

RECRUITMENT TESTING SURVEY RESULTS

POLICE AGENCY	RECRUITMENT & TESTING PROCESS	COMMENTS
Kingsburg Police Department Contact: Jim Taylor (559) 897-2931 jltaylor@the works.com	Developed In-House Assessment Center for entry level candidates which includes a citizen based qualifying oral board. Assessment Center is half-day written exercises & one-half day simulated field problems. Dept. also hires from Level I Reserve personnel.	Results have been remarkable. During the last 19 yrs. Department has never been sued. Assessment Center has evolved over the years to reflect personnel & community needs of the department.
Grass Valley Police Department Contact: John Foster Phone Number Unknown qvchief@nccn.net	After oral interview candidate is given a multi-choice pre-med questionnaire developed by a psychologist. Cost is \$12/per test.	Saved \$ in Backgrounds using this method of testing. Use similar test for dispatchers.
Police Department Contact: BURNETT96@aol.com	Department sends personnel to look at 4 week performance of all independent trainees to make a contingent job offer. Continuous recruitment cycle. Marketing is critical. PORAC magazine, career day activities, colorful brochure listing benefits of employment, continuous want ad on cable network. Working with Police Corps (controversial federal government program) and a partnership with the Military to recruit officers. Traveling out-of-state to recruit.	Chief commented that he is aware of scarcity of candidates for police officer, but he doesn't know if the testing process is the major factor. Suggestions for recruitment come from a Department review of recruitment process written in 2000. Marketing and continuous recruiting are key to a successful recruitment of police personnel.
Santa Rosa Police Department Contact: Debbie Houser Mdunbaugh@ci.santa-rosa.ca.us	Department uses B-pad System.	Chief has 98% success rate in the training program. Their academy recruits win awards which validates the Department is getting the quality candidates as a result of using the B-Pad System.
Willows Police Department Contact: Rick Shipley rshipley@ci.willows.ca.us	Uses writing sample for every position as part of the testing process. Completed tests are graded by an English professor from Sacramento State on a scale of 1-6. (E-mail provides attached list of questions)	Program has been very successful. Chief comments that it is important for an officer to have good writing skills for reports. Department is getting candidates that have writing skills so all they have to teach is format.
Folsom Police Department Contact: Sam Spiegel 916-355-7240 sspiegel@folsom.ca.us	No specific information regarding testing process. Has directed his staff to contact Lt. Kermode.	Just went through a similar review. Confirmed POST guidelines require written for all officers, entry or lateral.
Paso Robles Police Department Phone Call	Maintained written; very high level. On laterals changed the written. Using a state written exam. Using a very different oral process and a different background.	At the entry level the written is knocking out a lot of people. Our department will request a copy of the oral board questions.
Merced Police Department Contact: Pat Smith, Personnel (209) 385-6838 PSMITH@ci.merced.ca.us	Written Exam (waived for laterals), agility exam & a B-Pad exam. Placed on a list, ranked ordered by final cumulative score. Standard Background Process. Chief gives final oral interview.	No comments given on success/results of hiring
El Monte Police Department Contact: Dan Buehler, Training 626-580-2120	Eliminated written, oral & physical agility. At end of background dept. conducts poly, psyche & medical all candidates. Claims salary & benefits make dept. lucrative.	Attended P.O.S.T. Recruitment Workshop and others. Their current process seems to work the best.
Long Beach Police Department Contact: Craig Haines Employment Services Officer 562-570-6978	Department has been successful in using the Del Po written test developed and provided by Deraney & Associates (909) 798-4475. Frontline Video series of residential & business scenarios with multiple choice answers developed and provided by Ergometrics & Applied Personnel Research, Inc.	Craig Haines cannot provide info. on contents of either exam due to licensed agreement. Must contact Ted Deraney @ Deraney & Associates (909) 798-4475 & Carla Swander @ Ergometrics (425) 774-5700 to obtain additional information.