

# **STATE OF ALABAMA**

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## **PEACE OFFICERS' STANDARDS AND TRAINING COMMISSION**



CHIEF R. ALAN BENEFIELD  
EXECUTIVE SECRETARY

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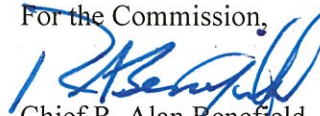
Dear Law Enforcement Agency Head,

Beginning January 1, 2021, the Alabama Peace Officers' Standards and Training Commission (Commission) will institute a requirement that all applicants selected to attend the Law Enforcement Basic and Lateral/Refresher academies, including applicants for the Alabama Department of Corrections academy, must undergo a psychological examination. Many agencies already have policies in place regarding psychological screening requirements utilized in their current hiring process. It is not the intent of the Commission to circumvent this process or to add additional requirements to your existing programs. However, it is apparent that the more detailed the examination process, the more accurate and detailed the information pertaining to the candidate's mental stability and suitability to serve successfully as a law enforcement officer will likely be. Therefore, it is the purpose of this requirement to establish some protocols to ensure that a reasonable and justifiable screening process is implemented. Again, our intent is not to replace or change the current systems many agencies are using, but to provide structure and guidance to those agencies who need to create and implement psychological testing and to place all applicants within the same evaluation and reporting process.

As previously stated, the purpose of this rule change is to establish the requirement for psychological testing and evaluation process to determine with some degree of accuracy the applicant's suitability and mental stability to serve as a peace officer. We all know and agree that the position of law enforcement officer is a sacred trust, and those individuals entrusted with this position must meet certain criteria. Chief among those qualifications is the ability to exercise sound judgement in very stressful situations. As such, selecting the very best, most emotionally and mentally stable candidates is all of our responsibility.

It is the position of the Commission to provide each agency as much autonomy and control as possible. With this idea in mind, it is the Commission's intent that the evaluation should be conducted in person by a licensed behavioral health professional. The report of the evaluator, along with POST Form 3B, is to be submitted with the application when applying for training and certification. Also, as required in the rule, any recommendation concerns listed on POST Form 3B by the evaluator must have been addressed by the employing agency before the application is submitted to the Commission.

For the Commission,



Chief R. Alan Benefield  
Executive Secretary