THE MISSION of the Federal Bureau of Investigation (FBI) is to protect the American people and uphold the Constitution of the United States.

THE PRIORITIES of the FBI are to:

- Protect the United States from terrorist attacks.
- Protect the United States against foreign intelligence operations and espionage.
- Protect the United States against cyberattacks and high-tech crimes.
- Combat public corruption at all levels.
- Protect civil rights.
- Combat transnational/national criminal organizations and enterprises.
- Combat major white-collar crime.
- Combat significant violent crime.

THE CORE VALUES of the FBI are:

- Rigorous obedience to the Constitution of the United States.
- Respect for the dignity of all those we protect.
- Compassion
- Fairness
- Uncompromising personal and institutional integrity.
- Accountability by accepting responsibility for our actions and decisions, and the consequences of our actions and decisions.
- Leadership, both personal and professional.
- Diversity
GENERAL INFORMATION
Overview ........................................................................................................... 02
Police Officer Selection System ............................................................................ 03
FBI Employment Requirements ............................................................................. 06

APPLICATION PROCESS
Minimum Qualifications .......................................................................................... 09
Completing Your Application ................................................................................ 09
Core Competencies Evaluation .............................................................................. 10

PREPARING FOR TESTING
Testing Guidelines ................................................................................................. 12
Test-taking Tips ..................................................................................................... 13
Retesting .................................................................................................................. 13

AFTER THE TEST
Conditional Job Offer ............................................................................................. 15
Medical Examination ............................................................................................... 15
Final Job Offer ......................................................................................................... 15

TRAINING
Federal Law Enforcement Training Center ............................................................... 17
Post-FLETC ............................................................................................................. 17

FBI POLICE OFFICER SALARY
FBI Police Officer Salary and GS Levels ................................................................. 19
GENERAL INFORMATION
OVERVIEW

As the nation’s foremost law enforcement and intelligence agency, the Federal Bureau of Investigation (FBI) mission is built on safeguarding our national security, protecting the American people and upholding the U.S. Constitution. This all-encompassing work takes a dedicated police force within the FBI, men and women who not only work to protect the Bureau, its employees and facilities in the United States, but also to identify potential threats and prevent and investigate crimes.

FBI Police Officers serve as first responders to any emergency that may arise. They maintain access points at FBI facilities and patrol the grounds, buildings and surrounding areas. They’re responsible for investigating and reporting suspicious persons and activities, maintaining order, protecting citizens and promoting good community relations. FBI Police Officers also travel across the country in support of FBI operations and special events.

This work requires superior interpersonal skills, a high degree of stress tolerance and adaptability, and an ability to judge a situation and respond quickly. This attention to detail and dedication often requires FBI Police to continually assess, refocus efforts and delve further in their investigations to uncover clues, identify motives, secure surroundings and maintain order.

Beyond protecting Bureau personnel, facilities and information from criminal acts and unauthorized access, FBI Police are responsible for addressing day-to-day challenges, such as:

» Providing public safety by maintaining order; responding to emergencies, protecting people and property; enforcing motor vehicle and criminal laws; and promoting good community relations.
» Monitoring, noting, reporting and investigating suspicious persons and situations, safety hazards and unusual or illegal activity in patrol areas.
» Identifying, pursuing and arresting suspects and perpetrators of criminal acts.
» Investigating traffic accidents and other incidents to determine causes and to determine if a crime has been committed.

» Recording facts to prepare reports that document incidents and activities.
» Checking for proper identification of pedestrian and vehicular traffic prior to admittance to secure space at stationary posts.
» Screening of vehicles for the detection of explosive devices.
» Responding to a variety of alarm situations and protecting and safeguarding information and material affecting national security and defense.
» Protecting people and their civil rights from a wide variety of dangerous and hostile situations.
POLICE OFFICER SELECTION SYSTEM

The Police Officer Selection System (POSS) is a challenging process designed to find only the most capable applicants. Those who make it through the process become part of an elite team that is responsible for ensuring the safety of our personnel and assets. The POSS typically takes a year to complete but can take longer.
STEP 1
Application and Screening

Attach all necessary forms to your application, including your official or unofficial transcripts, a DD-214 for former members of the Armed Forces or your military enlistment contract for current Armed Forces members. Applications are screened for eligibility and suitability. All documentation is submitted through FBIJobs.gov.

STEP 2
Initial Email

Applicants who pass preliminary screening will be contacted by the recruitment team to begin their virtual testing. Once all necessary documents are received, applicants will move on to the next phase.

STEP 3
Writing Test

Applicants must complete a 45-minute online writing test and submit it to the recruitment team by the deadline.

STEP 4
Interview

If the applicant receives a passing score on the written test, he or she will be invited to a structured interview conducted by FBI officers.

STEP 5
Conditional Job Offer

Applicants who receive a passing score on both the written test and interview will receive a Conditional Job Offer (CJO). Hiring is contingent on the successful completion of the remaining components (Background Investigation, medical review, polygraph, etc.).

STEP 6
Background Investigation

Applicants who receive a CJO must complete a Background Investigation to obtain a Top Secret Sensitive Compartmented Information (SCI) Clearance. The Background Investigation includes a Personnel Security interview, polygraph, drug test, fingerprinting and medical examination. It also includes credit and arrest checks, interviews with associates, references and verification of educational achievements.
STEP 7
Final Job Offer

Once the applicant has passed the Background Investigation, he or she will receive a final job offer.

STEP 8
FLETC Training

Applicants must attend an intense, 12-week Uniformed Police Officer Training Program at the Federal Law Enforcement Training Center (FLETC) in Glynco, GA. After graduating from FLETC, cadets will receive four weeks of specialized instruction at the FBI Academy and five weeks of on-the-job training (OJT) with a Field Training Officer (FTO) after being assigned to a permanent duty location.

FINISH
First Duty Assignment

Upon successful completion of FLETC training and passing the Background Investigation, candidates officially join the FBI and are given their duty assignments.

IMPORTANT

Applicants must not post information about the application process on social media, message boards, chat rooms, blogs, internet forums or any other public forum. Use discretion when discussing the process with family and friends.

Applicants must not solicit help, tips, advice or assistance of ANY kind on social media, message boards, blogs, internet forums or from current or former FBI employees.
FBI EMPLOYMENT REQUIREMENTS

The mission of the FBI is vital to the safety and security of our nation and its citizens. Often, our work is very sensitive in nature. Therefore, all FBI positions require at least a Top Secret Clearance. How do you obtain such a clearance?

Once you have received and accepted a CJO, the FBI will initiate an intensive Background Investigation that you must pass before you can join the Bureau.

Employment Disqualifiers

There are certain employment requirements that all candidates must meet in order to be eligible for consideration for employment with the FBI. Before applying for any FBI position, including entering the POSS, please make sure that the FBI Employment Disqualifiers do not apply to you. The disqualifiers are:

- Non U.S. citizenship.
- Conviction of a felony, sex crime and/or a domestic violence misdemeanor.
- Having knowingly or willfully engaged in acts designed to overthrow the U.S. government.
- Failure to pay court-ordered child support or alimony payments.
- Currently having a federally funded student loan in default.
- Failure to file income tax returns.
- Once holding a security clearance that was revoked.
- Previously failed the FBI polygraph examination or was disqualified for employment with the FBI during a Background Investigation.
- Being found in violation of the FBI Employment Drug Policy.
- Failure to register with the Selective Service System (for males only, exceptions apply).
  (See [www.sss.gov](http://www.sss.gov) for more information.)

If you are disqualified by any of the above tests, you are not eligible for employment with the FBI. Please make sure you can meet FBI employment requirements and pass all disqualifiers before you apply for an FBI position.

Employment Drug Policy

The FBI is firmly committed to a drug-free society and workplace. Applicants for employment with the FBI who are currently using illegal drugs, misusing or abusing legal drugs or other substances at the time of the application process, will be found unsuitable for employment.

While the FBI does not condone any prior unlawful drug use by applicants, the FBI realizes some otherwise-qualified applicants may have used illegal drugs at some point in their past. The guidelines set forth in this policy should be followed for determining whether an applicant’s drug use makes him or her unsuitable for employment. This policy balances the needs of the FBI to maintain a drug-free workplace with the public integrity necessary to accomplish its law enforcement and intelligence missions by hiring the most qualified candidates to fill the FBI’s personnel needs.

A candidate will be found unsuitable for employment and automatically disqualified if he or she deliberately misrepresents his or her drug history in connection with his or her application for employment.
Additionally, candidates are automatically disqualified under the following criteria:

**Marijuana Usage:**
- Candidates cannot have used marijuana or cannabis in any form (natural or synthetic) and in any location (domestic or foreign) within one year preceding the date of their application for employment.
- Marijuana or cannabis use before the candidate’s 18th birthday is not a disqualifier for FBI employment; however, adjudicative personnel will evaluate the candidate by using the “whole-person concept.”
- Dronabinol (sold as Marinol, Syndros or generic equivalents) is the only pharmaceutical drug containing tetrahydrocannabinol (THC) that the FDA has approved for lawful use with a medical prescription. Candidates cannot present “medical marijuana cards” or other prescriptions as mitigating factors for marijuana or cannabis use.
- A candidate’s use of marijuana in its various forms for medical reasons, regardless of whether or not it was prescribed by a licensed practicing physician, cannot be used as a mitigating factor.

**Illegal Drugs:**
- Candidates cannot have used any illegal drug, other than marijuana, within 10 years preceding the date of the application for employment.
- Additionally, candidates cannot have sold, distributed, manufactured or transported any illegal drug or controlled substance without legal authorization.

**Prescription Drugs/Legally Obtainable Substances:**
- Candidates cannot have used anabolic steroids without a prescription from a licensed practicing physician within the past 10 years preceding the date of the application for employment.
- Finally, candidates cannot have sold, distributed, manufactured or transported any prescription drug without legal authorization.

**Background Investigation Process**

After you receive a CJO, you must complete the necessary documentation to launch your Background Investigation. The Background Investigation process is very thorough; it can take several months or more to complete. Once you are cleared, you will receive your Top Secret Sensitive Compartmented Information (SCI) Clearance. You must be approved for an SCI Clearance before beginning employment with the FBI. The investigation includes:

- A polygraph examination.
- Urinalysis test.
- Fingerprint
- Credit and records checks.
- Extensive interviews with former and current colleagues, neighbors, friends, etc.

You will be contacted by the FBI Field Office processing your Background Investigation to schedule your interview, urinalysis test and polygraph examination. The polygraph is used as an investigative tool to verify the truthfulness of your responses on the FBI Background Investigation forms. In the next phase of the process, the FBI will perform extensive records checks (credit checks, police records checks, etc.) and FBI investigators will interview past and present associates.
APPLICATION PROCESS
If you are a recent graduate with a background in Criminal Justice, Security or Political Science, a municipal or military Police Officer looking for federal employment or a Protective Security professional looking for career advancement, this could be the opportunity for you.

MINIMUM QUALIFICATIONS

As with all FBI career opportunities, POSS applicants must abide by all FBI Employment Eligibility requirements. You must:

» Be a U.S. citizen.
» Be able to attend and pass the panel interview and POSS written test.
» Be able to obtain a Top Secret Sensitive Compartmented Information (SCI) Clearance. Selectee will be required to complete the annual Financial Disclosure process.
» Have (or be able to obtain) a valid driver’s license.
» Become proficient in the use of a firearm and various other weapon systems.
» Be able to pass a U.S. Government Physical Exam.
» Be a minimum of 21 years of age.
» Have successfully completed a full 4-year course of study leading to a bachelor’s degree in any field.

COMPLETING YOUR APPLICATION

To submit an application to a Job Announcement on FBIJobs.gov, applicants must first create an account and complete an applicant profile. Applicants will then complete an assessment questionnaire that is linked to the open job posting. Applications for Police Officer positions will only be processed when an open job vacancy exists.

» Click on the “Apply” button to be directed to the FBIJobs Careers website.
» Click the “Start” button to begin. You will be prompted to either sign in to continue or to register if you don’t already have an account.

» Currently, applicants must use the Mozilla Firefox web browser when applying to FBIJobs.gov Job Announcements; please confirm the appropriate browser recommended on the Career site.
» Follow the step-by-step process to submit your interest. You will be guided through each step.

You must complete all sections of the form and attach all required documentation to successfully complete your application. Failure to provide any necessary and relevant information indicated in the job posting may disqualify an applicant from consideration. Applications are solely evaluated on the information submitted; we will not request additional information from you. See instructions on the site for attaching the required documentation, which includes:

» Your resume, specifically noting relevant work experience and associated start and end dates.

» Other supporting documents:
  • College transcripts, if qualifying based on education or if there is a positive education requirement.
  • Forms — Veterans: DD 214; Disabled Veterans: DD 214, SF-15; and VA letter dated 1991 or later, if requesting Veterans’ Preference.
Reasonable Accommodations

The FBI is an Equal Opportunity Employer (EOE). All qualified applicants will receive consideration. Except where otherwise provided by law, selection will be made without regard to, and there will be no discrimination because of race, religion, color, national origin, sex, political affiliations, marital status, nondisqualifying physical or mental disability, age, sexual orientation, gender identity, genetic information, membership or nonmembership in an employee organization or on the basis of personal favoritism or other nonmerit factors.

The FBI welcomes and encourages applications from persons with physical and mental disabilities and will reasonably accommodate the needs of those persons. The decision on granting reasonable accommodation will be on a case-by-case basis. The FBI is firmly committed to satisfying its affirmative obligations under the Rehabilitation Act of 1973, to ensure that persons with disabilities have every opportunity to be hired and advanced on the basis of merit within the FBI.

CORE COMPETENCIES EVALUATION

For successful performance in the Police Officer position, all applicants will be evaluated and rated on the following competencies. If applicants self-assess themselves too highly when completing the application/questionnaire, and those self-assessments are not supported by information documented in the attached resume and/or supporting documents, the applicant may be eliminated from the most competitive status or may receive a lowered score.

COLLABORATION

How did you Resolve and Manage Conflict, Demonstrate Political Savvy, Work with Others and/or Liaise with an employee, coworker, team or organization?

INTERPERSONAL ABILITY

How did you Establish Rapport with others, Show Sensitivity to Differences, Resolve and Manage Conflict and/or Work with Others to achieve common goals?

COMMUNICATION

How did you Persuade, Listen and Interpret and/or Share Information with an employee, coworker, team or organization?

LEADERSHIP

How did you Mentor, Direct, Inspire and/or Set Strategic Direction for an employee, coworker, team or organization?

FLEXIBILITY AND ADAPTABILITY

How did you Adapt and Manage Change by yourself, with an employee, coworker, team or organization?

ORGANIZING AND PLANNING

How did you Plan, Prioritize and Follow Through by yourself, with an employee, coworker, team or organization?

INITIATIVE

How were you Proactive, how did you Develop Yourself and/or how did you Serve the Public by yourself, with an employee, coworker, team or organization?

PROBLEM SOLVING AND JUDGMENT

How did you Identify Problems and Opportunities, Make Decisions, Manage Risks and/or Evaluate and Analyze Problems/Situations by yourself, with an employee, coworker, team or organization?
PREPARING FOR TESTING
TESTING GUIDELINES

What to Bring
Candidates must bring a current driver’s license or government-issued photo identification to the POSS Testing site. If your driver’s license does not have a photo, you must provide an additional form of photo identification. Candidates are not permitted to participate in the testing process without proper photo identification.

What NOT to Bring
» Reference materials (dictionaries, textbooks, etc.).
» Pens and/or pencils (these will be provided).
» Reading materials (books, magazines, newspapers, etc.).
» Work-related materials.
» Briefcases, backpacks and purses.
» Papers (resumes, notification letters, notes, blank paper, etc.).
» Cellphones (alarms on watches must be turned off).
» Other electronic devices (calculators, tape recorders, cameras, radios, etc.).
» Weapons of any kind, including firearms. (If you are currently in a law enforcement position, you may not bring your firearm into any FBI space or the testing facility).

What to Wear
» Dress in a professional manner. Business attire is recommended.

Time Allotted
» Written Test — Approximately 45 minutes.
» Panel Interview — Applicants will have one hour to complete the interview.

Basic Testing Rules
» Tardiness — Please arrive on time. If you are late, you will not be permitted to participate in the testing process.
» Eating/Drinking — Eating and drinking is not allowed during testing.
» Smoking — Smoking is prohibited in all testing site facilities; the use of chewing tobacco is prohibited during testing.
» Restroom Use — You may not use the restroom during testing unless it’s an emergency.
» Cellphone Use — You are not permitted to use a cellphone during the testing process.
» Time Limits* — Time limits are strictly enforced. When time has elapsed, you must immediately stop what you are doing and await further instructions. Failure to comply will result in you being disqualified from the process.
» Talking — Talking to other applicants once testing has begun is prohibited.
» Cheating — Any attempt to see another applicant’s answers; obtain assistance verbally or in writing; or record, document or otherwise retain/discuss the questions/answers to the assessments is considered cheating. Those caught cheating are discontinued from further consideration for the Police Officer position.
» Discussing the Tests — Candidates are not permitted to discuss any part of the tests and interview questions with anyone during or after the testing process. We discourage discussing your prospective FBI employment on any social media or social networking sites. You should remain discreet, including during all interview and testing, as well as throughout the entire FBI hiring process. This ensures other potential applicants are not given an unfair advantage or disadvantage in the selection process. Applicants are required to sign a nondisclosure form at the assessment. If an applicant is found to have violated this agreement, he or she will be disqualified from FBI employment.
» Leaving the Premises — Candidates are not permitted to leave the testing premises during testing.

* Special accommodations are available for those with a disability or impairment that will require a time extension.
TEST-TAKING TIPS

Before the Test Session
» Plan ahead so you are well rested before the test session. Make sure you know the exact location and time of the test session, allow plenty of time to get to the test site, use the restroom and relax.
» Reduce test anxiety and tension by breathing deeply and stretching before the test.
» Start the test session with a positive attitude, determination to do your best and focus on what you do know, not on what you don’t know.

Written Exam
At the start of the exercise, the test administrators will distribute background materials for applicants to refer to. Preparation manuals are not available for the written test; however, it is suggested that you:
» Read the instructions carefully and make sure you understand what the exercise requires.
» Be detailed and thorough in your report.
» Use only the facts/materials provided.
» Do not overinterpret questions or try to find hidden meanings; the questions are not designed to mislead you.
» If you have time remaining at the end of a test, proofread and revise your answers.
» Follow grammatical rules and spell words correctly.
» Responses are handwritten, so write legibly — your answers cannot be evaluated if they cannot be read.

Interview
A one-hour interview will be administered by up to three Police Officer Assessors. Evaluators will use standardized scoring criteria to measure the Police Officer Core Competencies, as well as, honesty and integrity.
» Be yourself.
» The evaluators will be taking notes during the interview to assist them in documenting the results; do not let this distract you.
» Provide detailed information when answering the interview questions. Avoid being modest in your responses. To provide the best examples of your skills and abilities, draw from all of your life’s experiences (not just the most recent ones).
» Remember that the evaluators have no applicant information about you. They have not seen your application and they only know your name.
» Keep your answers concise and specific — answers that are too lengthy will detract from your ability to complete the interview within the required timeframe.
» Do not make assumptions about what the evaluators are seeking. The interview instructions are straightforward; there are no “trick” questions.
» Be familiar with the specific experiences and skills on your resume and be able to speak about how they match the critical skills and abilities required of FBI Police Officers.

RETESTING
Applicants for the Police Officer position who fail either the written exam or panel interview will be ineligible to retest for one calendar year after the initial test date. Applicants interested in retesting for the Police Officer position after one calendar year will have to reapply to an open vacancy on FBIJobs.gov. Applicants will only be allotted two attempts at the POSS before being disqualified from consideration.
AFTER THE TEST
CONDITIONAL JOB OFFER

If a candidate passes both the written exam and panel interview, his or her resume will be forwarded to a hiring manager for review. Those candidates selected will receive a Conditional Job Offer (CJO) and must respond by noting that they either accept or decline the CJO. The CJO includes the position title, GS pay grade and annual salary information. Conditional job offers are contingent upon signing the FBI service agreement. Not all candidates who pass the POSS receive a CJO.

MEDICAL EXAMINATION

The Office of Personnel Management (OPM) has established medical standards for the GS 0083 Police occupational series. The medical examination ensures that each candidate’s situation is reviewed on an individual basis consistent with both the Rehabilitation and Genetic Information Nondiscrimination Acts, as amended.

Every applicant for the Police Officer position must pass a physical examination conducted at a select medical facility. The medical examination includes a blood test, urinalysis, blood pressure check, eye exam, color vision test and audiometer test. During the physical examination, the doctor must complete a form certifying whether an applicant is capable of performing the essential functions of the Police Officer position.

FINAL JOB OFFER

Final Job Offers are contingent upon a favorable adjudication in the Background Investigation, signing the FBI mobility agreement, passing the medical examination and budgetary requirements. Final Offers will include the applicant’s assigned duty location, the grade and step at which he or she qualifies, locality adjustments and instructions regarding the next steps in the process.
TRAINING
FEDERAL LAW ENFORCEMENT TRAINING CENTER

Prior to attending the Federal Law Enforcement Training Center (FLET C), all new Police Officer appointees will be required to first attend the FBI's four-day Onboarding New Employees (ONE) Seminar at the FBI Academy in Quantico, VA. New appointees may then be required to successfully complete an intensive, 12-week Uniformed Police Officer Training Program (UPOTP) at the FLET C in Glynco, GA. The UPOTP provides a study of the basic law enforcement concepts that a new officer should understand and/or be able to perform upon employment in a federal law enforcement organization. The program is designed to provide the new officer with the specific knowledge and skills necessary to perform at the entry level in a federal law enforcement position.

The FLET C maintains alliances with partner organizations to keep abreast of their changing needs and to provide current information to students regarding federal laws, jurisdiction, policies, procedures and basic operations. The program of instruction is constantly upgraded and modified to meet the collective training needs of those organizations that participate in the UPOTP training platform.

For detailed FLET C student information, visit fletc.gov/glynco-student-info.

POST-FLET C

After graduating from FLET C, new Police Officers will also be required to successfully complete the four-week FBI Police Advanced Training Program at the FBI Academy; along with five weeks of on-the-job training with an FTO in the Field Training Program at his/her assigned duty location. Failure to pass any of the mandatory training programs may result in the immediate removal from the Police Officer position.

FBI Police Officer applicants are required to sign a continued service agreement that notes their willingness to remain in the FBI Police Officer position for a minimum of two years from the date they first report to duty, not including the time spent training at FLET C. If an applicant defaults on this two-year commitment, the FBI has the right to require repayment of the cost of any training and/or incentive money received by the applicant.
FBI POLICE OFFICER SALARY AND GS LEVELS

The FBI follows specific internal and OPM guidelines when determining the grade and step increase for which an applicant is deemed qualified. Your background and specialized experience (as outlined in the job posting) determine the grade level(s) for which you are qualified. Typically, Police Officers are qualified as indicated below.

GS-7
All applicants must possess at least one year of specialized experience equivalent to the next lower grade (GS-6), defined as:

» Independently performing routine, recurring kinds of fixed-post and patrol assignments, including commonly accepted installation traffic laws and rules; regulating access to federal, state and local buildings; and preventing unauthorized access to highly sensitive areas.

OR have successfully completed a full 4-year course of study leading to a bachelor’s degree in any field of study. Education completed in foreign colleges or universities may be used to meet the above requirement if you can show that the foreign education is comparable to that received in a U.S.-accredited institution. All degrees must be from an accredited college or university.

GS-8
All applicants must possess at least one year of specialized experience equivalent to the GS-7 grade level, defined as:

» Experience demonstrating safe and effective use of a variety of firearms and weapons, as well as protective devices, methods and procedures involving Closed Circuit Television (CCTV), radios, alarm terminals, security monitors and Security Access System.

GS-9
All applicants must possess at least one year of specialized experience equivalent to the GS-8 grade level, defined as:

» Experience demonstrating knowledge of basic laws and regulations, law enforcement operations, practices and techniques and responsibility for maintaining order and protecting life and property.

» Recognizing lethal devices and suspicious activities to institute countermeasures to reduce or eliminate harm and hazards to personnel, visitors, property and materials.

» Experience in writing incident and investigative reports and issuing citations.

Police Officer salaries are determined at these grades using OPM Special Rate pay tables for the Police Officer job series, which incorporates locality rates for all FBI police duty locations as follows:*

» Washington, DC; VA; MD
  (OPM Special Rate Table 983d): $53,120 – $78,478

» New York City, NY
  (OPM Special Rate Table 983e): $54,632 – $80,874

» Clarksburg, WV
  (OPM Special Rate Table 983a): $47,469 – $70,091

*FY2021 salaries.

These salary ranges do not include night differential (for night shifts), Sunday premium, holiday pay or overtime (as appropriate and available). All FBI Police Officers are considered mission critical/emergency essential personnel subject to duty on a 24/7/365 basis. As a result, all FBI Police Officers may be assigned to work the following shifts: regular day shift; night and midnight shifts; weekend/holiday duty; and other irregular shifts as needs arise.

Placement of selected candidates will be determined based on vacancies, skill set, experience and the needs of the FBI. Candidates must be willing to accept assignment to any location within the FBI in order to be eligible for consideration. While attending FLETC, the applicant will receive the salary and locality pay of his or her permanent duty location outlined in the Final Job Offer.