



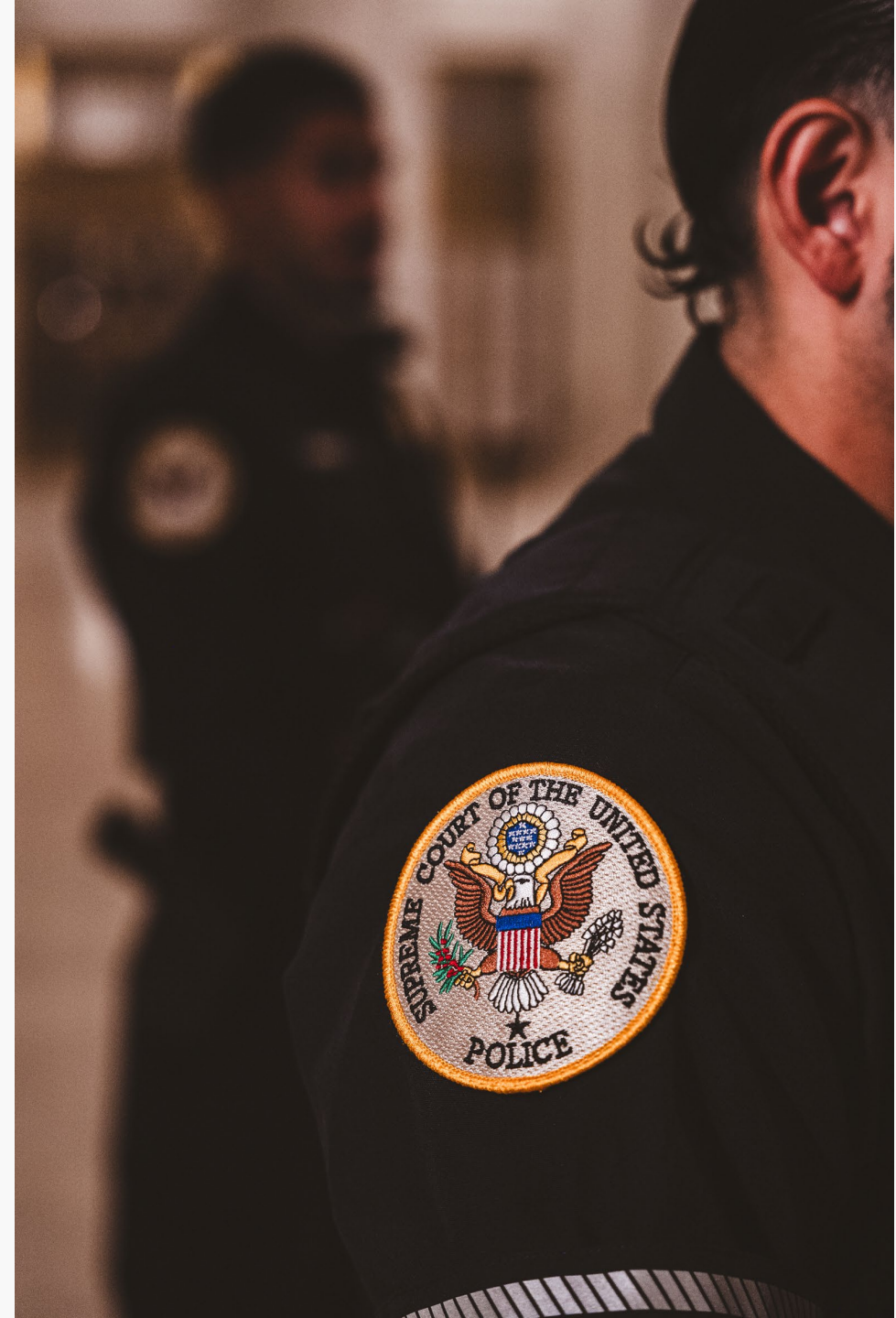
SUPREME COURT OF THE UNITED STATES --- POLICE DEPARTMENT

Virtual Recruitment Event Presentation

Basic Qualifications

At the date of application:

- U.S. Citizen
- Driver's license with an excellent driving record
- 20½ - 39 years old, per 5 US Code § 8425 (d)



Education & Experience Requirements

One of the following at date of application for Entry Level:

- 3 years of continuous work history

OR

- An associate's degree (or within six months of graduation) or higher

OR

- 1 year of active-duty military service for Military Police, Master-at-Arms, Security Forces, and Maritime Enforcement Specialist

OR

- 3 years of active-duty-military service in any other specialization

For Lateral Transfer:

- 1 year of full-time experience as a sworn police officer
(required for DPU lateral and RSU reemployed annuitant hires)



Who are the Supreme Court Police?

- Federal law enforcement agency in Washington, D.C.
- Ensure the integrity of the Constitutional Mission of the Supreme Court of the United States
- Department is 24% female, 12% veteran and 32% minority
- 27% force serving on the force for 15+ years





Supreme Court Police Duties

- Enforce Federal and District of Columbia laws and regulations, plus Supreme Court regulations
- Protect the Supreme Court Building and grounds, and persons and property therein
- Maintain suitable order and decorum, including policing demonstrations and large-scale events
- Dignitary Protection for the Supreme Court Justices, both domestically and internationally
- Provide Courtroom security
- Provide residential security for the Protectees of the Supreme Court of the United States
- Prepare numerous reports to include incident, found property, accident, arrest reports, as well as, testify in Court



Specialty Units (Full and Part-Time)

- Dignitary Protection Unit
- Residential Security Unit
- Protective Intelligence Unit
- K-9 Unit
- Background Investigations Unit
- NBC Team
- Recruitment Unit
- Police Operations Center-Dispatch
- Physical Security Unit
- Training Unit
- Honor Guard
- Liaison positions with partner agencies (FBI-JTTF, DHS, USCP)
- Instructor positions (Firearms, Driving, Defensive Tactics, CPR/First Aid, and Fitness Coordination)

Dignitary Protection

- Utilize expert knowledge of protective operations, countermeasures, protective intelligence, and general law enforcement duties to safeguard protectees of the Supreme Court of the United States
- Provide Courtroom security
- Coordinate with internal and external stakeholders to build operations plans
- Travel domestically and internationally, as required
- Conduct threat research and assessment support



Residential Security

- Utilize expert knowledge of protective operations, countermeasures, protective intelligence, physical security, countersurveillance, and general law enforcement duties to safeguard protectees of the Supreme Court of the United States
- Identify and mitigate potential security problems and risks
- Conduct patrols of perimeters and roadways
- Respond to incidents requiring police action at assigned sites
- Coordinate with internal and external stakeholders to provide continuous residential security
- Travel domestically and internationally, as required





What the Schedule Means for You

Your shift pattern shapes your routine and time off. Here is what each option offers a new officer.

8-Hour Schedule

*Most units**

- ✓ Predictable daily rhythm for quality work/life balance
- ✓ More frequent recovery between shifts
- ✓ Steady start and end times around D.C. life

12-Hour Schedule

Residential Security Unit

- ✓ About 14–15 days off every month
- ✓ Every-other-weekend off on a set rotation
- ✓ Built-in overtime at 1.5x pay or comp time
- ✓ Fewer weekly commutes into Washington, D.C.
- ✓ Longer rest blocks for travel, family, and study

Either path: predictable rotations and holidays off (known a year in advance), generous paid leave, and overtime when you want it.

* Dignitary Protection Unit may travel domestically and internationally impacting this schedule

Application Process

USAJOBS.gov



Application Process - USAJOBS.gov

Enter “Supreme Court Police Officer” in the USAJOBS.gov search bar

There are 5 positions. Please apply to the one that best matches your experience

A screenshot of the USAJOBS website interface. At the top, the 'USAJOBS' logo is displayed in red. Below it, a blue search bar is shown with the word 'Keywords' in white text next to a magnifying glass icon. Inside the search bar, the text 'supreme court police officer' is entered in a dark grey font, with a cursor at the end of the text.



Vacancies on - USAJOBS.gov

Entry-Level: No law enforcement experience required

Lateral: 1-year full duty service as a police officer at the local, state or federal level, who are interested in a uniformed officer position

Dignitary Protection: 1-year full duty service as a police officer at the local, state or federal level, who are interested in a full-time position as a dignitary protection officer

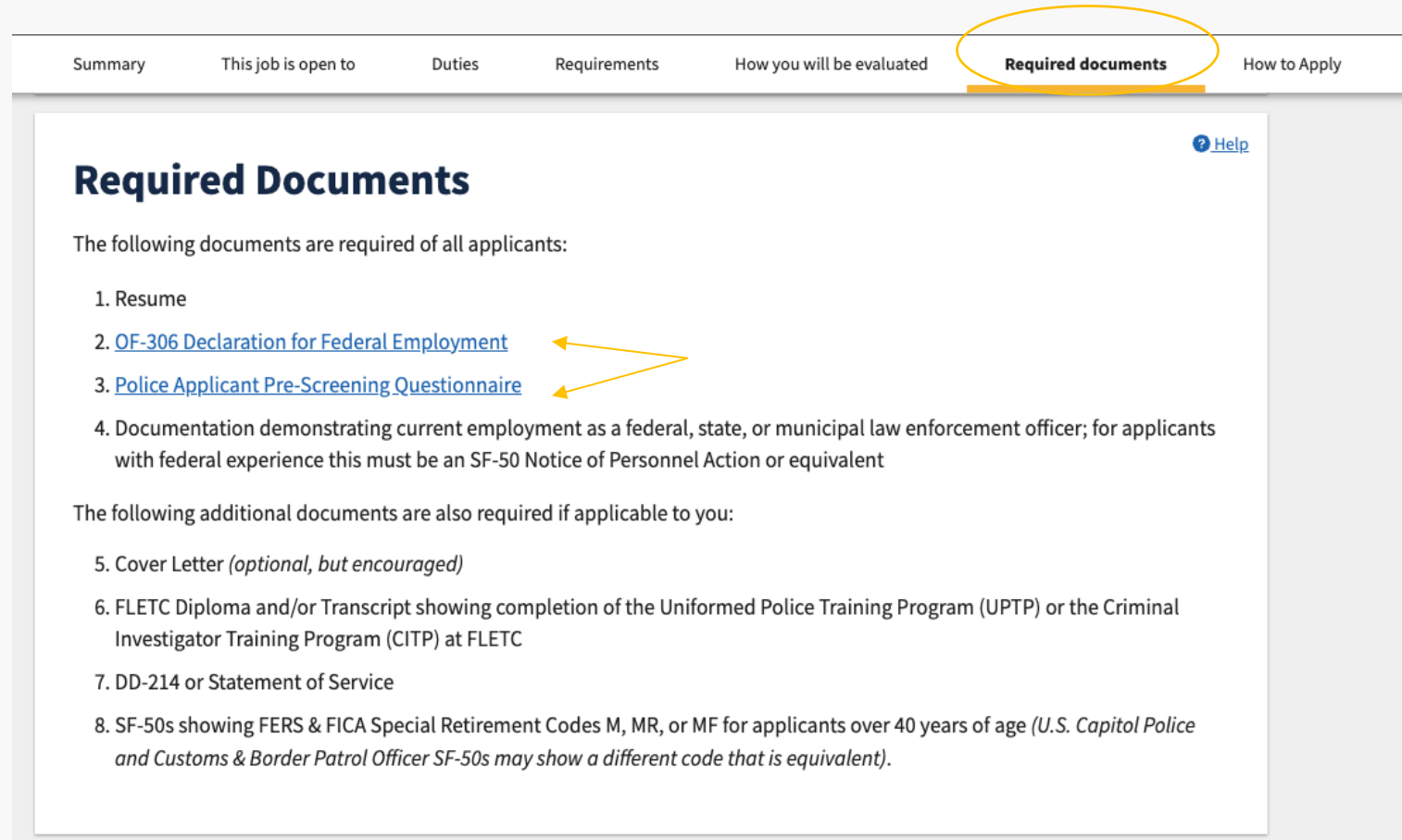
Reemployed Annuitant: Open to all FERS and CSRS retirees, who are eligible for reemployment as a federal annuitant and law enforcement officer into either Uniformed Operations or Dignitary Protection

Reemployed Annuitant - Residential Security: Same as the above RA, except this position provides a full range of residential security services at the Protectees' residences

Application Process - USAJOBS.gov

Navigate to **Required Documents** tab to view the two required forms

These forms must be printed, signed and uploaded to USAJOBS.gov. A digital signature will not be accepted



Summary This job is open to Duties Requirements How you will be evaluated **Required documents** How to Apply

Required Documents

The following documents are required of all applicants:

1. Resume
2. [OF-306 Declaration for Federal Employment](#)
3. [Police Applicant Pre-Screening Questionnaire](#)
4. Documentation demonstrating current employment as a federal, state, or municipal law enforcement officer; for applicants with federal experience this must be an SF-50 Notice of Personnel Action or equivalent

The following additional documents are also required if applicable to you:

5. Cover Letter (*optional, but encouraged*)
6. FLETC Diploma and/or Transcript showing completion of the Uniformed Police Training Program (UPTP) or the Criminal Investigator Training Program (CITP) at FLETC
7. DD-214 or Statement of Service
8. SF-50s showing FERS & FICA Special Retirement Codes M, MR, or MF for applicants over 40 years of age (*U.S. Capitol Police and Customs & Border Patrol Officer SF-50s may show a different code that is equivalent*).

Hiring Process

Hiring Process

Online/Virtual

- USAJOBS.gov Application
- Police Officer Selection Test (POST)
 - Math
 - Spelling
 - Reading Comprehension
 - Report Writing
- Oral Board Interview

POST Study Guide



Hiring Process

In-Person (One Day in Washington, DC Area)

- Physical Abilities Test (PAT)
 - A Slalom Run between two (2) sets of cones, placed 75 feet apart for an overall distance of 375 feet;
 - Descending and Ascending one (1) flight of steps, completing five (5) down and up series;
 - Dragging a 165 lbs. Rescue Dummy a distance of 40 feet;
 - Fifteen (15) single-handed trigger pulls with each hand, while the arm is extended. The timer will stop once the 30th trigger pull is completed.
- Medical Assessment
- Psychological Assessment



Hiring Timeline

The entire hiring process can take between 6-9 months from date of application to offer.



FLETC UPTP Curriculum Includes:

- Behavioral Science
- Counterterrorism
- Cyber
- Driver
- Enforcement Operations
- Firearms
- Investigative Operations
- Leadership Training
- Legal
- Physical Techniques



Recruitment Bonus

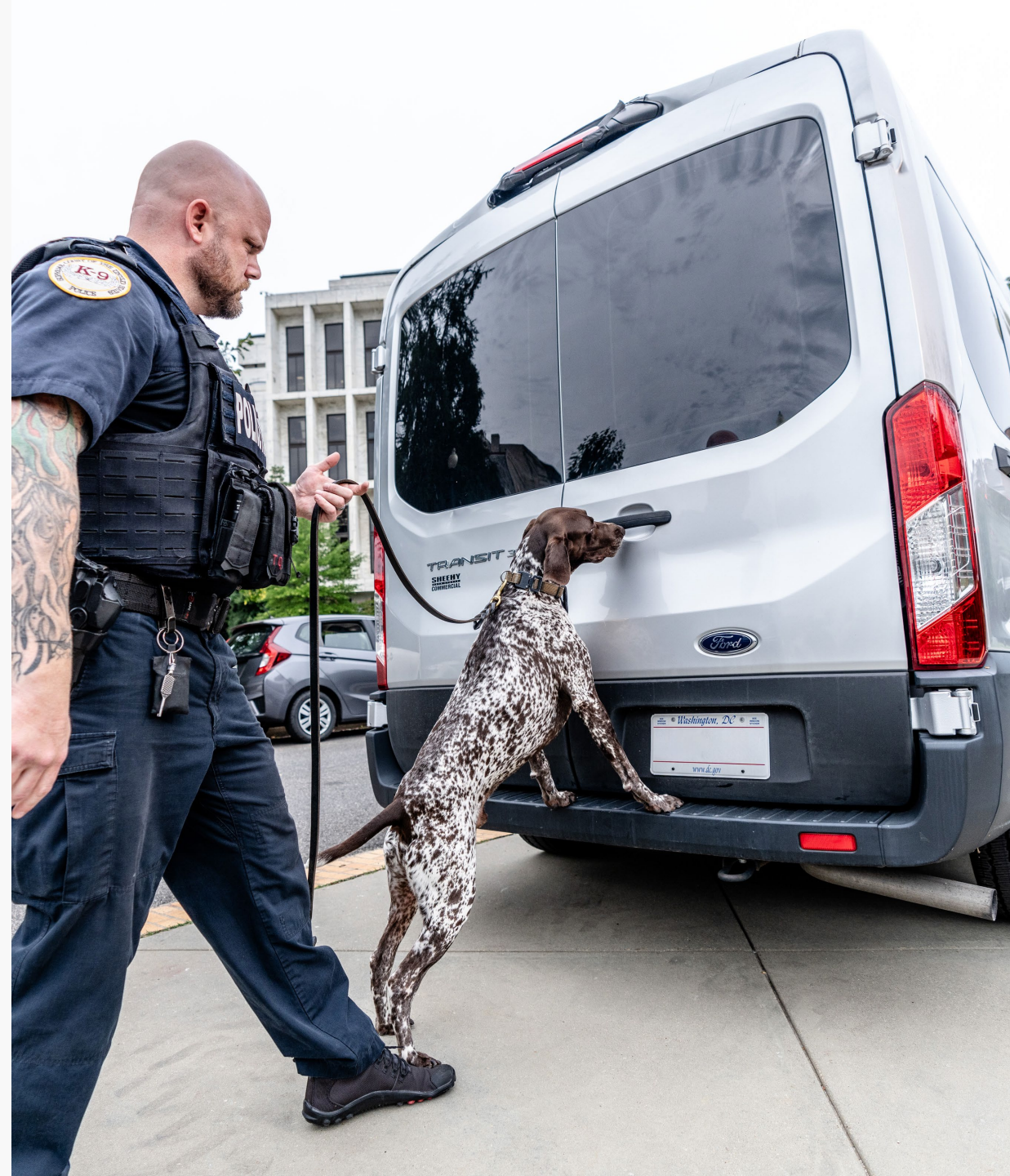
Designed to encourage both recruitment and retention, the bonus payment is tiered as follows:

New hires with at least two years of Dignitary Protection experience:

\$25,000 after completion of training
+ \$20,000 one year after completion of training
+ \$15,000 two years after completion of training
\$60,000 Total Bonus

New hires without two years of Dignitary Protection experience:

\$20,000 after completion of training
+ \$15,000 one year after completion of training
+ \$15,000 two years after completion of training
\$50,000 Total Bonus





Benefits – Pay & Leave

Overtime Pay: 1.5x monetary or compensatory offered

Holiday Pay: 2X for Holidays worked

Premium Pay: 10% of derived hourly pay for night differential (6 p.m. to 6 a.m.) and 25% for Sunday

Sick Leave: 104 hours per year accrued without limit

Military Leave: Follows OPM Policy



Holidays: 11 Federal Holidays

Annual Leave:

- 13 days – first 3 years of service
- 20 days – after 3 years of service
- 26 days – after 15 years of service



Benefits - Retirement

SCOTUS is a special variant of the Federal Employee Retirement System (FERS) offered to most U.S. government employees. Law Enforcement FERS is a three-part retirement program:

Part 1: Defined-benefit Plan (FERS) calculated using the average of the highest three years of earnings (high-3) to the length of service of an employee. Police annuitants receive 1.7% of their high-3 for the first 20 years of their service, and 1% for each additional year (or 34% of the high-3 for police officers retiring after 20 years of service and 39% if retiring after 25 years).

- Employees with prior military service may buy back their active-duty military time to be added to their length of service for the purposes of the annuity calculation. Military time cannot, however, be added to the length of service for determining retirement eligibility.

Part 2: Thrift Savings Plan (TSP), a defined-contribution pension (savings account).

Employees may contribute up to the IRS maximum and the Court will match any contributions up to 5% of base salary.

Part 3: Social Security, FERS supplement is paid until age 62 to compensate for Supreme Court Police Officers' required retirement before they are eligible to apply for Social Security. After age 62, employees are eligible to claim Social Security.



Benefits - Education

- Up to **\$5,000 per year** (must prove relevance to enhance job performance)
- Up to **\$10,000 per year** (max \$80,000 per employee) for student loan repayment assistance
- Both are subject to budget approval

Benefits - Lifestyle

- Health and dependent care
- FSA (Flexible Spending Account)
- Long-Term Care Insurance
- SmartBenefits (metro transit subsidy)
- Fitness center
- Libraries
- Offsite daycare facility



New Hire Year One Salary by the Numbers

- \$ 86,530 Base Salary
 - + \$ 20,000 Recruitment Bonus
 - + \$ 10,000 Student Loan Repayment
 - + \$ 10,000 Estimated Overtime/Premium Pay
-
- \$126,530** Potential Total First Year Earnings





Frequently Asked Questions

Q: How long does it take to hear back after applying?

A: Applications received are reviewed by the Supreme Court's Human Resources Office. Applications are reviewed in the order that they are received, once the USAJOBS vacancy closes at the end of each month. You will hear back approximately two-three months after you apply.

Q: When will I know if I have been accepted or rejected?

A: The hiring process varies based on each individual applicant's background, as well as the current needs of the department. The full hiring process can be between six to nine months.

Q: Why is the age requirement 21-39 and are there any waivers?

A: Applicants over the age of 39 may still be considered if they can demonstrate sufficient prior coverage under the federal law enforcement retirement system special provision to allow them to achieve at least 20 years of total service before reaching age 60. Individuals older than 39 would not be able to be hired in time to be eligible for retirement. See [5 U.S. Code 8425\(d\)](#) for details on the special provision. Active-duty military cannot be counted toward the years of service necessary to meet the retirement eligibility requirement.



Frequently Asked Questions

Q: What are your physical requirements for the hiring process, as well as at the police academy?

The Physical Abilities Test (PAT) is scheduled in coordination with the Medical and Psychological Exams in Washington, DC area and consist of four events:

- - A Slalom Run between two (2) sets of cones, placed 75 feet apart for an overall distance of 375 feet;
- - Descending and Ascending one (1) flight of steps, completing five (5) down and up series;
- - Dragging a 165 lbs. Rescue Dummy a distance of 40 feet;
- - Fifteen (15) single-handed trigger pulls with each hand, while the arm is extended. The timer will stop once the 30th trigger pull is completed.

The maximum allowable time (regardless of age or gender) is three minutes and forty-five seconds (3:45)

The Federal Law Enforcement Training Center (FLETC) conducts a Physical Efficiency Battery (PEB) fitness test, which consists of five different components. These include Body Composition, Illinois Agility Run, Sit and Reach, Bench Press and 1.5 Mile Run. Additional information can be found at <https://www.fletc.gov/physical-fitness-standards>

Q: Is FLETC required if you have prior law enforcement experience?

FLETC is approximately 12 weeks long. Hires receive full salary, housing, and meals during the academy. Only applicants that have previously attended FLETC and are current LEOs (those considered lateral hires) are not required to attend FLETC.



Frequently Asked Questions

Q: For lateral positions, what is the process like and does corrections or security experience qualify as law enforcement?

A: Lateral transfers are required to take the POST exam as all agencies proctor and grade the exam differently. We require a 70% or higher on each of the 4 sections and each section is timed independently. The POST exam will only be waived for current federal police officers. Corrections and security experience is not considered equivalent to law enforcement experience for lateral eligibility.

Q: Do you have to have law enforcement experience to apply?

A: No, we accept entry-level applicants. You must qualify by education (6 months from attaining associates degree) or experience (3 years of active-duty-military service; 1 year of active-duty military service for Military Police, Master-at-Arms, Security Forces, and Maritime Enforcement Specialist; or 3 years of continuous work history).



Frequently Asked Questions

Q: What are the hours for a typical shift and how are they scheduled?

A: Residential Security Unit works 12-hour shifts. All other units have three 8-hour shifts: 0700 to 1500, 1500 to 2300, and 2300 to 0700. SCUSPD officers know their schedule a year in advance.

Q: Are there overtime opportunities?

A: Many overtime opportunities are available for those that are interested and SCUSPD plans accordingly to limit forced overtime.

Q: Does the department offer a tuition reimbursement program?

A: Subject to budget approval, SCUSPD offers up to \$5,000 in tuition reimbursement (must prove relevance to job performance) and \$10,000 in student loan repayment.

Contact Us

Website: scuspd.gov/join

Email: joinscuspd@supremecourt.gov

Apply Now





Thank You