

**Police Services Specialist I – Exam Plan**  
**Tumwater Civil Service Commission – July 2024**  
**Active Continuous**

**Application** – All candidates meeting minimum qualification will move to Matrix Rating. Minimum score of 70% is passing and will move to oral board.

**Matrix Rating - 20% of Final Score**

<b>Rating Category</b>	
Education and Training	25%
Criminal Justice Knowledge	25%
Diversity and Inclusion	25%
Problem Solving	25%

70% Passing Score

**Oral Board Exam** – Ten (10) questions 100 total points – **80% of Final Score**

<b>Dimensions Scored</b>	<b>Weight</b>
Job Related Education & Experience	30%
Team and Service Orientation	30%
Judgement & Decision Making	20%
Communication Skills	20%

Three panelists: One external police administrative manager; one TPD Lieutenant, one administrative employee or community member with knowledge of the position

**Final Score** – 20% Matrix Rating, 80% Oral Board Exam, plus veteran's preference points

Chief's Interview