

Santa Cruz County Sheriff's Office Hiring Process

The Santa Cruz County Sheriff's Office is committed to providing our community with the highest quality of sheriff's office employees. Our goal is to employ a work force comprised of pro-active individuals who are committed to excellence and have the highest standard of ethics.

The hiring process begins once the on-line application is completed and filed with the Santa Cruz County Personnel Office. County Personnel will send all applicants a confirmation of applications via e-mail with instructions of completing a Personal History Statement (PHS) or background packet prior to the applicant's arrival at the test site. Applicants should have the PHS completed and in hand with a photo ID, when they arrive on the specified test date and location.

A written, physical agility and the oral interview will occur all in same day. Half of the applicants will complete a written test in the morning and then those same applicants will complete a physical agility and oral interview in the afternoon. The other half of the applicant pool will complete the physical agility and oral interview in the morning and then complete the written test in the afternoon.

The physical agility is made up of three separate obstacles for Deputy Sheriff Trainees (DST). This includes a six foot wall, a 165 pound dummy drag 220 feet and a 220 yard run. All three agility tests need to be completed in a minute or less. The applicant can retake a failed physical agility test component one time.

The test day interview is with sworn Sheriff's Office employees. Several standard job specific questions are asked of each candidate during the interview. The interviewers also review the candidate's PHS and may ask questions regarding information contained within the PHS.

The written test is a state generated test which is proctored by County Personnel Department staff.

If the applicant is selected to move forward in the hiring process, he/she will be notified and a secondary in depth interview will be scheduled with the Sheriff's Office Hiring and Recruitment Team. After completion of this interview the candidate information is reviewed and a determination is made whether to move the candidate in the background investigation process.

The background investigation begins upon successful passing all phases of the testing process. The applicant will be invited to meet with a background investigator. It is imperative that all information an applicant provides is truthful and accurate. Omission of facts is considered to be untruthful. Any measurement short of this falls below our standard and can be grounds for disqualification.

A background inquiry can include but is not limited to the following:

- Driving history
- Education transcripts
- Friends and family references
- Landlords
- Roommates
- Other acquaintances

- Current and past employers
- Credit
- Past relationships
- Criminal history both adult and juvenile
- Immigration / Nationalization
- Military
- Polygraph Interview

Those applicants selected will be given a conditional offer of employment contingent upon successfully passing a psychological exam, a medical exam and treadmill stress test. The psychological exam is a comprehensive assessment of the candidate's suitability to work as a deputy sheriff. The last phase of the testing process is an interview with the Sheriff or his designee. Good luck in the process, we are looking forward to seeing you at the next test!