

## Section 12 - Selection

### New York State Law Enforcement Accreditation Program

#### 12.1 Physical and Psychological Fitness Requirements

##### ADMINISTRATION

**STANDARD 12.1** The agency requires that candidates accepted for law enforcement officer positions meet or exceed the following standards:

- A. "Medical and Physical Fitness Standards and Procedures for Police Officer Candidates" established by the Municipal Police Training Council and/or current applicable law (9 NYCRR Part 6000).
  - A licensed physician or practitioner must use valid and non-discriminatory procedures to examine each candidate and determine if they meet this standard.
- B. Age requirements as per Civil Service Law Section 58 and/or other applicable law. (Does not apply to agencies that are permitted to appoint non-competitive police officers.)
- C. An emotional stability and psychological fitness screening is conducted for all police officer candidates (e.g. new hires, rehires, lateral appointments, full-time and part-time). The evaluation must be conducted by a qualified professional.
  - In cases of part-time employees, rehires and lateral appointments, psychological testing conducted at any time by another law enforcement agency may be considered provided the candidate has maintained a valid police training certificate pursuant to General Municipal Law 209-q.

*Commentary: The purpose of this standard is to ensure that all law enforcement officers are physically and psychologically fit to be employed in the position and, to the degree possible, subjected to the same criteria for employment. The requirement of existing pre-employment psychological assessments for part-time, lateral and re-hired officers is intended to ensure all candidates employed by an accredited agency have undergone this important step at least once in their career.*

##### 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 or other applicable law.
2. For those agencies that are not permitted to make non-competitive police officer appointments, assessors may verify that those appointments meet or exceed the standards established by the agency's civil service entity.
3. The name of the licensed physician or practitioner and components of the standard physical exam are available for review.
4. Review of agency personnel files to verify results of the physical exams are kept on file for all new hires.

5. For lateral appointments, rehires and part-time employees, an attestation from the agency that conducted psychological testing in the past is maintained and available for review.