



# 2017 Police Officer/Lateral PO Examination Plan

**Peace Officer Merit Commission**



**UNIFIED POLICE DEPARTMENT HUMAN RESOURCES**

Revised: 1-12-2017

## Acknowledgements

### Peace Officer Merit Commission

Ken Wallentine, Chair  
David Salazar, Vice Chair  
Martha Stonebrook, Commissioner

## Minimum Qualifications

Candidates must meet all of the following 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
- **\*\*Physical agility test waived for lateral recruits\*\***
- **\*\*NPOST waived for lateral recruits\*\***
- **\*\*Lateral recruit is defined as currently LEO certified with at least 1 year of LEO on duty experience, within the last 3 years.**
- Passing NPOST score of 85% or better
- Ability to pass a physical agility test as described below:
  - Vertical Jump (15 inches)
  - Sit-Ups (25 Reps-One Minute)
  - 300 Meter Run (70 Seconds)
  - Push-Ups (16 repetitions with no time constraint and no rest during the test)
  - 1.5 Mile Run (15:37)

## Exam Content

The examination process consists of an application review, physical fitness test (non-lateral candidates only), oral interview, background investigation, background board interview, and final interview. The timeline for this process is as follows:

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

#### **Lateral Recruitment:**

**January 13 thru February 17, 2017:** Application period  
**February 13 thru 24:** Sheriff/Chief Interviews  
**February 24:** Publish Register  
**March 10:** Certified Register  
**February 27:** Conditional Offers / LESI / Background Investigations  
**April 24 thru May 5:** Background Interviews  
**May 25:** Final Offers  
**May 25 thru June 8:** Drug Screening / Medical Exams  
**June 9, 2017:** Hire/Start Date

#### **Non-Lateral Recruitment:**

**January 13-February 24, 2017:** Application period  
**February 25, 2017:** Physical Fitness Test.  
**February 27 thru March 3, 2017:** Oral Interviews  
**March 3, 2017:** Publish Register  
**March 17, 2017:** Certified Register  
**March 3 thru April 21, 2017:** Conditional Offers / LESI / Background Investigations/ CVSA  
**April 24 thru May 5:** Background Interviews  
**May 15:** Sheriff's Final Interview  
**June 2, 2017:** Hire Date

### **OUT OF STATE CANDIDATE TIMELINE:**

#### **Lateral Recruitment:**

Oral Interviews will be conducted at the same time Feb 13 thru 24 at the candidate's conveyance and can be conducted via skype if necessary.

#### **Non-Lateral Recruitment:**

**March 1, 2017:** Physical Fitness Test  
**March 1, 2017:** Oral Interviews

## Qualifying for Preference Points

To receive Veteran's or Education preference points, an applicant must submit the supporting documentation at the time of the application.

Category	Points
<p><b>Education Credit (Maximum of 5 points possible)</b></p> <p><b>Bachelor's Degree:</b> Must have satisfied all requirements for a Bachelor's Degree or higher at an accredited college or university. *</p> <p><b>Associate's Degree:</b> Must have satisfied all requirements for an Associate's Degree at an accredited college or university. *</p> <p><b>LEO Certification:</b> Must be a certified by Utah's P.O.S.T.**</p> <p>* A copy of transcripts must be submitted. Transcripts do not have to be official. **LEO Certification points are for Non-Lateral candidates only</p>	<p>5</p> <p>2.5</p> <p>5</p>
<p><b>Veteran's Preference* (Maximum of 10 points possible)</b></p> <p>-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 or is currently serving and/or has been separated under honorable conditions. Or the spouse of said person.</p> <p>-A retired member of the armed forces. Or the spouse of said person.</p> <p>-A purple heart recipient and/or a disabled veteran with any percentage of disability or the spouse of said person.</p> <p>*Must submit a DD214</p>	<p>5</p> <p>5</p> <p>10</p>
<p><b>Office of the Sheriff Preference (Maximum of 5 points)</b></p> <p>Any candidate that is currently employed full time by the office of the sheriff, and completed their probationary period, will receive the following preference points. *</p> <p>Any candidate that is currently employed part time or in a volunteer status will receive the following preference points. *</p> <p>*Must submit an email from their HR department to the UPD HR representative.</p>	<p>5</p> <p>2.5</p>

Per POMC policy 2130, the maximum combination of preference points any candidate can receive is 5, or 10 if they are a qualifying disabled veteran.

## Test Component Evaluators

Evaluators may consist of Unified Police Department personnel or subject matter experts outside the Department.

### Qualifying for Lateral Transfer/Prior Service Credit

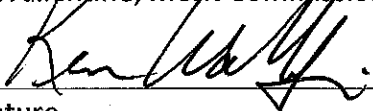
Candidates with full-time paid Law Enforcement Officer (LEO) experience shall receive service credit for all qualifying experience at the rate of one for one, rounded to the nearest whole month. Partial months of service exceeding 15 days will be rounded up to a full month. This calculation will additionally 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.

### Examination Weights

Test Component	Weights (Non-Lateral)	Weights (Lateral)
Physical Assessment Test	Pass/Fail	Waived
NPOST Test Scores	50%	Waived
Oral Board Interview	50%	100%
Total	100%	100%
Preference Points	Maximum that can be awarded is ten (10) points.	Maximum that can be awarded is ten (10) points.
Grand Total	110%	110%

### Approved by Merit Commission

Ken Wallentine, Merit Commission Chair:



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Signature

1-12-17

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Date