


Memphis Police Department Policy Manual		
Effective Date June 22, 2023		MPD.P&P.02-051 FBI National Academy Selection Process
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**1. PURPOSE**

To establish the policy that govern the selection of Memphis police supervisors to attend the FBI National Academy (FBINA).

**2. POLICY**

2.1 The Memphis Police Department (MPD) will designate a deputy chief to oversee the selection process of sworn supervisors who may be considered to attend the FBINA.

2.2 Training Programs

2.2.1 The MPD sends members to the FBI National Academy because it provides the highest degree of law enforcement expertise, leadership training, and information to law enforcement executives around the world. The training also expands and develops the leadership skills to strengthen their knowledge base, their departments, and their communities.

2.2.2 The intent of the FBINA selection process is to identify, prepare, and select future leaders within the MPD and to provide an avenue for employee development through advanced leadership development training.

**3. RESPONSIBILITIES**

3.1 The chief of police will select a deputy chief to chair the FBINA Selection Committee.

3.2 The designated deputy chief will chair a selection committee composed of members who have graduated from the FBI National Academy.

3.3 The Training Academy director will assist with the preparation of the employees selected to attend the FBINA.

**4. ACTION**

**4.1 Qualifications**



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4.1.1 To be considered to attend the FBINA, MPD supervisors must submit a letter of interest within 30-days of the announcement.

4.1.2 Qualifications:

1. Must hold the rank of at a 2<sup>nd</sup> lieutenant or above;
2. Must meet the required entry physical fitness training requirements;
3. Must be in excellent physical condition, capable of strenuous exertion and regular participation in the use of firearms, physical training, and defensive tactics, which will be confirmed by a thorough physical examination (submitted when requested by the FBI) by a medical doctor of the nominee's choosing and at the nominee's expense;
4. Must possess excellent character and enjoy a reputation for professional integrity;
5. Must exhibit an interest in law enforcement as a public service, a seriousness of purpose, qualities of leadership, and enjoy the confidence and respect of fellow officers;
6. Must have a college degree;
7. Must agree to remain in law enforcement for a minimum of three years after graduating from the FBI National Academy; and
8. Cannot have any adverse disciplinary action within the 12-months period that the announcement is made. Some sustained rule violations are automatic disqualifiers:
  - a. Excessive use of force and
  - b. Truthfulness

## 4.2 Training

4.2.1 The FBINA is a 10-week course.

4.2.2 Course of Study

Sessions include approximately 265 officers (including up to 35 international students), who take undergraduate and/or graduate courses at the FBI Academy campus. Classes are offered in a diverse set of areas, and officers participate in a wide range of leadership and specialized trainings. Officers share ideas, techniques, and experiences with each other and create lifelong partnerships that transcend state and national borders.

4.2.3 The Yellow Brick Road

The final test of the fitness challenge, the Yellow Brick Road is a grueling 6.1-mile run through a hilly, wooded trail built by the U.S. Marines. Along the way, the participants must climb over walls, run through creeks, jump through simulated windows, scale rock faces with ropes, crawl under barbed wire in muddy water, maneuver across a cargo net, and more. When (and if) the students complete this difficult test, they receive an actual yellow brick to memorialize their achievement



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**4.3 Submitting a Nomination:**

- 4.3.1 The in-house FBI Selection Committee will compile a list of diverse candidates for consideration to attend the FBI National Academy.
- 4.3.2 The MPD FBI chairperson will submit the list of eligible candidates to the chief of police for consideration. The chief of police, at her/his discretion, will select what MPD supervisor and when the candidate will attend the FBI National Academy.
- 4.3.3 It is the intent of the MPD to ensure that the agency considers diversity and succession planning when selecting employees for advance training opportunities.

**5. DEFINITIONS**

**6. CANCELLATIONS**

This document is to be reviewed every three years.

**7. REFERENCES**

**8. SIGNIFICANT CHANGES**

**9. APPENDIX**