



STATE OF IDAHO
invites applications for the position of:

ISP Trooper

SALARY: \$23.21 Hourly
\$48,276.80 Annually

DEPARTMENT: Idaho State Police

OPENING DATE: 11/27/20

CLOSING DATE: 12/13/20 11:59 PM

DESCRIPTION:



The Idaho State Police (ISP) has an exciting career opportunity available for those holding a **current** POST Basic Patrol (or higher) Certificate, whether in Idaho or another state, and with at least three (3) years law enforcement experience in patrol. ISP has both urban and rural Trooper positions available throughout the state. Qualified men and women of all backgrounds are encouraged to apply.

ISP Advanced Training Course (ATC) – Lateral Academy: In order to accommodate lateral hires, ISP has developed a modified, yet comprehensive, training program consisting of a 7-week ATC. The first two (2) weeks you will be stationed in your assigned district and complete virtual classroom learning. The remaining 5 weeks are on-site at ISP’s headquarters in Meridian, Idaho and scheduled to begin March 8, 2021 with graduation April 23, 2021.

Lateral Starting Base Pay Rates:

Years of Law Enforcement Experience	Base Pay Rate Per Hour
3 to 5.9 years	\$23.21*
6 to 8.9 years	\$24.07*
9 or more years	\$24.93*

***ISP values the training and experience brought by lateral applications. Additional pay**

opportunities exist through ISP's Career Ladder program titled, Project CHOICE.

As an example, a three year officer that brings specific training and experience could potentially be paid:

Base Pay	\$23.21/hour
Bachelor's Degree	\$1.25/hour from hire date
Spanish Proficiency	\$0.30/hour upon completion of FTO
Certified POST Instructor	\$0.30/hour upon completion of FTO
Kaminsky FTO Training	\$0.15/hour upon completion of FTO
Interview and Interrogation	\$0.10/hour upon completion of FTO
Drug Recognition Expert	\$0.30/hour upon completion of FTO
Total	\$25.61 (Pay after completion of FTO)
With Shift Differential (5% hourly rate)	\$1.28/hour
Total	\$26.89/hour (Pay after completion of FTO)

The Project CHOICE plan distributes pay increases to employees for specialized training or the attainment of certifications and other achievements relevant to their job class and the ISP mission.

All Project Choice increases and specific requirements are set forth in the current [CHOICE plan](#). CHOICE points for academic degrees are available from hire date while the other CHOICE points become available upon completion of FTO.

Contact Human Resources for additional information.

Other Benefits Include:

- Overtime pay, holiday pay, and shift differential pay
- [Health, Dental, Vision Insurance](#)
- [Group Life Insurance/Disability Insurance/Supplemental Life Insurance](#)
- Workers' Compensation Insurance
- Deferred Compensation and 401K Plans
- Disability Benefits
- [Retirement System](#)
- [Employee Assistance Program](#)
- [Sick, Vacation, Family Medical, and Parental Leave](#)

Testing Date and Location:

Meridian: Fitness Testing January 10, 2021. Command Staff One-on-One, Oral Board Exam Panel and potential further testing January 11-15, 2021.

EXAMPLE OF DUTIES:

- Provide assistance and service to the citizens of Idaho
- Perform traffic control and enforcement
- Conduct motor vehicle crash investigations
- Prepare reports
- Conduct criminal investigations
- Process and investigate crime scenes
- Effectively present testimony in a court of law
- Be proficient in the use of firearms
- Many other duties as assigned

- Some specialty assignments include crash reconstruction, firearms instructor, drug recognition expert, field training officer, motorcycle patrol, capitol security, and commercial vehicle safety

MINIMUM QUALIFICATIONS:

Applicants must meet the entrance requirements outlined in Idaho Administrative Code 11.11.01 – Rules of the Idaho Peace Officer Standards & Training (POST) Council.

- Shall be a citizen of the United States
- Must be a graduate of an accredited high school, or GED equivalent
- Shall be a minimum of twenty-one (21) years of age
- Possess a valid driving license from their state of residence and qualify for an Idaho driver's license
- Fingerprint clearance by the Idaho State Police Bureau of Criminal Identification and the FBI. A conviction or withheld judgment for any local, state, or federal crime may be grounds for rejection
- Successfully complete a background investigation
- Attest to the Code of Ethics/Standards of Conduct on POST application

Additional Minimum Qualifications:

- Applicants must successfully complete a polygraph examination
- Must meet the Idaho State Police (ISP) [Drug Policy](#) Requirements
- Must meet the [ISP medical, vision, hearing, psychological, and physical fitness requirements](#)
- Must have two (2) or more years of responsible work experience or attendance at an institution of higher learning following high school graduation
- Must successfully complete the ISP Advanced Training Course, obtain an Idaho POST Basic Certification, and the post-graduate Field Training Evaluation Program (FTEP)

NOTE: ISP Troopers recruited through a lateral program must have either:

- a current Idaho POST Basic Patrol (or higher) Certificate, and have at least three (3) years law enforcement experience in patrol, OR
- a current equivalent POST Basic Patrol (or higher) Certificate from another state, and have at least three (3) years law enforcement experience in patrol. You will be required to submit a challenge packet with Idaho POST and pass the POST exam

SUPPLEMENTAL INFORMATION:

Why Choose The Idaho State Police: [Learn about our exceptional quality of life.](#)

Work Shifts: Shifts may vary depending on department needs, location, and specialty area. Many Troopers currently work four, 10-hour shifts per week with rotating days off. Troopers must be willing to work weekends and holidays. Most schedules alternate between day and night every two months. On-call, overtime, and emergency work are required.

Work Location: Patrol activities are most often performed alone and unsupported in remote

geographic areas. Some positions require establishment of residence in a specific geographic location. Applicants must be willing to work anywhere in Idaho. ISP attempts to accommodate work location choices whenever possible; however, assignments will be based on department staffing needs. Transfer requests are typically not considered for two years from time of hire.

Successful candidates will be required to sign a two (2)-year Assignment, Transfer or Promotion Commitment Agreement as part of the final job offer.

PLEASE NOTE: The successful applicant will be required to pass a background investigation and polygraph examination. Please review the [ISP Drug Policy](#) and [ISP Grooming and Appearance Standards](#). Applicants must also complete psychological, medical, physical fitness and drug screening. Inaccurate, withheld, or concealed information will be cause for rejection. A conviction or withheld judgment for any local, state, or federal crime may be grounds for rejection.

Please make sure your resume and personal information contained in your profile supports your answers to the questions.



jobs@isp.idaho.gov



[@ISPCareers](https://twitter.com/ISPCareers)



<https://isp.idaho.gov/hr/>



(208) 884-7018

Hiring is done without regard to race, color, religion, national origin, sex, age or disability. If you need special accommodations to satisfy testing requirements, please contact the Division of Human Resources at (208) 334-2263.

Preference may be given to veterans who qualify under state and federal laws and regulations.

APPLICATIONS MAY BE FILED ONLINE AT:
<https://www.governmentjobs.com/careers/idaho>

Position #07077 PCN 2239+
ISP TROOPER
CL

304 North 8th Street
Boise, ID 83720

idhr@dhr.idaho.gov

ISP Trooper Supplemental Questionnaire

- * 1. This position requires you possess either: • a current Idaho POST Basic Patrol (or higher) Certificate, and have at least three (3) years law enforcement experience in patrol, OR • a current equivalent POST Basic Patrol (or higher) Certificate from another state, and have at least three (3) years law enforcement experience in patrol. You will be required to submit a challenge packet with Idaho POST and pass the POST exam. Select the one response that best matches your experience.
- A. I DO NOT have the required: • current Idaho POST Basic Patrol (or higher) Certificate, and at least three (3) years law enforcement experience in patrol, NOR a • current equivalent POST Basic Patrol (or higher) Certificate from another state, and at least three (3) years law enforcement experience in patrol.
- B. I have a current Idaho POST Basic Patrol (or higher) Certificate, and have at least three (3) years law enforcement experience in patrol.
- C. I have a current equivalent POST Basic Patrol (or higher) Certificate from another state, and have at least three (3) years law enforcement experience in patrol. You will be required to submit a challenge packet with Idaho POST and pass the POST exam.
- * 2. Idaho law requires peace officers be certified by Idaho's Peace Officer Standards and Training Council ("POST"). The statutes and regulations of POST require that every peace officer be a citizen of the United States, and that citizenship must be established through: •A birth certificate issued by the city, county or state and filed within one (1) year of birth; •Naturalization Certificate; •U.S. Passport; •Consular Report of Birth Abroad or Certification of Birth; or •Certificate of Citizenship POST regulations also require that peace officers begin POST Basic Training Academy within six (6) months from the date of their appointment as a full-time officer. Can you now, or do you anticipate within six months of hire, you will be able to provide one of the forms of proof of citizenship required by Idaho's POST?
- Yes
- No
- * 3. Are you a high school graduate or do you possess a GED?
- Yes
- No
- * 4. Are you currently at least 21 years of age or will be by date of certification?
- Yes
- No
- * 5. I have, or will have, a valid driver's license by the date of hire. Approximate date of hire will be 6 months after the close date of this announcement.
- Yes
- No
- * 6. Do you have any felony convictions?
- Yes
- No
- * 7. I DO NOT have any misdemeanor convictions within the past five (5) years, or if I do, I have or will seek written permission from ISP to apply. Note - In order to qualify to work at ISP you must not have any misdemeanors in the last five (5) years. However, on very rare occasions ISP will waive this requirement. ISP will not waive DUI or violent convictions.

- A. I DO NOT have a misdemeanor in the last five years.
- B. I do have a misdemeanor in the last five years.
- C. I do have a misdemeanor in the last five years but will submit a written request to ISP for consideration of a waiver if I am invited to the oral exam.
- * 8. Did you serve in the military and receive a bad conduct discharge, a dismissal, a dishonorable discharge, or an administrative discharge of other than honorable? Prior military service is not required for this position. However, if you have military experience, you must not have received a bad conduct discharge, a dismissal, a dishonorable discharge, or an administrative discharge of other than honorable to be considered for this position.
- Yes
- No
- * 9. IDAHO STATE POLICE DRUG POLICY I certify that I have read, fully understand and comply with the ISP Drug Policy. To answer this question please click on the web site link listed in the job posting to review the ISP Drug Policy. I meet the standards described in the policy and I would like to be considered for employment by the Idaho State Police. I understand that I will be required to pass a background investigation and a polygraph examination prior to employment by the Idaho State Police. You must be in compliance with the Idaho State Police Drug Policy in order to be considered for employment with the Idaho State Police.
- Yes
- No
- * 10. I have read, fully understand and meet the medical, vision, and hearing standards as a condition for employment with ISP. To answer this question please click on the web site link listed in the job posting to review ISP Medical, Vision, and Hearing Requirements.
- Yes
- No
- * 11. I have read, fully understand and can complete the required Physical Fitness Standards and Requirements as a condition for employment with ISP. To answer this question please click on web site link listed in the job posting to review ISP physical fitness standards
- Yes
- No
- * 12. At the time of hire, will you have two or more years of responsible work experience, two or more years of education beyond high school, OR a combination of work experience, military service or post high school formal education of at least two years?
- Yes
- No
- * 13. Are you willing to consider employment anywhere in Idaho? You must be willing to consider employment anywhere in Idaho. The Idaho State Police will attempt to accommodate your preference as much as possible. All positions are full-time and require various shift work.
- Yes
- No
- * Required Question