Have you got yours?

 Hundreds of HR and public safety departments have already discovered the wealth of information inside the Public Safety Oral Interview Handbook. Compiled from your partners across the country, the PSOIH includes hundreds of real world examples of structured oral interview questions and scoring criteria currently utilized by human resource departments and public safety agencies across the country.

 Keeping your rank structure and the integrity of your testing process in mind, the Public Safety Oral Interview Handbook is comprised of seven individual books:

- **Overview** of oral interview structure, scoring, administration and legal issues to consider.
- **Entry-Level** (e.g. Police, Fire, Corrections)
- **First-Line Supervisor** (e.g. Police and Corrections Corporal/Sergeant, Fire Lieutenant)
- **Second-Line Supervisor** (Police and Correctional Lieutenant)
- **Third-Line Supervisor** (Police, Fire and Corrections Captain)
- **Specialty Positions** (Detective, Evidence Tech, Dispatcher, Fire Engineer, Marshall and Inspector)
- **Upper-Level** (Police and Fire Chief, Assistant Chief and Battalion Chief)

 The Public Safety Oral Interview Handbook is an invaluable resource for anyone charged with conducting oral interviews during a hiring or promotional process for a large variety of public safety positions.

 Please contact us by phone at (800) 381-TEST or by
email at assessment@ipma-hr.org to order this valuable resource.

Test Development Projects
We need your help to complete development on the test products you need.

**Correctional Facility First-Line Supervisor**
Participation in the validation effort for the CF-FLS 201 involves:

- Completion of subject matter expert reviews (SMEs) of the test questions.

We are asking agencies to help us by gathering the names of supervisors who would like to participate in the process on their off duty time. Learn more.

**Fire Engineer**
Participation in the validation efforts for the FE 101 involves:

- Completion of job analysis questionnaires (1 1/2 hours to complete).
- Participation in subject matter expert reviews (SME) of test questions (3 1/2 hours to complete).

Learn more.

**Police Officer Video-Based Test**
Participation in the validation efforts for the PO-EL 401 involves:

- Completion of job analysis questionnaires (1 1/2 hours to complete).
- Administration of multiple choice tests to incumbents (4 hours to complete).
- Supervisory performance ratings of the individuals tested (10 minutes each).

Learn more.

It is a substantial contribution of your resources to the profession that we do not ask lightly. Through years of experience, we have seen that this level of research makes the difference in getting hires right.

Participants receive substantial discounts on our testing services. And with these services, you, too, would:

- Benefit from our proven success rate in assisting personnel selections.
- Be better able to defend your department's selection process during a legal challenge.
- Save the much higher cost of developing and validating your own tests-such a project probably would exceed $100,000.
- Receive additional financial benefits through our discount program.

To participate, or just to investigate further, please contact our Association Coordinator, Jacob Jackovich, by email. He will be happy to work with you along the way.

I hope you will join us, both here at IPMA-HR, as well as all of the Public Safety Departments like yours who are currently participating in these projects across the
country.

Your participation is greatly appreciated. Find out about all of our current projects.

**About Us**

IPMA-HR is a non-profit organization devoted to human resource professionals in the public sector. We specialize in public safety tests for hiring and promotions to include police, fire, corrections, and telecommunicators. We provide over 3,000 departments in the United States, Canada, and the European Union with cost effective employment tests. We’ve been developing employment tests for over 60 years and we pride ourselves on the quality of our tests and the personal measures we take to ensure all of our clients are satisfied.

You can read more about the products and services we offer on our website and e-mail us at assessment@ipma-hr.org. You can also call us toll-free at (800) 381-8378. We’re here from Monday through Friday, 9am to 5pm Eastern. Please don’t hesitate to contact us if there’s anything we can do for you.

Sincerely,

The Assessment Services Department