State College Police Department
Police Officer Testing Information

The State College Police Department is seeking motivated men and women who are interested in pursuing a rewarding career by making a difference in our local community.

State College Borough is located in central Pennsylvania with a population of 39,000. Home of Pennsylvania State University, State College Borough is the core community of a small growing metropolitan area of 80,000 residents. The State College area offers excellent educational opportunities, a diverse community, and an exceptional quality of life.

Hiring Process: The hiring process for the State College Police Department requires successful completion of each testing phase. Each applicant must successfully complete the following:

Phase #1:

Physical Fitness Examination– Applicants must meet or exceed the minimum standards based on their gender and age. While the Borough will staff the physical fitness examination with employees trained in CPR and first aid, and trained to monitor applicants for signs that the testing may be creating an immediate health concern relative to an applicant, the testing is rigorous. The demanding nature of the examination cannot be eliminated without invalidating the test. You should not make yourself, at least without your physician's approval, an applicant if you have concerns that vigorous exercise may negatively impact your physical health. If you consult with your physician on this matter you are advised to show him/her the summary of the testing protocols.

Phase #2:

Written Test – A score of at least 70% on each component of the exam is required to pass the written test. Applicants who do not meet this requirement will not receive further consideration. Veteran's preference credit (claimed and due) will be added to the written test score of those who proceed to the next phase.

Phase #3:

B-PAD Testing - Top-scoring applicants from the written test will be scheduled for testing designed to assess each applicant's interpersonal skills. The highest scoring applicants will continue to the oral board interview. All other remaining applicants will receive no further consideration.

Phase #4:

Oral Board Interview - Applicants who successfully complete the B-PAD testing will undergo an oral board interview conducted by Police Department staff.

Eligibility List

Applicants passing all examinations will be placed on the eligibility list based on their final scores. Final scores shall be the average of the score on the written examination and the oral board examination. In the event the final scores of applicants are identical, the applicant with the higher oral board score shall be placed higher on the eligibility list. Placement on the eligibility list does not guarantee or imply that you will be extended an employment offer.

Pre-Employment Screening:

- Personal History Statement – Detailed application completed by the applicant
- Background Investigation – Completed by a member of the State College Police Department including the fingerprinting & photographing of applicant
- Administrative Interview – Conducted by the Chief of Police, Borough Manager an Human Resources Director
- Psychological Exam – Conducted by a licensed psychologist appointed by the Borough
- Medical/Physical Exam - Including drug screening by a Borough appointed physician

Note: the entire application process can take approximately 6 months.