



## Police Officer Hiring Process Steps

1. Submission of *Pre-Application for Employment*
2. Written Examination
3. Physical Fitness Examination
4. Submission of *Application for Employment*
5. Background Investigation
6. Structured Panel Interview
7. Conditional Offer of Employment
8. Medical / Psychological Examination
9. Pension Board Approval
10. Public Employees' Retirement 1977 Police and Firefighters Fund Approval
11. Hiring Date Established
12. Indiana Law Enforcement Basic Academy