

Employment Testing Survey Results

1. Do you conduct pre-employment testing for police applicants?

Organization	Yes/No
City of Brentwood	Yes
City of Jackson	Yes
City of Bristol, TN	Yes
City of Savannah	No
City of Mt. Juliet	No
City of Maryville, TN	Yes
City of Morristown	Yes
City of McMinnville	Yes
City of Tullahoma	Yes
City of Columbia	Yes
Knox County Government	No ⁱ
Town of Farragut	No ⁱⁱ
City of Knoxville	Yes
City of Crossville	Yes
City of Lawrenceburg	Yes

a. If yes, what tests do you use?

Organization	Type of Test
City of Brentwood	International City Management Association
City of Jackson	Stanard & Associates
City of Bristol, TN	Entry level written exam
City of Maryville, TN	I/O Solutions Entry Level Exam
City of Morristown	IPMA-HR POEL-202
City of McMinnville	The national police selection test
City of Tullahoma	TN Association of Chiefs of Police – Police Officers Test
City of Columbia	Stanard & Associates
City of Knoxville	Written exam and physical performance tests
City of Crossville	Police have to pass a written test and an agility test. Agility testing is done only after they pass the written test.
City of Lawrenceburg	Career Center Skills tests

b. Do you conduct pre-employment physical agility tests?

Organization	Yes/No
City of Brentwood	Yes
City of Jackson	Yes
City of Bristol, TN	Yes
City of Savannah	No
City of Mt. Juliet	Yes
City of Maryville, TN	No

Organization	Yes/No
City of Morristown	Yes
City of McMinnville	Yes
City of Tullahoma	No
City of Columbia	Yes
City of Knoxville	Yes
City of Crossville	Yes
City of Lawrenceburg	No

If yes, what test do you use?

Organization	Type of Test
City of Jackson	In-house
City of Bristol, TN	Obstacle course
City of Mt. Juliet	Physical exam
City of Morristown	We mirror the test given at the police academy
City of McMinnville	ORPAT
City of Columbia	Obstacle course
City of Knoxville	Our physical performance test is a test of upper body strength and endurance. We do a lifting test that is similar to an arm curl where the maximum resistance/weight they can pull is measured. We then conduct an endurance test in which the applicant must spin a wheel with their arms that has 40 watts of resistance for 1 minute. This wheel is similar to pedaling a bicycle with your arms.

c. Do you conduct audio (hearing) tests?

Organization	Yes/No
City of Brentwood	Yes
City of Jackson	No
City of Bristol, TN	Yes
City of Savannah	Yes
City of Mt. Juliet	No
City of Maryville, TN	Yes
City of Morristown	No
City of McMinnville	No
City of Tullahoma	No
City of Columbia	No
City of Knoxville	No
City of Crossville	Yes
City of Lawrenceburg	No

d. Do you use any of the following other criteria for selection:

Organization	Experience	Education	Veteran Status	Residence
City of Brentwood	Yes	Yes	No	No
City of Jackson	Yes	Yes	Yes	No
City of Bristol, TN	No	Yes	No	No
City of Savannah	Yes	Yes	No	No
City of Mt. Juliet	Yes	Yes	No	No
City of Maryville, TN	Yes	Yes	No	No
City of Morristown	Yes	Yes	Yes	No
City of McMinnville	Yes	Yes	No	No
City of Tullahoma	Yes	Yes	Yes	Yes
City of Columbia	Yes	Yes	Yes	Yes
City of Knoxville	Yes	Yes	Yes	No
City of Crossville	Yes	Yes	Yes	Yes
City of Lawrenceburg	Yes	Yes	Yes	Yes

e. Do you provide a “weighting” of all the criteria?

Organization	Yes/No	Explanation
City of Brentwood	Yes	
City of Jackson	No	
City of Bristol, TN	Yes	
City of Savannah	No	
City of Mt. Juliet	No	
City of Maryville, TN	No	
City of Morristown	Yes	each category has a 'weighted amount' - once these scores are averaged, they are placed on a roster, ranked from high to low
City of McMinnville	No	
City of Tullahoma	No	
City of Columbia	No	
City of Knoxville	No	
City of Crossville	Yes	Experience
City of Lawrenceburg	Yes	Extra points to interview for first 3. Residence is a requirement.

2. Do you conduct pre-employment testing for fire applicants?

Organization	Yes/No
City of Brentwood	Yes
City of Jackson	Yes
City of Bristol, TN	Yes
City of Savannah	No
City of Mt. Juliet	No

Organization	Yes/No
City of Maryville, TN	Yes
City of Morristown	Yes
City of McMinnville	No
City of Tullahoma	Yes
City of Columbia	Yes
Knox County Government	No ⁱⁱⁱ
Town of Farragut	No ^{iv}
City of Knoxville	Yes
City of Crossville	No
City of Lawrenceburg	Yes

a. If yes, what tests do you use?

Organization	Type of Test
City of Brentwood	International City Management Association
City of Jackson	Darany & Associates
City of Bristol, TN	Entry level exam
City of Maryville, TN	I/O Solutions entry Level FF Exam
City of Morristown	IPMA-HR B-5A
City of Tullahoma	IPMA-HR Firefighter Test
City of Columbia	Stannard for entry level, Fire Service Testing for promotional (because we have the study material)
City of Knoxville	Written exam and physical performance tests
City of Crossville	Most firefighters are drawn from a pool of Volunteer firefighters' who have been working with the City for a number of years
City of Lawrenceburg	Career Center Skills Test and EMT Certification

b. Do you conduct pre-employment physical agility tests?

Organization	Yes/No
City of Brentwood	Yes
City of Jackson	Yes
City of Bristol, TN	No
City of Savannah	No
City of Mt. Juliet	Yes
City of Maryville, TN	Yes
City of Morristown	Yes
City of McMinnville	Yes
City of Tullahoma	No
City of Columbia	Yes
City of Knoxville	Yes
City of Crossville	No
City of Lawrenceburg	Yes

If yes, what test do you use?

Organization	Type of Test
City of Brentwood	Normal Combat Test
City of Jackson	In-house
City of Mt. Juliet	NFPA
City of Maryville, TN	Internally created exam
City of Morristown	Job related tasks
City of McMinnville	State Academy Test
City of Columbia	Internal, same as PD. In process of making it more job related
City of Knoxville	Our physical performance test is a test of lower body strength, endurance, and balance as well as a test of core (abdominal) strength and endurance. The applicant is required to perform a dead lift exercise that measures the maximum amount of resistance or weight they can lift. They are then required to do full sit ups for 1 minute for the maximum repetitions that is possible. The last test is three trials on a stabilometer to measure their ability to balance themselves in an unstable situation.
City of Lawrenceburg	Agility test and ladder climb

c. Do you conduct audio (hearing) tests?

Organization	Yes/No
City of Brentwood	Yes
City of Jackson	Yes
City of Bristol, TN	Yes
City of Savannah	Yes
City of Mt. Juliet	Yes
City of Maryville, TN	Yes
City of Morristown	No
City of McMinnville	Yes
City of Tullahoma	No
City of Columbia	No
City of Knoxville	No
City of Crossville	Yes
City of Lawrenceburg	No

d. Do you use any of the following other criteria for selection:

Organization	Experience	Education	Veteran Status	Residence
City of Brentwood	Yes	Yes	No	No
City of Jackson	Yes	Yes	Yes	No
City of Bristol, TN	No	Yes	No	No

Organization	Experience	Education	Veteran Status	Residence
City of Savannah	Yes	Yes	No	No
City of Mt. Juliet	Yes	Yes	No	No
City of Maryville, TN	Yes	Yes	No	No
City of Morristown	Yes	Yes	Yes	Yes
City of McMinnville	Yes	Yes	No	No
City of Tullahoma	Yes	Yes	Yes	Yes
City of Columbia	Yes	Yes	Yes	No
City of Knoxville	Yes	Yes	Yes	No
City of Crossville	Yes	Yes	Yes	Yes
City of Lawrenceburg	Yes	Yes	Yes	Yes

e. Do you provide a “weighting” of all the criteria?

Organization	Yes/No	Explanation
City of Brentwood	Yes	
City of Jackson	No	
City of Bristol, TN	Yes	
City of Savannah	No	
City of Mt. Juliet	No	
City of Maryville, TN	No	
City of Morristown	Yes	each category has a 'weighted amount' - once these scores are averaged, they are placed on a roster, ranked from high to low
City of McMinnville	Yes	
City of Tullahoma	No	
City of Columbia	No	
City of Knoxville	No	
City of Crossville	Yes	Experience
City of Lawrenceburg	Yes	Extra points to interview for first 3. Residence is a requirement.

3. Do you conduct pre-employment testing for public safety dispatch applicants?

Organization	Yes/No
City of Brentwood	Yes
City of Jackson	No
City of Bristol, TN	Yes
City of Savannah	n/a ^v
City of Mt. Juliet	No
City of Maryville, TN	No
City of Morristown	No
City of McMinnville	No
City of Tullahoma	No
City of Columbia	No
City of Knoxville	No ^{vi}

Organization	Yes/No
City of Crossville	No
City of Lawrenceburg	No ^{vii}

a. If yes, what tests do you use?

Organization	Type of Test
City of Brentwood	International City Management Association
City of Bristol, TN	Orientation and written exam

b. Do you conduct pre-employment physical agility tests?

Organization	Yes/No
City of Brentwood	No
City of Jackson	No
City of Bristol, TN	No
City of Mt. Juliet	No
City of Maryville, TN	No
City of Morristown	No
City of Lawrenceburg	No

If yes, what test do you use?

Organization	Type of Test

c. Do you conduct audio (hearing) tests?

Organization	Yes/No
City of Brentwood	Yes
City of Jackson	No
City of Bristol, TN	No
City of Mt. Juliet	No
City of Maryville, TN	No
City of Morristown	No
City of Lawrenceburg	No

d. Do you use any of the following other criteria for selection:

Organization	Experience	Education	Veteran Status	Residence
City of Brentwood	Yes	Yes	No	No
City of Bristol, TN	No	Yes	No	No
City of Mt. Juliet	Yes	Yes	No	No
City of Maryville, TN	No	No	No	No
City of Lawrenceburg	No	No	No	No

e. Do you provide a “weighting” of all the criteria?

Organization	Yes/No	Explanation
City of Brentwood	Yes	
City of Jackson	No	
City of Bristol, TN	No	
City of Mt. Juliet	No	

4. Can you provide a sample of your scoring sheet?

Organization	Yes/No
City of Brentwood	No
City of Jackson	No
City of Bristol, TN	No
City of Mt. Juliet	Yes
City of Maryville, TN	No
City of Morristown	Yes
City of Lawrenceburg	Yes

Contact Information

Organization	# of Employees	Contact Person	Contact Number
City of Brentwood	252	Mike Worsham	
City of Jackson	671	Lynn Henning	731.425.8252
City of Bristol, TN	335	Belva Hale	423.989.5525
City of Savannah	100	Bobbie Matlock	731.925.3300
City of Mt. Juliet	140	Janet Southards	615.773.6290
City of Maryville, TN	297	Amy Large	865.273.3427
City of Morristown	215	Kathy Frank	423.585.4690
City of McMinnville	150	Jennifer Rigsby	931.473.1209
City of Tullahoma	142	Casta Brice	931.455.2648
City of Columbia	386	Connie Etzkin	931.560.1565
Knox County Government		Diane Sweet	865.215.3242
Town of Farragut	45	Janet Curry	865.966-7057
City of Knoxville	1550	Matt Bradburn	865.215.3052
City of Crossville	168	Sandra Gruber	931.456.5681
City of Lawrenceburg	126	Doug Edwards	931.762.4459

Thanks for taking the time to respond to this survey. Please save this document and return to Richard Stokes @ richard.stokes@tennessee.edu or print the completed form and fax to 615/532-4963.

ⁱ Knox County Government does not have a police or fire department.

ⁱⁱ The Town of Farragut does not have a fire or police department.

ⁱⁱⁱ Knox County Government does not have a police or fire department

^{iv} The Town of Farragut does not have a fire or police department

^v Dispatchers are employees of the 911 Communication Board and not the City of Savannah.

^{vi} The City of Knoxville does not hire public safety dispatch employees.

^{vii} The City of Lawrenceburg does not have dispatchers.