

Statewide Police Captain

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 the Statewide Captain Promotional Exam administered on September 23, 2023.

Please note that the information contained in this E&E scoring guide is applicable to only the Statewide Captain's Exam administered on September 23, 2023 (which includes the Technical Knowledge Test and Situational Judgment Test). This guide should not be relied upon for any other exam administered on September 23, 2023, or any future exam administered by HRD. HRD reserves the right to change the point allocation or E&E categories for any future exam. All questions were scored based upon experience, education, and specialized training as of the scheduled date of the exam: **September 23, 2023.**

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 Captain	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-Q8: Job Experience

Q4: Indicate how many full 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 full year	2.11
2 full years	3.19
3 full years	4.24
4 full years	5.27
5 full years	6.27
6 full years	7.24
7 full years	8.18
8 full years	9.10
9 full years	9.99
10 full years	10.85
11 full years	11.69
12 full years	12.49
13 full years	13.27
14 full years	14.03
15 full years	14.75
16 full years	15.45
17 full years	16.12
18 full years	16.76
19 full years	17.38
20 full years	17.97
21 full years	18.53
22 full years	19.06
23 full years	19.57
24 full years	20.05
25 full years	20.50
26 full years	20.92
27 full years	21.32
28 full years	21.69
29 full years	22.03
30 full years	22.34
31 full years	22.63
32 full years	22.89
33 full years	23.12
34 full years	23.33
35 full years	23.51
36 full years	23.66
37 full years	23.78
38 full years	23.88
39 full years	23.95
40 full years	23.99

Q5: Indicate how many full year(s) permanent Police Sergeant experience you have in your current department as of September 23, 2023.

No Experience	0.00
1 full year	3.21
2 full years	4.87
3 full years	6.47
4 full years	8.02
5 full years	9.51
6 full years	10.94
7 full years	12.32
8 full years	13.64
9 full years	14.90
10 full years	16.11
11 full years	17.26
12 full years	18.36
13 full years	19.40
14 full years	20.38
15 full years	21.31
16 full years	22.18
17 full years	22.99
18 full years	23.75
19 full years	24.45
20 full years	25.10
21 full years	25.69
22 full years	26.22
23 full years	26.70
24 full years	27.12
25 full years	27.49
26 full years	27.80
27 full years	28.05
28 full years	28.25
29 full years	28.39
30 full years	28.47

Q6: Indicate how many full year(s) permanent Police Lieutenant experience you have in your current department as of September 23, 2023.

No Experience	0.00
1 full year	4.09
2 full years	6.12
3 full years	8.08
4 full years	9.97
5 full years	11.79
6 full years	13.54
7 full years	15.22

8 full years	16.83
9 full years	18.38
10 full years	19.86
11 full years	21.26
12 full years	22.60
13 full years	23.87
14 full years	25.08
15 full years	26.21
16 full years	27.27
17 full years	28.27
18 full years	29.20
19 full years	30.06
20 full years	30.84
21 full years	31.57
22 full years	32.22
23 full years	32.80
24 full years	33.32
25 full years	33.76
26 full years	34.14
27 full years	34.45
28 full years	34.69
29 full years	34.86
30 full years	34.97

Q7: Indicate the amount of experience you have as an acting, provisional and/or temporary after certification Police Captain in your current department.

No acting/provisional	0.00
1 month up to 2 months	1.99
3 months up to 6 months	3.98
1 year	6.01
2 years	7.97
2.5 years	8.91
3 years	9.86
3.5 years	10.77
4 years	11.68
4.5 years	12.55
5 or more years	13.43

Q8: Indicate how many full year(s) you have served as a Police Officer in a department other than your current department.

No Experience	0.00
1 full year	0.43
2 full years	0.86

3 full years	1.27
4 full years	1.67
5 full years	2.06
6 full years	2.44
7 full years	2.81
8 full years	3.17
9 full years	3.52
10 full years	3.85
11 full years	4.18
12 full years	4.50
13 full years	4.80
14 full years	5.10
15 full years	5.38
16 full years	5.65
17 full years	5.92
18 full years	6.17
19 full years	6.41
20 full years	6.64
21 full years	6.86
22 full years	7.07
23 full years	7.27
24 full years	7.45
25 full years	7.63
26 full years	7.80
27 full years	7.95
28 full years	8.10
29 full years	8.23
30 full years	8.35
31 full years	8.46
32 full years	8.57
33 full years	8.66
34 full years	8.74
35 full years	8.81
36 full years	8.87
37 full years	8.91
38 full years	8.95
39 full years	8.98
40 full years	8.99

Q9: Indicate how many full year(s) you have served in a supervisory rank in a department other than your current department.

No Experience	0.00
1 full year	0.63
2 full years	1.25
3 full years	1.84

4 full years	2.41
5 full years	2.97
6 full years	3.50
7 full years	4.01
8 full years	4.50
9 full years	4.96
10 full years	5.41
11 full years	5.84
12 full years	6.24
13 full years	6.63
14 full years	6.99
15 full years	7.34
16 full years	7.66
17 full years	7.96
18 full years	8.24
19 full years	8.50
20 full years	8.74
21 full years	8.96
22 full years	9.16
23 full years	9.33
24 full years	9.49
25 full years	9.63
26 full years	9.74
27 full years	9.83
28 full years	9.91
29 full years	9.96
30 full years	9.99

Q10: Indicate how many full 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 full year	0.19
2 full years	0.37
3 full years	0.55
4 full years	0.72
5 full years	0.89
6 full years	1.05
7 full years	1.20
8 full years	1.35
9 full years	1.49
10 full years	1.62
11 full years	1.75
12 full years	1.87
13 full years	1.99
14 full years	2.10

15 full years	2.20
16 full years	2.30
17 full years	2.39
18 full years	2.47
19 full years	2.55
20 full years	2.62
21 full years	2.69
22 full years	2.75
23 full years	2.80
24 full years	2.85
25 full years	2.89
26 full years	2.92
27 full years	2.95
28 full years	2.97
29 full years	2.99
30 full years	3.00

Q11-Q12: Education

Q11: Asked whether the candidate understood the instructions for the Education portion of the claim.

Q12: As of September 23, 2023, 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

Q13: Specialized Trainings

Q13: As of September 23, 2023, select all of the training(s) you have successfully completed from the options below.

N/A	0
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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
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
Senior Executives in State and Local Government (Harvard Kennedy School of Government)	3
Senior Management Institute for Police (SMIP)	3
Municipal Police Training Committee (MPTC) Front Line Leadership Training	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. In addition, the E&E exam component as a whole is weighted relative to the Technical Knowledge Test and Situational Judgement Test exam components. You cannot add up the points based on the information in this guide to obtain the score that will represent 20% of your total overall score on the 2023 Statewide Police Captain examination.

A candidate who fails to submit an E&E application by the deadline of September 30, 2023, 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”.