

Development and Implementation of a Virtual Assessment Application

MARTY ALBER, PHD

PERSONNEL BOARD OF JEFFERSON COUNTY

Motivating Factors

- Go paperless
- Streamline internal and external processes
- Have remote capabilities
- Pandemic
- Public safety testing and assessment
- Public health concerns for assessors



Application Developers

Assessment Online



- What's the best platform to host the assessment?
- How do we securely distribute material?
- How do we train assessors remotely?
- How do we capture notes and ratings?
- How do we securely give access to candidate material/recordings?
- How do we monitor data?
- How do we coordinate panels and distribute candidates?
- How do we and more challenges kept coming.

Goals

- Provide a user friendly platform for both PBJC staff and external assessors
- Ensure security
- Tie into existing system for assessor registration
- Eliminate the necessity to travel to site
- Streamline assessment logistics
- Save money



Advantages & Benefits

- Protect staff and assessors from unnecessary exposure to COVID
- Increase the likelihood of reaching the target numbers of assessors to complete an assessment
- Save money by decreasing the Board's overall assessment expenses
- Execute innovative and resourceful ideas to move us forward and to stay a cutting edge leader in our field
- Share our process with more individuals who want to learn what we do

Kick-Off

- Create mock up of process
- Meet with Application Developers
- Meet with my first line leadership
- Meet with Executive Director
- APPROVAL!!!

APPROVED

Create



Test



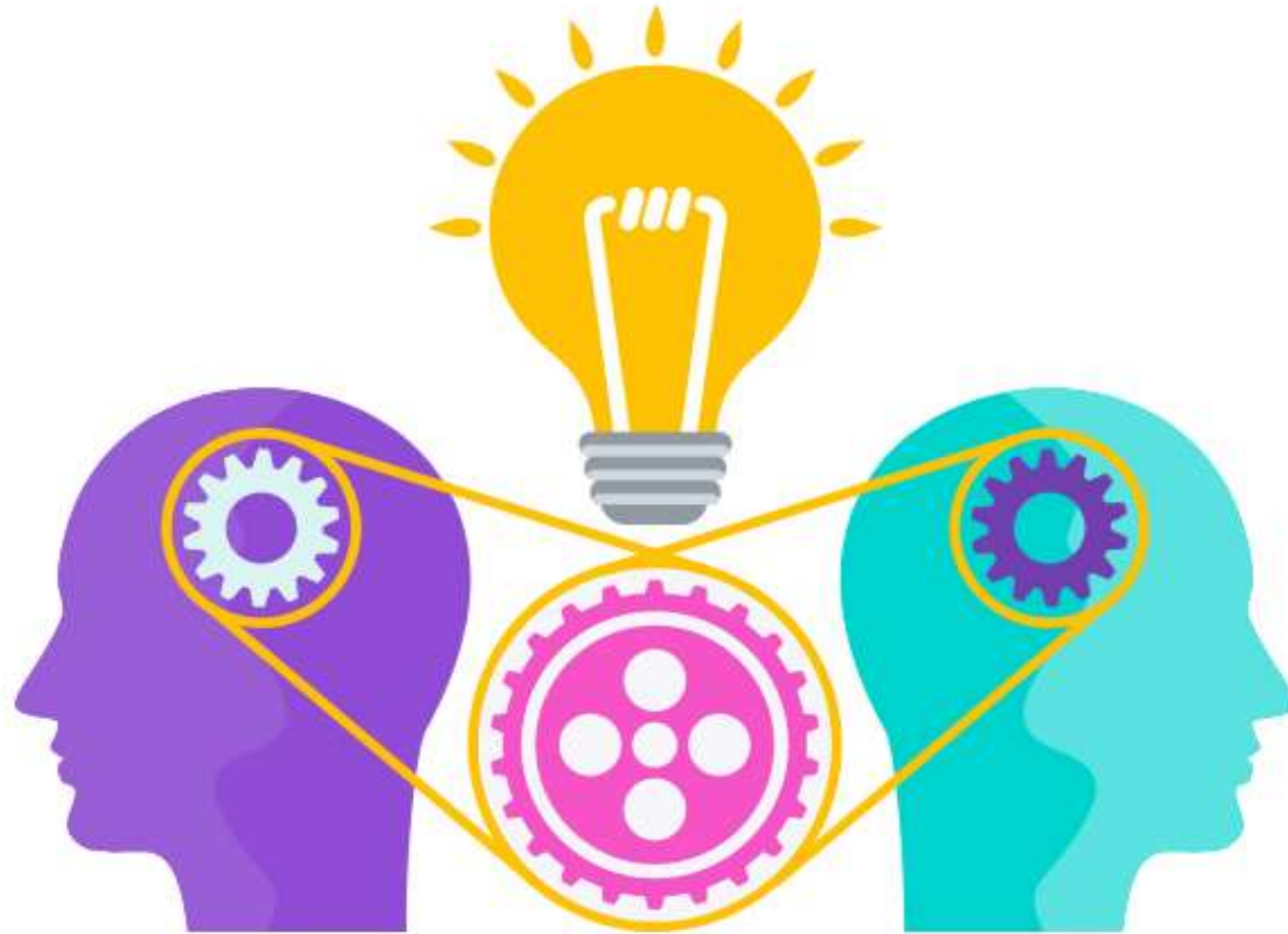
Validate



EPIC FAIL



Back to the Drawing Board



Administrative View

PRE-ASSESSMENT

Create New Assessment

Name

Start Date

End Date

Last Day to Display Recruitment

Assessment Type

- Fire Prevention & Safety
- Graduate Student/HR Professional
- Law Enforcement

Virtual Assessment

Submit

Recruit and Submit

Test Recruitment Email

Back to List

PBJCSME.org Website

HR Professional/Graduate Student



The Employment Testing Division uses graduate students who are enrolled in Industrial/Organizational Psychology, Human Resource, or Organizational Behavior Master and/or PhD programs or individuals that have employee selection assessment experience to assist in these selection processes.

Fire Prevention & Safety



The Employment Testing Division uses trained fire personnel as subject matter experts (SMEs) and assessors from a cross-section of fire departments located around the country to assist in these selection processes.

Law Enforcement



The Employment Testing Division uses sworn law enforcement personnel as subject matter experts (SMEs) and assessors from a cross-section of law enforcement departments located around the country to assist in these assessment centers.

Currently recruiting for the following:

Police/Sheriff's Sergeant Assessment 2023
10/01/23 - 10/06/23

Police/Sheriff's Lieutenant Assessment 2023
10/15/23 - 10/20/23

Police/Sheriff's Captain Assessment 2023
10/29/23 - 11/03/23

Assessment List

Assessments						Create New Assessment
	Name	Type	Start	End	Display Through	
Select Edit Close Components	Police/Sheriff's Sergeant Assessment 2023	Law Enforcement	10-01-2023	10-06-2023	08-20-2023	
Select Edit Close Components	Police/Sheriff's Lieutenant Assessment 2023	Law Enforcement	10-15-2023	10-20-2023	08-20-2023	
Select Edit Close Components	Police/Sheriff's Captain Assessment 2023	Law Enforcement	10-29-2023	11-03-2023	08-20-2023	

Police/Sheriff's Sergeant Assessment 2023

Assessment Components	
Title	Status
<input type="text" value="Structured Interview"/>	<input type="button" value="Add"/>

Police/Sheriff's Sergeant Assessment 2023

Assessment Components		
Title	Status	
Structured Interview	Inactive Activate	Edit Review Remove
Role Play	Inactive Activate	Edit Review Remove
Presentation	Inactive Activate	Edit Review Remove
<input type="text"/>	Add	

[Close](#)

Police/Sheriff's Sergeant Assessment 2023 : Assessment Component

Component Name:

Structured Interview

Questions

Question Title

Scale

SI 1

Likert

Benchmarks

Remove

SI 2

Checklist

Benchmarks

Remove

Save Changes

Likert

Add

Close

Edit Benchmarks

Question type: Likert

Benchmarks : SI 1

Anchor	Benchmark
<input type="button" value="Save Changes"/>	
<input type="text" value="Unacceptable"/> ▼	<input type="text"/> <input type="button" value="Add"/>

Import Benchmarks

No file chosen

Edit Benchmarks

Question type: Likert

Benchmarks :

Anchor	Benchmark	
Unacceptable	Unacceptable 1	Remove
Unacceptable	Unacceptable 2	Remove
Unacceptable	Unacceptable 3	Remove
Acceptable	Acceptable 1	Remove
Acceptable	Acceptable 2	Remove
Acceptable	Acceptable 3	Remove
Outstanding	Outstanding 1	Remove
Outstanding	Outstanding 2	Remove
Outstanding	Outstanding 3	Remove

Edit Benchmarks

Question type: Checklist

Benchmarks : SI 2

Benchmark

Checklist 1

Remove

Checklist 2

Remove

Checklist 3

Remove

Save Changes

Add

Police/Sheriff's Sergeant Assessment 2023

Assessment Components		
Title	Status	
Structured Interview	Active Inactivate	Edit Review Remove
Role Play	Inactive Activate	Edit Review Remove
Presentation	Inactive Activate	Edit Review Remove
<input type="text"/>	Add	

[Close](#)

Law Enforcement Assessment Details :: Police/Sheriff's Sergeant Assessment 2023

Exams	
Title	
Police Sergeant Day 1	Remove
<input type="text" value="Select an exam..."/>	Add

Law Enforcement Assessment Details :: Police/Sheriff's Sergeant Assessment 2023

Start Date	10/1/2023	End Date	10/6/2023
Invites Sent	No	Travel Letters Sent	No
Return to List Edit Assessment Rating Sessions			

Expenses (Total Cost: \$310.00)		Edit Budget	
Airfare	\$0.00	Mileage	\$0.00
Other	\$0.00	Meals	\$0.00
Hotel	\$0.00	Per Diem	\$310.00

Demographics (Total Assessors: 4)					
Female					
African American:	1	Hispanic:	0	White:	1
Not Disclosed:	0			Other:	0
Male					
African American:	2	Hispanic:	0	White:	0
Not Disclosed:	0			Other:	0
Not Disclosed					
African American:	0	Hispanic:	0	White:	0
Not Disclosed:	0			Other:	0
Non-binary					
African American:	0	Hispanic:	0	White:	0
Not Disclosed:	0			Other:	0

Police/Sheriff's Sergeant Assessment 2023 : Rating Sessions

Rating Session		Panels Completed / Total	
Sunday October 1, 2023	Calibration Session	0 / 0	Create Panels
	Session 1	0 / 0	Assign Panels
	Session 2	0 / 0	Assign Panels
Monday October 2, 2023	Calibration Session	0 / 0	Create Panels
	Session 1	0 / 0	Assign Panels
	Session 2	0 / 0	Assign Panels
Tuesday October 3, 2023	Calibration Session	0 / 0	Create Panels
	Session 1	0 / 0	Assign Panels
	Session 2	0 / 0	Assign Panels
Wednesday October 4, 2023	Calibration Session	0 / 0	Create Panels
	Session 1	0 / 0	Assign Panels
	Session 2	0 / 0	Assign Panels
Thursday October 5, 2023	Calibration Session	0 / 0	Create Panels
	Session 1	0 / 0	Assign Panels
	Session 2	0 / 0	Assign Panels
Friday October 6, 2023	Calibration Session	0 / 0	Create Panels
	Session 1	0 / 0	Assign Panels
	Session 2	0 / 0	Assign Panels

Police/Sheriff's Sergeant Assessment 2023 : Assign Panels

Rating Session: Session 1

Assign

Rank	First Name	Last Name	Department	Race	Sex	#	
Sergeant			New Orleans Police Department	African American	Female	1	<input type="checkbox"/>
Sergeant			New Orleans Police Department	African American	Male	2	<input type="checkbox"/>
Lieutenant			Demopolis Police Department	African American	Male	3	<input type="checkbox"/>
Sergeant			Pasadena Pd	White	Female	4	<input type="checkbox"/>

Close

Police/Sheriff's Sergeant Assessment 2023 : Assign Panels

Rating Session: Session 1

Assign

Rank	First Name	Last Name	Department	Race	Sex	#
Sergeant			New Orleans Police Department	African American	Female	1 <input type="checkbox"/>
Sergeant			New Orleans Police Department	African American	Male	2 <input type="checkbox"/>
Lieutenant			Demopolis Police Department	African American	Male	3 <input type="checkbox"/>
Sergeant			Pasadena Pd	White	Female	4 <input type="checkbox"/>

Close

Police/Sheriff's Sergeant Assessment 2023 : Rating Sessions

Rating Session		Panels Completed / Total	
Sunday October 1, 2023	Calibration Session	0 / 0	Create Panels
	Session 1	0 / 2	Assign Panels View Panels End Session
	Session 2	0 / 0	Assign Panels

Police/Sheriff's Sergeant Assessment 2023 : Assessment Panels

Rating Session	Race	Sex	Candidates	
Sunday Session 1	African American/White	Male/Female	0	Assign Candidates Remove
Sunday Session 1	African American/African American	Female/Male	0	Assign Candidates Remove

Close

Police/Sheriff's Sergeant Assessment 2023 : Assign Candidates

Rating Session: Sunday Session 1

Rank	First Name	Last Name	Department	Race	Sex
Sergeant			New Orleans Police Department	African American	Male
Sergeant			Pasadena Pd	White	Female

Assign

	CID	Race	Sex	Completed / Assigned
<input checked="" type="checkbox"/>	AC7565	African American	Male	
<input checked="" type="checkbox"/>	AD2354	African American	Male	
<input checked="" type="checkbox"/>	AJ5338	White	Male	
<input checked="" type="checkbox"/>	AJ9385	White	Male	
<input checked="" type="checkbox"/>	AJ9574	White	Male	
<input type="checkbox"/>	AK4065	African American	Male	
<input type="checkbox"/>	AK5778	African American	Male	
<input type="checkbox"/>	AR0215	White	Male	
<input type="checkbox"/>	AR7323	White	Male	
<input type="checkbox"/>	AR8866	Other	Male	
<input checked="" type="checkbox"/>	AS4496	African American	Female	
<input type="checkbox"/>	BA0892	White	Male	
<input type="checkbox"/>	BA1020	African American	Female	
<input type="checkbox"/>	BA6254	White	Female	

Police/Sheriff's Sergeant Assessment 2023 : Assign Candidates

	CID	Race	Sex	Completed / Assigned
<input type="checkbox"/>	YB8241	African American	Female	
<input type="checkbox"/>	YC2390	African American	Male	
<input type="checkbox"/>	YD8829	White	Male	
<input type="checkbox"/>	YR8932	African American	Male	
<input type="checkbox"/>	ZC3230	White	Male	
<input type="checkbox"/>	ZG9289	African American	Male	
<input type="checkbox"/>	ZT6659	White	Male	
<input checked="" type="checkbox"/>	AC7565	African American	Male	0 / 1
<input checked="" type="checkbox"/>	AD2354	African American	Male	0 / 1
<input checked="" type="checkbox"/>	AJ5338	White	Male	0 / 1
<input checked="" type="checkbox"/>	AJ9385	White	Male	0 / 1
<input checked="" type="checkbox"/>	AJ9574	White	Male	0 / 1
<input checked="" type="checkbox"/>	AS4496	African American	Female	0 / 1

Police/Sheriff's Sergeant Assessment 2023 : Assessment Panels

Rating Session	Race	Sex	Candidates	
Sunday Session 1	African American/White	Male/Female	6	View Progress Assign Candidates Remove
Sunday Session 1	African American/African American	Female/Male	0	Assign Candidates Remove

Close

Police/Sheriff's Sergeant Assessment 2023 : Panel Progress

Rating Session: Sunday Session 1

Rank	First Name	Last Name	Department	Race	Sex
Sergeant			New Orleans Police Department	African American	Male
Sergeant			Pasadena Pd	White	Female

CID	Race	Sex	Status	
AC7565	African American	Male	Not Rated	Remove
AD2354	African American	Male	Not Rated	Remove
AJ5338	White	Male	Not Rated	Remove
AJ9385	White	Male	Not Rated	Remove
AJ9574	White	Male	Not Rated	Remove
AS4496	African American	Female	Not Rated	Remove

Close

Assessor View

PBJCSME.org Website

PBJC Employment Testing Division

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HR Professional/Graduate Student



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Police/Sheriff's Captain Assessment 2023
10/29/23 - 11/03/23

Log In

If you are new here and have not yet registered please register 

Login

Email:

Password:

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Assessments

Please note that this is an application process. Multiple criteria are used to select individuals to participate in the assessment, including the breadth of work experience, current rank, and recency of last job (if retired), while also ensuring an appropriate demographic balance to the pool. Your resume and information will be reviewed and you will be notified if you are/are not accepted by the deadline listed in the original communication. If you have questions please contact Becky Lopez at Becky.Lopez@pbjcal.org or 205-279-3562.

Scheduled Assessment(s)

There are no assessments currently available

Selected Assessment(s)

Assessment	Dates
Cancel PBJC Assessment Test (PBJC ONLY)	07/18/23-07/20/23 Begin Assessment

Assessment History

Assessment	Dates
2021 Fake Fire	03/11/2021-03/31/2021
2021 Fire Captain Assessment	06/14/2021-06/21/2021
2021 Fire Lieutenant Assessment	07/12/2021-07/16/2021
2021 Fire Apparatus Operator Assessment	06/21/2021-06/25/2021

Start Page

Assessor Dashboard (1 of 4 Candidates)

Hello Marty Alber! Your assessment partner is Michael Glaze.

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37

CID: AA7380
CID Verification

Instructions

After you verify the CID of the candidate on the audio file click start to begin rating.

If the CID displayed above does not match the CID spoken in the audio select the checkbox.

CID is not correct

Start

CID Roster

Panel	CID	Wave
1 & 5	AA7380	1
1 & 5	BB9260	2
1 & 5	DL0046	3
1 & 5	MM2213	2

Estimated Response Time Grid

Question	Wave 1	Wave 2	Wave 3
CID	2:50	1:53	2:09
SI 1	4:48	3:51	4:07
SI 2	7:11	6:14	6:30
Presentation	10:29	9:32	9:48
Presentation Follow-up 1	16:45	15:47	15:03
Presentation Follow-up 2	18:43	17:45	17:01

Start Page

Assessor Dashboard (1 of 4 Candidates)

Hello Marty Alber! Your assessment partner is Michael Glaze.

PBJC Assessment Test (PBJC ONLY) Emergency Scenarios

Candidate Audio Control

▶ 2:50 / 34:37

▶ Playback speed

CID: AA7380
CID Verification

Instructions

After you verify the CID of the candidate on the audio file click start to begin rating.

If the CID displayed above does not match the CID spoken in the audio select the checkbox.

CID is not correct

Start

0.5

0.75

Normal ✓

1.25

1.5

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37



CID: AA7380
SI 1
Emergency Scenarios

Ratings

1 - Unacceptable



2



3 - Acceptable



4



5 - Outstanding



Benchmarks

Unacceptable 1

Unacceptable 2

Unacceptable 3

No Items Selected

Acceptable 1

Acceptable 2

Acceptable 3

Outstanding 1

Outstanding 2

Outstanding 3

Notes

Next

Entry Warnings

You must enter some notes.

You must select at least one Benchmark.

You must select a rating.

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37 🔊 ⋮

CID: AA7380
SI 1
Emergency Scenarios

Ratings

1 - Unacceptable 2 3 - Acceptable 4 5 - Outstanding

Benchmarks

<input checked="" type="checkbox"/> Unacceptable 1	<input checked="" type="checkbox"/> Acceptable 1	<input checked="" type="checkbox"/> Outstanding 1
<input type="checkbox"/> Unacceptable 2	<input checked="" type="checkbox"/> Acceptable 2	<input type="checkbox"/> Outstanding 2
<input type="checkbox"/> Unacceptable 3	<input type="checkbox"/> Acceptable 3	<input type="checkbox"/> Outstanding 3
<input type="checkbox"/> No Items Selected		

Notes

Type notes here

[Next](#)

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37



CID: AA7380

Waiting for other Assessor

Emergency Scenarios



The panel participant you are assessing with has not submitted their responses yet. You will be able to continue once they submit a response.

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37  🔊 ⋮

CID: AA7380
SI 1
Emergency Scenarios

Ratings

Your ratings and those of your partner have exceeded the 1 point variance. Please discuss your findings and adjust your ratings accordingly.

1 - Unacceptable

2

3 - Acceptable

4

5 - Outstanding

Benchmarks

- Unacceptable 1
- Unacceptable 2
- Unacceptable 3
- No Items Selected

- Acceptable 1
- Acceptable 2
- Acceptable 3

- Outstanding 1
- Outstanding 2
- Outstanding 3

Notes

Type notes here

Next

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37



CID: AA7380

Waiting for other Assessor

Emergency Scenarios



The panel participant you are assessing with has not submitted their responses yet. You will be able to continue once they submit a response.

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37



CID: AA7380

SI 2

Emergency Scenarios

Benchmarks

- Checklist 1
- Checklist 2
- Checklist 3
- Checklist 4
- Checklist 5
- No Items Selected

Notes

Next

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37



CID: AA7380
SI 2
Emergency Scenarios

Benchmarks

- Checklist 1
- Checklist 2
- Checklist 3
- Checklist 4
- Checklist 5
- No Items Selected

Notes

Take notes here

Next

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37



CID: AA7380

Waiting for other Assessor

Emergency Scenarios

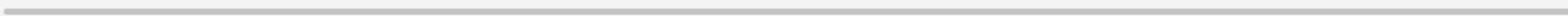




The panel participant you are assessing with has not submitted their responses yet. You will be able to continue once they submit a response.

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37   

CID: AA7380
SI 2
Emergency Scenarios

Benchmarks

Your selections and those of your partner did not match. Please discuss your findings and adjust your ratings accordingly.

- Checklist 1
- Checklist 2
- Checklist 3
- Checklist 4
- Checklist 5
- No Items Selected

Notes

Take notes here

Next

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 34:37



CID: AA7380

SI 2

Emergency Scenarios

Benchmarks

Your selections and those of your partner did not match. Please discuss your findings and adjust your ratings accordingly.

- Checklist 1
- Checklist 2
- Checklist 3
- Checklist 4
- Checklist 5
- No Items Selected

Notes

Take notes here

Next

PBJC Assessment Test (PBJC ONLY)

Emergency Scenarios

Candidate Audio Control

▶ 0:00 / 37:02



CID: BB9260
CID Verification

Instructions

After you verify the CID of the candidate on the audio file click start to begin rating.

If the CID displayed above does not match the CID spoken in the audio select the checkbox.

CID is not correct

Start

Thank you for assessing. You have completed all the assigned candidates for this session.

[Log Out](#)

Administrative View

DATA MANAGEMENT

Law Enforcement Assessment Details :: Police/Sheriff's Sergeant Assessment 2023

Start Date

10/1/2023

End Date

10/6/2023

Invites Sent

No

Travel Letters Sent

No

[Return to List](#)

[Edit Assessment](#)

[Rating Sessions](#)

[Ratings Report](#)

Police/Sheriff's Captain Assessment : Assessment Ratings Report

Thursday Session 1 Download Close

Search...

Time_stamp	Status	Component_Title	CID	CID_Matched	Assessment_Assessor_Id	Assessor_Id	Assessor_Name
2/17/2022 8:39:40 AM	Complete	Captain: Supervisory	HR0335	Yes	830	33	
2/17/2022 8:39:40 AM	Complete	Captain: Supervisory	HR0335	Yes	936	119	
2/17/2022 9:16:32 AM	Complete	Captain: Supervisory	HR9371	Yes	830	33	
2/17/2022 9:16:32 AM	Complete	Captain: Supervisory	HR9371	Yes	936	119	
2/17/2022 9:50:59 AM	Complete	Captain: Supervisory	JC1021	Yes	830	33	
2/17/2022 9:50:59 AM	Complete	Captain: Supervisory	JC1021	Yes	936	119	
2/17/2022 10:40:46 AM	Complete	Captain: Supervisory	LR1789	Yes	830	33	
2/17/2022 10:40:46 AM	Complete	Captain: Supervisory	LR1789	Yes	936	119	
2/17/2022 11:11:44 AM	Complete	Captain: Supervisory	PK1105	Yes	830	33	

S_1_QID	S_1_Notes	S_1_Unacceptable	S_1_Acceptable	S_1_Outstanding	S_1_Preliminary	S_1_Final
164	get with lt. and sergeants and	Fails to establish plan of action,	Meets with staff (lieutenants/sergeants)		2	2
164	MEET WITH LT AND SGT -	Fails to report back to chief	Indicates staff is supported by		3	3
164	new captain new rules; why training	Fails to report back to chief	Indicates staff is supported by	Establishes follow-up	4	4
164	NEW CAPTAIN, NEW RULES.	Fails to report back to chief, Fails to	Indicates staff is supported by	Establishes follow-up	4	4
164	make sure officers are aware of	Fails to report back to chief, Fails to	Indicates staff is supported by	Indicates that other factors may	3	3
164	HAS BEEN A CHANGE IN	Fails to report back to chief, Fails to	Indicates staff is supported by		3	3
164	Meet with Lt and see what training	Assumes with change in	Meets with staff (lieutenants/sergeants)		2	2
164	MEET WITH LT, WHAT KIND OF	Fails to establish plan of action,	Meets with staff (lieutenants/sergeants)		2	2
164	encourage officers to do everything for	Fails to establish plan of action,	Indicates staff is supported by		2	2
164	MORE TRAINING. PROVIDE A MORE	Fails to establish plan of action,			1	1

S_4_QID ↓	S_4_Notes ↓	S_4_Unacceptable ↓	S_4_Acceptable ↓	S_4_Outstanding ↓	S_4_Preliminary ↓	S_4_Final ↓
167	mentor subordinate; also make sure they have same training if		1. Reviews training files (e.g., determine			
167	MENTOR SUBORDINATE OFFICERS, ENSURE THEY		1. Reviews training files (e.g., determine			
167	train replacement best way to ensure standard; take lt. and		3. Exposes supervisors to			
167	TRAIN YOUR REPLACEMENT. TAKE LT		3. Exposes supervisors to			
167	make sure generation of leaders are trained to be		4. Schedules/recommends			
167	SGT IS A LEADER, NEEDS TO PERFORM IN PUBLIC.		4. Schedules/recommends			
167	big part is lead by example; show them he is ready to take		1. Reviews training files (e.g., determine			
167	LEAD BY EXAMPLE. TRY NEW IDEAS. OFFER		1. Reviews training files (e.g., determine			
167	generation gaps; explain when you become leader must take		4. Schedules/recommends			

S_4_QID ↓	S_4_Notes ↓	S_4_Unacceptable ↓	S_4_Acceptable ↓	S_4_Outstanding ↓	S_4_Preliminary ↓	S_4_Final ↓
167	mentor subordinate; also make sure they have same training if		1. Reviews training files (e.g., determine			
167	MENTOR SUBORDINATE OFFICERS, ENSURE THEY HAVE NEEDED TRAINING. PROMOTE WORK ENVIRONMENT. MEET ROLE AND RESPONSIBILITIES. SET UP REGULAR MEETINGS ABOUT EXPECTATIONS AND WHAT ARE THE EXPECTATIONS OF THE CAPTAIN? PERSON BELOW YOU SHOULD HAVE YOUR KNOWLEDGE.		1. Reviews training files (e.g., determine who received training, level of training received), 4. Schedules/recommends supervisor/management training, 5. Encourages supervisors to offer potential solutions to issues facing the department, 7. Exposes staff to those roles and responsibilities (e.g., mentoring, bring to meetings, staff development, leadership/management development, expose to budgeting, expose to responsibilities at higher levels)			

Police/Sheriff's Captain Assessment : Assessment Ratings Report

Thursday Session 1 ▼

Thursday Session 1

Wednesday Session 2

Wednesday Session 1

Assessment Security

- Assessor have to log into our system with their log in to apply to the assessment (nothing is emailed to them)
- No 3rd party resources (everything housed on PBJC secure servers)
- Nothing is downloadable (no audio files or assessors forms)
- Control and Print Screen buttons can be tracked so if someone takes a print screen we will capture those keystrokes
- Assessors bound to confidentiality agreement; however, more time is spent explaining how critical it is to maintain confidentiality especially since we are in a remote/virtual environment
- Test will not be used again, in case there is a compromise
- Can track who assessed what so if there is a compromise and there is any identifying information on the candidate we can identify the assessors

Advantages of Application

- Streamlined process minimizing wasted time
- Removed heavy administration burden
- Monitor panels more closely
- Access to data on demand
- Assessor notes and ratings captured electronically
- Data discrepancies highlighted
- Assessors closed out of system upon completion
- Sessions could be created in advance
- Easy upload of benchmarks
- Centralized management of the assessment, minimizing human error and increasing quality control

Savings

- Reduced the administrative burden on staff to arrange travel, hotel, and food accommodations
- Reduction in the staff time and resources that went into the preparation of assessments
- Going paperless saved money on paper, ink, staples, time for printing, and reduced our overall environmental impact
- Financial Savings = \$166,000
 - Hotel - \$85,000
 - Onsite catering - \$11,000
 - Airfare and associated travel costs - \$70,000
- Custom build in house

Questions?

