

The Oral Interview Board (OIB) is comprised of 5 uniform Highway Patrol supervisors and 1 civilian representative from the Department's Office of Human Resources. The following materials are provided to the members of the OIB:

1 Chairman (Major)

- Documents the Chairman (Major) has during OIB:
 - i. A schedule of all applicant interview times
 - ii. Applicant essay (Why do you want to be a trooper?)
 - iii. Employment Board Questions (10 questions for the applicant to answer)
 - iv. OIB Rating Sheet (Used to rate the applicant on each question asked, written/oral communication, and appearance)
 - v. OIB Rating Rubric (A guide to help board members understand each rating category)
 - vi. OIB Component & Rating Sheet (directions/information for each board member as a guide for what to expect that day)
 - vii. Chairman Checklist (directions to remember and important points to go over with the applicant before the interview starts)

4 Board members (variety of Capt., Lt., Sgt., Cpl.)

- Documents each board member has during OIB:
 - i. A schedule of all applicant interview times
 - ii. Applicant essay (Why do you want to be a trooper?)
 - iii. Employment Board Questions (10 questions for the applicant to answer)
 - iv. OIB Rating Sheet (Used to rate the applicant on each question asked, written/oral communication, and appearance)
 - v. OIB Rating Rubric (A guide to help board members understand each rating category)
 - vi. OIB Component & Rating Sheet (directions/information for each board member as a guide for what to expect that day)

1 HR Representative

- Documents the HR Representative has during OIB:
 - i. A schedule of all applicant interview times
 - ii. Overall Score Sheet (where exact ratings from each board member and chairman are recorded and later totaled for individual average scores)