

**Arkansas Tech University
Department of Public Safety
Pre-Hire Testing Protocol**

The pre-hire testing takes place at the Pope County Law Enforcement Training Complex (290 Galla Park Road, Pottsville, AR 72858). Smartphone GPS will take you to the entry gate where you will see a sign stating authorized entry only. Follow the gravel road around and you will see a building where check-in is located. Please note, cell reception at the test location is poor. The entire testing process takes approximately five (5) hours. After completing the physical portion of the test, candidates will travel to ATU Public Safety (716 N El Paso Avenue) for the written test. Drinks and/or snacks during the testing process are authorized.

Candidates should wear appropriate physical training attire and must bring a photo ID and signed waiver form. Below is the estimated timeline for the pre-hire testing date:

0830	Gate Opens / Check-in Begins
0850	Gate Closes
0900	Physical Ability Test (PAT) Orientation
0915	PAT Begins (must pass to progress to written exam)
1000	Written Exam Begins (must pass to progress to panel interview)
1300	Testing Concludes

Physical Ability Testing (PAT) Protocol

Orientation for the PAT will be conducted and will consist of an explanation of the course, purpose of the course, and success criteria for the course. Orientation will end with a demonstration of the course.

Candidates will be allowed to ask for clarification of any issue concerning the course prior to beginning. Candidates will complete the PAT in alphabetical order. Each candidate will be allowed one attempt to successfully complete the PAT.

Course Description:

The course measures a total of 870 feet (290 yards/ 265.2 meters). The course consists of a series of nine interspersed individual tasks, arranged in a continuous format that are viewed as being essential (physical) job-tasks for law enforcement training:

- running,
- jumping (low hurdle),
- climbing stairs,
- low crawling,
- jumping (broad-type),
- climbing a fence (chain-link, four feet),
- climbing through a window,
- moving/dragging a weight (150 pounds), and
- changing direction to run.

Arkansas Tech University
Department of Public Safety
Pre-Hire Testing Protocol

The candidate starts the course at a point, indicated in green on the course map. The course is outlined as such:

- The candidate runs 1 $\frac{3}{4}$ laps around the perimeter of the course and then enters the interior at the point indicated in orange on the course map.
- The first obstacle encountered in the interior consists of two low hurdles (1 $\frac{1}{2}$ ft tall), placed approximately 13 feet apart.
- After clearing the hurdles, stairs (five steps up to a 32" wide landing and five steps down) must be negotiated twice. The candidate must touch at least two steps going up and two steps going down.
- Once the stair event is completed, another low hurdle must be cleared. Then, the student must successfully negotiate a low crawl under an obstacle set 2 $\frac{1}{2}$ feet above the ground.
- The candidate then makes a turn (blue cone) and clears a simulated ditch that is six foot long.
- After another turn (red cone), a four-foot-high chain-link fence must be climbed.
- Two additional turns are made (green and yellow cones), and then a four-foot-high window (opening is 3' wide and 4 $\frac{1}{2}$ ' high) must be successfully entered.
- The candidate must then drag a 150-pound dead weight a distance of 20 feet.
- After the drag, the candidate exits the course, completes one final lap around the perimeter, and finishes at the point indicated in red on the course map.

Course Standards:

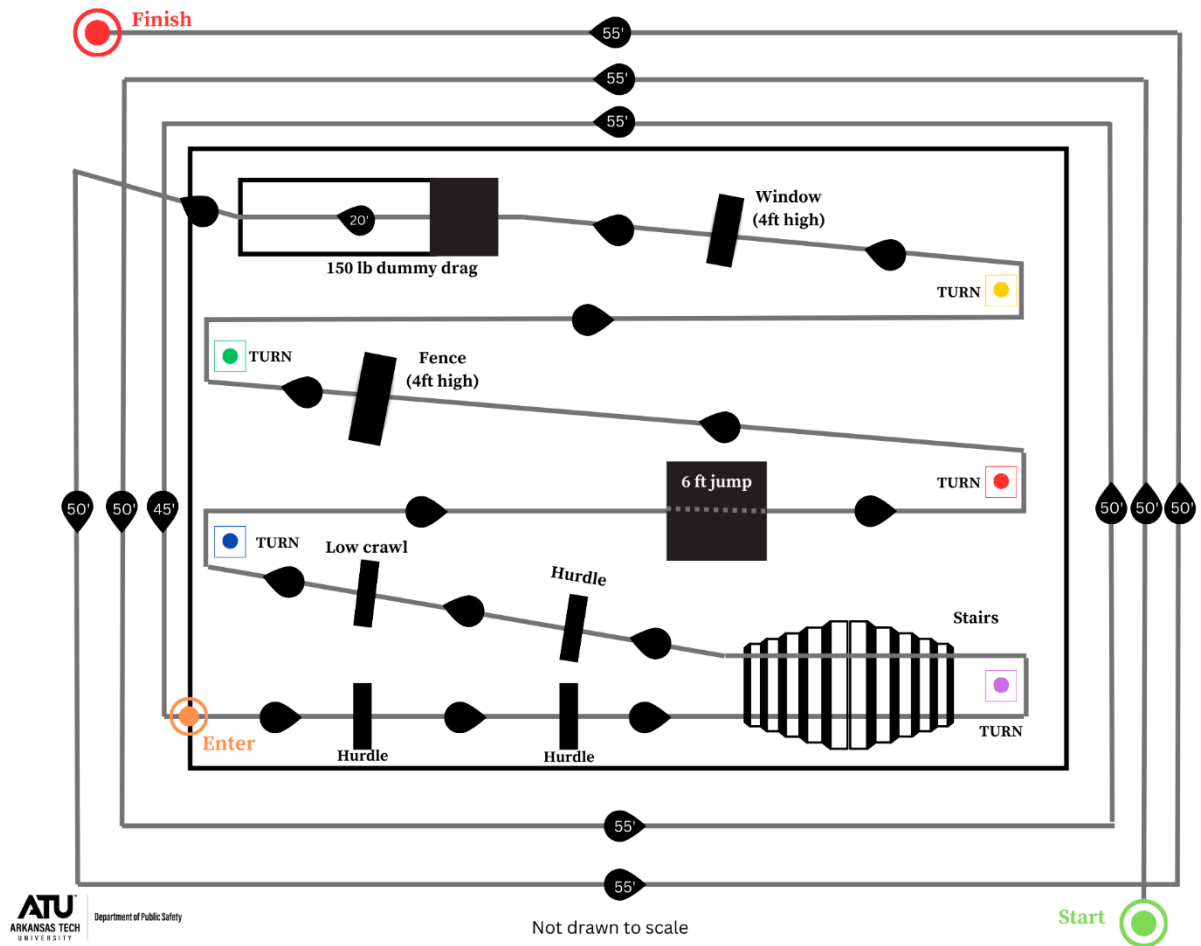
The standard for successful completion of the PAT will be for the candidate, unassisted during the event, to complete the course in less than three minutes (3:00). *[Note: The police academy standard is 2:06. If hired, you may be required to meet the police academy standard in order to graduate the academy.]*

A time penalty (two [2] seconds) for failure to negotiate the low hurdle, low crawl, or the ditch jump will be imposed and added to the candidate's cumulative score. Failure to negotiate any obstacle and/or stop continuous motion will not constitute a "failure" but will be subject to time penalties.

Candidates will be allowed three (3) attempts to successfully negotiate obstacles (e.g., stairs, fence, wall/window). At each failed attempt, the safety will tell the candidate to back-up to a designated point in attempt to gain momentum to negotiate the obstacle. Following a third failed attempt at a given obstacle, the candidate will be instructed to walk around the obstacle and finish the course in order for the candidate's time to be recorded for purposes of the comparison of performance (time) to ability (non-negotiation of obstacle).

Candidates will not progress to the written exam if they do not successfully complete the PAT.

Arkansas Tech University
Department of Public Safety
Pre-Hire Testing Protocol



**Arkansas Tech University
Department of Public Safety
Pre-Hire Testing Protocol**

Law Enforcement Written Testing Protocol

Once the candidate has successfully completed the PAT, they are required to report ATU Public Safety at 10:00 a.m. for the written testing. The written testing takes approximately two hours and fifteen minutes (2:15:00) to complete. The written test consists of the following:

- **Situational Judgement Test:** Multiple-choice, video-based simulation test that measures candidates' judgment when dealing with common stressors and situations experienced by law enforcement officers. The test is designed to simulate critical components of law enforcement duties. Candidates do not have to have experience in order to do well. After viewing each video scenario, candidates choose, in a multiple-choice format, the best response to each question.
- **Reading Test:** Designed to measure the level of reading ability needed for success in law enforcement. Based on typical training materials officers must read as part of the job. Certain words are left blank and candidates must choose a word that best fits in the blank.
- **Report Writing Test:** Designed to measure the level of written language ability needed for success in law enforcement. Consists of a multiple-choice writing test based on a report prepared by the candidate after watching a video scenario. Candidates are given a sample of an excellent written report that may be used during the exam.

A proctor will be present throughout the test and will monitor for cheating. Cell phones, smart watches, and calculators are prohibited during testing. The exam will NOT be stopped for restroom breaks.

Next Steps

At the conclusion of the written exam, each candidate will be given a date and time for a panel interview, typically within the next week. Once the exam results are received by the agency, the candidate will be notified if they do not pass, making them ineligible to interview. If the candidate does not receive a call, they are expected to interview at their scheduled time. All interviews will take place at the ATU Department of Public Safety:

Arkansas Tech University
Department of Public Safety
716 North El Paso Avenue
Russellville, AR 72801
(479) 968-0222

Once the interviews have concluded, a hire eligibility list will be published within 5-7 business days. The eligibility list is based on final scores after the PAT, written exam, and interview panel.