

Nebraska State Patrol

Trooper Applicant Welcome Packet



Please read through thoroughly. Any questions can be directed to the recruiting team: Sergeant Kayla Kildare at 402-326-6257, Trooper Madison Reynoldson at 402-310-9259, or Human Resources Recruiting Coordinator Trina Cherovsky at (402) 405-6002.

Hiring Process

- Be sure to check your email often, as most correspondence will be handled through email.
- Be prompt in responding and scheduling.
- Communicate any issues or concerns with either HR or the Recruiting Team.

Application:

There are two (2) applications that must be completed to continue through the application process. The first is through Jobvite. This is for the Nebraska State Patrol. The second is through Workday. This is for the State of Nebraska. If the applicant did not fill out two (2) separate applications, please go through the email on file, as a link should have been sent for the second application.

TABE:

The Test of Adult Basic Education (TABE) is taken online, in a virtually proctored environment. The test, which covers areas of Reading and Language, will be taken by attending a web meeting with the NSP TABE Test Administrator. The applicant will need a computer with a webcam to take the test.

If the applicant has already passed the TABE, they can send the scores to HR. The applicant will not have to retest. If the applicant has not previously passed the TABE, they will schedule a testing date from the options emailed to the applicant from HR.

Personal History Questionnaire (PHQ):

Applicants will receive the PHQ instructions via email. The PHQ must be completed by the deadline identified in the email. Non-completion will result in removal from the process.

Physical Abilities Testing (PAT):

Applicants who pass the written exam (TABE) will move on to the PAT. This test consists of a 1.5 mile run, Dummy Drag, Run with Obstacle, Scale Life and Carry, Handle Weapons, and Body Mass Index (BMI) measurement.

[Click here to view the Candidate Requirements and Preparation Handbook.](#)

Background Investigation:

The Nebraska State Patrol will conduct a complete and thorough background investigation on each applicant that moves forward in the process. Applicants should begin gathering copies of the following for the Background Investigator:

- A photocopy of your certified birth certificate (not hospital copy)
- A photocopy of your valid driver's license
- A copy of DD214 military records (if applicable)
- A copy of your high school diploma or GED certificate
- Copies of your college transcript or diploma (if applicable)
- Naturalization forms (if applicable)
- A copy of your credit report
- A copy of your Social Security Card

Employment Review Board (ERB):

The Nebraska State Patrol is committed to hiring individuals who exemplify the agency's values by providing the highest quality of law enforcement and services to the citizens. The ERB is responsible for reviewing the background to ensure the best candidates are selected. The ERB is comprised of NSP sworn officers who can communicate the perspective of one or more of the racial, ethnic, or gender groups protected by the state and federal EEO laws.

Polygraph Examination:

The examination is conducted by an NSP polygraph examiner. The background investigation information, application, and questionnaire are provided to the examiner to assist with conducting the polygraph examination. The examiner will question the applicant in the areas of honesty, integrity, character, and loyalty. The polygraph examiner will submit a report for review to the Administrative Review Board.

Psychological Testing/Interview:

Applicants will be required to take a series of written psychological tests and an oral interview. This is a specialized examination to determine whether the candidate meets the requirements for psychological suitability for the role of Nebraska State Trooper. The psychological evaluation includes psychological testing, a review of background and collateral information, and a face-to-face interview with the agency psychologist.

Medical Examination:

The examination will take place at a facility which has contracted with the NSP following the policy and procedures outlined by the Nebraska State Patrol and the Nebraska Law Enforcement Training Center. The exam will include, but is not limited to, items such as a blood draw, complete physical, vision, and hearing tests.

The exam is paid for by the Nebraska State Patrol.

Final Interview and Job Offer:

Following successful completion of all necessary prior steps, applicants will be invited to interview with Nebraska State Patrol Command Staff at NSP State Headquarters in Lincoln. Applicants approved by the Command Staff will receive an offer to join NSP and attend our next Basic Training Camp.

Applicants who receive their final offer will then receive their first duty station assignment, based on the NSP Duty Station Assignment process.

Duty Stations

Duty Station/Residency:

Nebraska State Troopers are each assigned a community across Nebraska. Troopers need to live within 40 air miles of that duty station, provided their residence is in the State of Nebraska and on a maintained road.

NSP offers the ability for Troopers to laterally transfer to another duty station, as set out in the SLEBC contract, based on availability and seniority.

Duty Station Assignments:

Applicants have the opportunity to identify their top three duty station requests from the list of available communities. To ensure those requests are addressed while maintaining quality coverage across Nebraska, NSP uses a system where candidates will know their duty station before beginning training at the NSP Training Academy.

Before submitting an application, each candidate will select their top three duty station preferences. Applicants who receive a conditional offer of employment will be awarded points based on several factors, including the timing of their application, prior law enforcement experience, education, military service, family considerations, and community ties. Candidates with the highest scores at the time of the final job offer will be prioritized for their chosen duty station. If their top three choices are already filled, candidates will be offered a selection from the remaining available options.

All candidates will know their duty station assignment prior to beginning camp.

Divisions:

Applicants may be assigned to the Traffic Division or the Carrier Division based on duty station locations and agency need.

Traffic Division

The Nebraska State Patrol's Traffic Division handles traffic enforcement and related activities, including patrols, traffic safety education, and cooperation with other agencies. They are committed to reducing traffic-related fatalities and injuries.

Key aspects of the Nebraska State Patrol's traffic division:

- Patrols - Uniformed troopers patrol highways and roadways, enforcing traffic laws and responding to crashes or other roadway incidents.

- Traffic Safety Education - The Field Services Division works with various stakeholders, including the Nebraska Department of Transportation and other law enforcement agencies, to promote traffic safety and reduce crashes.

Carrier Division

The Carrier Enforcement Division is an essential component of the State Patrol's Field Services Division, playing an integral part in ensuring that Nebraska's highways remain safe for the motoring public.

Its primary statutory responsibilities are "To promote public safety" and "To preserve and protect the state highways and bridges from immoderate and destructive use". Specially trained troopers operate twelve weigh stations and numerous portable scale units throughout Nebraska.

The Carrier Enforcement Division's main focus is to guarantee compliance with State Statutes and Federal Motor Carrier Safety Regulations pertaining to the operation of commercial motor vehicles, motor coaches, and hazardous material transporters. Aside from its roadside efforts, the Division has an Investigative Section that conducts both Compliance Reviews and New Entrant Audits of Motor Carriers. Troopers work closely with their counterparts, not only within the Agency, but in conjunction with fellow allied law-enforcement agencies to protect and serve the citizens of Nebraska.

Training Academy

All Nebraska State Troopers receive training at the Nebraska State Patrol Training Academy, located in Grand Island. During the 24-week camp, recruits receive extensive training from the Troopers and Investigators who serve across the state daily. The training includes numerous life-like scenarios and hundreds of hours of academic work. The NSP Training Academy Staff are dedicated to preparing each recruit to serve with honor and expertise when they hit the road in service to Nebraska.

The Training Academy is in **Grand Island, NE**. Recruits report to the Academy each Sunday at 2000 hours (8pm) and are released on Friday afternoons. **You will stay in the barracks during the week.** You are able and encouraged to go home during the weekends.

The Training Academy is para-military style. While at the Training Academy, recruits will be yelled at. There will be incentive training (push up, sit up, etc...). The Academy is high intensity, high stress. **Recruits will be mentally, physically, and emotionally challenged.** This method of stress inoculation is purposeful and will prepare each recruit to handle high-stress situations in the field, while still being able to focus on critical tasks.

You are an employee of the State of Nebraska and are paid for your time at the Training Academy. Camp 73 will earn \$28.85 per hour. Upon graduation, the pay rate automatically increases to the starting trooper salary of \$32.45 per hour.

Barracks:

The barracks are located on campus. Each room contains 2 twin beds, 2 desks, a wardrobe, and a bathroom. Generally, two recruits are assigned to a room. Recruits are required to keep the barracks clean and orderly.

Academic Requirements:

Recruits are tested by written exams and authentic assessments (scenarios). Recruits are allowed 2 test failures. The 3rd test failure will result in dismissal of the recruit.

Schedule:

- 0630-0730 Physical Fitness Training
- 0810-0830 Breakfast
- 0845-0900 Flag Raising
- 0900-1300 Class (50 minutes long with a 10 or 20 minute break between classes)
- 1300-1400 Lunch
- 1400-1800 Class (50 minutes long with a 10 or 20 minute break between classes)
- 1805-1815 Flag Lowering
- 1815-1900 Dinner
- 1915-2100 Class (if necessary)
- 2100-2230 Study time
- 2230 Lights out

Instruction:

The Nebraska State Patrol Training Academy (TA) staff is made up of several troopers and is supplemented by other troopers who work throughout the state. These additional instructors are subject matter experts and will instruct specific courses in their area of expertise. Instruction at the TA is just the beginning of training for each trooper. Upon graduation, each new trooper will be paired with veteran troopers for the field training process.

Preparing Yourself

As you've read, the process of becoming a Nebraska State Trooper is not easy. That is intentional. The Nebraska State Patrol is an agency committed to serving the people of Nebraska with integrity and professionalism. The hiring process is designed to select candidates who have the potential to successfully join that mission.

Throughout the hiring process, be prompt and responsive. There are deadlines that must be met to continue. Check your email regularly and if you haven't heard from us in a while, don't hesitate to reach out. We'll communicate regularly as well to keep you up to date on where you stand in the process.

Take time to physically prepare as well. The training process is physically demanding. You will be in excellent physical condition by graduation day, but starting with a good baseline of physical fitness will be beneficial.

NSP receives hundreds of applications in each hiring process, but we don't want a great candidate to miss the cut because of a lack of communication. If you have any questions throughout the process, please ask.

Being a Nebraska State Trooper is a rewarding career, full of opportunities across the great State of Nebraska. If you are driven to protect the people of Nebraska, stay focused on that goal and come ready to work hard.

Pro Bono Publico

For the Good of the Public

