

## Section 12 - Selection

### New York State Law Enforcement Accreditation Program

#### 12.1 Hiring Standards – **CRITICAL STANDARD**

##### ADMINISTRATION

**STANDARD 12.1** The agency requires civilian positions with access to law enforcement sensitive information be subject to a background investigation pursuant to §6000.10. Candidates for law enforcement officer positions shall undergo a hiring process that meets the following requirements outlined in 9 NYCRR Part 6000 and other applicable laws unless specifically exempted therein:

- A. Medical Review by a Qualified Physician or Practitioner pursuant to §6000.4**
- B. Physical Fitness Screening pursuant to §6000.8**
- C. Background Investigation pursuant to §6000.10**
  - **Informational package consisting of written instructions and checklist of tasks is provided to each individual who conducts such investigations**
- D. Psychological Review by a Qualified Psychologist or Psychiatrist pursuant to §6000.11**

*Commentary:* The purpose of this standard is to ensure that all law enforcement officers are of good moral character, and physically and psychologically fit to be employed in the position and subjected to the same criteria for employment. In accordance with the Professional Policing Act of 2021, agencies must maintain compliance in order to achieve and maintain certification as mandated in Executive Law 846-H (d.)

##### Compliance Verification Strategies

Assessors may seek to verify agency compliance with this standard by using one or more of the strategies listed below. There may be other strategies identified by the agency which could also be acceptable.

1. Assessors may review agency personnel records to determine compliance with the standards established by the Municipal Police Training Council under in 9 NYCRR Part 6000 or other applicable law.
2. A copy of the informational package that is provided to officers who conduct such investigations is available for review.
3. The name of the licensed physician or practitioner and components of the standard physical exam are available for review.
4. The name of the licensed psychologist or psychiatrist and components of the psychological test are available for review.
5. Review of agency personnel files to verify results of written exam results, physical agility test results, medical exam results, psychological findings, oral interview results and background investigations are kept on file for all new hires.