

Police Officer Hiring Process

Step 1



Online Application & Review

All applicants must complete the online application at ejobs.umd.edu. For questions about the application process, please contact the Recruiting office at HumanResources@umpd.umd.edu. Once we receive your application, a representative from the department will review it to ensure you meet the minimum qualifications for the position.

Step 2



Initial testing and orientation

Applicants who meet the minimum qualifications of the position will be sent an email invitation to attend an orientation and complete an initial written assessment, physical ability assessment, and orientation. Applicants must pass each assessment to proceed to the next assessment and orientation. After orientation, the applicant will be given a link to the Personal History Statement (PHS); to be completed and returned in approximately two weeks. Note: Lateral applicants do not complete a written examination.

Step 3



Oral Board Interview

UMPD's background unit schedules oral board interviews approximately 2-3 weeks after you submit your Personal History Statement. A trained panel of UMPD officers asks each candidate the same set of 6-8 questions using a structured interview format. Candidates are evaluated as "recommended" or "not-recommended".

Step 4



Background Check Evaluation

UMPD's background investigations team continues to review the information provided on your Personal History Statement including but not limited to criminal history, credit history, employment history, education verification, personal/professional references, and a home visit.

Step 5



Polygraph

The polygraph test is used to confirm information that was presented in your background check and personal history statement, including employment history, crimes, drug use, use of physical force on another person, and any omissions, falsifications, or contractions in your personal history statement.

Step 6



Conditional Offer

A conditional offer is an important step in becoming eligible for hire. This means that a candidate is nearing the end of the background process and upon successful completion of the remaining examinations, will be recommended for hire.

Step 7



Psychological Exam

UMPD's background unit will arrange a psychological evaluation with the department's contracted licensed psychiatrist. During the exam, candidates are asked a series of questions regarding their work history, lifestyle, background, and any problems or concerns they may have regarding the position. The examination includes both a written examination and a clinical interview.

Step 8



Medical Examination

The medical examination will be arranged with the Backgrounds unit with an agency physician. You cannot obtain a medical clearance from your own physician. Medical examination aims to determine whether a candidate is medically qualified to perform the functional requirements of the Police Officer position.

Step 9



Drug Screening

UMPD's background unit will schedule your urine drug test at a local lab.

Step 10



Final Offer of Appointment

Once you have been selected for hire, you will receive a formal appointment letter from UMPD's Human Resources representative, including your position title, start date, and salary. Onboarding and orientation will take place about one week prior to your start date.