



SHERIFF
East Baton Rouge Parish
Post Office Box 3277
Baton Rouge, Louisiana 70821

EBRSO EMPLOYMENT FREQUENTLY ASKED QUESTIONS (FAQ's)

1. WHAT EMPLOYMENT OPPORTUNITIES ARE AVAILABLE WITH THE EAST BATON ROUGE PARISH SHERIFF OFFICE (EBRSO)?

The EBRSO provides services to the community 24-hours per day, so most full-time entry level positions require working 12-hour rotating shifts, including nights, weekends and holidays.

Most Frequently Filled Full-time, Entry-level Positions:

Corrections Deputies -- Maintain the custody and security of prison inmates through supervision, observation and monitoring of inmate activities and enforcement of security policies and procedures.

Uniform Patrol Deputies -- Perform general law enforcement duties to protect lives, property and rights of the public. Work involves answering complaint calls and patrolling in an official vehicle, motorcycle or on foot to deter crime or apprehend violators or suspects; securing crime scenes, and enforcement of all traffic and safety laws.

Communications Deputies -- Perform radio and communications work on an assigned shift. Provide information to patrol units on calls in progress as well as other divisions as needed. Receive and share data as appropriate with law enforcement agencies throughout the country.

Volunteer Opportunities:

Reserve Deputy Program – Our Reserve Deputies are part-time, non-salaried, commissioned law enforcement officers. Reserve Deputies have the same responsibilities and duties as the regular deputies. Opportunities exist within the Reserve program for individuals to serve in all areas of law enforcement.

2. **WHAT ARE THE MINIMUM QUALIFICATION REQUIREMENTS FOR EMPLOYMENT WITH EBRSO?**

Job Title	Minimum Qualifications
Corrections Deputy	<ul style="list-style-type: none"> • At least 18 years old; • High school diploma or equivalent; • Valid Driver’s License. • No felony convictions and no convictions of perjury, false statement or moral turpitude charge as an adult. Other arrests and convictions will be reviewed on a case-by-case basis.
Patrol Deputy	<ul style="list-style-type: none"> • At least 18 years old; • High school diploma or equivalent; • Valid Driver’s License • <u>One</u> of the following: <ul style="list-style-type: none"> • 1 year of experience as a Peace Officer Standards and Training (POST) certified peace officer in a full-time position, whose job duties include armed duty with the power of arrest; • 1 year of continuous active duty military service; • Louisiana Law Enforcement POST Certified; • Bachelor’s Degree • Associates Degree (based on a minimum of 60 semester hours) • 80+ semester hours from an accredited college or university if have not obtained Bachelor’s Degree • 5 or more years of full-time work experience (full-time = 40 hours per week) • No felony convictions and no convictions of perjury, false statement or moral turpitude charge as an adult. Other arrests and convictions will be reviewed on a case-by-case basis.
Communications Deputy	<ul style="list-style-type: none"> • At least 18 years old; • High school diploma or equivalent; • Valid Driver’s License • <u>One</u> of the following: <ul style="list-style-type: none"> • 1 year of communications-related, radio dispatch experience or law enforcement experience; • 1 year of continuous active duty service in the military; • Louisiana law enforcement POST Certified • 2 years of full-time work experience;

	<ul style="list-style-type: none"> • 60 semester hours from an accredited college or university • No felony convictions and no convictions of perjury, false statement or moral turpitude charge as an adult. Other arrests and convictions will be reviewed on a case-by-case basis. <p>Note: Work experience and college credit maybe combined to be equivalent to 2 years of full-time work experience, where 30 semester hours is equals one year of full-time work experience</p>
Reserve Deputy	<ul style="list-style-type: none"> • At least 18 years old; • High school diploma or equivalent; • Valid Driver's License • No felony convictions and no convictions of perjury, false statement or moral turpitude charge as an adult. Other arrests and convictions will be reviewed on a case-by-case basis. • <i>One</i> of the following: <ul style="list-style-type: none"> • 1 year of experience as a Peace Officer Standards and Training (POST) certified peace officer in a full-time position, whose job duties include armed duty with the power of arrest; • 1 year of continuous active duty military service; • 1 year of full-time work experience • 60 semester hours from a regionally accredited college or university; • 30 semester hours from an accredited college or university <u>and</u> currently enrolled as a full-time student <p>Note: Work experience and college credit maybe combined to be equivalent to 1 year of full-time work experience, where 30 semester hours is equals one year of full-time work experience</p>

NOTE: Any college hours or degree must be from a school accredited by one of the following regional accrediting bodies: the Middle States Association of Colleges and Secondary Schools; the New England Association of Schools and Colleges, Incorporated; the North Central Association of Colleges and Secondary Schools; the Northwest Association of Secondary and Higher Schools; the Southern Association of Colleges and Secondary Schools; the Western Association of Schools and Colleges.

3. WHAT BENEFITS DOES THE EBRSO OFFER?

We offer a comprehensive benefits program.

- 100% employer paid health, vision and life insurance for our employees.
- Additional life, Dental, Disability, Accident, Cancer and Critical insurance coverage are available for employee purchase.
- Louisiana Sheriff's Pension and Relief Retirement plan
- Free Employee Assistance Program
- Free Employee Wellness Center
- Free Telemedicine Program

4. HOW DO I APPLY AND WHAT CAN I EXPECT DURING THE APPLICATION PROCESS?

You may submit an on-line application or a hard-copy of the application. Both the on-line application and a printable application can be found at <http://www.ebrso.org/Careers/ApplicationInfo.aspx>.

Stages in the Selection Process:

- physical fitness assessment
- criminal history check and employment history review
- oral interview
- polygraph examination
- psychological risk assessment
- credit check
- medical examination, including a drug screen

5. WHAT ARE THE PASSING SCORES FOR THE PHYSICAL FITNESS ASSESSMENT?

- Patrol Deputy and Reserve Deputy
 - i. 1.5 Mile Run -- 15 minutes, 20 seconds
 - ii. 1 minute Sit-ups – 27
 - iii. Push-ups – 18
- Communications and Corrections Deputy
 - i. 1.5 Mile Run – 20 minutes
 - ii. 1 minute Sit-ups – 10
 - iii. Push-ups – 10

6. WHAT IF I HAVE A PRIOR ARREST?

If you have a prior arrest (or misdemeanor summons) you are required to disclose it on the employment application. Applicants who have prior arrest(s) must include a copy of the court disposition and any expungement documents. Applicants are also encouraged to provide an explanation of the circumstances that led to the arrest. Dispositions can be obtained through the Clerk of Court in the area where the incident occurred.

7. WHAT IS THE EBRSO'S POLICY ON TATTOOS AND BODY ART?

The EBRSO Body Art Policy is intended to ensure all EBRSO employees present a uniform, clean, neat and professional image. Body art is defined as, but not limited to, tattoos, brands, and intentional scarring.

- Body art cannot contain nudity, profanity, or be perceived as gang related, criminal, obscene, sexual, racial or detract from the professional image of the Office.
- Body art which is visible on the arms below the elbow while wearing a short sleeve uniform shirt must be covered unless the total area of body art is smaller than 3x5 inches. Solid colored black long sleeve shirts or flesh colored tattoo cover-up sleeves are approved options for covering body art on the arms.
- Body art to the head, neck (above the neck line of a t-shirt), and face is prohibited.
- Minimal body art on the hands (below the wrist bone) may be allowed, but is subject to approval on a case-by-case basis by the Sheriff or his designee.
- Mutilation, tongue bifurcation, and foreign objects inserted under the skin are prohibited.
- The use of gold, platinum or other veneers or caps for the purpose of dental ornamentation is prohibited. Capped, veneered, or natural teeth shall not be decorated with designs, initials, or jewels.
- Excessive and unusual piercings are prohibited.
- Tongue ornaments and facial piercings may not be worn while on duty.

8. WHERE CAN I OBTAIN AN EMPLOYMENT APPLICATION?

Applications may be completed and submitted on-line at <https://www.ebrso.org/Careers/ApplicationInfo.aspx>.

Printable applications may be obtained on the EBRSO website or paper applications may be obtained from the Human Resources Division, 8900 Jimmy Wedell Drive, Building B, Baton Rouge, Louisiana, 70807, Monday through Friday, 8:30 AM to 4:00 PM.