

Police Selection, Recruitment and Training

I. Police Selection

- basic rules of getting hired
- departments of course **differ** - main/average/state requirements

A. Two Basic Strategies

- Screen Out Strategy - make a list of undesirable characteristics and we eliminate applicants who have them
 - main way we do things - we seem to know more about what we **DO NOT WANT** compared to what we do want
 - no criminal record, physically unfit, hostile, overly aggressive, rule breakers, racists, have bad judgement
- Select In - make a list of desirable traits (good things) and you look for applicants who have them
 - only way you can tell is through the absence of things that we do not want

B. Basic Qualifications

- Education -
 - high school or equivalent
 - believed to discriminate against people who cannot afford an education in college
 - they want officers to have college (but not technically yet required) and may take someone with college degree over someone without one
- Age
 - minimum age of 21, no maximum
 - not about age, it's about ability
 - Supreme Court - there is no evidence that says someone who is older than 35 is not an effective officer because of their age
 - has to do with handling a gun
- US citizen
 - has to do with handling a gun

Police Selection And Training

Daniela Niemeyer



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