

CUSHING POLICE DEPARTMENT POLICE OFFICER HIRING PROCESS

CUSHING POLICE DEPARTMENT STANDARD OF EXCELLENCE

The Cushing Police Department's standard of excellence is clear in the extensive testing process that is given to all police applicants. All candidates for positions as police officers with the City of Cushing are required to successfully complete the following testing and evaluation process in order to be considered for employment:

WRITTEN EXAMINATION

The applicant testing process begins with a written police entry exam. The test measures your abilities in verbal comprehension, spelling, math, and reading comprehension. Applicants must score a minimum of seventy percent (70%) to pass the written examination.

APPLICANT REVIEW BOARD

Applicants shall appear before an oral interview board consisting of Cushing Police Officers, supervisors and administrators. The purpose of the interview board is to determine if the applicant's problem solving, communication skills, education and work experience are suitable for a position as a Cushing Police Officer through an interview.

PSYCHOLOGICAL TESTING

Applicants will receive a psychological test to determine their suitability as a police officer. Applicants will be evaluated on psychological factors relating to successful job performance and suitability towards police work.

M-PLUSE INVENTORY

Applicants will be given the *Matrix-Predictive Uniform Law Enforcement Selection Evaluation Inventory*. This is a pre-conditional screening instrument designed to assist our department in the selection of the best candidate for our position.

POLYGRAPH EXAMINATION

All applicants will be subject to a polygraph examination to help determine if the information you provided during the application process is complete and honest. It is used in conjunction with other aspects of the hiring process to determine your suitability as a police officer.

BACKGROUND INVESTIGATION

All applicants who successfully complete the preliminary testing process will be subject to a thorough and extensive background investigation. This includes thorough criminal and traffic records checks, personal, military, financial, education and employment histories and interviews with persons who know you. The purpose of this investigation is to determine whether you respect the law and the rights of other persons, are dependable, responsible, exercise mature judgment, honest and to determine your suitability as a police officer.

ADMINISTRATIVE INTERVIEW

Applicants are scheduled to meet with the Chief of Police for an oral evaluation interview.

PHYSICAL EXAMINATION

Applicants will receive a thorough medical examination to determine the applicants physical condition and for requirements of the state pension system.

ELIGIBILITY FOR HIRE

Only those applicants who successfully complete all testing and evaluation processes are considered for employment.