

Police Services Specialist I – Exam Plan
Tumwater Civil Service Commission – January 2023

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

Rating Category	
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

Dimensions Scored	Weight
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