

Springdale Police Department Hiring Process

1. **Complete Application Process:** Applicants must first make sure they fit the pre-qualification requirements before applying. If you fit the requirements, please fill out an application and turn that into the City of Springdale Human Resources Division. Attach copies of your Birth Certificate/Proof of Citizenship, High School Diploma/GED Certificate, Driver's License, Social Security Card, and Military Discharge/DD-214 to your application.
 - a. Pre-Qualification Requirements:
 - i. Be a United States citizen;
 - ii. Possess a high school diploma or GED certificate;
 - iii. Be no less than 21 years of age;
 - iv. No felony convictions;
 - v. Must be of good moral character;
 - vi. Possess a valid driver's license;
 - vii. Must be able to read and write the English language;
 - viii. Submit to and pass all requirements listed on this page.
2. **Letter from Training:** As the test date approaches, you will receive a letter from the SPD Training Division advising of you of test dates, times and any further relevant information.
3. **Physical Fitness Test:** This test requires that you can successfully complete all phases of the SPD Physical Fitness Test.
 - a. Physical Fitness Requirements:

i. Vertical Jump (inches)	16
ii. One Minute Push Ups (#)	25
iii. One Minute Sit Ups (#)	29
iv. 300 Meter Run (seconds)	71.0
v. 1.5 Mile Run (min/sec)	16:28
4. **Written Examination:** Upon successful completion of the fitness test, you will then take a 3 hour written examination.
5. **Civil Service Interview:** This is an interview in front of the Springdale [*Civil Service Commission Members*](#).
6. **Rankings:** Based on your score from section 3, 4 and 5, you will be ranked by the Civil Service Commission.
7. **Background Investigation:** Based on where you rank and available positions, you may then be asked to submit to a background investigation.
8. **Springdale Police Oral Board:** If you pass the background investigation, you will interview in front of members of the Springdale Police Department.
9. **Conditional Hire:** Once you pass through steps 1-8, you may be given a conditional letter of hire, pending that you pass a drug screen, psychological evaluation, medical evaluation, and polygraph.
10. **Start Date:** If you make it past all phases, you will be given a start date. Once you begin, you will complete a variety of tasks to include the 12 week Arkansas Law Enforcement Training Academy and a 14 week Field Training program.

[*Springdale Police Department Employment Application*](#)

*For any other questions, please contact Cpl. Mike Hignite at
mhignite@springdalear.gov or 479-750-8133.*