

Corrections and Public Safety Deputy Lateral Recruitment Exam Plan

Peace Officer Merit Commission



SALT LAKE COUNTY SHERIFF'S OFFICE HUMAN RESOURCES

Acknowledgments

Peace Officer Merit Commission

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Minimum Qualifications

Candidates must meet all the following minimum qualifications:

- ◇ Must be a U.S. citizen or Lawful Permanent Resident (last five years continuous as LPR holder)
- ◇ Must be at least 21 years of age by the proposed date of hire for Public Safety
- ◇ Must be at least 19 years of age by the proposed date of hire for Corrections
- ◇ 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 or Public Safety Deputy position.
- ◇ For the Corrections Deputy Position: must be POST certified as BCO and have worked a minimum of one year in a full-time position as a Corrections Deputy for a municipality, county, state, or federal corrections facility.
- ◇ For the Public Safety Deputy Position: must be POST certified as Law Enforcement Officer (LEO), Probation/Parole, or Special Functions Officer (SFO) and have worked a minimum of one year in a full-time position requiring either LEO or SFO certification for a municipality, county, state, or federal law enforcement agency.

Exam Content

The lateral examination process consists of a 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.

Category	Points
<p>Full-time Salt Lake County Sheriff's Office Employees Must have successfully completed probation by date of application.</p>	Five (5)
<p>Part-time Sheriff's Office Employee/Sworn Volunteer 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> <p>Sixty (60) Semester Hours. Must have earned the hours at an accredited college or university.</p>	<p>Five (5)</p> <p>Two and one-half (2½)</p>
<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>*Number of points qualifying veteran would have been entitled to.</p>	<p>Five (5) points</p> <p>Five (5) points</p> <p>Ten (10) points</p> <p>Five (5) or Ten (10) points*</p>

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

Test Component Evaluators

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

Testing Schedule

This will be an on-going recruitment and will be scheduled based upon the hiring needs of the Sheriff’s Office. A testing announcement will be posted for each lateral recruitment test and will outline application timeframes and other testing details.

Qualifying for Prior Service Credit

Candidates with full-time paid Corrections Officer (BCO) experience will be given one (1) year of credit for every one (1) year of Corrections Officer experience based on where current Corrections Deputies are paid on the Sworn Pay Plan with equivalent years of service.

Candidates with full-time paid Law Enforcement Officer (LEO) or Special Functions Officer (SF0) experience will be given one (1) year of credit for every one (1) year of experience based on where current Public Safety Deputies are paid on the Sworn Pay Plan with equivalent years of service.

Examination Weights

Test Component	Weights
Background Investigation	Pass/Fail
Years of Experience	30%
Background Board Interview	70%
Final Interview	Pass/Fail
Total	100%
Preference Points	The maximum that can be awarded is ten (10) points.
Grand Total	110%

Approved by Merit Commission



David Salazar, Merit Commission, Chair

8/11/2025

Date