

Survey to Chief APOs

Issue: PO Recruitment and Hiring Process

Question (from Bradford County)

I am inquiring about how departments recruit and make hiring decisions as I am revamping our current hiring process. Our previous methods would be to post in local newspapers, online forums like Indeed and Zip recruiter, and email blasts to surrounding Universities. I have not seen issues gathering potential applicants using these forums.

However, and this is where we are struggling, once we get enough applicants we would conduct physical and written testing and oral interviews at a later date based off the physical/written testing results. The physical testing consisted of the 1.5 mile run, 300 meter run, 15 pushups and 30 sit-ups (untimed). The written test consisted of the Wonderlich IQ and Personality test and an exam that consisted of mostly outdated multiple choice/true-false/essay questions. Wonderlich increased their yearly subscription to about \$10k a year which I cannot justify paying for. In addition, I have seen over the years candidates apply then fail to show because they are deterred from the physical testing component.

I am basically at ground zero and while we are adequately staffed, I want to revamp this. I am hoping the Chiefs can shed some light on what they do and if they have any tests, etc. they can send them my way?

Cambria County

Cambria uses Indeed and local outlets for advertising purposes. We do not currently utilize any form of written or physical exam. There is an interview with the chief and then a panel interview with two supervisors and the deputy chief. Once I've identified a candidate, I'd like to hire I sent the qualifications, interview docs etc to the PJ for approval. I typically hire 1-2 a year as we don't have much turnover other than retirements.

Carbon County

Carbon is just like Erie. Indeed gets us application from California and people that do not have the qualifications. We are having a hard time getting "good" people to apply and stay if they get it.

Erie County

Erie County posts on the county site and more recently, Indeed. I really don't think indeed has been helpful in finding quality applicants. Our whole supervisor team interviews selected applicants. We also have a written exercise and we do a role play to see how interviewees handle an agitated client. We have the selected candidate undergo psych clearance which amounts to an MMPI and an interview with a psychologist. Additionally, we have the candidate take our job description to his/her family doctor who signs off that he or she can perform all job duties required. (Arrests etc)

Lebanon County

Lebanon County utilizes Indeed, our county website and in-house postings through county email to post openings.

For hiring, there is a first-round interview with Dep Dir, supervisor(s) and a veteran line staff member. Afterward the interview, they must complete a writing sample...two easy questions to determine what their writing skill level is without assistance from others. Top candidates get forwarded to myself and Deputy Director for second round interviews. We do not require any physical agility testing; however, they must have a physical and have a doctor sign off on their ability to perform the requirements of our positions.

We also are complying with ACT 57. We are having candidates get a psychological evaluation prior to their start date.

Philadelphia County

Philadelphia is basically the same as Lebanon County. There is no written test, no physical exam or psychological. Once hired if transferring to a specialized armed officers' unit a psychological exam is required along with a physician's approval on their ability to perform the physical aspects of the new position.