

Community Safety Advisory Commission

Police Officer Testing Information
June 2018



THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

CIVIL SERVICE COMMISSION

Who is Civil Service?

VIDEO.....

Charter of the City of Columbus

- Civil Service
 - Sec. 149. - Rules
 - Sec. 150. - Examinations
 - Sec. 151. - Appointments

Police Officer Examination Specific to Job of Police Officer

- Cognitive Skills (i.e. Reading Comprehension)
- Writing Skills
- Interpersonal and Problem Solving Skills
- Physical Abilities

Selection Process

- Making the Decision and Commitment
- File an Application
- MQ/ABQ Review
- Take the Examination
- Background Investigation
- Safety Director Review
- Post-Offer Medical & Psychological
- OPOTC Physical
- Training Academy
- Field Training

Police Officer Examination

Sources of Information

- Notices Sent to Candidates
- CSC Website: columbus.gov/civilservice
- Information Sessions
- Contact Civil Service

▼ ADA

▼ BUILDING & ZONING

▼ CIVIL SERVICE

▼ DEVELOPMENT

▼ EDUCATION

▼ DIVERSITY AND INCLUSION

▼ FINANCE & MANAGEMENT

▼ HUMAN RESOURCES

▼ NEIGHBORHOODS

▼ PUBLIC HEALTH

▼ PUBLIC SAFETY

▼ PUBLIC SERVICE

▼ PUBLIC UTILITIES

▼ RECREATION & PARKS

▼ TECHNOLOGY

▼ TREASURER

columbus > civil service > uniformed police series > police officer

THE CITY OF
COLUMBUS
ANDREW J. GINTHER, MAYOR

CIVIL SERVICE COMMISSION

**WELCOME TO THE CIVIL
SERVICE COMMISSION**

77 North Front St, 3rd Floor
Columbus, Ohio 43215

P: (614) 645-8300

F: (614) 645-8379

cscfeedback@columbus.gov

Office Hours:
Monday through Friday
8:00 AM - 5:00 PM

Directions

IMPORTANT LINKS

[ODI Recruitment Events](#)

[Electronic Pay Stub Login](#)

[Employee Benefits](#)

[Human Resources](#)

[Labor Relations](#)

[Municipal Court](#)

POLICE OFFICER

Thank you for your interest in employment with the City of Columbus. The 2018 application filing period for the Police Officer exam is July 1 through July 31, 2018.

[Selection Process](#)

[Police Officer Examination Study Guide](#)

[Writing Sample Practice Video](#)

[C.O.P.E. Practice Scenario Video](#)

[C.O.P.E. Sample Candidate Response Video](#)

[Physical Test Instruction Video](#)

[Veterans Fact Sheet](#)

[Police Officer and 911 Emergency Communications Employees Removal Standards](#)

[Cardiovascular Fitness Stress Test Information](#)

[Stress Test Standards](#)

[Police Officer Stress Test Training Program](#)

Accepting Applications

July 1, 2018 to July 31, 2018

columbus.gov/civilservice

Information Sessions

June 25, 2018	6pm-8pm	Monday
July 9, 2018	6pm-8pm	Monday
July 19, 2018	6pm-8pm	Thursday
July 25, 2018	6pm-8pm	Wednesday
August 1, 2018	6pm-8pm	Wednesday
August 4, 2018	10am-12pm	Saturday
August 8, 2018	6pm-8pm	Wednesday

Overview of the Test Phases

- Phase I: Multiple-Choice Exam
- Phase II: Writing Sample
- Phase III: Oral Exam
- Phase IV: Physical Test

Overview of the Test Phases

Phase 1: Multiple-Choice Exam

- Spelling
- Vocabulary
- Reading Comprehension
- Map Reading
- 100 Questions (2 hour time limit)
- Pass/Fail (no score given)

Overview of the Test Phases

Phase 2: Writing Sample

- Watch a Video/Take Notes
- 1 Hour Time Limit
- Pass/Fail
- Form Completion
 - Scored on Information
- Written Narrative
 - Scored on Information
 - Scored on Writing Skill

Overview of the Test Phases

Phase 3: C.O.P.E.

- Columbus Oral Police Exam
- 8 Scenes w/45 Seconds Response Time
- Scored on Problem Solving Skills
- Scored on Interpersonal Relations
- 100% Weighting (score given)

Overview of the Test Phases

Phase 4: Physical Test

- Administered on a Separate Day
- Must Pass the 1st Three Phases
- **3 Events (based on your age/gender)**
 - 300 Meter Run
 - Sit-ups
 - Push-ups
- Pass/Fail (no score given)

Police Officer Examination Timeline

- July 2018: Applications Accepted
- Early July - August: Self-Schedule Notice
- Mid-July to September 1: Testing
 - 1) Multiple-Choice, 2) Writing Sample & 3) COPE
- Early November: Physical Test
- Police Officer Eligible List Established in November

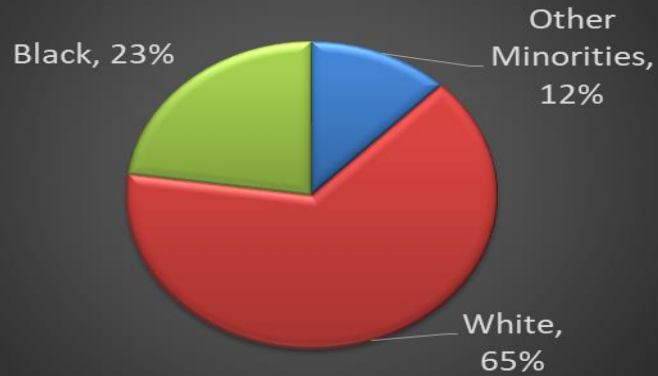
2017 Applicant Data

- 2495 Applicants Applied to Take the Police Officer Test
- 1230 Showed Up for All Parts of the Test (less than half)
- 928 Passed the Multiple Choice (MC) (75% pass)
- 834 Passed the Writing Sample (WS) (90% pass)
- 716 Passed the Columbus Oral Police Exam (COPE) (86%)
- 540/716 Showed to Take the Physical Exam (25% didn't show)
- 450 Passed the Physical Exam (83% pass)

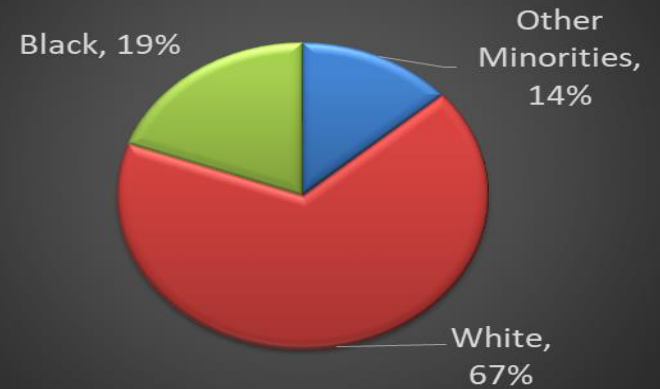
Banding 2017 Candidates

	450		163		320		67		61		389	
Band	All Candidates		All Minority Candidates		All White Candidates		All Black		Female		Male	
90	161	36%	61	37%	115	36%	23	34%	29	48%	132	34%
80	175	39%	68	42%	119	37%	29	43%	19	31%	156	40%
70	114	25%	34	21%	86	27%	15	22%	13	21%	101	26%

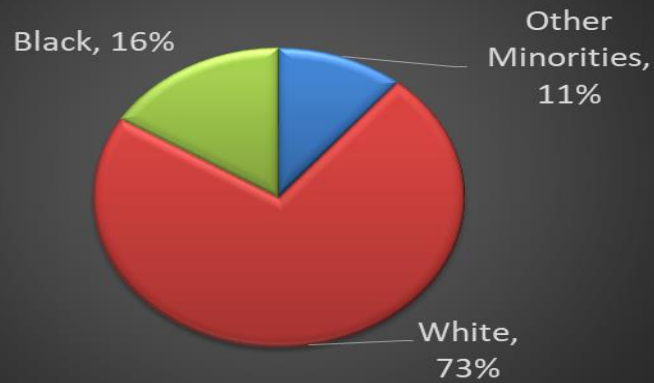
2016 Police Officer Applications



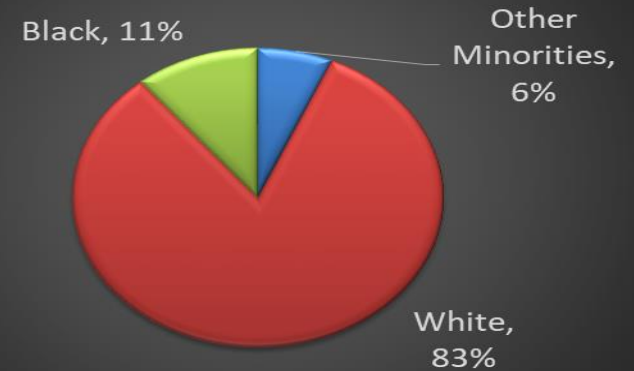
2016 Police Officer Took Test



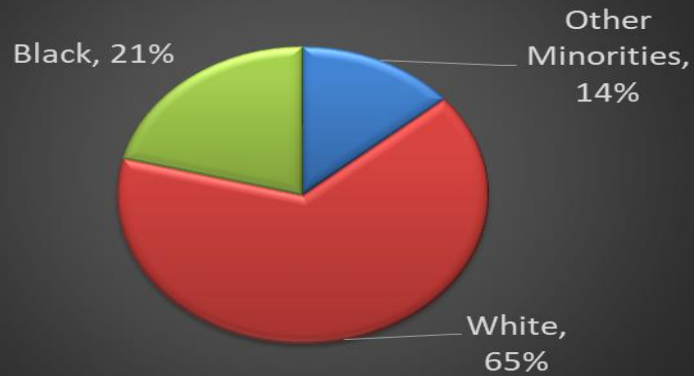
2016 Police Officer Eligible



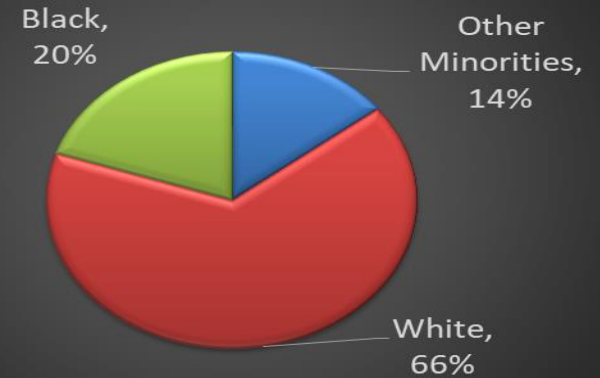
2016 Police Officer Hired



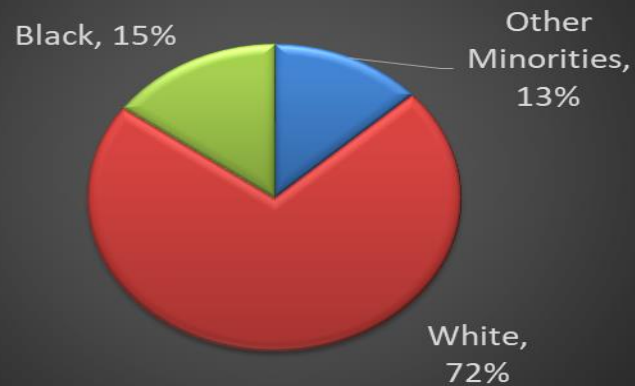
2017 Police Officer Applications



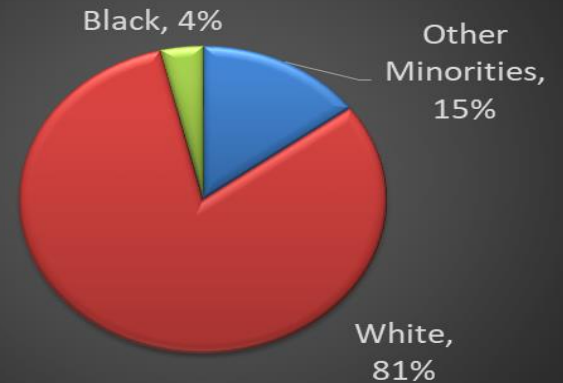
2017 Police Officer Took Test



2017 Police Officer Eligible



2017 Police Officer Hired



Background Standards

- What are the Standards
- Who Created the Standards
- How Long have the Standards Existed
- Process
- Three Standards Where Most Applicants are Lost
- Background Administrative Review Process

Police Officer Selection Process From Start to Finish

CSC Assesses	<ul style="list-style-type: none">• Application (MQ Review)• Multiple Choice Phase• Writing Sample Phase• COPE Phase• Physical Fitness Phase
CSC Monitors For Compliance	<ul style="list-style-type: none">• Background (PHQ/Polygraph)• Oral Interview (Division of Police)• Conditional Offer• Medical/Psychological• Appointment To Academy

CSC Efforts to Increase Diversity

- Charter Change (to banding)
- Bands Based on Oral Component
- Background Removal Standards
- Applicant Perceptions Research
- Police Officer Design Team
- Police Officer Selection Committee
- Diversity Recruiting Council (Community Members)

CSC Efforts to Increase Diversity

- Continuous Testing
- Targeted Testing/Recruiting Efforts
- Annual Testing for Police Officer
- English as a Second Language Time Extension
- Stereotype Threat Effect Research
- No Show Focus Groups
- Hired Marketing Firm (messaging and modes)
- Community Evaluators

On-Going Efforts to Increase Diversity

- Online Applications
- Self-Scheduling
- Allow Applicant to Apply at Recruiting Events (outside of filing period)
- Alternative Test Dates
- Email Notices and Reminders
- Secondary Notices to Test by US Mail
- Dedicated Email and Phone Number

On-Going Efforts to Increase Diversity

- Website (study and prep materials, timelines)
- Information Sessions
- Analysis of Test Results (ongoing)
- Pilot Test Items