Test Development & Projects

IPMA-HR NEEDS YOUR ASSISTANCE WITH several test development projects. These include the validation of the PST 2.0 Public Safety Telecommunicator Test, validation of the C-3 Correctional Officer Test, Subject Matter Expert Review of the Generic First-Line Supervisor Test, and the Subject Matter Expert Review of the 703/704 Fire Supervisor Tests.

Both validation studies include two phases: Administering the test to incumbents and having supervisors evaluate their job performance. The tests and performance evaluation data will then be used to conduct a statistical analysis to ensure that test performance accurately predicts job performance.

IPMA-HR is in the process of contacting subject matter experts to review test questions for the Generic First-Line Supervisor Test and the 703/704 Fire Supervisor Tests. The results of this review will help our test developers to make decisions regarding the clarity and quality of questions contained in the tests. Following this review, IPMA-HR will conduct validation studies for these tests.

Participating agencies will receive a discount on their next test order upon receipt of their completed study materials. If your agency would like to participate in our research efforts, please contact Dianna Belman at (703) 535-5252 or dbelman@ipma-hr.org.

1 Discounts are structured on a sliding scale. Agencies with 1 to 25 participants will receive a $200 credit; those with 26 to 50 participants will receive a $500 credit; those with 51 to 75 participants will receive a $700 credit; and those with 76 or more participants will receive a $1000 credit.

Public Safety Assessment Center System

IPMA-HR’S PUBLIC SAFETY ASSESSMENT CENTER SYSTEM (PSACS) is the newest HR solution that was designed to help assess the promotional potential of police personnel and assist in making promotional decisions. The system also provides valuable information that can be used for both individual and organizational development. Unlike most assessment centers, the PSACS can be easily administered by your staff. The system contains multiple simulation exercises, some of which are automated. The system also includes educational and training materials necessary for jurisdictions to successfully administer the assessment center without incurring the added cost of hiring a consultant. Exercises vary by rank and are updated every other year.

If you would like more information about PSACS or would like to request a free inspection copy of this product, please contact Dianna Belman at (703) 535-5252 or dbelman@ipma-hr.org.
TestServ

CHECK OUT TESTSERV; The Assessment Services Department’s tech-savvy way to answer your assessment-related questions! TestServ is IPMA-HR’s exclusive listserv for Standard Test Security Agreement (STSA) signers. The purpose of this listserv is to provide IPMA-HR customers with an open forum through which to discuss important assessment-related topics. As an STSA signer, you are invited to participate in this discussion group.

This online community of public sector professionals will assist you in:

- Soliciting help from your peers on testing issues
- Discovering how other public sector HR professionals recruit, test and hire qualified talent.

This month, IPMA-HR will send out an invitation to all STSA signers with a valid e-mail address on file. Through this invitation, you will be able to join TestServ. If you do not have a valid e-mail address on file with IPMA-HR or would like to request more information about TestServ, please contact the Assessment Services Department at (800) 381-TEST (8378) or assessment@ipma-hr.org.

Test Product Updates

IN THE INTEREST OF KEEPING OUR LOYAL CUSTOMERS IN THE LOOP about the current state of our products, the Assessment Services Department would like to announce the following:

The 375.1SV and 375.2SV Entry-Level Police Officer Tests will be phased out in the coming months. This particular series of tests has been in production for quite some time now and once we’ve sold out of it, we will no longer print new copies. For those agencies that currently use the 375.1SV and 375.2SV, we encourage you to request a free inspection copy and technical report of our other entry-level police test offerings.

Unfortunately, due to documentation issues and unavailability of source materials, we will immediately cease rental of two of our promotional tests: the 801 Public Safety Telecommunicator First-Line Supervisor Test and the 901 Correctional Facility First-Line Supervisor Test. We hope to put new and validated versions of these tests back on the shelves to rent in early 2007.

Finally, the P-Det 1.0 Police Detective Test will be discontinued. We will continue to rent the P-Det 2.0 Police Detective Test for the time being, but hope to upgrade the test in the near future by adding additional questions and renaming the test to avoid confusion with the current version.

For more information on the matters mentioned here, please contact the Assessment Services Department at (800) 381-TEST (8378) or assessment@ipma-hr.org.

Web-Based Job Analysis Service

BEGINNING IN FALL 2006, IPMA-HR will offer a web-based Job Analysis Service (JAS) that allows you to conduct a job analysis on any job within your organization using job analysis surveys and questionnaires that are completed by respondents over the Internet. The job analysis results are used to create a Job Analysis Report, profiling the job being studied and outlining the important job requirements.

The service is web-based, meaning that IPMA-HR collects information from your agency through web-based surveys along with your task statements and KSAP listing. After all pertinent information is gathered IPMA-HR creates two questionnaires based on your specifications. You are sent Internet addresses through which job incumbents and their supervisors complete the questionnaires. Once all employees complete their questionnaires, IPMA-HR conducts statistical analyses on the datasets and provides a Job Analysis Report to the agency profiling the job being studied. The datasets for the questionnaires are also sent to the agency should they want to upload them into Excel, SPSS or another statistical software package for further analysis.

If you would like to request more information about JAS, please contact Dianna Belman at (703) 535-5252 or dbelman@ipma-hr.org.
TESTING in the News  BY TINA CHIAPPETTA

Sit & Reach Test: Subject of Lawsuit

LISA CONROY, A POLICE RECRUIT FOR THE CITY OF PHILADELPHIA, may proceed with her gender discrimination suit alleging that the city’s use of different standards for men and women in the “sit and reach test” violates the law as did the city’s refusal to allow her to retake the test. Conroy also argues that the test is not predictive of job performance. Lisa Conroy v. City of Philadelphia et al., Docket No. 03-4240, United States District Court for the Eastern District of Pennsylvania, March 15, 2006.

In October of 2001, Conroy was accepted as a recruit to the Philadelphia police academy. Seven months into her training she was dismissed for failing the “sit and reach” flexibility test. She sued alleging that the test is not predictive of future performance, that the different standards for men and women are discriminatory (women in Conroy’s age range must reach 19 inches, similarly situated men must reach 16.5 inches), and that male police recruits are given the opportunity to retake portions of the test. She also provided evidence that the “sit and reach test” is no longer part of the physical agility test.

Conroy offers further evidence of discrimination in a statement made by a lieutenant at the academy who, upon her dismissal, suggested she find a job more suitable for a woman. She filed a charge of discrimination with the Equal Employment Opportunity Commission (EEOC) and received a right to sue letter. She then sued the city of Philadelphia for violating her rights under Title VII of the Civil Rights Act of 1964.

The United States District Court for the Eastern District of Pennsylvania ruled in favor of Conroy on the city’s motion to dismiss the Title VII suit. The city argued that it was merely complying with the Commonwealth of Pennsylvania’s requirements for police recruits. Even if true, said the court, the city is not immune from suit because the federal law>Title VII—trumps state law and therefore the city should follow federal law and refuse to discriminate.

The court also found that Conroy should be allowed to proceed with her claims that the “sit and reach” test is discriminatory because of the different standards for men and women and that she should also be allowed to show that men, but not women, were offered the opportunity to retake portions of the test if they failed. The regulations clearly allow for retaking portions of the test, and even allow recruits to repeat the entire training program.

Fifth Circuit Finds for Employer: Plaintiff Must Show Alternatives

The United States Court of Appeals for the Fifth Circuit ruled in favor the employer in a disparate impact testing case finding that the plaintiffs failed to offer an acceptable alternative employment practice as required by Title VII. International Brotherhood of Electrical Workers, AFL-CIO, Local Unions Nos. 605 & 985; Larry Bridges; Joyce Riley v. Mississippi Power and Light Co., Docket No. 04-60975, March 2, 2006.

Larry Bridges and Joyce Riley are two workers at the Mississippi Power and Light Co. (Company) which was later acquired by Entergy Inc., the reason given was to set a uniform standards across Entergy’s divisions.

The company argued that the decision to raise the cut-off score was justified by business necessity. The company showed that increasing the cut-off score significantly increased the likelihood of on the job success and also showed that it had sizable savings as a result.

At this point, the Fifth Circuit found that the burden shifts back to the plaintiffs to show that the company had other acceptable alternative employment practices, other than the discriminatory test, to hire successful employees. The court found that Bridges and Riley failed to do this.

The Fifth Circuit’s decision to shift the liability to the plaintiffs puts it at odds with the Eighth Circuit Court of Appeals and in harmony with the Third and Eleventh Circuits.

Have a question or comment? Contact Assessment Services!

PHONE: (800) 381-TEST (8378)
EMAIL: assessment@ipma-hr.org
WEB: testing.ipma-hr.org
About IPMA-HR

SINCE 1953, IPMA-HR HAS BEEN PROVIDING HIGH-QUALITY, RELIABLE TEST PRODUCTS AND SERVICES to the public sector. IPMA-HR provides more than 200,000 tests annually to public jurisdictions including the United States, Canada and the European Union. Developed by experienced psychometricians, IPMA-HR tests have been validated and are backed by more than 50 years of experience. Let us assist you as you make the difficult hiring and promotional decisions specific to your field. Our customers agree that we always provide excellent customer service, from the ordering process until long after test administration. IPMA-HR is your trusted source for test products and services.

Visit us online at testing.ipma-hr.org

- Police Service Tests
- Fire Service Tests
- Customized Test Service
- Corrections Tests
- Public Safety
- Telecommunicator Tests
- Administrative Tests
  > Individual and Combined Customer Service Modules
  > Job Content Matching Tool
- Web-based Customer Service Test

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