



DESCHUTES COUNTY SHERIFF'S OFFICE

Policy Title: Recruitment and Hiring Procedures	Effective Date: February 28, 2025	Policy Number: 3.25
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Attachments:	 Kent van der Kamp, Sheriff	

I. PURPOSE

The purpose of this policy is to establish guidelines and procedures for the recruitment and hiring of employees for the Deschutes County Sheriff's Office.

II. POLICY

Every position requires specific knowledge, skills, and abilities to successfully perform the duties of that position. The Sheriff's Office will recruit and hire quality personnel for the benefit of the agency and community, regardless of race, color, national origin, religion, sex, ancestry, marital status, sexual orientation, age, or physical or mental disability. The agency is committed to Equal Employment Opportunity in all aspects of its employment practices.

III. PROCEDURES

A. Recruitment

All Sheriff's Office recruitment activities will be conducted consistent with applicable Federal and State laws, and Sheriff's Office follows same guidance as set forth in the County's Equal Opportunity/ Affirmative Action Program.

When there is a job opening within the Sheriff's Office, other than internal openings, the Sheriff's Office sends a recruitment notice to the Department of Public Safety Standards and Training (DPSST).

Recruitment notices are posted at the following locations by County Human Resources:

1. Local and/or State Newspapers
2. Oregon Department of Employment
3. Central Oregon Community College
4. County departments
5. County Web page
6. www.governmentjobs.com

If deemed necessary, additional recruitment notices may be posted or delivered to persons or organizations listed in the resource index. These additional locations may include, but are not limited to, community service organizations, the Community Center, and universities.

B. Hiring

Every entry level testing process must include an examination to ensure the applicants' fitness to perform their duties mentally, emotionally, and physically. Each phase of the testing process must, as closely as possible, replicate the activities that are actually performed by the position being applied for.

All steps in the hiring and promotional process will be administered, judged, and graded fairly and consistently for each candidate. Each hiring board evaluator will be briefed on the criteria and evaluation guidelines to follow during the hiring process.

1. Entry or lateral deputies and reserve deputies testing shall consist of at least the following:
 - a. Application Screening
 - b. Testing (Written/Physical/Assessment)
 - c. Oral Board
 - d. Background Investigation
 - e. Captain/Sheriff Interview or designee
 - f. Physical Examination
 - g. Psychological Test
 - h. Drug Screen
2. Non-sworn positions shall consist of at least the following:
 - a. Application Screening
 - b. Oral Board
 - c. Background Investigation
 - d. Captain/Sheriff Interview or designee
 - e. Psychological Test (If Applicable)
 - f. Physical examination and/or drug screen
3. Hiring of volunteers shall consist of the following:
 - a. Application Screening
 - b. Oral Board
 - c. Background Investigation
 - d. Captain/Lieutenant Review
 - e. Drug Screen
 - f. Completion of Community Academy for Community Events volunteers
4. Internal promotional process for law enforcement officers **may** consist of the following:
 - a. Application Screening
 - b. Oral Board
 - c. Assessment Center
 - d. Peer Review
 - g. Sheriff's Interview, or designee
 - e. Performance Evaluation
 - f. Modified Background Investigation

5. Written tests, supplemental questionnaires, personal history statements, internal history and/or physical ability tests may also be required for any of these positions.
6. Upon employment, applicants are required to meet CJIS (Criminal Justice Information Systems) certification eligibilities.

C. Test Procedures

All entry or lateral line level deputies, technicians, and reserves must meet the same requirements as new hires prior to being appointed to the position. Agency personnel, other than entry or lateral line level deputies, may be subject to one or more of these tests as necessary to meet job requirements.

Oral Board

The purpose of the oral board is to evaluate the candidate to determine compatibility for the position. Written tests will only evaluate the candidate on an intellectual level. The oral board allows the candidate to be evaluated on a personal level on such job related aspects as appearance, poise, personality, initiative, confidence, past job performance, and suitability for the position.

The board will consist of at least three oral interviewers. The best interviews include thoughtful questions, adequate time, professional notification, and a panel of interviewers who are knowledgeable regarding the job and able to assess the candidate's response.

Questions used during the oral board will be kept confidential and the forms used will be stored in a secure area throughout the test period. The questions may be changed or altered periodically, but shall remain consistent during any one specific hiring session. Human Resources should be considered as a resource in preparing for interviews and providing ideas for a successful interview process.

Psychological Test

The psychological test will be administered by a qualified psychologist to determine the emotional and psychological stability and compatibility for the position.

Background Investigation

All background investigations for employment consideration will be conducted by the Professional Standards Manager or designated member of the unit. Each background investigation process will follow the standards set forth by the Sheriff.

A background investigation will be completed on all personnel prior to appointment to probationary status. All background investigations will conform to the requirements of the current Criminal Justice Information System (CJIS) Security Policy, the Equal Employment Opportunity Commission (EEOC), the Americans Disabilities Act (ADA), the Oregon Consumer Theft Protection & Fair Credit Reporting Acts, the Genetic Information Nondiscrimination Act of 2008 (GINA), and OAR 259-008-0010 – Minimum Standards for Employment as a Law Enforcement Officer.

All background investigations will be considered confidential, pursuant to ORS 192.502(2) and securely stored in the Human Resources file room at DCSO. Information gained in a background investigation will be shared with the respective appointing authority for the purpose of deciding if an applicant should be hired, to include outside law enforcement agencies who inquire for employment purposes (HB4207).

Physical Examination

All candidates being offered a sworn position shall pass a drug screen and the DPSST Medical Examination, to be performed by a licensed physician or surgeon prior to appointment.

Statement of Personal History (SOPH)

The SOPH is completed via online background software by the candidates to help the investigator who is performing the background investigation. It will contain all of the necessary information for a complete and accurate investigation.

Written Test

This is a test, or series of tests, designed to ensure new employees meet minimum reading, writing, math, and comprehension skills required for the position. To facilitate fairness during the written exam, the test shall be kept in a secured area where access is limited.

Aptitude Test

This can include, but is not limited to, a typing test, filing ability test, and a grammar test.

Physical Ability Test

This test is designed or approved by DPSST to ensure candidates meet the minimum required physical ability needed to perform the duties of a particular position.

IV. PROCEDURES

Upon the decision by the Sheriff's Office to open or fill an entry or lateral line level position, the agency will, if the position is to be opened to other than agency personnel, post the position stating the position, salary range, closing date, testing date, and an address for picking up applications and submitting resumes. All candidates applying for a position will be required to submit an online County application form. Resumes will not be accepted in lieu of a County application form.

A. Opportunity to Test

Certified law enforcement and reserve deputy applicants who turn in an application by the established cut-off date and time may be offered an opportunity to test. Applications may be screened and disqualified by information provided or omitted on the application form.

B. Recruitment Inquiries

When a person inquires at the agency they will be given recruitment information. They will also be directed to the Deschutes County Human Resources website for job descriptions and/or a job interest card.

C. Initial Cut-off

If administered, all certified deputy and reserve deputy positions must pass the National Testing Network posted minimum scores before moving on in the process. Applicants may also be screened and eliminated, based on supplemental questionnaire responses. At this point, applicants will receive either rejection notifications or emails inviting the candidates to the oral board. All rejection notifications will state the re-application policy.

D. Second Cut-off

The second cut-off point is after the oral board interviews where an applicants will be offered a background or receive a rejection letter. The chosen applicant will be offered a background investigation. If the applicant passes the background investigation, a conditional job offer may be made to the applicant. After a conditional offer is made, the applicant must pass the physical examination, psychological test, physical ability test and drug screen. Successful completion of these tests concludes the hiring process.

V. RECRUITMENT AND SELECTION RECORDS

Records documenting the recruitment and selection of compensated employees shall be retained in a secure location and according to the applicable retention rules published in the Oregon Administrative Rules by the State Archives Division. Minimum retention shall be:

1. Recruitment summary records: 10 years (stored at County Human Resources)
2. Unsolicited applications and resumes: 3 months (stored at County Human Resources)
3. Unsuccessful applications and other records: 5 years after position filled or recruitment canceled. (stored at County HR and Sheriff's Office HR)

VI. CONFIDENTIALITY

All results from tests administered during the hiring process are confidential. The results of these tests shall be kept in a locked file in the personnel records if the candidate is hired. Human Resources will keep medical and psychological reports in a sealed envelope separate from the employee's personnel file.

If a candidate is not hired, the results shall be kept in a secure area by Human Resources until such time as they are disposed of per the ORS retention period. Disposal of the records will be done by shredding. If a candidate has a background investigation and is not offered or does not accept the position, the background investigation will be kept in a secure file.