

BOROUGH OF MANTOLOKING
Public Safety Committee
RANKING PROCESS FOR POLICE CHIEF CANDIDATES



Chief of Police Selection Process

- The Committee met on 12 occasions from August through November. (250 hours +)
- The Committee developed the recommended selection process which was adopted by the Mayor & Council on 9-16-14 (Slide 3)
- The Borough Attorney and the Consultant were present for all meetings and deliberations by the Committee.
- The assessment instruments were designed by a nationally recognized expert who is widely relied upon by the IACP & many communities. (Slides 4,5,6,7)
- All Committee members were entirely engaged throughout the process.

Chief of Police Selection Process

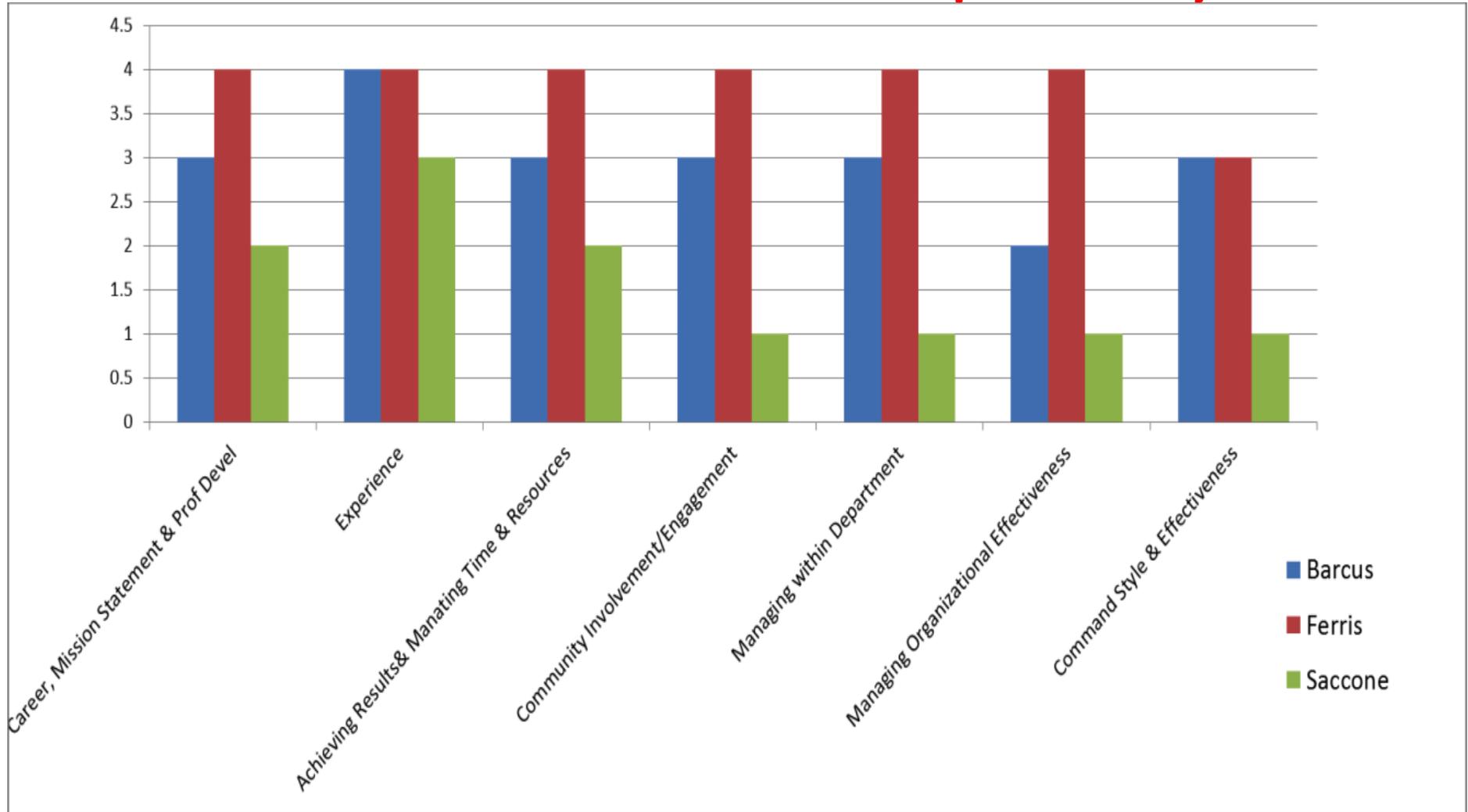
1. Eligible members of the agency interested in the position notify the Deputy Borough Clerk in writing.
2. Professional Development, Experience and Leadership Profile (PDELP): Candidates have the opportunity to detail in writing their job-related experience, knowledge, skills and abilities. It also included several leadership questions. Profiles assessed by the Public Safety Committee. (Slides 3-4)
3. Videotaped Structured Interview: Candidates were asked the same questions designed to assess their knowledge and experience in matters related the responsibilities of the Chief of Police. Interviews assessed by the Public Safety Committee. (Slides 5-6)
4. Background investigation.
5. Deliberations of Candidates Length & Merit of Service. (November 6th +)
6. Public Safety Committee shall present a report to the Mayor and Council naming their recommended candidate for appointment as Borough's Police Chief.

Professional Development, Experience, & Leadership Profile (P.D.E.L.P.)

- Designed by Lt. Colonel Joseph Blackburn (Ret.) of the PA, State Police – well known and widely relied upon for his expertise in this area.
- 15 Separate Questions, several of which had sub-sections. Opportunity to display their job-related experience, knowledge, skills, and abilities.
- Questions were organized into 7 dimensions – (See Chart)
- On October 2nd, Committee Members were trained by Mr. Blackburn. They independently evaluated a “mock” PDEL P and engaged in a discussion wherein they agreed upon a consensus rating in each of the seven areas.
- All responses were evaluated using the same rating scale and expected indicators.
- Committee Members independently evaluated the Candidates PDEL P submissions. On October 9th they met and reached consensus on all 7 dimensions of each candidate. (See Chart)

Consensus of the Public Safety Committee – P.D.E.L.P

Results – For Illustrative Purposes Only

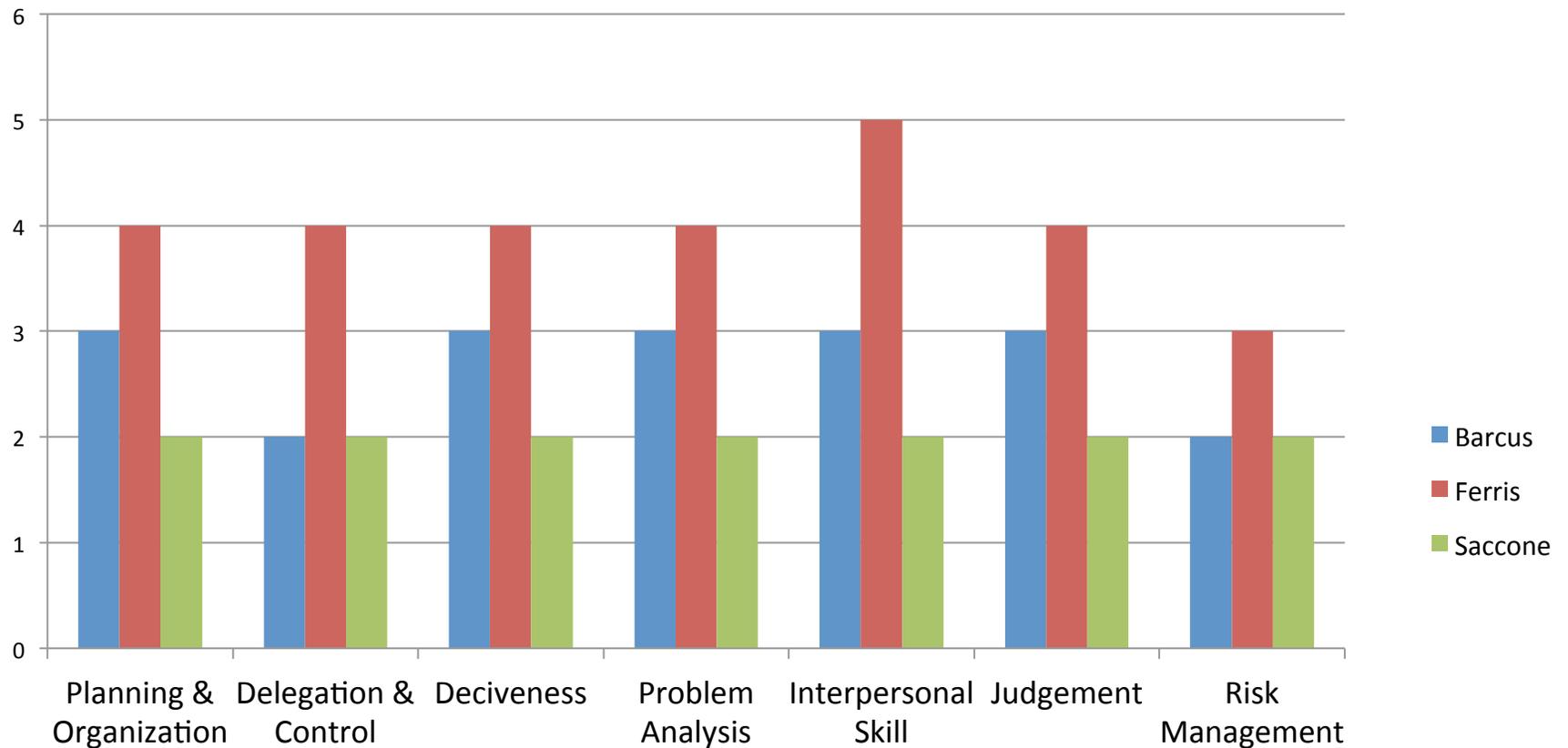


- 5** Significantly Exceeds Expectations
- 4** Somewhat Exceeds Expectations
- 3** Meets Expectations
- 2** Somewhat Below Expectations
- 1** Well Below Expectations

Videotaped Structured Interview:

- Designed by Lt. Colonel Joseph Blackburn (Ret.) of the PA, State Police – well known and widely relied upon for his expertise in this area.
- 12 Separate Questions, several of which had sub-sections. Systematic inquiry about their behavior in past experiences and their proposed behavior in hypothetical situations.
- Questions were organized into 7 dimensions – (See Chart)
- On October 23rd, Committee Members were trained by Mr. Blackburn. They independently evaluated a “mock” interview and engaged in a discussion wherein they agreed upon a consensus rating in each of the seven areas.
- All responses were evaluated using the same rating scale and expected indicators.
- On November 3rd the interviews were conducted and Committee Members independently evaluated the Candidates responses to the questions. Immediately thereafter they met and reached consensus on all 7 dimensions of each candidate. (See Chart)

Consensus of the Public Safety Committee Structured Interview Results - For Illustrative Purposes Only



- 5 A Great Deal of Dimension was shown
- 4 Quite a lot was shown
- 3 A moderate amount was shown (Adequate)
- 2 Only a small amount was shown
- 1 Very little or the dimension was not shown at all (Poor)

Background Investigations & Deliberations Regarding the Length and Merit of Service of the Candidates

- The Length & Merit of Service of each of the Candidates was deliberated during a meeting on November 6th specifically arranged for this purpose.
- At the conclusion of the Public Safety Committee meeting on November 6th, 2014, the Committee Chair Person, Mr. Robert McIntyre polled the members of the Committee regarding the ranking of the three candidates.

CONTINUED

- The Members unanimously ranked the candidates as follows:
 1. Sergeant Stacy Ferris
 2. Lieutenant John Barcus
 3. Sergeant Eugene Saccone