

Applicant information available & Number of Applicants cut at each stage of process

Oral Interview Board	Director
<u>Includes:</u> Chairman (Major), 4 board members (variety of Capt., Lt., Sgt., Cpl.) and 1 HR Representative	<u>Includes:</u> Agency Director ¹ and HR Director
<ul style="list-style-type: none"> Schedule of all applicant interview times Applicant essay (Why do you want to be a trooper?) Employment Board Questions (10 questions for the applicant to answer) OIB Rating Sheet (used to rate the applicant on each question asked, written/oral communication, and appearance) OIB Rating Rubric (A guide to help board members understand each rating category) OIB Component & Rating Sheet (directions/information for each board member as a guide for what to expect that day) 	<ul style="list-style-type: none"> State Application & Supplemental Application Physical Ability Test Nelson Denny Scores Background Investigation to include employment and character references Applicant's Essay Polygraph Credit Check DD 214 (military candidates, if applicable) College Transcript (if applicable) Driver's License Check National Crime Information Center (NCIC) Check SC Information Exchange (SCIEX - maintained by SLED) Check Social Media Check Interview Board Notes/Score Sheet

	FY14 Total	FY15 Total	FY16 Total
	Basic (#93, #94)	Basic (#95, #96)	Basic (#97, #98, #99)
Total Applications Processed	1379	1530	1869
Administrative Review ² (number reflects applicants who did not advance)	874	878	1068
Physical Abilities Test / Written Test ³ (number reflects applicants who did not advance)	260	270	515
Background Investigation (number reflects applicants who did not advance)	66	104	72
Polygraph Examination (number reflects applicants who did not advance)	60	147	63
Oral Interview Board (OIB) ⁴ (number reflects applicants who did not advance)	0	10	19
Director's Review - Rejections	21	28	22
Director Approved	98	93	110
Contingent Offer - Medical/Psych Review	5	2	14
Director's Offers Accepted	93	91	96

¹ The agency states, "Since Director Smith has been the Department's Director, he has asked the agency's Human Resources Director to report facts and background information gathered by the Highway Patrol (and, in the case of social media checks, Human Resources staff) regarding all applicants for law enforcement positions. The final decision to hire or reject such applicants has always remained with Director Smith, and this authority has not and will not be delegated to another."

² Admin Review involves criminal/driver/sex offender/credit checks. Number also reflects applicants who failed to return Background Questionnaires and voluntarily withdrew.

³ This number also reflects applicants who voluntarily withdrew or did not show for test.

⁴ No cuts were made at this stage with the exception of 2 by the HP Employment Unit (Basic #98 class) for extremely low scores and poor evaluation by board members. Number reflects the applicants who voluntarily withdrew, did not show for interview, or whose status became "inactive" for some reason (e.g., needing time to resolve credit-related issue).

Number of applicants the Director cuts and reasons why

In responding to this question, the Department wishes to underscore that each applicant is evaluated on his or her own merits based on all relevant information received.

A total of thirty-one candidates were rejected by the Director from the last four Basic Highway Patrol classes (2015-16 and 2016-17, Basic Class Nos. 97, 98, 99 and 100).

The following were identified as factoring into the decision to reject these applicants:

Polygraph Issues (e.g., deception indicated; suspected countermeasures/"no opinion" results)	17
Past/Current Employment Issues (e.g., termination for cause; resignation in lieu of termination for cause; suspension(s) or other disciplinary action(s) by current/former employer; receipt of undocumented income; negative reference(s); theft for personal gain from employer/customers or providing employer's good/services to others without payment; hostile act(s) toward supervisors)	15
Past Military Service Issues (e.g., going AWOL)	1
Inappropriate Social Media Content	2
Criminal Activity (e.g., commission of crime [undetected]; multiple license suspensions; lying to law enforcement; former gang member)	7
Illegal Drug Use/Voluntary Association With Users (evaluated on a case-by-case basis)	2
Universally Poor Review by Oral Interview Board Members	2

NOTE: The total number of factors exceeds the number of applicants because some candidates had multiple factors apply to them.