



## **HOLLY SPRINGS POLICE DEPARTMENT**

**P.O. Box 8 750 HOLLY SPRINGS RD.  
HOLLY SPRINGS, NC 27540  
919.557.9111 (FAX) 919.552.3175**

### **Recruitment**

The Holly Springs Police Department believes in recruiting officers from a wide variety of sources to find an applicant pool of intelligent, professional and diverse candidates.

- Recruiting at local colleges and universities (NCSU, Meredith, NCCU, Shaw, UNC, WTCC)
- Officers certified as Law Enforcement Instructors teach at, and recruit directly from, BLET programs at WTCC, CCCC, and other community colleges.
- Participation in other regional job fairs
- Participation in Regional Recruitment Partnership Steering Committee led by the Triangle J Council of Governments (COG)
- Participation in the Inclusive and Diverse Talent Acquisition for 21<sup>st</sup> Century Public Safety Forum at Fayetteville State University
- Recruiting partnership with Blue Lights College, Apex

### **Application Process**

The Holly Springs Police Department conducts a rigorous application process that screens candidates to ensure they are a good match for Department philosophy, mission and core values. The process is as follows:

- The Police Department reviews the applicants and determines which best meet the needs of the department through an evaluation of their work history, training, education, and other knowledge, skills, and abilities.
- A roundtable face-to-face interview is conducted with each applicant where topics such as policing philosophy, personal and professional histories are discussed, along with other standard job interview topics. Additionally, the interview contains a segment where the interviewers discuss the expectations of a Holly Springs police officer, the philosophy of the organization regarding our community outreach centered policing style, and our commitment to partnering with our community to maintain a safe and friendly town.
- If a conditional offer is extended, we begin an extensive, mandated background investigation of the applicant's professional, academic, and personal life. During this phase the officer also is physically and psychologically screened by independent licensed medical professionals to ensure that they are suitable for employment as a police officer.
- At the completion of the standardized mandated background check, the applicant is submitted to the North Carolina Criminal Justice Education and Training Standards Commission for a final independent review before being authorized for appointment as a police officer.

- Upon their approval, the officer is sworn in and begins the field training process under the direction of an assigned Field Training Officer who instructs, critiques, and documents the field training process.
- It may take up to a year from the initial application with our agency for an officer to be released from field training.

### **Training**

- All law enforcement officers in the State of North Carolina are required to attend an accredited Basic Law Enforcement Training program of not less than 640 hours of academic and technical training to be certified as a law enforcement officer. Most academies that we recruit from add additional classes to the basic minimum standard by requiring an additional 84 hours of specialized training in de-escalation techniques and use of force guidelines to ensure that officers are skilled at peaceful resolutions to conflict.
- Officers are required to complete state and federally mandated training annually. Topics of focus include Legal Updates, Juvenile Minority Sensitivity Training, Use of Force Training, Intelligence Updates, Domestic Violence Response, Career Survival Training, Firearms Training and Qualification, among other departmental topics of choice.
- Additional training per officer beyond Basic Law Enforcement Training and Mandatory In-Service Training averages 110 hours per year.
- Additionally, the Holly Springs Police Department conducts annual sensitivity training in partnership with Tru Access' Community Organizers Helping Officers Restore Trust (COHORT) where officers are taught about issues such as implicit bias and diversity and inclusion. COHORT also includes a facilitated conversation between officers and other community stakeholders where they share experiences, perspectives, and ideas surrounding issues of race and generational differences within the context of law enforcement interactions.
- Lastly, the Holly Springs Police Department maintains a robust training budget that allows us to train advanced concepts of verbal de-escalation, emotional intelligence, crisis communication and intervention, racial equity, and community oriented policing philosophies all over the state and nation.

### **Professional Certificate Program**

- Our officers participate in the North Carolina Criminal Justice Education and Training Standards Commission Professional Certificate Program. This program awards progressively higher degrees of professional certification (Probationary, General, Intermediate, and Advanced) to officers commensurate with their time in the profession and their completion of training credits beyond Basic Law Enforcement Training. Please see the link to the program below.  
<https://ncdoj.gov/law-enforcement-training/criminal-justice/professional-certificate-program/>

To date, half our officers have been awarded an Advanced Certification with an additional 30 percent who have been awarded their Intermediate Certification.