

WEBER COUNTY SHERIFF'S OFFICE		POLICY AND PROCEDURES	
SUBJECT: Oral Interviews		CHAPTER/SECTION NO.: 22.15	
EFFECTIVE DATE: 10/7/03		REVIEW DATE:	
AMENDS/SUPERSEDES: See attached sheet		APPROVED: <u>** See Master File</u> SHERIFF	
STANDARD NUMBER: N/A			

22.15 Policy

- 22.15.1 Candidates successfully completing the written and physical agility testing shall be invited to oral interviews. The purpose of this phase of the testing or selection process is to assess each candidate's qualifications for the position(s).
- 22.15.2 The scores received by candidates will be used to place the successful candidates in a pool and will largely determine the order in which they are considered for further processing. For this reason, it is essential that questions asked of candidates be structured, consistent and valid.
- 22.15.3 Rating scales shall be uniform, applied consistently and impartially.
- 22.15.4 All questions will be reviewed by the Department of Human Resources Department prior to being used in the testing process.