



Tempe Police Department | Recruiting & Hiring Unit



Serving the community since 1894

There are minimum requirements for employment as a professional staff employee or service as a volunteer, many of which are listed. Individuals who do not fulfill minimum requirements cannot be considered for employment. Those with discretionary requirements are encouraged to apply and will be considered.

Professional Staff Employee & Volunteer Minimum Requirements

1. Be a United States citizen or authorized to work in the United States;
2. Be 18 years of age at time of application;
3. Be a high school graduate or have successfully completed a General Education Development (GED) examination;
4. Not have been dishonorably discharged from the United States Armed Forces;
5. Not be a prohibited possessor of firearms;
6. Not have been convicted of a felony or any offense that would be a felony if committed in Arizona;
7. Not have illegally used steroids or Adderall (unless prescribed) for any purpose in the past 3 years;
8. Not have used any dangerous or narcotic drugs in the past 3 years – List: cocaine, crack cocaine, heroin, opium, morphine (unless prescribed), LSD or acid, methamphetamines or speed, spice or a derivative thereof, bath salts;
9. Not have illegally sold, produced, cultivated or transported for sale marijuana or dangerous or narcotic drugs;
10. Not have illegally used marijuana or dangerous or narcotic drugs while employed or appointed as a peace officer;
11. Not have used marijuana for any purpose within the past 6 months;
12. Not have a pattern of abuse of marijuana;
13. Not have a pattern of abuse of prescription medication;
14. Undergo a background investigation;
15. Undergo a polygraph examination

Professional Staff Employee & Volunteer Discretionary Requirements

- A. Be a validly licensed driver;
- B. Not have been convicted of a misdemeanor involving violence or any offense that would be considered a misdemeanor involving violence if committed in the state of Arizona in the past 3 years;
- C. Not have used any dangerous or narcotic drugs in the past 3 years – List: peyote (except during religious ceremonies); hashish; mescaline or a derivative thereof; or hallucinogenic (mushrooms);
- D. Not have ever illegally used dangerous or narcotic drugs in any combination more than 5 times;
- E. Not have ever illegally used dangerous or narcotic drugs more than 1 time since the age of 21 years;
- F. Not have used or tried any illegal, dangerous or narcotic drugs (except steroids) by injection more than 3 times;
- G. Not have used or tried any illegal, dangerous or narcotic drugs (except steroids) by injection more than 1 time since the age of 21 years;
- H. Not have violated any federal, state or municipal law or code pertaining to criminal activity while employed as a peace officer;
- I. Not have been previously denied police officer certified status, have certified status revoked or have current certified status suspended;
- J. Not been terminated or resigned in lieu of termination as a peace officer in the past 5 years;
- K. Not have engaged in unlawful sexual misconduct;
- L. Not have had driver license privileges suspended in Arizona or any state in the past 3 years;
- M. Not have been convicted of or adjudged to have violated traffic regulations governing the movement of vehicles with a frequency within the past 3 years that indicates a disrespect for traffic laws or a disregard for the safety of other persons on the highway;
- N. Not been convicted or found responsible for 3 or more motor vehicle traffic violations in the past 1 year;
- O. Not been convicted in Arizona or any state for DUI in the past 3 years