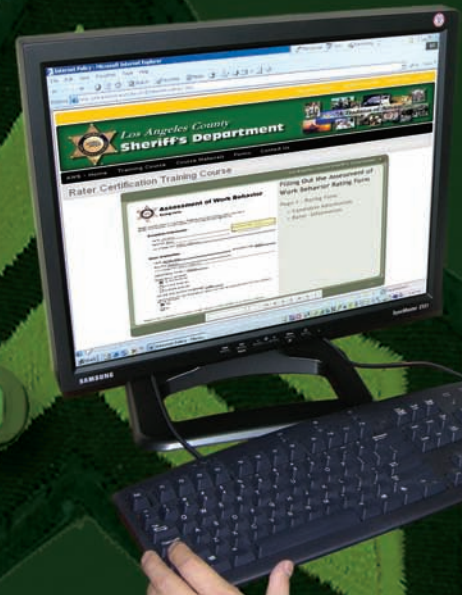


Bureau of Compliance Coveted Selection Process



The Bureau of Compliance

The Bureau of Compliance (BOC) is implementing a new selection process for deputy bonus and coveted positions. This process, a collaborative effort between the Sheriff's Department and a diverse consortium, is a vast departure from our previous bonus testing and selection procedure. It also moves our Department closer to compliance with the Federal Consent Decree stipulation to develop and implement validated selection processes for coveted court designated positions.

This process includes a comprehensive "Coveted Position Application." The application is perpetual, which means deputies would only need to complete it one time in their career, and the same application would be used for all coveted positions. Deputies could choose to update their application periodically, as they gain additional education and training experience. The application includes a Training and Experience (T & E) Self-Evaluation that requires candidates to compare their education, training, and work history to the requirements of the coveted position.

After the application has been processed and the T & E Evaluation scored, an Assessment of Work Behavior (AWB) questionnaire is completed by each candidate's predetermined supervisor (sergeant or lieutenant). The AWB asks, "Does this person have the qualities necessary to be successful in the coveted position?" Lieutenant/sergeant raters must participate in on-line training and receive certification before becoming eligible to complete an AWB.

Candidates are required to participate in a behavioral-based oral interview. Behavioral interviewing is based on the principle that past behavior predicts future behavior, and targets specific areas critical to job success. Supervisors selected to participate on the oral interview panel must complete both on-line and in-house training provided by the BOC.

A Competency Demonstration Exercise (CDE), applicable to only a handful of coveted positions, is the intended final step of the testing process. The CDE is a practical application "role-playing" exercise based on work situations similar to those encountered on the job. The coveted selection process concludes with the final scoring and ranking of candidates.

