

A large group of Fishers Police Department officers and staff are posed in a parking lot. The group is arranged in several rows, with some officers kneeling in the front. They are wearing dark blue uniforms with "POLICE" patches. Two police cars with flashing lights are visible in the background. Two dogs are also present, one being petted by an officer in the front row. The background shows a parking lot with white lines and a building. The image is framed by a blue geometric border with diagonal lines and triangles.

FISHERS POLICE DEPARTMENT



Fishers PD

Welcome to Fishers

Fishers, Indiana has a population of 103,000 people and was recently ranked the 2nd safest city in America. Fishers is a vibrant suburban area just north of Indianapolis with amenities like IKEA, Top Golf, breweries, and great restaurants. Fishers is also home to a top ranked school system, Hamilton Southeastern Schools.



police.fishersin.gov



Fishers PD

A photograph of two black police vests hanging on a rack in a station. The vests are equipped with various gear, including a "POLICE" patch, a Motorola radio, and a small American flag. The background is slightly blurred, showing other equipment and the interior of a police station.

**128 Sworn
Officers**

About FPD

The Fishers Police department was started in 1978 with just one Town Marshal. Since its inception the department has continued to grow and stay ahead of criminals, keeping the city as one of the safest places to live and work in America.

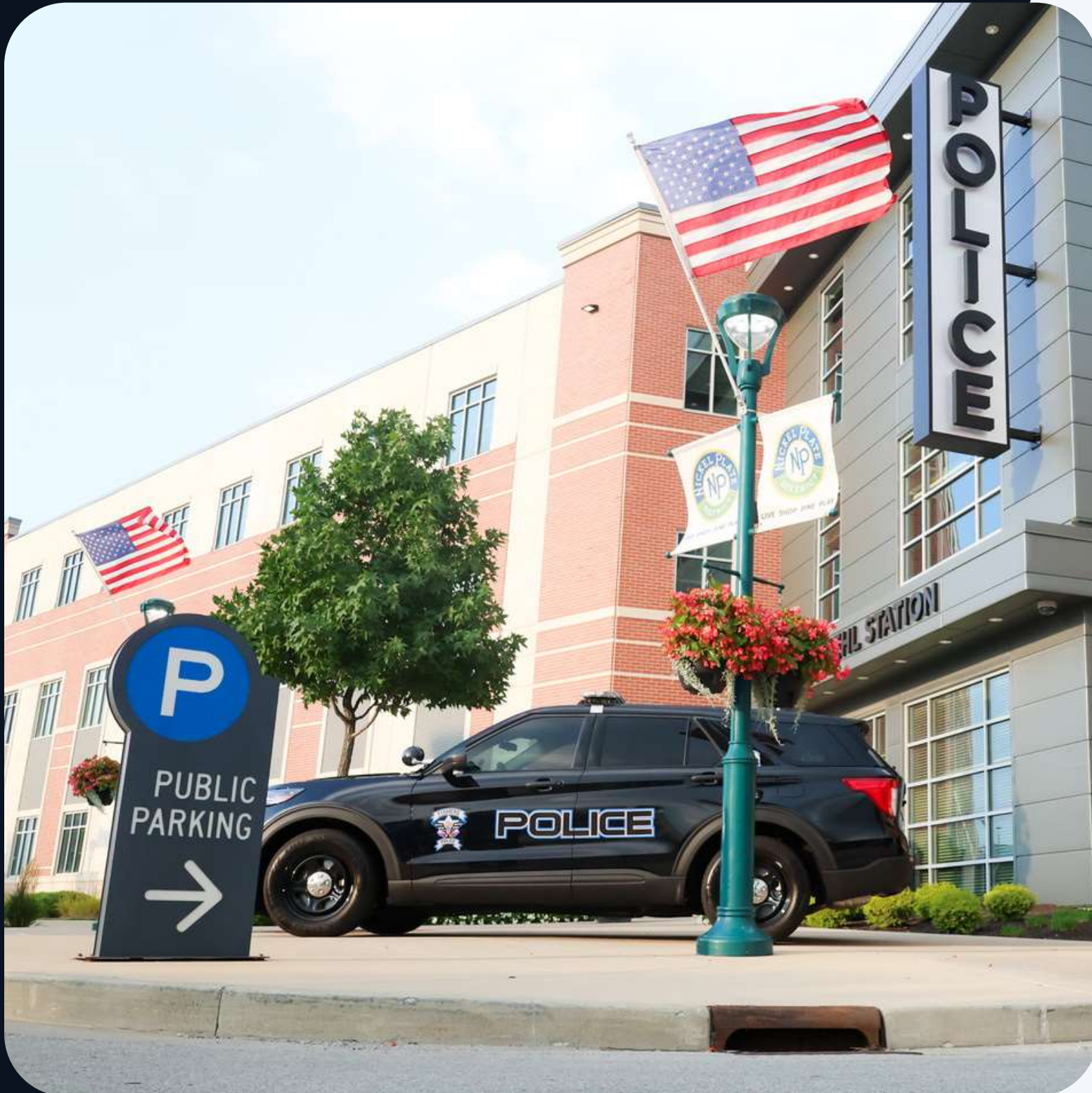
Our department is dedicated to keeping mental, physical, and spiritual health a top priority through our state of the art wellness center, on site physical therapy, free mental health services and chaplains on site.



Fishers PD

Requirements

- U.S. Citizen
- Indiana Valid Drivers License
- Between 21-40 years old
- High School Diploma or GED





Disqualifications

- Shall NOT have
 - Felony Conviction
 - Misdemeanor Conviction for Domestic Violence
 - Class A or B Misdemeanor Conviction
 - OWI or DUI
- NO hand, neck, or face tattoos
- NO Dishonorable Discharge





Physical Agility

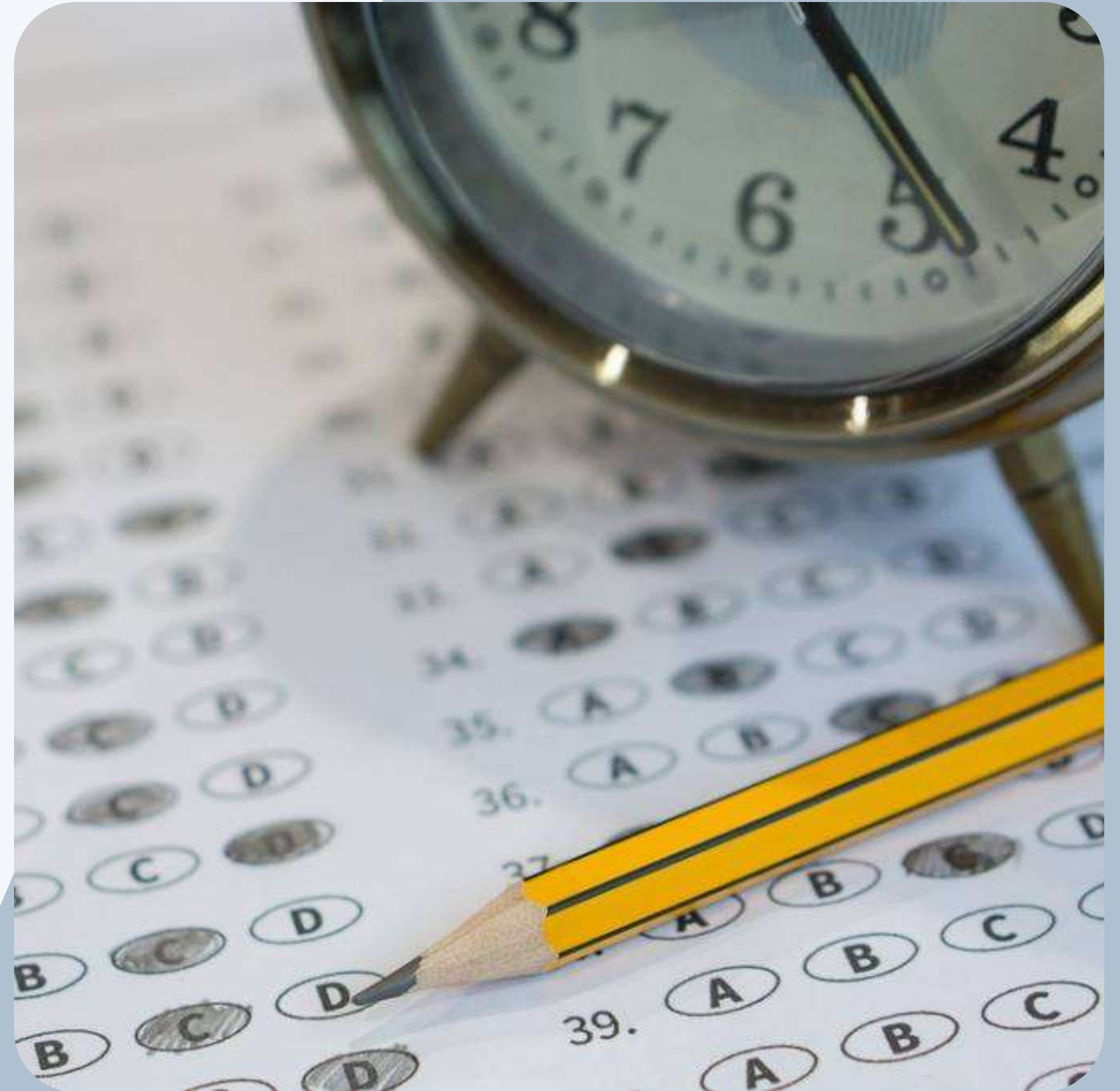
- 16 in. Vertical Jump
- 25 push-ups, no time limit
- 29 sit-ups, one-minute
- Mile and half run, 16:28
- 300 meter sprint, 71 seconds
- Dress Appropriately

Show up knowing you can ACE this



Written Exam

- Approximately 100 multiple choice questions
- Three hour time limit
- General aptitude questions
 - math
 - reasoning
 - logic
 - comprehension





Oral Interviews

- Structured Board Interview
 - Uniformed Officers
 - No dialogue
- 15-20 minutes
- Dress Code
 - Men: Suit and Tie
 - Women: Business Suit





Example Questions

- Being a police officer is stressful, what do you do to relieve stress?
- Tell us about a time you dealt with conflict within the workplace and how did you handle it?



Fishers PD



Personal History Questionnaire

- Electronic link through Guardian
- Deep dive into your background
- Be honest!



Pre-Background

- Less structured to get to know you
- Reviewing your PHQ
- Dress Code, business casual
 - Men: Polo and Khakis
 - Women: Dress pants and blouse
- Be Honest!





Background

- Candidate is assigned a background investigator
- 3-4 week timeframe
- Expect
 - phone calls
 - in-person interviews
 - contact previous employers
 - home visits
- Deeper than your references
- Timely responses from you





Polygraph

- Be Honest
- **Don't try to beat it**
- Polygrapher is very experienced
- Dress Code
 - men: polo and khakis
 - women: pants and blouse





Chief's Board Interview

- Writing Exercise
- Formal Interview, Semi Structured
- Chief and Command Staff
- Dialogue encouraged
- Dress Code
 - men: suit and tie
 - women: business suit





Fishers PD

Psych - Medical

- Comprehensive medical and psychological exam





Best Practices

- Arrive early
- Be flexible
- Communicate
- Be responsive
- Be professional

“How bad you want this job comes out every time you present yourself.”





Fishers PD

Pay Scale

The Fishers Police Department uses a 4-step pay scale. Each step represents a year in law enforcement.

Step 1

\$72,389

Step 3

\$77,502

Step 2

\$74,904

Step 4

\$87,276



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Fishers PD



Benefits

- Pension Plan
- Tuition Assistance
- PTO
- Physical Fitness Incentive Pay
- Longevity Pay
- Continuous Training
- Advancement Opportunities



Fishers PD



Benefits

- Uniforms Provided and Cleaned
- Equipment Provided
- Take Home Car Program
- Paid Overtime
- Medical, Dental and Vision
- Life Insurance
- Long Term Disability
- Retirement Savings Plan




Fishers PD

Questions



Fishers PD

Contact Us

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apply today

