

Yale University Police Career Opportunities

Join a long-standing tradition of service and achievement



your.yale.edu/police

Integrity
Trust
Commitment
Courage





A Message from the Chief

Thank you for considering a career with the Yale Police Department (YPD).

The women and men of YPD are committed to upholding the values of integrity, trust, commitment, and courage.

A career in law enforcement is a noble profession, and we consider it a duty and an honor to protect and serve all members of the Yale and New Haven communities.

Please take a moment to read this brochure to learn more about a career with the Yale University Police, the oldest campus police department in the United States. We encourage you to apply if you meet the required qualifications and are committed to serving the students, faculty, and staff at Yale and the New Haven community with excellence.

As the Chief, one of my goals for the department is to continue diversifying our staff. We have engaged in the 30X30 initiative and are actively recruiting to increase the number of women on our police force to 30% by the year 2030. Although it is not a requirement, if you're a resident of the city of New Haven, a woman, or a minority, please consider joining us. Also, if you are already a certified police officer in Connecticut and are looking for a change, I encourage you to apply.

Please consider a career with the Yale Police Department where our motto is: First in the Nation, second to none.

Anthony Campbell '95 B.A., '09 M.Div
Chief of Police

Our mission

Building on a century of service and achievement, we are dedicated to reducing and preventing crime, and serving our community in partnership with the city of New Haven.

Yale University Police Department is accepting applications for the position of Police Officer as part of an ongoing open recruitment campaign.

Benefits

- **As of 7/1/2022, the starting salary for a Yale University Police Officer, Grade C is \$76,306 and increases in two years to \$96,358 at Grade A.**
- **Paid vacation.**
- **Leaves of absence for eligible officers.**
- **Competitive health and pension benefits.**
- **College tuition assistance for officers and dependents.**
- **Yale Homebuyer Program.**

For additional information please visit your.yale.edu/police. Yale University is an affirmative action, equal opportunity employer.

To apply, visit your.yale.edu/careers



Thank you for your interest in employment opportunities with the Yale University Police Department. Yale police officers are fully certified law enforcement professionals and carry full jurisdiction within the city of New Haven. In fact, Yale police officers are approved for appointment by the New Haven Board of Police Commissioners. Each officer candidate must meet the entry-level requirements set forth by the State Police Officers Standards and Training Council. What follows are the entry-level requirements for appointment: Reference: 7-294e-16 (Entry Level Requirements) Connecticut General Statutes.

Yale university is an affirmative action, equal opportunity employer.

Educational Requirements

Graduation from an accredited high school, or proper document evidencing that the candidate has obtained, from a state-approved program, a formal certificate of equivalency to high school graduation.

Minimum Age Requirement

21 years of age. Yale University Police Department requires that the candidate be 21 years of age at the time of appointment.

Citizenship

United States citizenship is required.

Motor Vehicle Operators License

A candidate must have a valid motor vehicle operator's license and his/her right to operate cannot be under suspension. At the time of appointment, a candidate must have a valid operator's license.

Written Examination

A candidate must pass a written examination designed to evaluate predictors of job related skills and behaviors.

Personal Interview

Interview by a panel which includes one or more law enforcement officers designed to evaluate predictors of job-related skills and behaviors, including personal communications skills. Yale University Police uses a two-tier interview process. The first tier is a panel interview; successful candidates are passed on to interview with the Chief of Police.

Fingerprint Examination

Examination of fingerprints submitted to the Federal Bureau of Investigation to determine the existence of any criminal history record. In our process, fingerprints are taken as the background investigation begins with fingerprints submitted to the state of Connecticut for check and forwarding to the Federal Bureau of Investigation.

Criminal Convictions

A candidate may not have a conviction for any Felony, or Class A or Class B misdemeanor, or of any crime in any other jurisdiction that would, if committed in this state, constitute a Class A or Class B misdemeanor, or have committed any act which would constitute perjury or false statement.

Test For Controlled Substances

Before appointment, candidates will be subjected to a test for controlled substances as a part of Yale Police Department's preemployment process. The controlled substance test is conducted as part of the physical examination.

Medical Certification

Candidates must be cleared medically to participate in extensive physical agility requirements of basic recruit training.

Physical Fitness Standards

See Physical Agility Component standards section on the next page.

Background Investigation

Before appointment, candidates will be subjected to a personal background investigation which will include, but not be limited to the following: (1) Completion of a personal history questionnaire; (2) Check motor vehicle record for convictions(s) for operating a motor vehicle under the influence of intoxicating beverages, narcotics or controlled substances, or evasion of responsibility; (3) A polygraph examination



administered by a trained polygraph examiner.

Psychological Examination

Before appointment, candidates will be subjected to a psychological examination conducted by a licensed professional. A written opinion of the candidate's overall psychological stability to fill a position as police officer will be forwarded to the New Haven Department of Police Services.

Certification

As part of the application process, acknowledgment by the candidate that falsification of any part of the information required constitutes grounds for termination whether discovered prior to or subsequent to the appointment of the candidate.

Personal Appearance

Department policy prohibits body art or tattoos anywhere on the head, face, hands, fingers, neck, visible above the collar in an open collar uniform shirt. Officers who have tattoos or brandings which would be exposed when wearing the standard short-sleeved uniform shirt or shorts must either wear a long-sleeved shirt, trousers, or a fabric sleeve over the tattoo which closely matches the officer's skin tone and color when in uniform or on duty in plainclothes or when working off-hours engaged in department business (e.g., court appearances, administrative hearings, business meetings, etc.).



What To Expect—How Does The Process Work?

The process of becoming a police officer is challenging. It is a process demanding of your time as you will be expected to meet certain deadlines and successfully fulfill each standard required of appointment. The process of becoming a police officer is also highly competitive, as budgeted positions are finite and space within state-certified basic training academies limited. The following provides you with an insight into what to expect, and a brief explanation of how the process works.

The Yale University Police Department has implemented an ongoing open recruitment campaign. Candidates will be called to participate in the testing process as budgeted positions become available. This number will be more finite as the process continues. Submission of application material does not guarantee selection to participate in the testing process. Candidates who were previously in the selection process may reapply six months from the date of initial application.

Physical Agility Component

If selected, the first test is the physical agility component. This test is administered on-site by Yale University Police Department staff. Physical fitness is an important requirement of police work and depending on how far you proceed into the process you will be required to successfully complete a physical agility test several more times. The test has four (4) elements and is gender and age specific.

Test 1. The One-Minute Sit-Up Test. This is a measure of the muscular endurance of the abdominal muscles and core area. Sit ups are done with bent legs and hands alongside the ears. The score is the number of correctly performed sit ups in one minute.

Test 2. The 300-Meter Run. This is a measure of the anaerobic power and sprinting ability. The test is conducted on a suitable running surface/track. The score is measured in the number of seconds necessary to complete the 300-meter distance.

Test 3. The One-Minute Push-up Test. This is a measure of absolute strength of the muscles of the upper body. Pushups start in the up position (flat back and arms fully extended). The candidate lowers their body to approximately four inches from the ground without touching/bending their knees. Without touching knees, the candidate then fully extends arms into the up position. The score is the number of correctly performed pushups in one minute.

Test 4. The 1.5-Mile Run. This is a measure of the cardiovascular capability of the runner. The test is conducted on a suitable oval running track. The score is the minutes and seconds necessary to complete the 1.5-mile distance.

To apply for the position of police officer with the Yale University Police Department, visit your.yale.edu/careers.



40% Range-Male Candidate Fitness Performance Standards

Age	1 Minute of Sit-Ups	300 Meter Sprint	1 Minute of Push-Ups	1.5 Mile Run 40 %
20-29	38	59 seconds	29	12:38
30-39	35	59 seconds	24	13:04
40-49	29	72 seconds (1:12)	18	13:49
50-59	24	83 seconds(1:23)	13	15:03
60-69	19	n/a	10	16:46

40% Range-Female Candidate Fitness Performance Standards

Age	1 Minute of Sit-Ups	300 Meter Sprint	1 Minute of Push-Ups	1.5 Mile Run 40 %
20-29	32	71 seconds (1:11)	15	14:50
30-39	25	79 seconds (1:19)	11	15:38
40-49	20	94 seconds (1:34)	9	16:21
50-59	14	n/a	7	18:07

Fitness Performance Standards are as specified by Police Officer Standards and Training Council (P.O.S.T.C.) Initial testing requires that the candidate achieve physical performance at the 40 percent range (see following table). On appointment to the academy, the candidate will be tested again and will be expected to perform at the 40 percent range. Candidates will need to successfully pass a physical test in order to graduate. For currently certified police officers who will not be required to attend the Academy, you will be expected to perform at the 50 percent range to be considered for further participation in the testing process.

On the date scheduled for the physical agility examination, you will be required to report on time to the testing location. You will need a photo ID (a driver's license or state-issued identity card), a medical release form signed by a medical professional, a Certificate of Release with an authorization for release of information. **The Certification of Release form must be notarized prior to your arrival for testing. We will not notarize documents.** You must successfully complete each of the four (4) required tests in order to be passed on to the next phase.



For more information, visit your.yale.edu/police

What To Expect—How Does The Process Work? (continued)

The written component

The next phase of the examination process is a written component. It is a two-part test. You will be required to report to the testing site on time and be seated before the test is administered. Persons reporting late will not be admitted to the testing site, and will be eliminated from the process. A photo ID will be required. The department has the option of using a validated written or online examination which measures a candidate's:

- Judgment, comprehension, and learning ability.
- Background, experience, interests, and preferences.
- Job-related personality factors.

You must achieve a passing score of 70 percent on the cognitive portion and 75 percent on the non-cognitive portion to be placed on the list of eligible candidates.

Once written test results are received, a list will be prepared of those achieving a passing score. The department may call persons in to be interviewed from anywhere on the eligibility list. You will be notified by mail and/or email with your results. A separate letter, email and/or telephone communication will be sent regarding the interview process.

The interview process

The interview process is divided into two (2) tiers. The first interview is before a panel of police officers. This is a structured interview, with the candidate being asked a series of questions. Successful candidates are passed on from this stage to be interviewed by the chief of police.

Background Investigation

Following the interview with the chief of police, a successful candidate will be passed on to the background investigation stage. The candidate will be asked to provide additional information and/or documents and will be fingerprinted. A detective will be assigned to investigate the candidate's background which will include a personal visit(s) and

interview(s) at the candidate's home. A written report will be forwarded to the chief of police. Based on the background investigation a **conditional offer of employment** may be extended.

Conditional Offer

A conditional offer of employment is an important step in the process. It means that if the candidate successfully passes the following steps, he/she will be offered appointment onto the department and a seat in the next available academy class.

The steps following a conditional offer of employment are as follows:

- Polygraph examination arranged and the results reviewed by the New Haven Department of Police Services.
- Psychological examination given by licensed professional which will include both written tests and personal interview. Testing is arranged for and reviewed by the New Haven Department of Police Services.
- Supplemental background (as required) based on the results of the above examinations.
- Approval of application and all testing materials by the chief of police, New Haven Department of Police Services.
- Comprehensive preemployment physical to be arranged through the Yale Police Department. The preemployment physical will include a drug screening.
- Agility test consistent with P.O.S.T.C. standards within 30 days of appointment to the academy. Arrangements made through the Yale Police Department.

Candidates will be assigned a seat in the next available academy class. A candidate must successfully complete all academy requirements in order to be certified for appointment as a police officer. Beyond academy training, a police candidate must successfully complete a structured Field Training Program at the department. All employees must successfully complete a probation period.

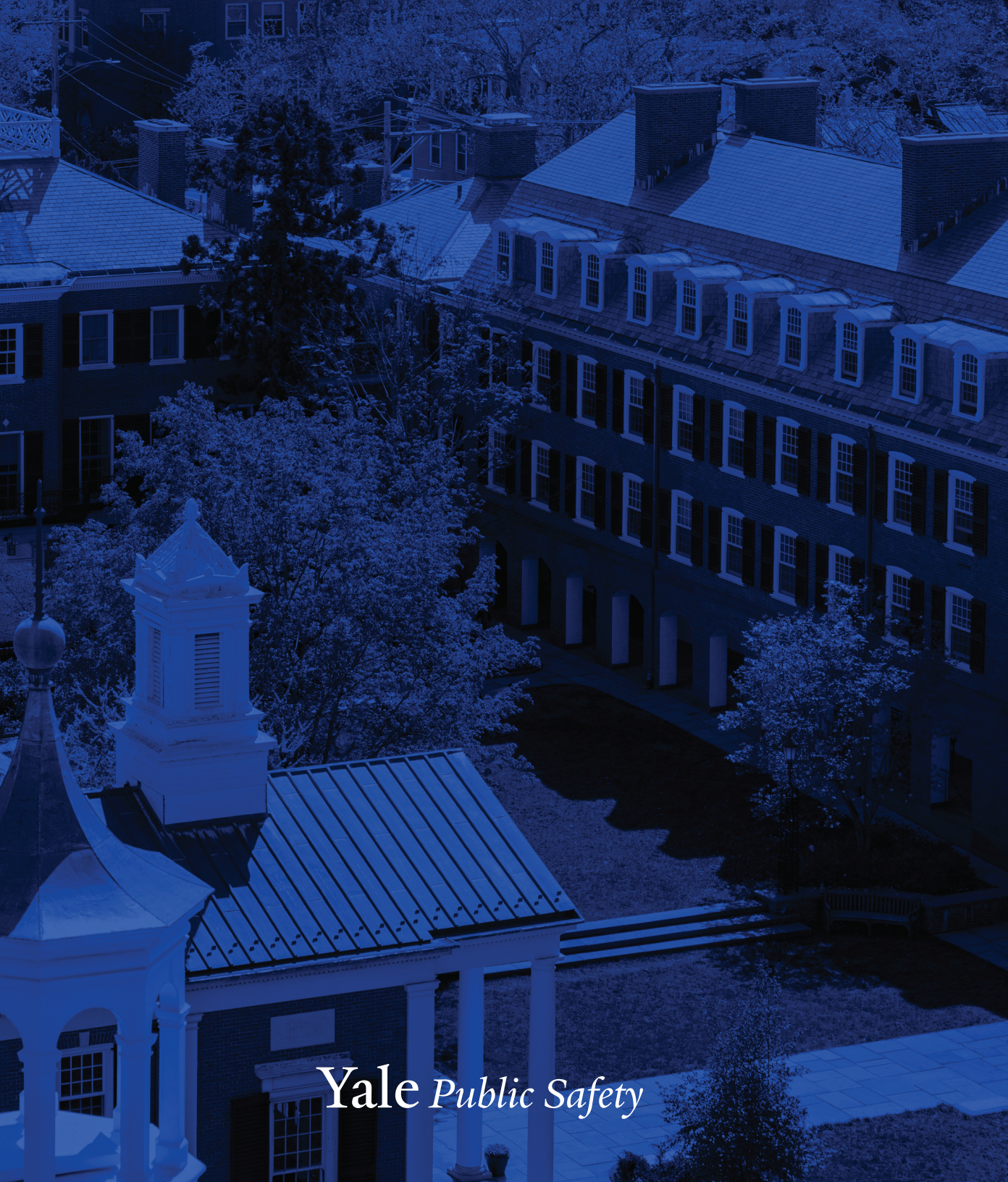


Throughout the process, but especially in the beginning stages, contact with candidates is through U.S. Mail and/or email. It is therefore imperative that we not only have your correct mailing and email address, but that these are updated as the process continues. Furthermore, the department is neither liable nor responsible for errors made by the U.S. Postal Service and/or your Internet Service Provider.

Visit your.yale.edu/police for more information.

For more information visit your.yale.edu/police





Yale Public Safety