

## OUR TEAM

The **Center for Public Safety Management, LLC (CPSM)** is the exclusive provider of public safety technical services to ICMA, providing support to local governments in the areas of police, fire, EMS, Emergency Management and Homeland Security. They have conducted over 305 workforce and operations studies for 215 jurisdictions in 42 states in communities ranging in size from 8,000 population Boone, IA to 800,000 population Indianapolis, IN.

The **International Public Management Association for Human Resources (IPMA-HR)** is the premier global public sector human resources association. Since 1906, IPMA-HR has represented the interests of public sector human resource professionals. The Association produces publications, conducts HR research, sponsors professional development programs and certification programs, and develops and validates assessment products that are designed to provide solutions that foster public sector HR excellence.

The **Pittman McLenagan Group, L.C. (PMG)** is a leader in the development and implementation of customized assessment tools for positions at all levels within an organization. PMG has extensive experience in the public safety arena with over 70 years of combined experience. Shane Pittman, Ph.D., and Mike McLenagan, partners in the firm, are especially adept at analyzing job demands and creating the best assessment methods for evaluating those competencies.

*CPSM delivers the kind of data-driven, third-party analysis that empowers local government managers to make thoughtful decisions. Because of the group's long history of delivering value to hundreds of communities, ICMA's exclusive arrangement with CPSM reflects our belief in the importance of these types of services to our membership.*

– ICMA Executive Director

## EXCLUSIVE PROVIDER FOR



## CONTACT US TODAY

Call (800) 998-3392  
or visit [www.cpsm.us](http://www.cpsm.us) for  
more information.

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Center for Public Safety Management, LLC

## CHIEF SELECTION ADVANTAGE™



Providing assistance to local governments in Police and Fire Chief selection.

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# CHIEF SELECTION ADVANTAGE™

The Chief Selection Advantage™ is a new approach to Chief selections. Rather than a typical hands-off recruiting approach, YOU are in control. Our process engages the community and leverages best practices and research to fill critical Chief positions. From start to finish, we provide you with the assessment tools to make effective decisions. Our team, CPSM, ICMA, IPMA-HR and The Pittman McLenagan Group, will guide you through the process. Partner with us to identify the critical competencies needed for your community.

We encourage the decision makers to include community representation at all stages; this facilitates input from the public and builds a support group for the newly selected chief. We provide the appropriate tools for one or more of the following: resume screens, phone interviews, and assessment center processes with multiple simulations. We conduct the appropriate training at each step.

Executive Provider of Public Safety  
Technical Services for



## THE PROCESS

### WHY THIS PROCESS IS BETTER...

- ▶ The City is the DRIVER
- ▶ The City identifies top candidates using research based tools
- ▶ No limited, pre-determined stable of candidates from a consultant
- ▶ The community gets involved – buy in, input
- ▶ Data driven – no “gut feelings”
- ▶ Structured evaluations – minimizes bias
- ▶ Best practices assessment center approach

### WHAT THIS PROCESS INCLUDES...

#### Job Analysis (or how to determine focus of the assessment):

- ▶ Leverages our nationally-based job analysis
- ▶ Customizes results to the needs of the City
- ▶ Adheres to professional and legal requirements
- ▶ Provides the basis for all assessment tools

#### Stakeholders Focus Group Option:

- ▶ Interviews of community stakeholders
- ▶ Informs the job analysis effort
- ▶ Informs the recruitment and screening process
- ▶ Assists in creating community “buy in” for the process and the incoming chief

#### Job Profile:

- ▶ Based on job analysis results and stakeholder interviews (if employed)
- ▶ Used by the City to advertise and recruit for the position

#### Structured Resume Screen:

- ▶ Based on job analysis results
- ▶ Structured process for evaluating resumes in an unbiased method
- ▶ Training for resume evaluators

#### Structured Phone Interview Screen:

- ▶ Based on job analysis results
- ▶ Structured process for conducting and evaluating the phone interview
- ▶ Training for interviewers

#### Assessment Center:

- ▶ Best practice – valid, reliable, meets legal and regulatory guidelines
- ▶ Based on the job analysis results and stakeholder interviews (if employed)
- ▶ Customized to local needs and issues
- ▶ Designed to assess the critical competencies
- ▶ Assess up to 5 candidates

#### How does the Assessment Center work?

- ▶ Candidates will be asked to react to job relevant simulations/situations that may include three or more of the following:
  - ▶ Make a presentation on a city issue to a “community” group or “city council”
  - ▶ Review information about a city problem, analyze, and make recommendations
  - ▶ Respond to an emergency management/ command scenario
  - ▶ Interact with a “subordinate” in a mentoring/coaching scenario
- ▶ We will provide specific training on site to the evaluators. Evaluators can include government employees, community members, other public safety managers, etc.

#### Results Matrix:

- ▶ Data showing exercise scores and overall results
- ▶ Rank ordered by results
- ▶ Assessor meeting with City to provide insight on each candidate