

Police Lieutenant Promotional Examinations

Experience, Training and Education (E&E) Scoring Guide

This guide will serve as a reference for you to understand the point allocation for answers to each question on the E&E component of a Police Promotional Examination.

HRD reserves the right to change the point allocation or E&E categories for any future examination. All questions were scored based upon experience, education, and specialized training as of the original scheduled date of the examination.

Category and Maximum Allowable Points

The following chart displays the E&E categories and the maximum points available for each category. The available points for each category are capped at that amount. As you review the point allocation for answers to each question, you may notice that the sum of the points you can earn for a category may exceed the maximum points available for that category. Please note that you may not be given more than the maximum available points for a category, even if your total points exceed that capped amount.

Police Lieutenant	Category	Maximum Points Available
Police Time	Job Experience	54
Outside Experience		
Supervisory Time		
Specialized Trainings	Certifications and Training	22
Academic Schooling	Education	24

As you review the points allocated to each potential response, you will see that they are not distributed equally across the years of experience. This is because similar to the previous E&E, the new E&E gives a greater weight to more recent experience. Experience or education that is more relevant or important to the position is given a higher point value. Point values for experience are displayed to 2 decimal places.

Questions and Allocated Points

Q1: Asked candidate to select their department.

Q2: Asked candidate if they wish to claim 25 years of Service Promotional Preference Points.

Q3: Asked whether the candidate understood the instructions for the Experience portion of the claim.

Q4-9: Job Experience

Q4: Current Department Experience: Indicate how many year(s) you have served in the rank of Police Officer in your current department. Do not include time served after your first rank promotion.

No Experience	0.00
1 year	2.84
2 years	3.66
3 years	4.48
4 years	5.28
5 years	6.08
6 years	6.86
7 years	7.63
8 years	8.39
9 years	9.14
10 years	9.88
11 years	10.60
12 years	11.32
13 years	12.02
14 years	12.71
15 years	13.39
16 years	14.05
17 years	14.70
18 years	15.34
19 years	15.96
20 years	16.57
21 years	17.16
22 years	17.74
23 years	18.31
24 years	18.86
25 years	19.39
26 years	19.91
27 years	20.41
28 years	20.89
29 years	21.36
30 years	21.80
31 years	22.23
32 years	22.63
33 years	23.02
34 years	23.38
35 years	23.71
36 years	24.02
37 years	24.30
38 years	24.54
39 years	24.75
40 years	24.91

Q5: Current Department Experience: Indicate how many year(s) of permanent Police Sergeant experience you have in your current department as of the date of the written exam.

No Experience	0.00
1 year	4.42
2 years	6.57
3 years	8.65
4 years	10.65
5 years	12.58
6 years	14.44
7 years	16.22
8 years	17.93
9 years	19.57
10 years	21.14
11 years	22.63
12 years	24.05
13 years	25.40
14 years	26.67
15 years	27.88
16 years	29.01
17 years	30.06
18 years	31.04
19 years	31.96
20 years	32.79
21 years	33.56
22 years	34.25
23 years	34.87
24 years	35.42
25 years	35.89
26 years	36.29
27 years	36.62
28 years	36.87
29 years	37.05
30 years	37.16

Q6: Current Department Experience: Indicate the amount of experience you have as an acting, provisional and/or temporary after certification Police Lieutenant in your current department.

No acting/provisional	0.00
1 month up to 2 months	2.08
3 months up to 6 months	4.22

1 year	6.37
2 years	8.45
2.5 years	9.45
3 years	10.45
4.5 years	11.42
4 years	12.38
4.5 years	13.31
5 or more years	14.24

Q7: Outside Department Experience: Indicate how many year(s) you have served as a Police Officer in a department other than your current department.

No Experience	0.00
1 year	0.39
2 years	0.76
3 years	1.13
4 years	1.48
5 years	1.83
6 years	2.17
7 years	2.50
8 years	2.82
9 years	3.13
10 years	3.43
11 years	3.72
12 years	4.00
13 years	4.27
14 years	4.53
15 years	4.78
16 years	5.03
17 years	5.26
18 years	5.48
19 years	5.70
20 years	5.90
21 years	6.10
22 years	6.28
23 years	6.46
24 years	6.62
25 years	6.78
26 years	6.93
27 years	7.07
28 years	7.20

29 years	7.31
30 years	7.42
31 years	7.52
32 years	7.61
33 years	7.70
34 years	7.77
35 years	7.83
36 years	7.88
37 years	7.92
38 years	7.96
39 years	7.98
40 years	8.00

Q8: Outside Department Experience: Indicate how many year(s) you have served in a supervisory rank in a department other than your current department.

No Experience	0.00
1 year	0.63
2 years	1.25
3 years	1.84
4 years	2.41
5 years	2.97
6 years	3.50
7 years	4.01
8 years	4.50
9 years	4.96
10 years	5.41
11 years	5.84
12 years	6.24
13 years	6.63
14 years	6.99
15 years	7.34
16 years	7.66
17 years	7.96
18 years	8.24
19 years	8.50
20 years	8.74
21 years	8.96
22 years	9.16
23 years	9.33
24 years	9.49

25 years	9.63
26 years	9.74
27 years	9.83
28 years	9.91
29 years	9.96
30 years	9.99

Q9: Outside Experience: Indicate how many year(s) of supervisory experience you have outside of the police service. This includes military, maritime service and private companies

No Experience	0.00
1 year	0.19
2 years	0.37
3 years	0.55
4 years	0.72
5 years	0.89
6 years	1.05
7 years	1.20
8 years	1.35
9 years	1.49
10 years	1.62
11 years	1.75
12 years	1.87
13 years	1.99
14 years	2.10
15 years	2.20
16 years	2.30
17 years	2.39
18 years	2.47
19 years	2.55
20 years	2.62
21 years	2.69
22 years	2.75
23 years	2.80
24 years	2.85
25 years	2.89
26 years	2.92
27 years	2.95
28 years	2.97
29 years	2.99
30 years	3.00

Q10-Q11: Education

Q10: Asked whether the candidate understood the instructions for the Education portion of the claim.

Q11: As of the written examination date, if you have a related and/or unrelated conferred degree(s) from a regionally accredited college or university, choose the highest-ranked degree you have obtained*. Below is a list of related degree fields.

Related Degree Fields: business, business administration, business management, criminal justice, criminal law, criminology, forensics, law, law enforcement, legal studies, management, organizational development, psychology, public administration, social work, sociology

*Note: the degrees below are listed in order of highest-ranked (Related Master's or higher Degree) to lowest-ranked (Unrelated Associate's Degree).

Related Master's or higher Degree	24
Related Bachelor's Degree	21
Related Associate's Degree	18
Unrelated Master's Degree	15
Unrelated Bachelor's Degree	12
Unrelated Associate's Degree	9
No degree	0

Q12: Trainings

Q12: Specialized Trainings: Select all of the training(s) you have successfully completed, as of the written examination date, from the options below.

N/A	0
Critical Incident Stress Management Training (CISM)	3
FBI Law Enforcement Instructor School (LEIS)	3
FBI Leadership Fellows Program	3
FBI LEEDA Supervisor Leadership Institute	3
FBI LEEDA Command Leadership Institute	3
FBI LEEDA Executive Leadership Institute	3
FBI National Academy Training	3
FBI National Command Course (NCC)	3
FBI National Executive Institute (NEI)	3
FBI Police Executive Fellowship Program	3
Front Line Leadership	3
International Critical Incident Stress Foundation (ICISF) Specialized Training Program	3
Law Enforcement Executive Development Seminar (LEEDS)	3
Leadership in Police Organizations (LPO) - formerly known as West Point Leadership	3
Municipal Police Institute (MPI) Supervisor-Leadership Training	3
Municipal Police Training Committee (MPTC) First Line Supervisor Training	3

Municipal Police Training Committee (MPTC) Front Line Leadership Training	3
Senior Executives in State and Local Government (Harvard Kennedy School of Government)	3
Senior Management Institute for Police (SMIP)	3

Scoring methodology:

You will receive an E&E score notice that will indicate the maximum points you earned in each category. In addition, the score notice will list any categories that you claimed but were not credited due to a lack of supporting documentation or errors in calculation. The final E&E score that will appear on your score notice will be derived through a standardization and weighting process. You cannot add up the points based on the information in this guide to obtain the score that will represent the E&E component weight of your total overall score.

A candidate who fails to submit an E&E application within 7 days after the examination date will receive a score of “Incomplete”. A candidate who fails to submit any supporting documentation to their E&E application will receive a score of “Incomplete”.