

Frederick Police Department Hiring & Selection Process – In-State Lateral Police Officer

The Frederick Police Department’s In-State Lateral Hiring and Selection Process is comprised of several steps and is divided into two Stages. The first stage is the Pre-Offer Stage and covers step 1 thru 5. The Post-Offer Stage covers the remaining steps.

Click on a step below to view details, or scroll down the document.

Pre-Offer Stage

[Step 1 – Application and pre-screening](#)

[Step 2 – Personal History Questionnaire \(PHQ\)](#)

[Step 3 – Panel Interview](#)

[Step 4 – Background Investigation](#)

[Step 5 – Polygraph Examination](#)

Post-Offer Stage:

[Step 6 – Psychological Testing](#)

[Step 7 – Medical Examination and Drug Screening](#)

[Step 8 – Selection Committee Review](#)

[Step 9 – One on One Interview and Final Selection by the Chief of Police](#)

Phase 1 – Pre-Offer Phase		
Step 1	Application and pre-screening	In order to be considered for a lateral police officer position you must complete and submit an application for employment and the pre-screening questionnaire. The pre-screening questionnaire provides us with necessary information to determine your eligibility for obtaining police officer re-certification in the State of Maryland.
Step 2	Panel Interview	The interview panel is comprised of three sworn Department members of various ranks. Candidates will be asked a series of questions during the interview that are designed to illicit responses that will help us determine the candidate’s suitability for a position with the Department. The panel will score each interview and will make a recommendation as to whether or not the candidate should advance to the background investigation stage of the selection process.

Step 3	Background Investigation	The background investigation involves several steps to include: <ol style="list-style-type: none"> 1. Completing a Personal History Questionnaire (PHQ) 2. Meeting with the background investigator for a one on one interview and any necessary follow up interviews 3. Providing required document to the investigator for authentication and verification
Step 4	Polygraph Examination	Candidates in the background stage of the selection process are required to submit to a polygraph examination.
Phase 2 – Post Offer Phase		
Step 5	Psychological Testing	Psychological testing is completed in two steps. The first step is psychological written testing. The second step is a one on one interview with a Department Psychologist
Step 6	Medical Examination and Drug Screening	The medical examination and drug screening are completed in two steps. More information will be provided to candidates who advance to the stage of the selection process.
Step 7	Selection Committee Review	Once all the above steps are completed, the Department's Selection Committee will review the file of each candidate remaining in the selection process. Each member of the Selection Committee will make a recommendation to either hire the candidate or not hire the candidate.
Step 8	One on One Interview and Final Selection by the Chief of Police	The Chief of Police will personally interview each lateral candidate who advances to this step of the process, review the recommendations and will select candidates to hire.