



July 31, 2018

W. Eric Johnson, Chief of Police  
Yeager Airport Police Department  
100 Airport Road, Suite 175  
Charleston, WV 25311

Dear Chief Johnson:

I would like to take this opportunity to once again thank you for your use of Fire & Police Selection, Inc.'s (FPSI's) National Police Select Test™ (NPST™) for your recent entry-level law enforcement officer recruitment. We are so pleased to have been selected to provide you with devices for your recent recruitment!

The following report is the result of your July 2018 entry-level police officer tests. A total of twelve (12) candidates took this test. All of your candidates are White males, with the exception of one Black male.

The test mean for the NPST was **78.42** (out of a possible 120) with a standard deviation of **11.44**. The standard deviation shows an index of how the scores disperse around the mean.

The minimum competency score (using the modified Angoff technique as applied in U.S. v. South Carolina) has been determined from opinions from subject-matter experts at other jurisdictions. Data compiled indicates that the minimum competency score (using the modified Angoff technique) for this version of the National Police Select Test is a 93 (77.99% of the items answered correctly). We recommend reducing this score by one, two, or three Conditional Standard Errors of Measurement (CSEMs). We recommend reducing the 93 score by 1, 2, or 3 CSEMs. The CSEM for this administration was calculated at 5.00. This would allow us to set the cutoff at a raw score of 88, 83, or 78. We recommend using three CSEMs below the Angoff score for a cutoff score of 78.

By using a raw score of 78 as the cutoff, you will pass seven (7) of your candidates. Given your very small sample size and limited diversity, we are unable to provide you with any meaningful adverse impact analyses. Adverse impact refers to the passing rates between White males and the protected classes.

It was such a pleasure working with you and the Yeager Airport Fire Department on this entry-level police officer recruitment process. In addition to this recommendation, I have included your candidates' test scores. If you have any questions about this recommendation, or if any of my staff can be of further assistance to you, please do not hesitate to call 916.294.4242 x. 245. Please keep in mind that this recommendation is not binding to your department. You may have a business necessity to set the cutoff score higher or lower than this recommendation. We sincerely look forward to the opportunity of working with you again in the near future!

Sincerely,

Stacy L. Bell, M.S.  
Executive Vice President

RANK	SSN (Last 4)	RAW SCORE	% SCORE	PREFERENCE POINTS	FINAL RAW SCORE	PASSING
1st/2nd	1058	93	78%	0	93	Yes
1st/2nd	9272	93	78%	0	93	Yes
3rd	6403	87	73%	5	92	Yes
4th	3298	86	72%	0	86	Yes
5th	9501	81	68%	0	81	Yes
6th/7th	8669	79	66%	0	79	Yes
6th/7th	0188	79	66%	0	79	Yes
8th/9th	9040	76	63%	0	76	No
8th/9th	9562	76	63%	0	76	No
10th	6420	75	63%	0	75	No
11th	2400	61	51%	0	61	No
12th	9629	55	46%	0	55	No