

Police Captain 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 Captain Promotional Examination.

Please note that the information contained in this E&E scoring guide is applicable to Statewide Police Captain Promotional Examinations, Weighted-Graded Statewide Police Captain Promotional Examinations and Police Captain Sole Assessment Centers with an E&E component. 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 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 or confirm their eligibility to participate in 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	0.00
1 year	2.11
2 years	3.19
3 years	4.24
4 years	5.27
5 years	6.27
6 years	7.24
7 years	8.18
8 years	9.10
9 years	9.99
10 years	10.85
11 years	11.69
12 years	12.49
13 years	13.27
14 years	14.03
15 years	14.75
16 years	15.45
17 years	16.12
18 years	16.76
19 years	17.38
20 years	17.97
21 years	18.53
22 years	19.06
23 years	19.57
24 years	20.05
25 years	20.50
26 years	20.92
27 years	21.32
28 years	21.69
29 years	22.03
30 years	22.34
31 years	22.63
32 years	22.89
33 years	23.12
34 years	23.33
35 years	23.51
36 years	23.66
37 years	23.78
38 years	23.88
39 years	23.95
40 years	23.99

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

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

Q6: Indicate how many year(s) permanent Police Lieutenant experience you have in your current department as of examination date.

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

8 years	16.83
9 years	18.38
10 years	19.86
11 years	21.26
12 years	22.60
13 years	23.87
14 years	25.08
15 years	26.21
16 years	27.27
17 years	28.27
18 years	29.20
19 years	30.06
20 years	30.84
21 years	31.57
22 years	32.22
23 years	32.80
24 years	33.32
25 years	33.76
26 years	34.14
27 years	34.45
28 years	34.69
29 years	34.86
30 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	0.98
3 months up to 4 months	1.96
5 months up to 6 months	3.98
7 months up to 8 months	4.66
9 months up to 10 months	5.33
11 months up to 12 months	6.01
13 months up to 18 months	6.99
19 months up to 24 months	7.97
25 months up to 30 months	8.91
31 months up to 36 months	9.86
37 months up to 42 months	10.77
43 months up to 48 months	11.68
49 months up to 54 months	12.55
55 months up to 60 months	13.43
61 months or more	14.27

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

No Experience	0.00
1 year	0.43
2 years	0.86
3 years	1.27
4 years	1.67
5 years	2.06
6 years	2.44
7 years	2.81
8 years	3.17
9 years	3.52
10 years	3.85
11 years	4.18
12 years	4.50
13 years	4.80
14 years	5.10
15 years	5.38
16 years	5.65
17 years	5.92
18 years	6.17
19 years	6.41
20 years	6.64
21 years	6.86
22 years	7.07
23 years	7.27
24 years	7.45
25 years	7.63
26 years	7.80
27 years	7.95
28 years	8.10
29 years	8.23
30 years	8.35
31 years	8.46
32 years	8.57
33 years	8.66
34 years	8.74
35 years	8.81
36 years	8.87
37 years	8.91
38 years	8.95
39 years	8.98
40 years	8.99

Q9: Indicate how many year(s) you have served in a supervisory rank in a police 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

Q10: 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

Q11-Q12: Education

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

Q12: As of the 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

Q13: Specialized Trainings

Q13: As of the examination date, select all of the training(s) you have successfully completed 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
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:

The E&E examination component is weighted relative to the other examination components. The final E&E score that will appear on your overall 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.

You will receive a separate E&E score notice that will indicate the points you earned in each category. In addition, this score notice will list any categories that you claimed but were not credited due to a lack of supporting documentation or errors in calculation. A candidate who fails to submit an E&E application and/or any supporting documentation within 7 days after the examination date will receive a score of "Incomplete".