



Board of Peace Officer Standards and Training

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Requirements for Psychological Screenings

(MN Rule 6700.0675)

A pre-employment psychological screening must be completed after an individual accepts a conditional job offer from a law enforcement agency. The screening requirement applies to the hiring of **ALL** candidates for a peace officer position. Psychological screenings may be used for up to one year for the purpose of satisfying the pre-employment psychological screening requirement.

Psychological Screenings

According to MN Rule 6700.0675, psychological screenings must:

- be conducted by a licensed psychologist and conform to the ADA,
- address any written screening criteria provided by the agency,
- include a written psychological test battery relevant to law enforcement responsibilities, and
- evaluate the applicant's history of discriminatory conduct.

The psychologist must interview the applicant and provide a written report that addresses the following:

- the psychological demands of a law enforcement officer's responsibilities, and
- the evaluation of any emotional or mental condition that might adversely affect the candidate's performance, including discriminatory conduct.

If the candidate is hired, the agency shall retain the psychological screening results and report for as long as the person is employed with the agency. If the applicant was not hired, the agency shall retain the psychological screening results and report for 6 years or per the agency's retention schedule (whichever is longer).

Exemption

The psychological screening is not required when:

- the position being filled meets the definition of a temporary or seasonal position as defined in Minnesota Rule 6700.0100; AND
- the candidate is currently a licensed peace officer, as verified in writing by the current employing agency.