

Steps to Becoming an Officer



Step 1 Online Application

Becoming an officer with the Springfield Police Department starts by filling out an online application and connecting with a recruiter. You'll receive an email within about a week of applying with your testing date. Once you test, you'll receive additional required forms via email.

Qualifications:

All candidates must possess high school diploma or GED. AND, any of the following options to fulfill the necessary qualifications to test with us:

- 30 semester hours from an accredited college or university; **OR**
- Class A POST certified peace officer or currently enrolled in a Class A POST program with successful passing of POST exam within six months of application deadline; **OR**
- Two years of experience as a Police Service Representative; **OR**
- Two years of experience as a Traffic Services Officer; **OR**
- Two years of experience as a 911 dispatcher and/or telecommunicator; **OR**
- Two years of active-duty military service with an honorable discharge; **OR**
- Four years of honorable military service in national guard or armed forces reserves; **OR**
- Three years of full-time successful ownership and management of a business within the last five years; **OR**
- Three years of full-time employment as a correctional or detention officer within the last five years; **OR**
- Three years of full-time employment as a licensed professional security or private security contractor within the last five years; **OR**
- Three years of full-time employment working in the professional trade industry within the last five years; **OR**
- Three years of full-time employment in the last five years providing para-professional work experience to the public or community in one of the following fields: social services, health care services, and/or education.



Additional requirements include the following:

- U.S. citizen;
- 21 years of age at commission;
- Excellent physical condition;
- No felony convictions;
- No conviction for domestic assault;
- No DWI, DUI, or BAC conviction within the past three years;
- May not have been at fault in more than one traffic accident in the past twelve months;
- Meet vision and hearing standards;
- No objectionable tattoos and no head, face or neck tattoos.



Step 2 Take Written and Physical Exams

Next up is the written exam, and physical agility test.

Candidates will perform a series of linked exercises that simulate necessary job functions of the Police Officer position and shall include but not be limited to the following:

- 100 meter sprint
- Pushing a vehicle 15 feet
- Vertical jump
- 6-foot wall climb
- 3-foot wall climb
- Window climb
- Dummy drag
- Subject resistance
- Stair climb
- Trigger pull

Preparing for Testing

This is physically demanding and it is important for applicants to properly prepare both physically and mentally for the test.

1. Come recovered with at least 24-48 hours from any other physical activity prior to this testing.
2. Hydrate properly at least 24 hours prior to participating in testing.
3. Consume a light meal 1-2 hours prior to the physical agility testing, so you have adequate energy levels to help facilitate a better performance.
4. Proper rest prior to testing is also recommended (7-8 hours of sleep).





Step 3 In Person Interview

Eligible applicants will be notified to schedule a selection interview with the SPD. Those that succeed at the interview will continue through the last (and lengthiest) step of the hiring process.



Step 4 Background Investigation

Applicants complete a detailed background questionnaire. Once submitted, a background investigator spends about six weeks delving into the backgrounds of applicants who have made it to this stage.



Step 5 Conditional Offer of Employment

The entire background investigation is reviewed and if selected for the academy, you will receive a conditional offer of employment. This means you must submit to a medical exam, including a drug screen, a psychological evaluation, and polygraph examination.



Step 6 Start the Academy

Candidates who pass all phases of the selection process will be confirmed to start with the next scheduled SPD Academy. SPD is unique in that we run our own academy. Recruits are paid employees of the City of Springfield and receive benefits during the 6-month training academy. Upon graduation, Police Recruits move to Police Officers (and receive a pay raise) and begin 13 weeks of field training with a Field Training Officer.



Apply now!

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More questions? Just ask!
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SpringfieldPOLICE

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