

## **Police Services Specialist II Exam Plan – October 2023**

### **Step 1: Written Evaluation - Selection Process Questionnaire: 30%**

All applicants meeting minimum qualifications will be given the opportunity to complete the selection process questionnaire.

Customized questionnaire to evaluate a candidate's level of knowledge, skills and competencies including the following components:

- Education & Training
- Investigative/Enforcement Experience
- Written Communication and Report Writing
- Public Relations
- Culture & Diversity

70% is minimum passing score to be invited to Step 2 of the exam.

### **Step 2: Oral Exam: 70%**

Dimensions rated:

- Job related education and experience
- Service and Safety Orientation
- Knowledge and Judgement
- Communication Skills

Raters: 3 – One Subject Matter Expert from outside agency; One Tumwater Police Department; One community representative

70% is minimum passing score

Final Score: Oral (70%) and Written Exam (30%) scores combined to create final ranking.

Veteran's preference points will be added to the final score.

The Chief may interview and select from any of the top 7 candidates passing the examination.