

AGENDA

GIG HARBOR CIVIL SERVICE COMMISSION SPECIAL MEETING

Friday, March 17, 2023 – 2:00 p.m.

Executive Conference Room

Optional Virtual Meeting Link: <https://us06web.zoom.us/j/92140715051>

Call-in: (253) 215-8782 Meeting ID: 921 4071 5051

I. CALL TO ORDER / ROLL CALL

II. BUSINESS ITEMS

- A. Certification of Lateral Hiring List
- B. Selection of Entry-Level Test and Process Review
- C. Amendment to Civil Service Rule 8.09

III. ADJOURN

Next Regular Meeting: May 4, 2023



CIVIL SERVICE

**GIG HARBOR POLICE DEPARTMENT
LATERAL POLICE OFFICER ELIGIBILITY REGISTER
MARCH 17, 2023**

RANKING	CANDIDATE	TOTAL	+ Veteran's Preference	Expiration
1	Mara Dominowski	88.1	0	3.17.2024
2	Martin Brazier	86.7	0	3.17.2024

I do hereby certify this to be the final standing of applicants for the Gig Harbor Police Department's Lateral Police Officer recruitment effort held March 9, 2023. This list will remain in effect until March 17, 2024 unless extended for one year or replaced through a subsequent oral board examination process.

Shannon M Costanti

Shannon Costanti
Civil Service Secretary

March 17, 2023

Date

LAW ENFORCEMENT SELECTION TOOL™ (LST)

INTRODUCTION

The LST was designed to provide the most comprehensive assessment of job-related performance predictors possible in a written assessment tool. The LST combines the assessment of cognitive ability, work styles (personality), integrity and biographical data. In addition to creating a highly comprehensive prediction of job performance, the non-cognitive components of the LST help to reduce disparate impact (sub-group disparity) in test outcomes. As with all of IOS' examinations, reducing adverse impact is among our highest priorities. The cognitive section of the LST, while highly appropriate and job-related for law enforcement positions, is more challenging than most other cognitive measures available in the public safety market. This key factor contributes to the LST's high level of validity. The integrity component of the LST provides a much needed prediction of counter-productive workplace behaviors. This section of the LST helps to screen out candidates who are not likely to succeed through background checks and other assessments of personal integrity.



*Pass rate calculated at a cut-score of 70.

MEASUREMENT

COGNITIVE DIMENSIONS: deductive reasoning, flexibility of closure, information ordering, inductive reasoning, spatial reasoning, written comprehension, and written expression. **WORK STYLES DIMENSIONS:** emotional stability, conscientiousness and extraversion. **INTEGRITY DIMENSIONS:** anti-social behavior, socialization, safety orientation, and orderliness diligence. **BIODATA DIMENSIONS:** adaptability/flexibility, initiative, stress tolerance, mechanical operations, physical activity orientation, service orientation, social engagement with others/teamwork and leadership.

PREPARATION RESOURCES

Candidate informational guides, preparation guides and practice tests are available. These can be purchased by the agency or directly by candidates through IOS' website.

LENGTH & ADMINISTRATION FEATURES

The LST is administered in two sections. Section I consists of the non-cognitive components of the test and has an administration time of 30 minutes. Section II consists of the cognitive component and has an administration time of 2 hours. Allow a total time of 2 hours and 45 minutes for the administration when factoring in instructions.

PSYCHOMETRIC INFORMATION

The rigorous development and validation of the LST is documented in the *LST Technical Report* (available upon request). The LST has been found to predict law enforcement officer academy performance at a high level ($r(60) = .82$, $p < .001$, $\alpha_{\text{stratified}} = .85$). Additional information about test statistics and disparate impact can be found in the technical report.

LOCAL VALIDATION

Every test user has a responsibility to ensure that the LST is locally valid. IOS will assist you in this process. IOS provides local transportability assistance at no cost to help you ensure the defensibility of your testing process.



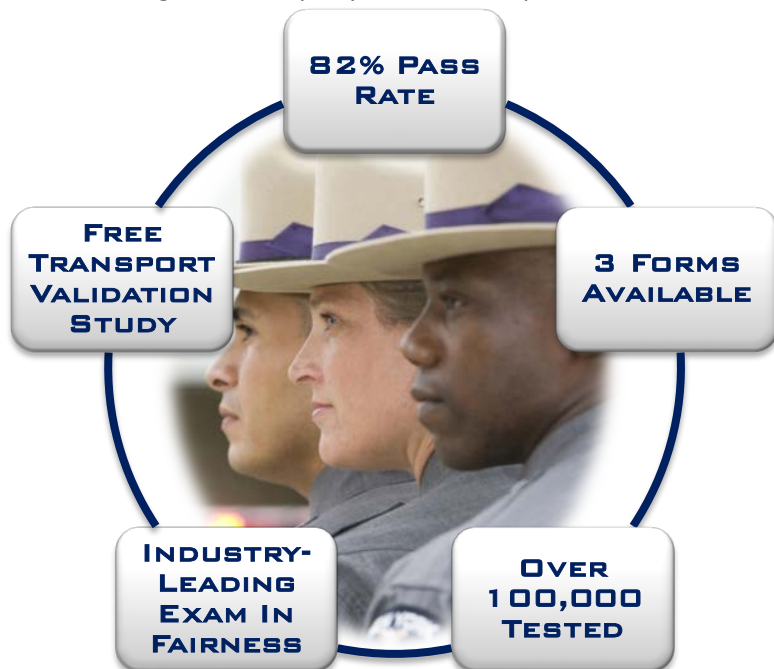


INDUSTRIAL/ORGANIZATIONAL SOLUTIONS
PUBLIC SAFETY SELECTION EXPERTS

NATIONAL CRIMINAL JUSTICE OFFICER SELECTION INVENTORY—INTEGRITY™ (NCJOSI²)

INTRODUCTION

The National Criminal Justice Officer Selection Inventory – Integrity™ (NCJOSI²) was developed specifically for law enforcement agencies to predict both job performance and a wide array of counterproductive behaviors that are typically assessed by costly background checks and polygraph examinations. In essence, using this state-of-the-art exam ensures that fewer applicants will fail the polygraph exam and background check. The NCJOSI² combines the two most powerful predictors of job performance: cognitive ability and integrity. Research has demonstrated that an assessment of integrity offers the greatest complement, or incremental validity, to cognitive ability testing. In addition to being highly valid, this innovative exam will reduce test score differences between minority and gender groups while greatly enhancing the validity of your selection process.



**Pass rate calculated at a cut-score of 70.*

MEASUREMENT

COGNITIVE DIMENSIONS: deductive reasoning, flexibility of closure, information gathering, inductive reasoning, problem sensitivity, selective attention, spatial orientation, written comprehension, written expression, and visualization. **INTEGRITY DIMENSIONS:** anti-social behavior, socialization, positive outlook, and orderliness/diligence.

PREPARATION RESOURCES

Candidate preparation guides and practice tests are available. These can be purchased by the agency or directly by candidates through IOS' website.

LENGTH & ADMINISTRATION FEATURES

The NCJOSI² contains two sections. Section I consists of the cognitive component and Section II consists of the integrity component. Candidates are allowed a continuous period of 2 hours and 30 minutes to complete both sections. Allow a total time of 2 hours and 45 minutes for the administration when factoring in instructions.

PSYCHOMETRIC INFORMATION

The rigorous development and validation of the NCJOSI² is documented in the *NCJOSI² Technical Report* (available upon request). The NCJOSI² has been found to predict law enforcement officer job performance at a high level (validity coefficient of $r = .24$) with excellent reliability ($\alpha_s = .893$, $\alpha_s = .883$, and $\alpha_s = .936$ for Forms 1, 2, and 3, respectively). Additional information about test statistics and disparate impact can be found in the technical report.

LOCAL VALIDATION

Every test user has a responsibility to ensure that the NCJOSI² is locally valid. IOS will assist you in this process. IOS provides local transportability assistance at no cost to help you ensure the defensibility of your testing process.





INDUSTRIAL/ORGANIZATIONAL SOLUTIONS
PUBLIC SAFETY SELECTION EXPERTS

NEXT GENERATION ENTRY-LEVEL LAW ENFORCEMENT APTITUDE TEST (NGLE) v2

INTRODUCTION

The NGLE was originally developed by CWH Research as their premier entry-level law enforcement examination offering. In 2019, IOS overhauled the NGLE to create the NGLE v2 by updating the scoring procedures of the examination, eliminating poorly functioning items, and updating the dimensionality of the exam to conform to the traditional taxonomy utilized by the company. The NGLE combines a straightforward cognitive ability measure with a situational judgment measure. The NGLE focuses on utilizing tools and measures that have minimal impact on protected classes. The scoring algorithm of the NGLE focuses on increasing diversity.



LENGTH & ADMINISTRATION FEATURES

The NGLE contains three separate sections, timed together with no scheduled break. Candidates are allowed a continuous period of two hours and 30 minutes to complete the entire exam. Allow a total time of two hours and 45 minutes for the administration when factoring in instructions.

PSYCHOMETRIC INFORMATION

The NGLE has been found to be highly predictive of law enforcement officer job performance ($r(118) = .242, p < .01$) with excellent reliability ($\alpha = .789$). When the cut-score of 70 is used, the pass rate for the NGLE is 79.60% and there is no disparate impact against any protected classes. If you are interested in further information about test statistics and disparate impact, please contact IOS.

LOCAL VALIDATION

Every test user has a responsibility to ensure that the NGLE is locally valid. IOS will assist you in this process. IOS provides local transportability assistance at no cost to help you ensure the defensibility of your testing process.

MEASUREMENT

Situational judgment (professional skills, community interaction, conscientiousness, critical thinking, emotional stability, and social engagement) and cognitive ability (reading, grammar, and reasoning)

PREPARATION RESOURCES

Candidate study guides are available. These can be purchased by the agency or directly by candidates through IOS' website.





INDUSTRIAL/ORGANIZATIONAL SOLUTIONS
PUBLIC SAFETY SELECTION EXPERTS

GIG HARBOR POLICE DEPARTMENT

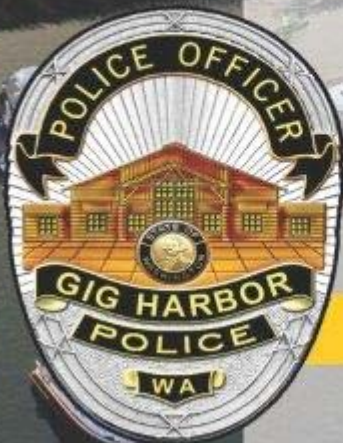
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Amendment of Civil Service Rule 8.09(c)

CURRENT

8.09 c) The commission, upon recommendation of the appointing authority, may limit the maximum number of applicants permitted to take the physical and/or oral portions of any examinations which follow the written portion of the examination, to the maximum number which can reasonably be accommodated in light of the facilities, time and funds required to administer and grade such examinations, which in any event shall not be less than 10 applicants.

PROPOSED AMENDMENT

8.09 c) The commission, upon recommendation of the appointing authority, may limit the maximum number of applicants permitted to take ~~the physical and/or oral~~ any portion(s) of ~~any~~ an examinations ~~which follow the written portion of the examination,~~ to the maximum number which can reasonably be accommodated in light of the facilities, time, and funds required to administer and grade such examinations, which in any event shall not be less than 10 applicants.