Statewide Police Chief

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 Statewide Promotional Examinations and Sole Assessment Centers with E&E for the title: Police Chief.

Please note that the information contained in this E&E scoring guide is applicable only to Statewide Promotional Examinations and Sole Assessment Centers with E&E for the title: Police Chief administered September 1, 2026-August 31, 2027. 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 trainings as of the scheduled written/sole assessment date.

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 Chief	Category	Maximum Points Available
Police Time	Job Experience	46
Outside Experience		
Supervisory Time		
Specialized Trainings	Certifications and Training	26
Academic Schooling	Education	28

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: (Statewide Promotional Examination) Asked candidate to select their current department.

Q1: (Sole Assessment Center) Asked candidate to select ‘yes’ if they have been approved as eligible to take this exam.

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-Q10: Job Experience

Q4: 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
1 year	0.56
2 years	1.10
3 years	1.63
4 years	2.14
5 years	2.64
6 years	3.13
7 years	3.60
8 years	4.06
9 years	4.50
10 years	4.93
11 years	5.35
12 years	5.75
13 years	6.14
14 years	6.52
15 years	6.88
16 years	7.23
17 years	7.57
18 years	7.89
19 years	8.20
20 years	8.49
21 years	8.77
22 years	9.04
23 years	9.29
24 years	9.53
25 years	9.76
26 years	9.97
27 years	10.17
28 years	10.35
29 years	10.52
30 years	10.68
31 years	10.82
32 years	10.95
33 years	11.07
34 years	11.17
35 years	11.26

36 years	11.34
37 years	11.40
38 years	11.45
39 years	11.48
40 years	11.50

Q5: Indicate how many year(s) of permanent Police Sergeant experience you have in your current department as of the date of the written exam/sole assessment center.

No Experience	0
1 year	0.97
2 years	1.89
3 years	2.78
4 years	3.64
5 years	4.46
6 years	5.26
7 years	6.03
8 years	6.76
9 years	7.46
10 years	8.13
11 years	8.77
12 years	9.38
13 years	9.96
14 years	10.51
15 years	11.02
16 years	11.50
17 years	11.96
18 years	12.38
19 years	12.77
20 years	13.13
21 years	13.46
22 years	13.75
23 years	14.02
24 years	14.25
25 years	14.45
26 years	14.63
27 years	14.77
28 years	14.88
29 years	14.95
30 years	15.00

Q6: Indicate how many year(s) of permanent Police Lieutenant experience you have in your current department as of the date of the written exam/sole assessment center.

No Experience	0
1 year	2.01
2 years	3.91
3 years	5.75
4 years	7.52
5 years	9.23
6 years	10.88
7 years	12.46
8 years	13.98
9 years	15.43
10 years	16.81
11 years	18.14
12 years	19.39
13 years	20.59
14 years	21.72
15 years	22.78
16 years	23.78
17 years	24.72
18 years	25.59
19 years	26.39
20 years	27.14
21 years	27.81
22 years	28.43
23 years	28.98
24 years	29.46
25 years	29.88
26 years	30.23
27 years	30.52
28 years	30.75
29 years	30.91
30 years	31.01

Q7: Indicate how many year(s) of permanent Police Captain experience you have in your current department as of the date of the written exam/sole assessment center.

No Experience	0
1 year	1.48
2 years	2.90
3 years	4.26

4 years	5.58
5 years	6.85
6 years	8.07
7 years	9.24
8 years	10.36
9 years	11.44
10 years	12.47
11 years	13.45
12 years	14.38
13 years	15.27
14 years	16.11
15 years	16.90
16 years	17.64
17 years	18.33
18 years	18.98
19 years	19.58
20 years	20.13
21 years	20.63
22 years	21.09
23 years	21.49
24 years	21.85
25 years	22.16
26 years	22.43
27 years	22.64
28 years	22.81
29 years	22.93
30 years	23.00

Q8: Indicate how many year(s) of permanent Deputy Police Chief experience you have in your current department as of the date of the written exam/sole assessment center.

No Experience	0
1 year	2.97
2 years	5.79
3 years	8.52
4 years	11.15
5 years	13.69
6 years	16.13
7 years	18.48
8 years	20.73
9 years	22.88

10 years	24.94
11 years	26.90
12 years	28.77
13 years	30.54
14 years	32.21
15 years	33.79
16 years	35.28
17 years	36.67
18 years	37.96
19 years	39.16
20 years	40.26
21 years	41.26
22 years	42.17
23 years	42.98
24 years	43.70
25 years	44.32
26 years	44.85
27 years	45.28
28 years	45.62
29 years	45.86
30 years	46.00

Q9: Indicate the amount of experience you have as an acting, provisional and/or temporary after certification Police Chief in your current department as of the date of the written exam/sole assessment center.

No acting/provisional	0
1 month up to 2 months	1.62
3 months up to 4 months	2.96
5 months up to 6 months	4.25
7 months up to 8 months	5.50
9 months up to 10 months	6.69
11 months up to 12 months	7.83
13 months up to 18 months	8.91
19 months up to 24 months	9.94
25 months up to 30 months	10.90
31 months up to 36 months	11.80
37 months up to 42 months	12.62
43 months up to 48 months	13.37
49 months up to 54 months	14.02
55 months up to 60 months	14.58

61 months or more	15.01

Q10: Indicate how many year(s) you have served as a Police Officer in a department other than your current department.

No Experience	0
1 year	0.28
2 years	0.55
3 years	0.81
4 years	1.07
5 years	1.32
6 years	1.56
7 years	1.80
8 years	2.03
9 years	2.25
10 years	2.47
11 years	2.67
12 years	2.88
13 years	3.07
14 years	3.26
15 years	3.44
16 years	3.62
17 years	3.78
18 years	3.94
19 years	4.10
20 years	4.24
21 years	4.39
22 years	4.52
23 years	4.65
24 years	4.76
25 years	4.88
26 years	4.98
27 years	5.08
28 years	5.18
29 years	5.26
30 years	5.34
31 years	5.41
32 years	5.48
33 years	5.53
34 years	5.59
35 years	5.63

36 years	5.67
37 years	5.70
38 years	5.72
39 years	5.74
40 years	5.75

Q11: Indicate how many year(s) you have served in a supervisory rank (e.g. Sergeant, Lieutenant, Captain, Deputy Police Chief, Police Chief) in a department other than your current department.

No Experience	0
1 year	0.58
2 years	1.15
3 years	1.69
4 years	2.22
5 years	2.73
6 years	3.22
7 years	3.69
8 years	4.14
9 years	4.57
10 years	4.98
11 years	5.37
12 years	5.74
13 years	6.10
14 years	6.43
15 years	6.75
16 years	7.05
17 years	7.32
18 years	7.58
19 years	7.82
20 years	8.04
21 years	8.24
22 years	8.42
23 years	8.59
24 years	8.73
25 years	8.86
26 years	8.96
27 years	9.05
28 years	9.11
29 years	9.16
30 years	9.19

Q12: Indicate how many year(s) you have served in the title/rank of a supervisor outside of the police service. This includes military, maritime service and private companies

No Experience	0
1 year	0.32
2 years	0.64
3 years	0.94
4 years	1.23
5 years	1.51
6 years	1.78
7 years	2.04
8 years	2.29
9 years	2.53
10 years	2.76
11 years	2.98
12 years	3.18
13 years	3.38
14 years	3.57
15 years	3.74
16 years	3.91
17 years	4.06
18 years	4.20
19 years	4.34
20 years	4.46
21 years	4.57
22 years	4.67
23 years	4.76
24 years	4.84
25 years	4.91
26 years	4.97
27 years	5.02
28 years	5.05
29 years	5.08
30 years	5.09

Q13-Q15: Specialized Trainings

Q13: Select all Tier 1 training(s) you have successfully completed from the options below.

0 trainings completed	0
1 training completed	9.67
2 trainings completed	19.34

Q14: Select all Tier 2 training(s) you have successfully completed from the options below.

0 trainings completed	0
1 training completed	6.67
2 trainings completed	13.34
3 trainings completed	20.01

Q15: Select all Tier 3 training(s) you have successfully completed from the options below.

0 trainings completed	0
1 training completed	3.67
2 trainings completed	7.34
3 trainings completed	11.01
4 trainings completed	14.68
5 trainings completed	18.35

Q16: Asked whether the candidate understood the instructions for the Education portion of the claim.

Q17: As of the written/sole assessment 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, communications, computer science, counseling, criminal justice, criminal law, criminology, education, forensics, human services, homeland security, information technology, 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	26
Related Bachelor's Degree	23
Related Associate's Degree	20
Unrelated Master's Degree	17
Unrelated Bachelor's Degree	14
Unrelated Associate's Degree	11
No degree	0

Q18: As of the written/sole assessment date, have you completed a graduate certificate in one of the following areas?

Areas: Business Administration, Business Management, Human Resources, Leadership, Management

Essentials, Management Leadership, Organizational Leadership, Public Administration, Public Management, State and Local Government, Strategic Management in Criminal Justice.

Yes	N/A
No	N/A

Q19: If you have completed a graduate certificate in a related field please indicate if the course work you completed was also counted towards the completion of another degree. For candidate's who have completed a graduate certificate, credit will only be awarded for graduate certificates that are not applied towards a Bachelor's or Master's degree.

Yes, my course work was counted towards the completion of another degree	0
No, my course work was not counted towards the completion of another degree	2

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 Written (Technical Knowledge, Situational Judgement) component (for Statewide Promotional Examinations) or Assessment Center component (for Sole Assessment Centers). 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 your Statewide Promotional Examination or Sole Assessment Center.

A candidate who fails to submit an E&E application within 7 days after the written/sole assessment 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”.