

# Memorandum



**Date:** December 06, 2012

**To:** Honorable Jose "Pepe" Diaz  
County Commissioner

**From:** Carlos A. Gimenez  
Mayor 

**Subject:** Police Officer Hiring Standards  
Laterals/Certified

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The following is provided pursuant to your request for information regarding the Miami-Dade Police Department's (MDPD) hiring standards for police officers:

The MDPD will not relax its selection standards and training regimen for certified or lateral officers relative to filling vacant positions for FY 2012/13. As of now, the classes will be limited to lateral or already certified officers, which gives the Department an opportunity to select the best candidates from a qualified pool of applicants. These applicants have already been on the job or have demonstrated the ability to certify themselves (at their own cost) through law enforcement agencies that conduct independent academies or after completing the Florida Department of Law Enforcement (accrediting agency for law enforcement officers) approved coursework.

The MDPD adheres to strict hiring guidelines, in addition to those set by the Florida Department of Law Enforcement, when evaluating potential candidates prior to employment for a police officer position. The pre-employment/selection process consists of the listed components:

- Polygraph Examination
- Full Comprehensive Background Investigation
- Psychological Assessment
- Medical Examination

Applicants must successfully complete each component of the selection process. Failure to complete any of the requirements will render an applicant non-competitive and disqualify the applicant from further processing.

Once an applicant is selected for hire, they are required to attend a Department sponsored training and orientation program for an overview of the Department's Standard Operating Procedures at the Miami-Dade Public Safety Training Institute. Certified police officers with over one-year experience working in a police department complete a 2-week training program; certified police officers with no experience complete a 6-week training program. The first training and orientation program is currently scheduled for January 14, 2013.

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At the completion of the MDPD specific training program, the police officers will complete a six phase Field Training and Evaluation Program upon assignment to a police district. Each phase of the program evaluates the officer's proficiency and performance, which extends throughout the one-year probationary period.

The Department stands ready to fulfill its obligation to screen, select, hire, and train qualified candidates to fill police officer positions during the upcoming fiscal year. There will be no compromises made to fill classes or meet deadline-related hiring timeline constraints.

c: Honorable Vice-Chairwoman Audrey M. Edmonson  
And Members, Board of County Commissioners  
R.A. Cuevas, County Attorney  
Genaro "Chip" Iglesias, Deputy Mayor  
J.D. Patterson, Assistant Director, MDPD