2026 Sergeant Promotional Process
Specialty Training Evaluation Matrix (STEM)

Trooper Name: _____

Trooper Badge: _____

The department recognizes the importance of troopers seeking additional specialty certifications, instructor positions, and leadership training to further careers and support the mission of the Department. In doing so, the Sergeant Promotional Process will include additional scoring under "Education and Experience." As part of the application process, please complete the applicable information below. Blank spaces are for you to add applicable information you believe is pertinent, but not already listed. The panel will use this information to accurately score and apply points to the applicant's overall score. If necessary, the panel may request documentation to support any category claimed by the applicant.

The STEM is intended to objectively evaluate an individual applicant's verifiable training experience as it relates to promotional opportunities. The following information will explain each section and the procedure to accurately complete each section of the STEM. Additional questions regarding completion of the STEM are to be directed to Major Frank Griego and Major Mike McLaren between 0800 - 1700 hours Monday through Friday or by e-mail to EGriegoJr@azdps.gov and MMcLaren@azdps.gov.

Certificate of Verification

After completing the STEM, you must print and sign the Certificate of Verification section (last page).

Section I. Specialty Training Courses

Each applicant may receive points for being currently certified in the listed specialty trainings. For verification purposes, a copy of the applicant's certificate of completion/attendance for each class listed must be attached. An applicant may also attach their "DPS Employee Training Report" from Operational Training with the appropriate class(es) highlighted.

There are four items listed in this section and the candidate will receive twenty-five (25) points for each area they are certified in. The maximum points earned for this section is 100. This section is worth 30% of the STEM scoring.

Specialty	Date(s) Certified	Currently Certified	Points

0

Score

Section II. Specialty Instructor Certifications

This subsection would include any completed classes related to becoming a certified law enforcement instructor with the authority to teach others basic or advanced law enforcement-related skills development courses. The applicant will receive one point for being a certified Law Enforcement General Instructor. For verification purposes, a copy of the applicant's certificate of completion / attendance for each class listed must be attached. An applicant may also attach their "DPS Employee Training Report" from Operational Training with the appropriate class(es) highlighted. In the event a college course is listed, a copy of the individual's unofficial transcript with the specific class(es) highlighted, must be attached to the STEM. There will be a maximum of eight (8) items listed in this section and the applicant will receive one(1) point for each full year they were certified in each area with the exception of field training, where the applicant receives one (1) point for each new trooper / detective trained. The maximum number of points earned in the section is 100. This section is worth 40% of the STEM scoring.

Instructor	Date(s) Certified	Years Certified	Points
General Instructor			0
			0
			0
			0
			0
			0
			0
			0
			0
			Score

Section III. Supervisor/Management/Leadership Development

This subsection includes any completed classes or coursework related to supervision, management, or leadership development. For verification purposes, a copy of the applicant's certificate of completion/attendance for each class listed must be attached. An applicant may also attach their "DPS Employee Training Report" from Operational Training with the appropriate class(es) highlighted. In the event a college course is listed, a copy of the applicant's unofficial transcript with the specific class(es) highlighted, must be attached to the STEM. Completed college classes not contributing toward a degree or claimed in Section 3 may be claimed based upon the following formula one (1) credit hour equals 15-hours of classroom attendance time, two (2) credit hours equals 30-hours of classroom attendance time, three (3) credit hours equals 45-hours of classroom attendance time, and four (4) credit hours equals 60-hours of classroom attendance time. Identify each individual course title and number of hours required for attendance. There will be a maximum of five (5) courses listed in this section. Points will be calculated based on hours of instruction for the respective course. Applicants can earn up to 100 total points in this section. This section is worth 30% of the STEM scoring.

Title of Class Attended	Dates Attended	Hours Attended (Length)	Points
			0.00
			0.00
			0.00
			0.00
			0.00
			0.00
			Score
			0.00
			Total Score

Certificate of Verification

The above information is accurate and correct.

_____

Candidate Name/Badge (Printed)

_____

Candidate Signature

_____

Supervisor's Signature/Badge

Panel Member Reviewer Badge: _____ Final Score: 0.00