

The following document provides summarizes information regarding the content of the city's formal notification letters (being sent early next week).

TRANSFORMATION TO FINAL TEST SCORES

Please note that Original Raw Scores were then transformed so that the final passing score (after transformation) was 70—this was done to conform with Civil Service Rules.

For Detective:

As the examination cut score (from the Original Raw Scores) was 59, this transformation resulted in 11 points being added to each Original Raw Score. Thus, if you achieved a 59 (minimum original raw score needed to move forward on the examination), you would have 11 points added to your score such that your Final Examination Score is reported as a 70 (as an example).

For Detective-Sergeant:

As the examination cut score (from the Original Raw Scores) was 60, this transformation resulted in 10 points being added to each Original Raw Score. Thus, if you achieved a 60 (minimum original raw score needed to move forward on the examination), you would have 10 points added to your score such that your Final Examination Score is reported as a 70 (as an example).

For Captain:

As the examination cut score (from the Original Raw Scores) was 65, this transformation resulted in 5 points being added to each Original Raw Score. Thus, if you achieved a 65 (minimum original raw score needed to move forward on the examination), you would have 5 points added to your score such that your Final Examination Score is reported as a 70 (as an example).

For Inspector:

As the examination cut score (from the Original Raw Scores) was 70, no transformation was necessary.

EXAM RESULTS

Detective: A total of 145 individuals sat for the Detective examination. In total, 91 of 145 achieved a raw score of 59 or higher on the examination.

Detective-Sergeant: A total of 15 individuals sat for the Detective-Sergeant examination. In total, 11 of 15 achieved a raw score of 60 or higher on the examination.

Captain: A total of 35 individuals sat for the Captain examination. In total, 23 of 35 achieved a raw score of 65 or higher on the examination.

Inspector: A total of 8 individuals sat for the Inspector examination. In total, 7 of 8 achieved a raw score of 70 or higher on the examination.

ASSESSMENT CENTERS/ STRUCTURED ORAL ASSESSMENTS/ INTERVIEWS

General Information

We will be utilizing a sequestering model of some sort for each assessment. Detective has full sequestering (often brought in well in advance of start of initial preparation period and well held well after the end of your exercise participation), while the other ranks have moderate sequestering involved (held for a short period after completion and sometimes brought in early and held before the start).

The participation time differs for each assessment. The official notification letter sent by the city will have more information. That said, in general the hold times are 3-5 hours for detective-sergeant, captain and inspector and vary between 2.5 and 5.5 hours for detective.

Please note that similar to the written examination, all electronic devices (cellular phones, smart watches, etc.), large bags and paperwork of any kind will be restricted from the sign-in and testing areas. If you must bring such an item, we will ask that you surrender any electronic device at sign-in. We suggest that any other items (e.g., eye glasses, gum, timers, snacks, etc.) be placed in a large, clear Ziploc bag so they can be readily inspected by assessment staff. You are allowed and encouraged to bring a basic timer and/or stopwatch to help manage your time throughout the assessment process. Additionally, because the holding periods during the assessment center can be lengthy, you are encouraged to bring snacks and/or beverages in a discreet container as outside food & beverage is technically not allowed for those utilizing meeting space (i.e., no coolers).

Finally, please note that it is considered an integrity violation to obtain a room in the same hotel as the assessment. If you do wish to obtain a hotel room during the assessment process, we simply ask that you use another downtown hotel to avoid any interaction with the assessment team. Also, do not visit the hotels (for a "site visit") during the week of any assessment. IOS will be working with assessors and such visits would be viewed as an attempt to gain information about the assessment property. Some individuals appreciate making a site visit—we suggest to view the location well in advance of the test if you desire to do this.

Participation Days & Times

All interviews will take place at the Hyatt Regency Buffalo at 2 Fountain Plaza.

For the rank of detective ONLY, you will go to the mezzanine level, Regency Ballroom A. There will be a table outside Regency A for sign-in. Please note that you must be in line by the sign-in time. That said, we ask that you not come upstairs to the mezzanine level more than 15 minutes before your scheduled time as you may interfere with ongoing assessment activities.

For all other ranks (detective-sergeant, captain and inspector), the assessment process will take place (all activities including sign-in) on a guest floor of the hotel (no formal meeting space is used). This means that you will take the guest elevators to the designated floor, step outside and find the sign-in table on that guest floor. The Hyatt has not yet told of the floor for these assessments. Thus, on the day of your assessment, please find placards and other signs denoting the floor for your assessment. Similar to detective above, we ask that you not come upstairs more than 15 minutes before your scheduled start time as you'll interfere with ongoing assessment operations.

Detective specific:

The detective SOA/Interview will be held on BOTH Tuesday September 12th and Wednesday September 13th. You must participate on both days. You will have four separate interviews covering various areas—two each day (Interview A and B on Tuesday and Interview C and D on Wednesday). Make sure you note your unique arrival time for EACH DAY.

Detective-Sergeant specific:

The detective-sergeant structured oral assessment (SOA) will be held on Thursday September 14th. You will have three separate exercises covering various areas—including a role-play and two interview-style exercises. Make sure you note your unique arrival time for Thursday September 14th.

Captain specific:

The captain Assessment Center (AC) will be held on Tuesday September 26th. You will have four separate exercises covering various areas—including role-plays, a presentation and an interview-style exercise. Make sure you note your unique arrival time for Tuesday September 26th.

Inspector specific:

The inspector Assessment Center (AC) will be held on Wednesday September 27th. You will have four separate exercises covering various areas—including role-plays, a presentation and an interview-style exercise. Make sure you note your unique arrival time for Wednesday September 27th.

FUTURE ITEMS FOR THE WEBSITE

Approximately 4-7 days before a given assessment (at the least—we will work to get this information on the website as early as possible though), IOS will place a document called rules and procedures onto the website. It is very helpful to locate this document, print it out and review it several times! This document will provide a great deal of information about the assessment procedures, rules and other key information. Our organization's belief is that candidate's perform better when they have a clear understanding of the assessment procedures as this allows individuals to focus on what matters—their performance within an exercise.

There may be other items released as well. These include:

- Assessment Center/SOA/Interview Results
- Feedback from the assessment