



SALT LAKE CITY POLICE DEPARTMENT
Entry Level Police Officer Recruitment Process

I. EXAMINATION MODULES:

The exam modules for this position consist of the following phases:

PHASE I:

Application (Pass/Fail and Hurdle)

All candidates will use the City's career site to submit their application, resume, DD-214 (if applicable), and answer any required pre-screening questionnaires relevant to the position.

National Police Officer Selection Test (NPOST) (Pass/Fail and Hurdle) 50%

All candidates will need to provide a copy of their NPOST scores at the time of the physical agility test. Candidates must receive a score of 70% or above in each of the four test sections to pass the test.

Physical Agility Test (Pass/Fail and Hurdle)

On the day of the physical agility test, candidates will be required to present photo identification (i.e. driver license, passport, or military I.D. card) to check-in at the examination site. Identification must display date of birth.

The physical agility test will consist of the following four exercises: vertical jump, push-ups, isometric plank, and a mile and a half (1.5 mile) run. Examination results from any other jurisdictions may not be substituted. Candidates will be notified of the event date, time, and location.

Oral Board Interview 50%

Candidates who pass the physical agility test will be invited to the oral board interview. Candidates who are selected to interview will be asked a series of interview questions.

PHASE II:

Conditional Offer of Employment

The top ranked candidates after phase I of the testing process will receive a conditional offer of employment. This offer is contingent upon the candidate successfully completing all components of the hiring process, department funding, and available vacancies.

Background Investigation (Pass/Fail)

The top ranked candidates after phase I of the testing process will be asked and required to submit background information by a due date. The department will use the information to conduct a background investigation. The background investigation may include, but is not limited to, the following: employment history, Internal Affairs history, review of personnel files, driving history, drug history, arrest and conviction record, financial responsibility, and interviews with family members, neighbors, supervisors, co-workers, and friends.

Truth Verification Examination (Eyedetect/CVSA)

Participation in a truth verification examination is required as part of the background investigation. The instruments are used to measure minor physiological changes in the subject and provide visual results which may be interpreted as deceptive or non-deceptive. The examinations may use microphones, sensors, cameras, and no wires are attached to the subject.

Psychological Examination and Evaluation

Candidates will be required to complete a thorough psychological examination and evaluation conducted by a third-party provider. It is important to note that the examination is not designated to measure mental health.

Physical Examination and Drug Screen (Pass/Fail)

Candidates must successfully complete and pass a thorough physical examination, including a drug screen. Physicians who perform the medical examination consider the severity of any problem in making the pass/fail decision.

Executive Interview

Top candidates will be asked to participate in an executive interview with the Police Chief or designee.

Utah Peace Officer Standards and Training (POST) Application Submittal (Hurdle)

Candidates will be required to complete and submit a Utah State POST application up to 60 days prior to the start of the academy.

Formal Offer of Employment

The Police Chief will consider all conclusions of the above exam modules along with other information collected during the background process prior to extending a formal offer of employment.

The Salt Lake City Police Department has full discretion to administer the above exam modules out of standard order to allow flexibility for employee and/or candidate schedules.

II. SCORING OF MODULES:

An applicant's final score will be calculated by adding their weighted, numerical written examination and oral board interview scores and then any additional/supplemental points.

Supplemental points are awarded as follows:

Veteran Preference:

Military veterans and their qualifying spouses who self-disclose and provide documentation to support their eligibility for veteran status will receive preference in accordance with state and federal laws.

- Veteran or qualifying spouse or widower: 5%
- Veteran with disabilities or Purple Heart receipt: 10%

National Service Member Preference:

Candidates who disclose they are members of the AmeriCorps, Peace Corps, or other national service organizations will receive preference points as outlined below.

- National service member: 5%

Salt Lake City Police Department Explorer Preference:

Candidates who were a former Salt Lake City Police Department Explorer who left in good standing and participated in the program for at least one full year will receive preference as outlined below.

- 1 full year as a Salt Lake City Police Department Explorer 1%
- 2 full years as a Salt Lake City Police Department Explorer 2%
- 2 1/2 or more years as a Salt Lake City Police Department Explorer 2.5%

All candidates who fully complete the above examination modules will be notified of his/her individual ranking on the list. The list will be valid for one (1) year from the date the list is certified by the Human Resources Department unless the list is extended or revoked by the Police Chief or designee during the period of the list's validity.

Questions regarding the process may be directed to Alanna Lam at (801) 535-6088 or Alanna.Lam@slc.gov.