

CITY OF LAWRENCE
LAWRENCE POLICE DEPARTMENT
PROFESSIONAL STANDARDS DIVISION

MERIT COMMISSION MEETING PACKET
2026-02 Police Officer Hiring Process
August 10, 2026

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AGENDA SUMMARY

TO:	Lawrence Police Department Merit Commission
FROM:	Lieutenant Scott Evans, Professional Standards Division
DATE:	August 10, 2026
SUBJECT:	2026-02 Police Officer Hiring Process

Recommendation Memorandum

1. Written Examination Results

Recommended Motion: Approve the written examination minimum passing standard at Level 3 CSEM (70%) and file the written examination results.

Reference: The written examination minimum passing standard was predetermined by the Merit Commission at its November 21, 2022 meeting for the duration of the Fire & Police Selection, Inc. (FPSI) contract.

- Nine candidates will proceed to the review of the oral interview minimum passing standard.
- Two candidates did not meet the approved minimum passing standard and will not advance.

2. Oral Interview Results

Recommended Motion: Approve 'Acceptable' and 'Outstanding' as the minimum passing classifications for the oral interview and file the oral interview results.

Reference: The oral interview minimum passing classifications were predetermined by the Merit Commission at its November 21, 2022, meeting for the duration of the Fire & Police Selection, Inc. (FPSI) contract.

- Upon approval, five candidates will proceed to the background investigation phase.
- Four candidates will be removed from further consideration because they did not meet the approved minimum passing standard.

3. Additional Selection-Criteria Preference Points

Recommended Motion: Approve the award of 0.5 preference point for each applicable statutory selection criterion when establishing the eligibility list.

- Honorably discharged war veteran.
- Parent of a public safety officer killed in the line of duty.
- Eligible laid-off public safety employee pursuant to Indiana Code.
- Tier 1 ILEA graduate maintaining certification.

Attachments Included

- Exhibit A – Physical Agility Results
- Exhibit B – Written Examination Results
- Exhibit C – Oral Interview Results

SUPPORTING INFORMATION

Written Examination

Fire & Police Selection, Inc. (FPSI) recommends using the Modified Angoff methodology and a Level 3 Conditional Standard Error of Measurement (CSEM), resulting in a recommended passing score of 70 percent.

Oral Interview

FPSI classifies oral interview scores as Outstanding (80–100), Acceptable (60–79), and Unacceptable (20–59). Approval of 'Acceptable' as the minimum passing classification results in five candidates advancing to the background investigation phase, while four candidates are removed from further consideration.

Respectfully submitted,

Lieutenant Scott Evans
Professional Standards Division