

The following matrix lists the six steps that make up the hiring process for the Sheriff's Office, as well as the four types of classifications that are hired. You will notice that not all steps are required of all classifications. The steps that are not applicable are listed as "N/A".

Steps In The Hiring Process Per Classification		Correctional Officer	Deputy Sheriff Trainee	Deputy Sheriff Lateral	Professional Support Staff
1	Establish automated alert(s) (http://hr.smcgov.org/)	√	√	√	√
2	Schedule and complete the written exam (PELLETB)	Minimum T-Score 46	Minimum T-Score 48	N/A	N/A
	Schedule and complete the physical agility test (WSTB)	Passing times	Minimum Score 320	Minimum Score 320	N/A
	Schedule and complete 1.5 mile run	√	√	N/A	N/A
3	Submit application(s) and supplemental questions (http://hr.smcgov.org/)	√	√	√	√
4	Undergo civil service and/or department interviews	√	√	√	√
5	Pass a background investigation	√	√	√	√

STEP 2: PRE-EMPLOYMENT TESTING

The Sheriff's Office partners with the South Bay Regional Public Safety Training Consortium (<https://theacademy.ca.gov/>) for testing. We also accept test results from other training organizations and law enforcement agencies if the tests mirror those listed below. Test results will only be valid for one year from the date the test was taken. Bring this sheet to the testing center to ensure compliance.

POST Entry-level Law Enforcement Test Battery (PELLETB)

This written exam is for Correctional Officer and Deputy Sheriff Trainee applicants, and it consists of the following five sections:

Spelling	- select the correct spelling of a word from a list of options
Vocabulary	- select the correct meaning of a word from a list of options
Clarity	- select the sentence that is most clearly written from a pair of options
Reading	- read a passage and answer questions about the passage's content
CLOZE	- use contextual clues to complete a passage that contains missing words

Work Sample Test Battery (WSTB)

This physical agility test is for **Deputy Sheriff Trainee** and **Deputy Sheriff Lateral** applicants. It consists of the following five events that are individually timed and weighted in terms of their value. A minimum score of 320 is required:

99-yard obstacle course with sharp turns and up to 34-inch high obstacles
165-pound body drag for 32-feet
6-foot chain link fence climb
6-foot solid wall climb
500-yard run

This physical agility test is for **Correctional Officer** applicants only. It is administered by the South Bay Regional Public Safety Training Consortium and consists of the following events. A passing score from the standard WSTB is also acceptable.

99-yard obstacle course with sharp turns and up to 34-inch high obstacles in under 23 seconds
165-pound body drag for 32-feet in under 7 seconds
500-yard run in under 2 minutes
165-pound body lift- hold for 60 seconds (pass/fail)

1.5 Mile Run

This timed event is for Correctional Officer and Deputy Sheriff Trainee applicants and can be done at the testing centers.

1.5-mile run. Must be completed in under 14-minutes.

Aside from the South Bay Regional Public Safety Training Consortium, additional information on the PELLETB and WSTB can be found on the California Peace Officer Standards & Training (POST) website (www.post.ca.gov).