

State Police Commission

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April 30, 1993

General Circular No. 23

To: State Police Commission Members, Colonel Paul W. Fontenot, Russell J. Culotta, Rosemary Hannie, Walt Smith, Thomas H. Normile, Baxter W. Welch, Charles R. Dupuy, Mark Bascle, Allen T. Moss, Russell G. Fontenot, Michael D. Rawson, Roger L. Jaubert, James L. Matthews, III, Dennis J. Pellerin, Jerry W. Patrick, Dane K. Morgan and Russell Cook, Sr.

Subject: Recomputaton of Sergeant and Lieutenant Grades

In March, 1993, this office completed an investigation by the Office of the State Inspector General. One of the items addressed in the investigation was the method devised and implemented by Ms. Orr for the scoring of Sergeant and Lieutenant examinations. The investigative report concludes as follows:

In scoring State Police examinations, Ms. Orr devised and used a formula which enabled a person getting as low as 107 correct answers out of 145 questions to receive the same grade as a person who answered all questions correctly. Under this criteria, each person would receive a maximum of 99 on the written test.

The formula was used to convert a raw score into a percentile score. It was not supposed to give an unfair advantage to any score.

The State Civil Service Test Development Manager said civil service does not use the same conversion formula as the State Police Commission because that grading method fails to recognize the achievement of higher scores.

According to State Police Commission personnel, there have been six instances where scores on the written test were high enough so that the converted scores misrepresented the actual scores achieved. This placed the officer in competition for promotion with no advantage over others the officer outscored on the written test.

For example, in one case an officer answered 115 (or 79%) of 145 questions correctly and received the same score as

another who correctly answered 109 questions (or 75%). Both received a 99 on the written test.

Ms. Orr said that when the administering and grading of written tests for the promotion of officers became the responsibility of the commission instead of State Civil Service, she developed a formula to be applied in the grading process which involved her assigning an artificially high score. She said she used the formula to convert a raw score into an easily understood, traditional kind of score, such as the number grades used in school. She admitted a flaw has developed in applying the formula and that this could possibly affect an officer's promotion.

Ms. Orr now agrees a different conversion formula should be used and all active grades adjusted. This should be done before any new testing begins, she said.

As a result of the above-referenced investigation, all Sergeant and Lieutenant grades have been recalculated in the following manner:

Raw Score is the total number of correct answers on the written exam, with 145 as the maximum, or 100 %.

The Raw Score is then converted to a Percentile Score. (Total number of answers correct divided by 145.)

Added to the Percentile Score is Time in Grade (maximum of 10 points) and Formal Education (maximum of 6 points).

Raw Score = Percentile Score + Time in Grade + Formal Education = Final Grade.

As you will note on your grade notice, all categories listed above are reflective of your most recent testing. As a result of the recalculations, all grades appear lower than before. This does not necessarily change your ranking, in relation to the top five grade groups. Additionally, I have listed examples of how the recalculations have affected the grade groups.

State Police Sergeant

The highest score achieved is 94, with the lowest score being 56.

Troop B = 86 to 79;
Charitable Gaming - Headquarters = 93 - 82;
Troop I = 83 - 75;
Region 3 Narcotics = 86 - 79;
Riverboat - Headquarters = 93 - 83; and
Troop F = 79 - 75.

State Police Lieutenant

The highest score achieved is 82, with the lowest score being 54.

Troop B = 79 - 67;
Charitable Gaming - Headquarters = 82 - 75;
Troop I = 82 - 73;
Region 3 Narcotics = 80 - 65;
Riverboat - Headquarters = 82 - 76; and
Troop F = 80 - 72.

Written testing will occur in July and January of each year. Applicants may take the examination each time it is offered. Updates for formal education and time in grade will also be accepted on a semi-annual basis.

Once you have taken the written examination and wish to retest or update your score, you need only send us a memorandum or letter, stating your desire to retest or upgrade. No new application is required. All requests dealing with testing will be received by United States mail, inter-agency mail, or by faxing our office at (504) 925-7058 only.

Specific testing dates will be announced by General Circular at least thirty (30) days prior to the testing. Be sure to check with your Affiliate President of LSTA or your Troop Captain for the specific dates. The written examination is the same examination previously used.

Sincerely,



Debra L. Johnson
Interim Executive Director