

Corrections Deputy and Public Safety Deputy Entry Level Exam Plan

Peace Officer Merit Commission



SALT LAKE COUNTY SHERIFF'S OFFICE HUMAN RESOURCES

Revised: 08/10/2020

Acknowledgements

Peace Officer Merit Commission

David Salazar, Chair
Martha Stonebrook, Vice Chair
Chris Bertram, Commissioner
Carita Lucey, Merit Administrator
Christian Luke, Merit Coordinator

Recruitment and Examination Policies

It is the candidate's responsibility to read the Peace Officer Merit Commission policies listed below governing the entry level testing process. These policies are found on the Sheriff's Office Website at http://slsheriff.org/page_pomc.php.

1. Policy 2110 – Qualifications for Admittance to Merit Examinations
2. Policy 2120 – Entry Examinations
3. Policy 2130 – Preference Points
4. Policy 2150 – Hiring Registers
5. Policy 3130 – Inspection of Examination Papers and Preservation of Papers by Commission

Minimum Qualifications

Candidates must meet all of the following minimum qualifications:

- Must be a U.S. citizen
- Must be at least 21 years of age by the proposed date of hire for Public Safety Deputy
- Must be at least 19 years of age by the proposed date of hire for Corrections Deputy
- Must be a resident of the State of Utah at the time of hire
- Must possess a valid Utah Driver's license at time of hire
- Must have a high school diploma or equivalent (GED)
- Must not have any of the disqualifiers listed in Peace Officer Merit Commission Policy 2110. Peace Officer Standards and Training (POST) legal requirement and disqualifiers can be found on the Utah POST website <http://post.utah.gov/prospective-officers/qualifications/>
- Must be free of any physical, emotional, or mental condition that would prevent an applicant from performing the essential functions of a Corrections Deputy or Public Safety Deputy

Exam Content

The exam is comprised of a physical assessment test, a series of interviews, computer voice stress analysis (CVSA), background investigation, a medical exam and drug screen, an entry level interview, background interview, and chief's interview. Applicants must pass each of the test areas in order to be hired and proceed to the academy.

Physical Assessment Test

This test measures the ability of a candidate to perform the many physical activities that could be required of a sworn officer when on duty. This test must be passed at or above the 25th percentile in each category in order to pass. Physical assessment testing requirements are subject to change due to job analysis or a change in State requirements. Please consult the "Sworn Applicant Handbook" found on the Sheriff's website for current test requirements.

Oral Interview

Applicants must achieve a score of 60% or higher on the Oral Interview in order to pass. The oral interview questions may involve a combination of behavioral and situational based questions. Behavioral based questions are designed to determine how candidates have previously responded to specific situations. Situational based questions are designed to determine how candidates would respond to various scenarios.

Qualifying for Preference Points

To receive Veteran’s, Education, or Sheriff’s Office Employee/Sworn Volunteer preference points, an applicant must submit the supporting documentation at the time of the physical assessment test.

Applicants will receive preference points in one (1) category only that awards them the highest number of points.

Category	Points
<p>Full-time Salt Lake County Sheriff’s Office Employees Must have successfully completed probation by date of application and worked at least six months full-time in the Sheriff’s Office.</p>	Five (5)
<p>Part-time Sheriff’s Office Employee/Sworn Volunteers Must have served at least 2080 hours.</p>	Two and one-half (2½)
<p>Education Credit Must have satisfied all requirements for a Bachelor’s Degree at an accredited college or university. A copy of transcripts must be submitted. Transcripts do not have to be official.</p>	Five (5)
<p>Sixty (60) Semester Hours. Must have earned the hours at an accredited college or university.</p>	Two and one-half (2½)
<p>Veteran’s Preference Must have served on active duty in the armed forces for more than 180 consecutive days; OR was a member of a reserve component who served in a campaign or expedition for which a campaign medal has been authorized and who has been separated under honorable conditions.</p> <p>A retired member of the armed forces who retired below the rank of major or its equivalent.</p> <p>A purple heart recipient and/or a disabled veteran with any percentage of disability.</p> <p>A spouse or unmarried widow or widower of a qualifying veteran</p>	<p>Five (5) points</p> <p>Five (5) points</p> <p>Ten (10) points</p> <p>Five (5) or Ten (10) Points*</p>
<p>*Number of points qualifying veteran would have been entitled to.</p>	

Test Component Evaluators

Evaluators may consist of Sheriff's Office personnel or subject matter experts outside the Sheriff's Office.

Testing Schedule

To be determined by the Sheriff's Office.

Examination Weights

Test Component	Weights
Physical Assessment	PASS/FAIL
Background Investigation/CVSA	PASS/FAIL
Oral Interview	70%
Background Interview	30%

Total	100%
Preference Points	Maximum that can be awarded is ten (10) points.
Grand Total	110%

Approved by Merit Commission

Martha S. Stonebrook, Merit Commission Vice-Chair:



Date: 8/11/2020