

## Assessor and Peer Update – March 28, 2016

A couple quick updates for the group.

Congratulations to Ansonia Police Department for receiving Provisional Certification from OCJS. This is a significant accomplishment due to the fact that this is the first agency to be approved following the Peer to Peer process. Congratulations to Peer Chief Jason Miller of Coldwater PD for guiding the agency through the process. The Peer program continues to be popular and to date OACP has assigned 18 Peers to agencies.

There have been a number of questions regarding the requirement for psychological training as a part of the Hiring and Recruitment Standard. I've enclosed a response from Jim Luebbbers of OCJS regarding this issue:

*To pay a service to have that done (psychological testing) is not mandatory. We are looking for what an agency does to evaluate/measure a person's psychological/emotional ability to handle the job. For example, from talking to a couple of agencies, that may be questions the law enforcement agency asks or a test the person takes (not necessarily from a paid service) during the application/interview process and questions they ask a person from their list of references.*

Some agencies have voiced concern over the cost of psychological/emotional training. Chief Harnishfeger of Ada completed an informal survey on this issue and I've attached that information. The testing price is much more reasonable than I would have anticipated.

Thank-you for your continued efforts to improve Ohio's already high standards of Police professionalism.

Joel



JOEL E. BROWN

PROGRAM DIRECTOR

Ohio Association of Chiefs of Police

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The City of Rossford has been using Workplace Resources for many years. We pay an annual fee for ALL city employees in case of psychological assessment, evaluation and even treatment. I believe the annual fee is around \$5,000 (but I will double check) and this includes initial hiring assessments. We conduct these tests, along with medical examinations at St. Luke's Hospital, as a condition of employment.

There is no extra charge for sending new-hires for employment testing.

Here is their link: <http://www.workplaceresources.info/>

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**Glenn B. Goss, Sr., CLEE**  
**Chief of Police**

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Chief,

Galion used to use Daum and Associates out of Cincinnati. The cost was \$350.00 per exam. We just started using Dr. Barker through Avita Health in Ontario, Ohio. His cost is \$500.00.

Chief Brian Saterfield

Galion Police Department

Chief,

LPD, as part of a conditional offer of employment, sends prospective new hires to Dr. Daum and Associates. They charge us \$350.00 for each screening. Let me know if you have other questions.

Thanks,

Kevin J. Martin, CLEE

Chief of Police

Lima Police Department

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Chief Harnishfeger,

Tiffin PD uses Workplace Resources out of Toledo but they also have Bowling Green office hours once or twice a week I think. They cost us \$200 a person. The psychologist is actually a cop who I think is still on Lucas County as a reserve or something like that. We used him for the first time in a shooting Debrief back in 2009 and have been with him since. What I like about him is that we have had two candidates blow the assessment first time and he recommended that the officers retest as he believed that they were trying to hard to tell him what he wanted to hear or were extremely nervous. I sent them back, after talking with each one first, and they passed with no problems. The even better news was that he doesn't charge for a second assessment! They have been great for us.....

<http://www.workplaceresources.info/About.html>

**Chief Fredrick W. Stevens**

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Chief,

We contract with "Workplace Resources" out of Toledo, Ohio for the police department's EAP program for \$1,200.00 a year. That cost covers employees EAP if needed throughout the year and our Assessments when they're needed.

Stay safe,

Rob

Robert J. Hickman

Chief of Police

Port Clinton Police Department

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Hi Chief,

We utilize Workplace Resources in Toledo (Dr. John Lewton, a retired Toledo PD officer). He utilizes the MMPI and interview process. It is paid by the Village under annual contract, which varies year to year.

Please let me know if you have questions.

Best regards,

Chief Mark McDonough

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Chief Mark E. McDonough, CLEE

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Chief,

We use Workplace Resources. The owner has also been utilized for post-OIS debriefing and does a great job. We also used him as an instructor for CIT classes. I believe they charge \$400 per test. They have an office in Toledo and Bowling Green.

<http://www.workplaceresources.info/>

*David M. Olds*



Chief of Police

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Chief,

We use a company out of Atlanta, Georgia called Psychological Resources, Inc. This assessment is quite unique because it is a series of three tests that the candidate takes and I then send the tests away to them for the assessment. It's unique because I can administer the test to the candidate. The testing sequence usually only lasts 2 hours at the most. We have been very pleased with this system and the assessments are returned in a timely manner and have been quite accurate.

The cost is \$135.00 per test. Should you like to contact them, their number is 800-969-5777. I'm not sure if they have a website.

Any questions, don't hesitate to call.

Regards,

Chief Russel L. Hunlock, CLEE

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