

A photograph of a red fire truck and a white police car. The fire truck is on the right, and the police car is on the left. The police car has 'POLICE' written on its side in blue and black letters. A semi-transparent purple box is overlaid on the left side of the image, containing the text 'ASSESSMENT CENTERS FOR PUBLIC SAFETY AGENCIES'.

**ASSESSMENT
CENTERS**
FOR PUBLIC
SAFETY AGENCIES

Promote the most qualified candidates

CPS HR Consulting assessment centers help agencies identify and promote the right public safety personnel in the most effective and valid manner. Applying the expertise we have gained over several decades of service, CPS HR provides your agency with a legally-defensible, third-party, unbiased and transparent solution for testing your candidates. This results in more qualified promotions, better-functioning departments, reduced liability and exceptional returns on your investment. Compared to designing your own promotional process or relying on less experienced vendors, our deep understanding of public safety and knowledge of testing provide a fair experience for candidates through our proven approach, enabling you to promote the right talent for the proper rank.

In other words, you will have complete confidence in promoting your candidates with less risk and faster, more accurate results.

Better assessments result in more successful employees

CPS HR follows a precise and thorough process that gives you more valid information than a typical promotional process (like an interview) and provides more defensibility by following professional guidelines set forth to guide selection decisions. Our experts gather relevant information under standardized conditions about individuals' strengths and capabilities to perform in a given position. We put the candidates through a series of exercises designed to simulate the conditions of a given rank. CPS HR assessment centers bring out the candidates' behaviors relevant to the job, which is an accurate predictor of how they will perform in the real world.



The Key to Value – Exceeding Your Expectations

A process as important as assessment and selection can be a resource-intensive process, claiming an inordinate amount of staff time and effort, and still leaving your organization vulnerable to additional employee turnover or even legal action.

CPS HR addresses your department's specific needs from start to finish. By creating a robust process that is meaningful for your candidates, you are assured that it is done right the first time, meeting and exceeding your goals at the onset and down the road.

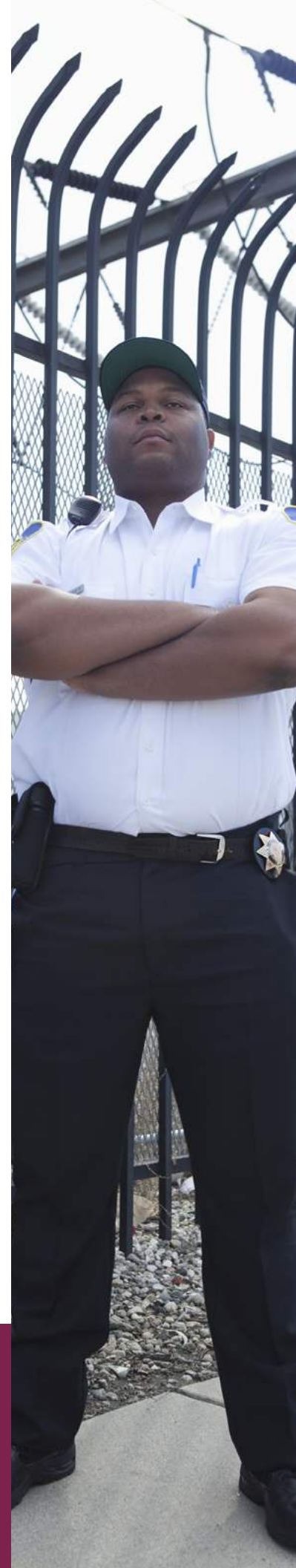
Our consultants partner with your department's subject matter experts to develop a comprehensive, customized approach with a full complement of services, including, but not limited to:

- » In-depth, department- and rank-specific job analysis
- » Tailored testing plans designed specifically for your agency and requirements
- » Customized or off-the-shelf written examinations based on your needs
- » Customized assessment exercise development
- » Comprehensive candidate orientation sessions
- » National and local level assessor recruitment, vetting and training
- » Validation of assessor scores
- » Secure exam and assessment center administration
- » Scores available **immediately upon completion** of the assessment center
- » Debrief sessions with assessors and key stakeholders
- » Thorough technical documentation
- » Candidate feedback reports
- » Feedback from candidates about their experience
- » Expert testimony and legal support
- » Reliable, on-going assistance, as requested

We Maintain Strict Compliance with Professional, Legal, and Departmental Standards

- » **The Uniform Guidelines on Employee Selection Procedures** (Federal Register, 1978) applied by the Equal Employment Opportunity Commission in the enforcement of title VII of the Civil Rights Act
- » **The Standards for Educational and Psychological Testing** (American Educational Research Association, American Psychological Association, and National Council on Measurement in Education, 2014)
- » **The Principles for the Validation and Use of Personnel Selection Procedures** (Society for Industrial and Organizational Psychology, Inc., 2003)
- » **Guidelines and Ethical Considerations for Assessment Center Operations** (rev. 2014)
- » **Department policy; local laws, codes, and regulations; CALEA standards; collective bargaining/meet and confer agreements; Civil Service policies and procedures; etc.**

Contact a CPS HR Assessment specialist at
bit.ly/CPSHRAssessment to learn more!



A professional, consultative relationship with an expert

With CPS HR, you will receive superior customer care and assessment expertise from your own dedicated team of consultants. Our comprehensive assessment services are among the best available, and our clients agree:



We have been using CPS HR for several years and find the responsiveness, product quality, and personnel to be second to none! After trying other vendors and now using CPS HR for several years, we wouldn't dream of changing our relationship.

– Cobb County, GA, Police Department



We have used CPS HR to assist with our promotional processes including the ranks of Lieutenant, Captain, and Battalion Chief. CPS HR provides a consistent and effective evaluation service that we have come to rely on. The staff is professional and great to work with.

– Abilene, TX, Fire Department



We have used CPS HR for our Police and Fire promotional testing for many years. Their work product is outstanding.

– City of Provo, UT



The promotional processes for sworn employees at the LFUCG are very stressful for everyone involved. Partnering with CPS HR and having the consultant at the wheel made it smooth and worry-free. They are professional, knowledgeable, competent, flexible and great members of our team.

– Lexington-Fayette Urban County Government, KY



Our agency has contracted with CPS HR for the past 10 years for Lieutenant and Battalion Chief promotional processes. Our experience with CPS HR has been excellent for both candidates and administrative staff.

– Seminole County, FL, Department of Public Safety – EMS/Fire Rescue Division



Without the consultant's guidance, knowledge, and support of the process, I am certain the process would not have resulted in such positive outcomes for our Department. Feedback from participants, process co-developers, and outside agency assessors indicated that the entire process was administered professionally and efficiently, and several assessors indicated they would be recommending CPS HR's services to their own cities and departments.

– Tucson, AZ, Police Department

CPS HR  CONSULTING

Sacramento, CA - Austin, TX

Littleton, CO - Atlanta, GA

cpshr.us