



VCJC Entrance Test Working Group Meeting Minutes November 8, 2021 (1:00-2:00)

Meeting Date and Time: Monday, November 8, 2021 1:00PM – 2:00PM

Meeting Location: This meeting was via Microsoft Teams and Room 118 at 317 Academy Rd. Pittsford, VT 05763.

Members Present: John Federico, Jon Murad, Roger Marcoux, Justin Stedman, Steve Coote, Chris Brickell, Barbara Kessler

Members Absent: Tammy Boudah,

Others in Attendance: Lindsay Thivierge, Michael Harper

Call to Order 1:10PM

No additions or deletions to agenda

Approval of prior meeting minutes

Motion to approve minutes from 10/25—Roger Marcoux, 2nd Justin Stedman, all in favor.

Rule Discussion

No modification of rule changes until we have the basics of something.

Council is looking for measurables and where we stand.

Processes take time

Made a big splash with a strong recommendation but what do we deliver next.

Unsure of process—should we ask Council about what they want or do we just give them something to choose from.

PT could be a deliverable

Because not much back on RFI we should reach out to other academies to see what they do.

Entrance Test will be most difficult to tackle and don't want to fail.

Look deeper into vendor responses. Other option maybe not have an entrance exam. Steve send out what he has compiled and offer recommendations to the council.

Got the impression from the Council that a test was wanted.

Speak with PSI

Would like to hear from other agencies about what test options they are using. Steve has done this before and so he has information he can supply.

Consensus from everyone that a written entrance test is needed.

We can't adjust rules until we know what we are going with and then they will be easy to adjust.

Larger Council relying on us to come up with a recommendation to send to them for a decision.

Murad will reach out to Suffolk and St. Louis to see what their test are and come up with three choices and give strong opinions to the council.

Make sure we don't end up in the same situation with this test and make sure everyone has a good chance to pass and no disparate impact.



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Discussion of the PT Presentation

Roger spoke to Greg Hammond from Concept 2 Rower is willing to talk to us if group would like.

Make sure we have staff and/or volunteers at the Academy and Concept 2 to make sure we can make the option open to people who haven't used the rower.

How would we roll this out. Potentially set an end date then put an implementation date for rower to cooper and offer two options for testing until the final end date where the rower test will take effect.

Cooper is potentially more exclusionary.

Fish and Wildlife has Concept 2 rowers and is willing to provide them to people who want to practice, VSP as well there are two per barracks as well as some at the Academy. Each PD should be able to afford to get a rower for recruiting purposes.

Does it have to be a Concept 2 Rower and are the results the same—a question for Greg Hammond—but the technique is the same. So far the data has only come from Concept 2.

Little room for human error with the rower test and minimizes disparate impact.

Justin Stedman—make a motion to make the PT test a recommendation to the full council as a PT standard for entrance into the academy.

We haven't looked at any other option in depth. We have come to the conclusion that this will meet our needs and it is being used by the biggest agency in the state but we haven't looked deeply into other vendors. May make sense to say this is what we have.

If each agency decides to buy the rowers and do that is there a vendor process that has to be gone through.

Tests delivered remotely could there be regional test facilities

Should the testing be submitted as a package— we should do what we can when we can because of the level of frustration that is being heard for how.

Roberts Rules—second the motion then a discussion then it can be accepted and moved forward but a plan should be drafted before advancing forward to the Council.

Writeup will be drafted by Barbara Kessler

MMPI Inventory

If everyone agrees with what was submitted.

RFI to simplified bid for request on meeting and say here are the things we have decided are important in ranking order. Here is language from Rule on what psychological is and do you have a test that meets these requirements.

Vendor response seemed to have a component that included academic and psychological components.

Motion to Adjourn Justin Stedman, 2nd Roger Marcoux, all in favor (5/7).

Meeting Adjourned 14:15