

Law Enforcement Bureau Deputy Lateral Recruitment Exam Plan

Peace Officer Merit Commission



SALT LAKE COUNTY SHERIFF'S OFFICE HUMAN RESOURCES

Revised: 06/19/2024

Acknowledgements

Peace Officer Merit Commission

David Salazar, Chair
Martha Stonebrook, Vice Chair
Chris Bertram, Commissioner
Carita Lucey, Merit Administrator
Lt. Scott Laughlin, Merit Coordinator

Minimum Qualifications

Candidates must meet all of the following minimum qualifications:

- ◇ 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 be free of any physical, emotional, or mental condition that would prevent an applicant from performing the essential functions of a Deputy position.
- ◇ Must be POST certified as a Law Enforcement Officer (LEO) and have worked full-time for a minimum of one year as a LEO for a municipality, county, state or federal agency.

Exam Content

The lateral examination process consists of an initial interview, background investigation, years of experience, background board interview and a final interview.

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.

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

Category	Points
Education Credit Must have satisfied all requirements for a bachelor's degree at an accredited college or university. A copy of the transcripts must be submitted. Transcripts do not have to be official. Sixty (60) Semester Hours. Must have earned the hours at an accredited college or university.	Five (5) Two and one-half (2½)
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. A retired member of the armed forces who retired below the rank of major or its equivalent. A purple heart recipient and/or a disabled veteran with any percentage of disability. A spouse or unmarried widow or widower of a qualifying veteran *Number of points qualifying veteran would have been entitled to.	Five (5) points Five (5) points Ten (10) points Five (5) or Ten (10) points*

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.

Qualifying for Prior Service Credit (for pay)

Candidates with full-time paid Law Enforcement (LEO), Basic Correctional Officer (BCO) and/or Special Functions Officer (SFO) experience with any local, state or federal agency will be given one (1) year of pay credit for every (1) year of full-time paid employment.

Examination Weights

Test Component	Weights
Years of Experience	10%
Initial Interview	60%
Background Investigation	Pass/Fail
Background Board Interview	Pass/Fail
Final Interview	30%
Total	100%
Preference Points	Maximum that can be awarded is ten (10) points.
Grand Total	110%

Approved by Merit Commission

David Salazar, Merit Commission Chair:

Date: _____