

POLICE OFFICER SELECTION PROCESS

WRITTEN EXAMINATION

All applicants who meet the minimum qualifications for the position will be invited to take the written examination. The written examination is usually conducted in the cafeteria of the Anne Arundel County Board of Education building. All applicants must achieve a score of 70% to pass the examination. Scores are valid for one year. Applicants who do not pass the exam may re-test in 4 months. At the written examination applicants will sign up for the Physical Agility Test (given monthly) at the Police Academy in Davidsonville, MD and fill out preliminary personal information for the background investigation.

PANEL INTERVIEW AND PRELIMINARY PERSONAL HISTORY STATEMENT

Candidates who pass the written exam will be invited to a panel interview. Written examination scores are mailed to passing candidates along with a Preliminary Personal History Statement. This form must be filled out completely and honestly and brought to the interview. If the background information obtained on the Preliminary Personal History Statement is acceptable, candidates will proceed to the interview with a panel of 3 police officers.

Candidates, who pass the interview, are expected to complete the Physical Agility Test at the chosen date and time.

PHYSICAL AGILITY TEST

The physical agility test was developed to measure candidates' physical readiness for training and for performing the duties of a public safety officer. It measures a candidate's endurance, strength, flexibility, and cardiovascular capacity. Information on the physical agility test is given out at the written exam and can also be found on the Police Department's Employment page. ([link here](#))

BACKGROUND INVESTIGATION

A background investigation is performed on candidates who pass all of the above-mentioned components of the entry process. A background investigation requires candidates to fill out a lengthy Personal History Statement that must be notarized and turned into the background investigation unit of the Police Department. Candidates have an interview with an investigator and discuss all disclosures in the Personal History Statement. A comprehensive background investigation involves agency checks, criminal history checks, employment references, neighborhood checks and a polygraph.

Reasons for disqualification may include, but are not limited to: poor work history, poor driving record, felony conviction, falsification of application or other

documents, failure to meet physical standards, inability to competitively complete any of the component parts of the selection process, or any other disqualifying causes determined by the Police Department and/or the Office of Personnel.

MEDICAL AND PSYCHOLOGICAL EVALUATIONS

Candidates who successfully pass all components of the process and are selected for placement on the eligibility list will be given a conditional offer of employment. Candidates must then undergo a psychological evaluation and pass a comprehensive medical examination.

ADDITIONAL INFORMATION

Candidates must achieve a sufficient standing in relation to other applicants and the number of vacancies in order to remain under consideration.

This is a highly competitive process. We generally receive a large number of applications for a limited number of vacancies. It is our obligation to select those candidates best qualified to meet the needs of the Anne Arundel County Police Department. Your success in the selection process depends not only on your performance on a written examination and interview, but also on your experience, education, skill and ability.

If hired as an entry-level Police Officer, the Anne Arundel County Police Department will challenge you academically and physically in a paid 6-month training program, including benefits.