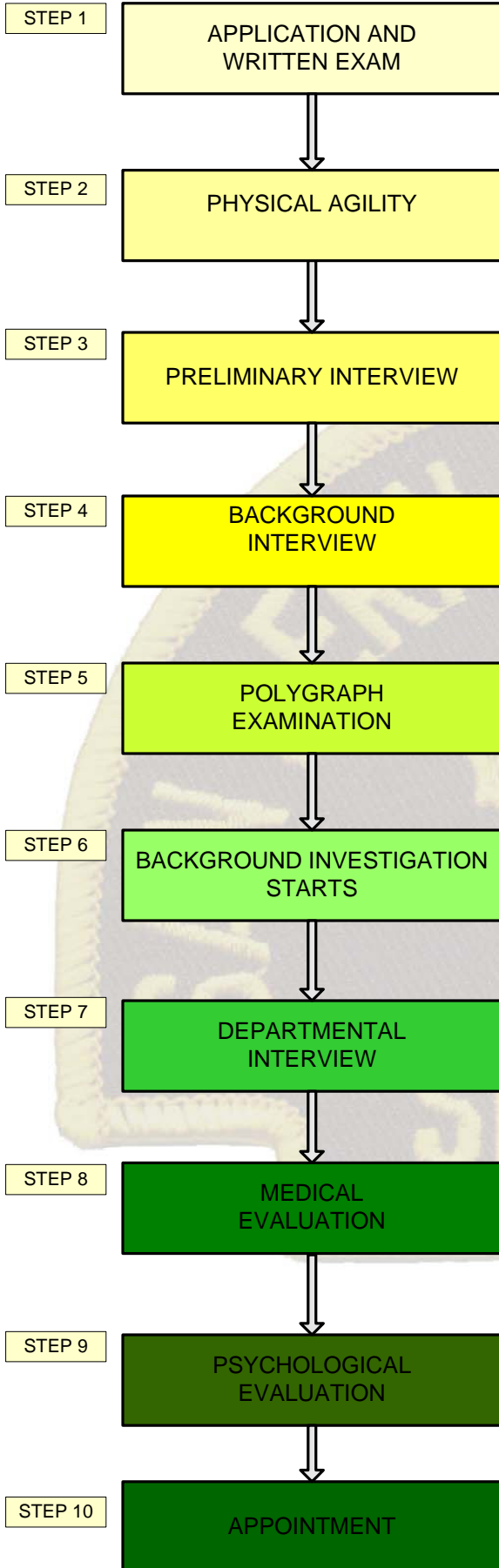


DEPUTY SHERIFF SELECTION PROCESS



STEP 1: All interested candidates for Sheriff's Trainee should appear at the test center, located at 175 W. 5th Street, San Bernardino. During the exam, the applicant will fill out an application for Sheriff Trainee. No applications will be accepted prior to the written exam. Admission to the written exam will be on a first come, first serve basis. In the event of insufficient seating for all applicants wishing to test, overflow candidates may be rescheduled. If the applicant fails the exam the applicant can re-test in six months.

STEP 2: The Physical Agility consists of five events: 1) The Obstacle Course, 2) Body Drag, 3) Chain Link Fence, 4) Solid Fence Climb and 5) 500 yard run. The purpose of the physical agility is to assure the department that the applicant has sufficient endurance, strength and agility to perform physical tasks similar to those that could be required of a Deputy Sheriff.

STEP 3: The applicant will be interviewed to determine his/her qualifications. If successful, the applicant will be given a Personal History Form (PHS).

STEP 4: The applicant will be called for an interview with their assigned background investigator. During this step, the applicant will also be fingerprinted and write an autobiography.

STEP 5: A polygraph examination will be administered to verify information obtained during the background interview.

STEP 6: The investigation will include checks of current and former employment, police, financial, education and military records as well as interviews with family members, neighbors, supervisors, co-workers and friends.

STEP 7: The Department interview will be conducted by a member of the Sheriff's Executive Staff and either the Commander or Lieutenant of Employee Resources Division. The panel will evaluate candidates to assess their interpersonal skills, oral communication skills and qualifications for a Deputy Sheriff. If successful, the candidate may be given a conditional job offer.

STEP 8: The medical evaluation is thorough and it is essential that you be in excellent health with no conditions which would restrict your ability to safely do law enforcement work.

STEP 9: The psychological evaluation consists of an individual written questionnaire and oral interview by a psychologist on factors related to successful performance in the difficult and stressful job as a Deputy Sheriff.

STEP 10: If the candidate is successful in the previous nine steps, the candidate is scheduled for the next available Sheriff's Academy.