

Overview of UMPD Employment and the Selection Process

The officers of the University of Massachusetts Police Department (UMPD) demand more from themselves and maintain an exceptional level of professionalism and integrity. Working as a police officer is not for everyone; it is a job that is extremely demanding and challenging. Police officers must be dedicated individuals who possess strong communication skills, common sense, sound judgment, courage, self-motivation, dedication to duty, integrity, empathy, leadership skills, creativity, and commitment to their peers and to the community that they serve.

The University is a unique community. With a daily population close to 40,000 people including over 32,000 undergraduate and graduate students, by day we are a fast-paced university community built on academic pursuit, diversity and inclusion. At night we transform into a busy social center due to our many cultural, sporting, and entertainment events; along with numerous on-campus eateries and the neighboring vibrant downtown Amherst business district. There are over 14,000 students who live on campus in 52 residence halls. Our dining halls serve the best college food in the country according to the Princeton Review, and we are home to the Division 1 UMass Minutemen and Minutewomen athletic programs. We are connected to area locations by busy roadways, the PVTa bus service, and a bicycle rail trail.

A career with the UMPD offers challenge, excitement, variety, teamwork, job satisfaction, opportunities for special assignments and career development, opportunities for promotion, and excellent salary and benefits. It is a job like no other. Our officers come from a variety of different academic and career backgrounds. Some of our candidates have studied criminal justice in college but many others have degrees in different academic areas such as psychology, sociology, social work, accounting, business, computers, and English. Some candidates have worked for other police departments, some come from the private sector, and some candidates have military experience. The fact is, we hire candidates who we believe will be successful and this includes people from varying backgrounds. It is critical for us to hire the best candidates to meet the needs of the diverse community we serve. The University of Massachusetts Police Department is a progressive and professional police agency. We strive to maintain a diverse agency that best mirrors the community that we serve.

We hire both academy-trained (lateral transfer) officers who are already Massachusetts POST-certified police officers as well as entry-level candidates. Candidates that are not already academy-trained will need to attend a 22 week MPTC police academy (Paid full salary while attending). All newly hired officers participate in the UMPD Field Training and Evaluation Program. After completing this four-month program riding with a training officer, new officers will be able to work on their own. All of our officers begin their careers working as a patrol officer. Over time, as their skills and experience develop, more opportunities and special

assignments will become available and officers can work toward their personal career goals by seeking out special assignments.

The following is a partial list of special assignments within our police department:

- **Mounted Patrol Officer**
- **Motorcycle Patrol Officer**
- **Tactical Team Member**
- **Bicycle Patrol Officer**
- **Emergency Preparedness Unit Member**
- **Recruiting and Retention Unit Member**
- **Detective/Crime Scene Processing Officer**
- **Field Training Officer**
- **Cruiser Maintenance Officer**
- **Community Outreach Officer**
- **Accreditation Officer**

In addition to these special assignments, many officers receive specialized training that allows them to contribute to the department in a wide variety of ways. This includes:

- **Domestic Violence Liaison**
- **Sexual Assault Investigator**
- **Defensive Tactics Instructor**
- **Firearms Instructor**
- **Active Threat Response Instructor**
- **Drug Recognition Expert**
- **LEAPS Manager**
- **Diversity and Cultural Relations Liaison**
- **Citizens Police Academy Instructor**
- **Police Cadet Staff Instructor**
- **Physical Fitness/Training Instructor**
- **CPR/First Responder Instructor**
- **Lidar Instructor**
- **Armorer/Weapons Technician**
- **High/Low Ropes Course Facilitator**

If you are interested in becoming a police officer here you are encouraged to reach out the UMPD Recruiting and Selection Unit at UMPDrecruiting@umass.edu with any questions. You can also request to participate in a Ride-Along that will allow you to ride with a UMPD officer for a few hours as they perform daily patrol tasks.

The Selection and Hiring Process

Entry Level Applicants who do NOT hold a Mass. POST academy certificate

- Application submitted to UMass Human Resources; Link for specific job posting available from www.umass.edu/umpd/careers
- Application is reviewed to ensure the candidate meets minimum position requirements (listed below)
- Candidates must sign a CORI (Criminal Offender Records Index) waiver, allowing the department to perform an initial basic background check
- Physical Test (Minimum passing standards can be found below). Applicants who do not pass any part of the Physical Test will be eliminated from the process. Applicants who successfully pass all portions of the PT will move on to the interview process.
- First interview with a five-person board consisting of UMPD staff and civilian community members. Applicants who meet or exceed the minimum assessment rating for this interview will move on to the second interview.
- Second interview with a three-person board consisting of a UMPD officer and two upper command staff members. Applicants who meet or exceed the minimum assessment rating for this interview will move on to the third interview.
- Third interview with the UMPD Chief of Police.
- Conditional offer of employment to the candidate from the Chief contingent upon successful completion of:
 - Background investigation
 - Doctor's physical
 - Psychological test
 - State Physical Abilities Test (Immediately preceding the academy)
- Completion of a Massachusetts MPTC POST-approved full-time police academy (22-24 weeks)
- Completion of Field Training and Evaluation program with field training officers at UMPD (14 weeks)
- New officers will then begin working on solo patrol and are on a one year probationary period (Beginning on the date of academy graduation).

The Selection and Hiring Process

Lateral Transfer Applicants who do currently hold a Mass. MPTC/POST academy certificate or who can apply to have their state's certificate accepted by POST

- Application submitted to UMass Human Resources; Link for specific job posting available from www.umass.edu/umpd/careers
- Application is reviewed to ensure the candidate meets minimum position requirements (listed below)
- Candidates must sign a CORI (Criminal Offender Records Index) waiver, allowing the department to perform an initial basic background check
- First interview with a five-person board consisting of UMPD staff, outside law enforcement officers, and civilian community members. Applicants who meet or exceed the minimum assessment rating for this interview will move on to the second interview.
- Second interview with a three-person board consisting of a UMPD officer and two upper command staff members. Applicants who meet or exceed the minimum assessment rating for this interview will move on to the third interview.
- Third interview with the UMPD Chief of Police.
- Conditional offer of employment to the candidate from the Chief contingent upon successful completion of:
 - Background investigation
 - Doctor's physical
 - Psychological test
- Completion of Field Training and Evaluation program with field training officers at UMPD (14 weeks)
- New officers will now begin working on solo patrol and are on a one year probationary period (Beginning on the date of hire).

Minimum Qualifications for Police Officer Applicants

Age: Candidates must be age twenty-one (21) at time of hire (Can start the application process at age 20).

Driver's License: Candidates must have a valid Driver's license at time of appointment.

Firearms Permit: Candidates must possess a valid Class A License To Carry firearms by the time of appointment.

Education/Experience (Entry Level Applicants):

1. High School diploma or equivalent

AND

- 2A. Candidate must possess a minimum of an Associate's degree, or have completed at least 60 credits toward a Bachelor's degree

OR

- 2B. Candidate must have completed at least 4 years of uninterrupted military service

Education/Experience (Lateral Transfer Applicants):

1. High School diploma or equivalent

AND

2. Completion of a Massachusetts MPTC POST-accepted police academy, or if from another state, ability to obtain an exemption from MPTC/POST that confirms their academy certificate qualifies in Mass.

Medical and Psychological Fitness for Duty: Candidates must pass a medical and psychological examination.

Physical Abilities Test (Entry Level Applicants Only): Effective July 1, 2019, the Municipal Police Training Committee requires that all potential student officers who intend to enter a full-time police academy, must first pass a physical fitness test. (Passing standards listed below).

Smoking Prohibition: In accordance with MGL, Chapter 41, Section 101A, police officers are prohibited from smoking tobacco products at the time of and after appointment.

Character/Background Check: No person who has been convicted of a felony shall be appointed as a police officer. A candidate may be disqualified for evidence of character clearly unsuited for police services.

Entry Level Applicants

MPTC Physical Fitness Minimum Passing Standards

1. One-Minute Pushups (Dynamic Strength):

Age:	20-29	30-39	40-49	50-59	60+
Males:	26	20	15	10	8
Females*:	13 (*20)	9 (*15)	7 (*10)	(*9)	(*3)

*Modified position is allowed but requires a higher number of reps

2. One-Minute Sit-ups (Dynamic strength):

Age:	20-29	30-39	40-49	50-59	60+
Males:	35	32	27	21	17
Females:	30	22	17	12	4

3. 1.5 Mile Run (Cardiorespiratory fitness; Time measured in minutes and seconds):

Age:	20-29	30-39	40-49	50-59	60+
Males:	13:16	13:46	14:34	15:58	17:38
Females:	15:52	16:38	17:22	18:59	21:20

4. 300 Meter Run (Anaerobic Power; Time measured in seconds)

Age:	20-29	30-39	40-49	50-59	60+
Males:	62.1s	63s	77s	87s	**
Females:	75s	82s	106.7s	**	**

**No time standard set; must complete the event.