



Division of Law Enforcement and Safety
1415 Henderson Street
Columbia, South Carolina 29208

SELECTION GUIDELINES FOR CLASS 1 OFFICERS

The selection process used to hire law enforcement officers by the University of South Carolina (University) Division of Law Enforcement and Safety (Division) is very thorough and may take several months to complete. The process is designed to select the very best applicants who live by our values of integrity, accountability, excellence, and human life.

All elements of the selection process use only those rating criteria or minimum qualifications that are job related and are administered, scored, evaluated, and interpreted in a uniform manner. The hiring process is described below:

All entry-level positions at the Division will be posted on the University's jobs website at <https://uscjobs.sc.edu>. All applicants must submit their applications through this website and should ensure all personal contact information (i.e., telephone number and e-mail address) is current and correct. Resumes, cover letters, and other application documentation should be submitted to the University with the application and not submitted directly to the Division.

After the application has been reviewed and approved by the University for compliance with minimum qualifications, it and any other supporting documentation will be sent to the Division. Applicants for employment with the Division are directed to check the USC Jobs website for updates concerning the status of their application.

When the Division receives qualified applications from the University, these applications will be reviewed based on experience, education, and knowledge for the announced positions. After a review of these factors, individuals may be selected to attend an information session hosted by the Division. This session will detail the hiring process, requirements and duties of the position, and other pertinent information related to the process. The order of the steps in the hiring process (detailed below) is subject to change for a given applicant but are typically in the order below.

After the information session, applicants will be emailed login information to complete the Personal History Questionnaire (PHQ) in the Guardian Alliance System along with completion of other documents and submission of a copy of a driver's license. The PHQ is specifically designed to assist in the selection and hiring process for public safety agencies.

If selected to proceed after completion of the PHQ, applicants will be scheduled for a first interview. An applicant selected for a first interview will be required to provide specified documents to the Personnel Unit before the interview.

After the first interview, there will be a review of the applicant's paperwork, relevant experience, and recommendations from the interview panel members. Based on these results, applicants may be scheduled for a pre-employment polygraph examination. Applicants will be provided the topical areas for questioning prior to taking the polygraph examination.

Next, if selected to proceed, a thorough background investigation will be completed on the applicant. It is important for the applicant to notify their references that an investigator will be conducting interviews (both by phone and in-person), and to respond to requests for contact promptly.

Next, if an applicant is selected to proceed, he/she will take a personality questionnaire and be scheduled for an interview with a psychologist who specializes in law enforcement-related evaluations. This interview may require up to an hour and a half.

The next phase will require the applicant to take the National Police Officer Selection Test (POST). The POST is an entry-level test that measures arithmetic, reading comprehension, grammar, and incident report writing. Noncertified sworn law enforcement applicants will also take the Physical Ability Test (PAT) required by the South Carolina Criminal Justice Academy (SCCJA). More information about the PAT can be found here: [SCCJA Physical Ability Test](#).

The next phase, if selected, will be an interview with members of the Division's Command Staff. This interview is scheduled Monday through Friday during business hours and may require up to one hour. If other documents are required for the selection process, an applicant will be asked to provide them to the Division at this time.

Lastly, there is a final review of the applicant's qualifications, documentation, interview scores, and testing results. Based on this review, applicants may be selected for a final interview with the Chief of Police. This interview may require up to an hour. Within two business days of this meeting, an applicant can expect a decision regarding an offer of employment.

If an offer of employment is made, all law enforcement officer applicants will be scheduled for a physical evaluation by a qualified medical provider. All applicants, regardless of position, will be required to submit to a drug screening. After a final offer of employment is made, an applicant will generally be scheduled for an employment start date within two to four weeks of the final interview.

The employment start date usually corresponds to the start of a University pay period; therefore, there is limited flexibility on this date. However, if conflicts regarding the start date exist, they may be discussed with the Division's Personnel Unit. If the applicant is anticipating more than two days of planned leave during the first six months of employment, the applicant should discuss this matter with the Division's Personnel Unit so scheduling adjustments can be considered.

Starting Salary

The pay schedule for all sworn positions within the Division are set by the University's Office of Salary Administration and is non-negotiable.

Signing Bonus for Class 1 Law Enforcement Officer Positions

There is a \$7500 signing bonus for an applicant currently working and certified as a Class 1 Law Enforcement Officer by the South Carolina Criminal Justice Academy or have been inactive with a law enforcement agency for less than 12 months and able to have Class 1 Certification immediately reinstated upon hire.

Once hired, the officer will receive \$1750 after successfully completing field training, \$750 after successful completion of 1st year anniversary, \$2500 after successful completion of 2nd year anniversary, and \$2500 after successful completion of 3rd year anniversary. Current University of South Carolina (USC) Police Department officers or officers who have been separated from the USC Police Department for less than 12 months are not eligible for the signing bonus.

The award of a bonus is at the discretion of the USC Police Department, with final approval from the Vice President for Human Resources or their designee. The failure to receive a bonus may not be grieved through the University or state grievance processes for staff and administrators.

Additional Pay for Working Rotating / Weekend Patrol Schedule

Patrol officers are typically assigned to rotating 12 hours shifts. Currently, patrol officers assigned to 12-hour shifts receive an additional \$4000 for working a rotating schedule, which is not part of the base salary.

ENTRY LEVEL SALARIES FOR LAW ENFORCEMENT OFFICERS

\$42,510 plus \$4,000 additional rotating schedule pay = \$46,510

(Entry level officer who is not previously or already certified starts at \$42,510 and later begins receiving the \$4,000 rotating schedule pay after certification with the initiation of field training)

\$44,635 plus \$4,000 additional rotating schedule pay = \$48,635

(Entry Certified officer with less than 2 years police experience after initial field training)

\$46,867 plus \$4,000 additional rotating schedule pay = \$50,867

(Entry certified officer with 2 years of police experience)

\$49,210 plus \$4,000 additional rotating schedule pay = \$53,210

(Entry certified officer with 3 years of police experience)

\$51,671 plus \$4,000 additional rotating schedule pay = \$55,671

(Entry certified officer with 4 years of police experience)

\$54,254 plus \$4,000 additional rotating schedule pay = \$58,254

(Entry certified officer with 5 years of police experience)

Future Advancement Opportunities

Position	Salary	% Inc
Corporal	58,323	7.5%
Corporal (1 YIR)	59,781	2.5%
Corporal (3 YIR)	61,276	2.5%
Corporal (5 YIR)	62,808	2.5%
Sergeant	67,832	8.0%
Sergeant (1 YIR)	69,189	2.0%
Sergeant (3 YIR)	70,573	2.0%
Sergeant (5 YIR)	71,984	2.0%
Lieutenant	78,103	8.5%
Lieutenant (1 YIR)	79,665	2.0%
Lieutenant (3 YIR)	81,258	2.0%
Lieutenant (5 YIR)	82,883	2.0%
Captain	88,685	7.0%
Captain (1 YIR)	90,459	2.0%
Captain (3 YIR)	92,268	2.0%
Captain (5 YIR)	94,113	2.0%

(YIR = year(s) in rank)

Frequently Asked Questions

Are there exclusions that would prohibit me from becoming a police officer at UofSC?

- ✓ No use of marijuana illegally in the previous 12 months;
- ✓ No cocaine or other illegal drug use in the past 2 years;
- ✓ No felony conviction or other conviction for a crime carrying a term of imprisonment of more than 1 year;
- ✓ No conviction of Criminal Domestic Violence;
- ✓ No conviction of DUI or leaving the scene of a collision in past 5 years; and
- ✓ No illegal transfer of alcohol to a minor in past 1 year.

What benefits are associated with these positions? These positions have South Carolina state employee benefits which include health insurance, enrollment in the South Carolina Police Officers Retirement System programs, tuition assistance program, paid leave (annual and sick), and paid holidays (as defined by the University). The Division also offers free gym memberships. More information about the [benefits package](#) can be found on the [UofSCwebsite](#).

How will I know the status of my application? Applicants should log into the USC Jobs website to determine the status of their application. The system will update automatically once changes to application status have been made.

How long will the hiring process take? Hiring processes may require 2-3 months, depending on the position being filled and the number of qualified applicants received.

What style of dress should I wear? For formal interviews with Division staff, business attire is recommended; for all other appointments, business casual is acceptable.

If I am not selected for employment, how can I reapply? Applicants who are not selected for employment with the Division are invited to reapply via the USC Jobs website when subsequent job postings occur.

Is there a physical fitness requirement for the police officer position? Yes, there is a fitness requirement for a non-certified police officer to attend South Carolina Criminal Justice Academy (SCCJA) training. The standards for this Physical Ability Test (PAT) are located on the SCCJA's website <https://sccja.sc.gov/training-support/physical-ability-test>. If an applicant is already certified in South Carolina prior to employment with the Division, the applicant typically will not be required to re-take the PAT.

Can special arrangements be made for out of state applicants due to travel expenses? If there are approaches to assist these applicants without compromising fairness, the Division will consider them.

If I am a certified officer from another state, will I have to attend the police academy? Based on a curriculum review by the SC Criminal Justice Academy, applicants who are certified from another state may have their SC certification requirements significantly reduced.