behaviors important for police work.

STEP 4 - 1.5 MILE RUN

- Candidates must pass this component before moving on to the next components. Candidates should complete the 1.5 mile run within 15 minutes.

STEP 5 - PHYSICAL SIMULATION TEST

- The physical simulation simulates and measures an officer's physical ability to respond to critical incidents and must be completed within a specified time period. Click here to view the physical simulation obstacle course.

STEP 6 - BACKGROUND INVESTIGATION/CPS INTERVIEW

- The background investigation/CPS interview includes checks of employment, criminal history, education, personal references, and military records. The CPS interview consists of a taped interview evaluated by a panel of Department and/or Human Resource members.

STEP 7 - CONDITIONAL APPROVAL

- Candidates' files are reviewed and employment is approved on the condition that the remaining tests are passed.

STEP 8 - PSYCHOLOGICAL AND MEDICAL APPROVAL

- The psychological evaluation consists of an individual oral interview and evaluation process conducted by a psychologist on factors related to successful performance in the difficult and stressful job of a police officer. The medical evaluation is thorough to assess candidate's health.

STEP 9 - FINAL APPROVAL