

CITY of LAWRENCE
Police Merit Commission
George Keller
Public Assembly Room
Lawrence Government Center
9001 E. 59th Street

April 14, 2025

6pm

*****REGULAR MEETING*****

AGENDA

Call to order

Pledge of allegiance

Determination of quorum

Comments of Commission Members

Approval of Minutes of Regular Meeting on January 13, 2025

Unfinished Business – None

New Business -

- 1) Filing of the written examination results with a level 3 CSEM (70%) – See Attachment
 - 12 candidates will proceed to the review of Oral Interview minimum passing standards.

As a reference: Determining the minimum passing standards for the written exam. (This was pre-determined at the 11-21-2022 Merit Commission Meeting for the life of the contract with FPSI)

- 2) Filing of oral interview results of Acceptable or Outstanding (100-60%) – See Attachment
 - 11 candidates will proceed to the background phase.
 - The remaining 1 will be removed as their score was unacceptable.

As a reference: Determining the minimum passing standards for the oral interview. (This was pre-determined at the 11-21-2022 Merit Commission Meeting for the life of the contract with FPSI)

- 3) Determining Selection Criteria – If applicable: Recommended to give 0.5 points for each section – These points will be added when determining the eligibility list.
 - War veteran honorably discharged from the United States armed forces.
 - War Veteran: a veteran who served in the active-duty military, naval, or air service (including Reservist and National Guard) in a theater of combat operations after November 11, 1998.
 - The mother or father was a firefighter of a unit, municipal police officer, or county police officer and died in the line of duty (as defined in IC 5-10-10-2).
 - Was a police officer, firefighter, county police officer, or a full-time or part-time employee by a township to provide fire protection and emergency services; who has been laid off (IC 36-8-4-11); and/or

4/8/2025

- A Tier 1 graduate from the Indiana Law Enforcement Academy (ILEA) with a basic law enforcement certification and maintained in-service training hours for the certification.

Attachment: 2025-01 Applicants-Merit Commission Recommendation

- **Spreadsheet “Physical Agility Test MC”**
 - ❖ As requested by the Commission, this spreadsheet shows the Board Members the results of physical agility.
- **Spreadsheet “Written Exam Results MC”**
 - ❖ This spreadsheet shows the order of candidates and their scores for the written exam.
- Fire & Police Selection, Inc. (FPSI) recommends using the modified Angoff approach when determining cutoff scores for written tests. This approach has been accepted by the courts (U.S. Supreme Court vs. South Carolina, 1987) and results in reducing the “Angoff” level (i.e., difficulty level) of the test, as identified by Police Officers and Sergeants in the original test validation workshop. The Angoff is reduced by 1, 2, or 3 Conditional Standard Errors of Measurement (CSEMs). The unmodified Angoff for the written test is a raw score of 82 (i.e., job experts in the validation workshop determined that minimally qualified candidates should answer 82% of the test items correctly). The CSEM for this test is 4.00.
 - ❖ This means that if 3 CSEMs were used, the cutoff would be set at 70%.
 - ❖ If the CSEM 3 is approved, 12 candidates will proceed to the review of Oral Interview minimum passing standards.
 - ❖ The remaining 1 will be removed based on the “minimum standards” cut-off.
- **Spreadsheet “Interview Results MC”**
 - ❖ This spreadsheet shows the order of candidates and their scores for the oral interview.
- a) Fire & Police Selection, INC. (FPSI) recommends that those applicants scoring between 80-100 total score as “Outstanding”.
 - i) If “Outstanding” is approved, 7 candidates will proceed to the background phase.
- b) Fire & Police Selection, INC. (FPSI) recommends that those applicants scoring between 60-79 total score as “Acceptable”.
 - i) If “Acceptable” is approved, 11 candidates will proceed to the background phase.
- c) Fire & Police Selection, INC. (FPSI) recommends that those applicants scoring between 20-59 total score as “Unacceptable”.
 - i) If “Unacceptable” is approved, 12 candidates will proceed to the background phase.
 - ii) If “unacceptable” is not approved, 1 will be removed (based on the “minimum standards” cut-off), and 11 candidates will proceed to the background phase.

Comments of the Police Chief (if applicable)

Citizens’ Comments

Adjournment

The public may participate remotely by going to this website: www.microsoft.com/en-us/microsoft-teams/join-a-meeting, and entering the following meeting ID 278 220 517 768 passcode: Wjm2dr. If you would like to provide comments remotely, please email them to Abaldwin@cityoflawrence.org or call 317-542-4501.