2018 Unified Police Department Lateral Recruitment Plan

MINIMUM QUALIFICATIONS:

- Must be a citizen of the United States.
- No Felony Convictions
- No DUI Convictions in the past two (2) years
- No illegal drug use in past five (5) years
- No Marijuana use in the past two (2) years
- High School Diploma or GED
- Valid Utah driver's license or ability to obtain a valid Utah driver's license by time of hire
- Minimum of 1-year work experience as a certified Law Enforcement Officer (LEO Status), within the last 3 years
- **NO** NPOST Requirement
- **NO** PT Test Required

EXAM CONTENT:

The lateral examination process consists of an application review, oral interview(s), background investigation and background board interview. The timeline for this process is as follows:

TIMELINE: (Dates subject to change depending on number of applicants)

Aug 14 thru September 7, 2018: Application period
September 17, 2018 and September 21, 2018: Sheriff/Chief Interviews/Command staff
Sept 24, 2018: Publish Register
October 16, 2018: Certified Register
October 16, 2018: Conditional Offers / LESI / Background Investigations
November 12-13, 2018: Background Interviews
November 16, 2018 Sheriff final interviews
November 19, 2018: Final Offers
November 19-30, 2018: Drug Screening / Medical Exams
December 10, 2018: Hire/Start Date

OUT OF STATE CANDIDATE TIMELINE:

Oral Interviews will be conducted at the same time September 17, 2018 and September 21, 2018at the candidate's conveyance.

CREDIT FOR LAW ENFORCEMENT EXPERIENCE

Candidates with full-time paid Law Enforcement Officer (LEO) experience shall receive service credit for pay for all qualifying experience at the rate of one for one, rounded to the nearest whole month. Partial months of service exceeding 15 days will be rounded up to a full month. This calculation will additionally be based on where current UPD LEO's are paid on the Merit Pay Plan with equivalent years of service. This credit is for pay purposes only. See FAQ document for an explanation of calculation.

TESTING PROCESS WEIGHTS	Weight (based on 100 points possible)
1. Oral Interviews	100%
2. Preference (Maximum of 10 points possible)	
a. Military Veteran or Spouse	5 % of total possible score (Extra Credit)
b. Disabled Veteran or Spouse	10% of total possible score (Extra Credit)
3. Preference (Maximum of 5 points possible)	
a. Bachelor's Degree	5 % of total possible score (Extra Credit)
b. Associate's Degree	2.5 % of total possible score (Extra Credit)
4. Preference (Maximum of 5 points possible)	
a. Employee of the Office of the Sheriff	5 % of total possible score (Extra Credit)

****A minimum score of 70% is required to make the final roster****
****The register may remain valid for up to two years, per POMC policy 2150****
****The maximum combined preference points are 5 or 10 if disabled veteran, per POMC 2130****