

## **502 KAR 45:055. Oral interview.**

RELATES TO: KRS 16.050

STATUTORY AUTHORITY: KRS 16.050

NECESSITY, FUNCTION, AND CONFORMITY: KRS 16.050 requires the State Police Personnel Board to establish open competitive examination of applicants for employment as officers. This administrative regulation establishes the oral interview component of the examination.

Section 1. (1) Eligibility for the oral interview shall be determined by the commissioner.

(2) Except as provided by subsection (3) of this section, eligibility for the oral interview shall be based upon:

(a) An applicant's score on the Content Based Task Test; and

(b) The number of positions required to be filled.

(3) The commissioner may deviate from the order of Content Based Task Test score if a manifest imbalance of minorities or women exists in the pool of qualified applicants or in the department.

Section 2. (1) The oral interview shall be validated by an independent outside source with expertise in law enforcement training or employee selection.

(a) An oral interview panel shall consist of three (3) members.

(b) One (1) of the members shall be a:

1. Female; or

2. Member of a minority group.

(c) One (1) of the members shall be a sworn officer.

(2)(a) A member of an oral interview panel shall disclose each instance in which the member is personally acquainted with an applicant eligible for an oral interview, or with a member of the applicant's immediate family.

(b) A member of an oral interview panel shall not interview an applicant with whom he is personally acquainted.

Section 3. (1) Prior to the oral interview, an applicant shall have completed and submitted to the department the "Cadet Trooper Background Profile".

(2) Each interview shall be conducted as prescribed by the commissioner.

(3) A panel member shall score each applicant in job related categories.

(4) For each category, an applicant shall be scored on a range from one (1) to five (5) with five (5) being the highest score and one (1) being the lowest score.

(5) The oral interview score shall constitute sixty (60) percent of an applicant's score.

(6) As soon as practicable after the oral interview, each applicant shall be advised of his score.

Section 4. Incorporation by Reference. (1) "Kentucky State Police Cadet Trooper Background Profile 02-97" is incorporated by reference.

(2) It may be inspected, copied, or obtained, subject to applicable copyright law, at the Department of State Police, Recruitment Office, 919 Versailles Road, Frankfort, Kentucky 40601, Monday through Friday, 8 a.m. to 4:30 p.m. (19 Ky.R. 2181; Am. 2409; eff. 5-10-93; 21 Ky.R. 550; eff. 10-10-94; 22 Ky.R. 959; 1305; eff. 1-8-96; 23 Ky.R. 3093; 3565; 3764; eff. 4-15-97; 30 Ky.R. 2109; 2293; eff. 5-24-2004.)