



PROMOTIONAL OPPORTUNITY

IN THE

NORTH BAY VILLAGE POLICE DEPARTMENT



POLICE SERGEANT PROMOTIONAL EXAM

CURRENT NORTH BAY VILLAGE POLICE OFFICERS ONLY - PROMOTIONAL EXAMINATION QUALIFICATION

POLICE SERGEANT ANNUAL SALARY

MINIMUM: \$76,370.32

MAXIMUM: \$97,470.67

This position requires supervisory police work for the North Bay Village Police Department.

ELIGIBILITY REQUIREMENTS

Eligible candidates must be currently employed by the North Bay Village Police Department (NBVPD) as a Police Officer with permanent status (not on probation). Eligible candidates also must have four (4) years of continuous, satisfactory, full-time service as a certified Police Officer with NBVPD and not been a subject of a disciplinary suspension or demotion for the last year immediately preceding application for promotion.

THE PROMOTIONAL EXAMINATION WILL CONSIST OF THE FOLLOWING

1. Behavioral Assessment Dimension Guided Exercise – (BADGE) = **65% OF TOTAL SCORE**.
The BADGE exercise will evaluate the Officers ability to think critically and apply departmental policies and procedures that are pertinent to the rank of Sergeant.
2. Oral Board Interview = **35% OF TOTAL SCORE**

Important Note: The minimum passing score to qualify for the eligibility list is 75%.

A Chief's interview will also be included as part of the promotional process pursuant to the FOP Collective Bargaining Agreement's Rule of 3 provision.

SCORING & NOTIFICATION OF RESULTS

A Promotional Eligibility List will be prepared upon completion of the promotional examination. Candidates will receive written notification of their final score at the conclusion of the process.

SENIORITY: Seniority points will be added to the scores of the candidates. Points will be calculated at the rate of one-half (1/2) point, per year of continuous, satisfactory, full-time service as an NBVPD Police Officer. Seniority points can only be added to a passing score; they cannot be used to achieve a passing score. **MAXIMUM VALUE OF SENIORITY = 5 POINTS**

PERFORMANCE DIMENSION DEFINITIONS

Adaptability – The ability to adjust approaches to a task according to changing situational demands; to modify plans based on new information; to initiate immediate demands presented by a situation; to effectively maintain several activities simultaneously; to maintain an activity or task until completion; to generate alternative solutions to problems.

Leadership – The ability to motivate others to accomplish tasks and meet goals; to delegate tasks to others effectively; to manage conflict between subordinates; to conduct effective meetings; to monitor and guide subordinates' work activities.

Organizing and Planning – The ability to establish work priorities; to systematically structure tasks and activities; to establish effective follow-up measures.

Decision Making – The ability to deduce logical courses of action from available data; to formulate rational decisions; deduce logical courses of action from available data; evaluate potential course of action; to justify one's position when challenged.

Perception – The ability to identify important pieces of information; to perceive the consequences of actions or decisions; to inter-relate pieces of information; to identify errors/inaccuracies in written documents; to identify subordinates' strengths and weaknesses.

Oral Communication – The ability to conduct effective oral presentations; to comprehend oral information; to persuade others when speaking.

ESTABLISHED READING MATERIALS

- **NBVPD Standard Operating Procedures (SOP's)**
- **October 1, 2019 – September 30, 2022 Collective Bargaining Agreement between NBV and FOP, Lodge 81**
- **2021 Law Enforcement Handbook**
 - Legal Guidelines (ALL)
 - State Procedural Laws (Except: Chapters 30, 48, 117, 903, and 921)
 - State Substantive Laws to include the following Chapters only:
 - 82
 - 365
 - 381.986 and 381.987
 - 741- 856
 - 861- 871
 - 874 - 893
 - 901
 - 937
 - 1006
 - State Traffic Laws to include the following Chapters Only
 - 316
 - 320
 - 322
 - **Supervisory Book:** *Leading Cops – Decision Making for the Law Enforcement Leader*, by Gerald W. Garner.

IMPORTANT NOTE: ALL READING MATERIALS WILL BE MADE AVAILABILE IN PowerDMS, WITH THE EXCEPTION OF THE 2021 LAW ENFORCEMENT HANDBOOK, BY MARCH 2, 2021.

CANDIDATES MAY PICK UP THEIR LAW ENFORCEMENT HANDBOOK FROM ANA GONZALEZ, EXECUTIVE ASSISTANT TO THE CHIEFS OF POLICE, AS SOON AS THEY ARE AVAILABLE, BUT NO EARLIER THAN MARCH 2, 2021.

It is highly recommended that Applicants study all of the material provided to them by the Village, as stated above, in order to properly prepare for the Promotional Exam.

NORTH BAY VILLAGE POLICE – PROMOTIONAL EXAMINATION AND QUALIFICATION

IMPORTANT PROMOTIONAL TESTING DATES

Applications Accepted Beginning: February 19th, 2021

Application Deadline: March 1st, 2021 – NO LATER THAN 5:00 PM

Eligible Police Officers must apply by submitting a Memorandum of Interest via email to Chief Carlos Noriega: cnoriega@nbvillage.com with a CC to Deputy Village Manager/HR Director Carla Gomez: cgomez@nbvillage.com.

Orientation Date: Tuesday, March 16th, 2021 – via Zoom. Login information will be provided at a later date.

BADGE ADMINISTRATION

Reporting Date: Monday, May 24th, 2021 (Time TBD)

Reporting Location: Miami Dade College North Campus
School of Justice Assessment Center
11380 NW 27 Ave., Room #8333
Miami, FL 33167
(305) 237-1476