

1. Do you charge to submit an application or do you charge for taking the test.

		Response Percent	Response Count
Submitting an Application		47.1%	8
Taking the Test		52.9%	9
	Other (please specify)		5
	answered question		17
	skipped question		3

2. How much do you charge each candidate/applicant?

	Response Count
	19
answered question	19
skipped question	1

3. Is there some type of waiver if a candidate or applicant indicates they do not have the money?

		Response Percent	Response Count
Yes		44.4%	8
No		55.6%	10
	answered question		18
	skipped question		2

4. If you answered yes to the previous question, how do you qualify people for the waiver?

	Response Count
	8
answered question	8
skipped question	12

5. If you answered yes to the waiver question, have you had applicants/candidates that have used the waiver?

		Response Percent	Response Count
Yes		62.5%	5
No		37.5%	3
	answered question		8
	skipped question		12

6. What types of complaints, if any, do you usually get from applicants and candidates and how do you deal with those complaints?

	Response Count
	16
answered question	16
skipped question	4

7. Do you know of any research or court cases that have dealt with this issue?

	Response Count
	13
answered question	13
skipped question	7

8. Please use the box below if there is anything else you would like to tell us about this issue?

	Response Count
	5
answered question	5
skipped question	15

9. What is the size of your agency?

		Response Percent	Response Count
1 - 20 Employees		10.0%	2
21 - 50 Employees		10.0%	2
51 - 100 Employees		0.0%	0
101 - 200 Employees		15.0%	3
More than 200 Employees		65.0%	13
	answered question		20
	skipped question		0

10. Where is your agency located?

	Response Percent	Response Count
State: 	100.0%	20
	answered question	20
	skipped question	0

Q1. Do you charge to submit an application or do you charge for taking the test.

1	no	Aug 28, 2012 2:55 PM
2	N/A	Aug 28, 2012 1:13 PM
3	Not sure if this fits what you are researching but about 2 years ago, we discontinued proctoring an in-house CPAT (physical agility) as part of getting on the eligible list. Instead, the eligible list is based on written exam only, and we require applicants to produce proof of CPAT at the time of their final selection interview (typically 2nd interivew, assuming they've made it that far) showing they've successully passed the CPAT in the last 6 months. At the community college, this typically costs \$150 for the prep class and demo test. We also accept CPAT proof from other licensed Fire agencies. We also require proof of EMT at the same point in the hiring process, but this has never been part of the eligible list process.	Aug 6, 2012 1:29 PM
4	Fire only	Jul 13, 2012 11:19 AM
5	Although the fee was described as an application fee, the dollars were actually used to assist in paying for the entire process.	Jul 13, 2012 8:13 AM

Q2. How much do you charge each candidate/applicant?

1	\$25.00	Aug 29, 2012 10:29 AM
2	\$20.00	Aug 28, 2012 3:54 PM
3	cost of test, minimal	Aug 28, 2012 3:24 PM
4	\$25	Aug 28, 2012 2:57 PM
5	nothing	Aug 28, 2012 2:55 PM
6	We have 3 portions of testing, they pay as they go and the max total if they make it through to the last test is \$100	Aug 28, 2012 2:51 PM
7	\$15	Aug 28, 2012 1:49 PM
8	Depends on the Test	Aug 28, 2012 1:10 PM
9	\$15	Aug 28, 2012 1:08 PM
10	\$75 in 2007 (Our most recent recruitment)	Aug 9, 2012 8:46 AM
11	See above	Aug 6, 2012 1:29 PM
12	\$125	Jul 31, 2012 12:18 PM
13	\$20	Jul 30, 2012 8:08 PM
14	\$20	Jul 13, 2012 12:09 PM
15	\$13.00	Jul 13, 2012 11:19 AM
16	20.00 - Here is the actual language. "A \$20.00 APPLICATION FEE, PAYABLE IN CASH OR MONEY ORDER MADE PAYABLE TO THE CITY OF MINNEAPOLIS, MUST BE SUBMITTED AT THE TIME OF APPLICATION. CHECKS WILL NOT BE ACCEPTED. NO APPLICATIONS WILL BE ACCEPTED WITHOUT THE REQUIRED FEE."	Jul 13, 2012 8:13 AM
17	\$15.00	Jul 12, 2012 6:47 PM
18	\$25	Jul 12, 2012 6:03 PM
19	2010 - Police Entry-Level Examination - \$30 2007 - Police Entry-Level Examination - \$5 2007 - Firefighter Entry-Level Examination - \$5	Jul 12, 2012 4:06 PM

Q4. If you answered yes to the previous question, how do you qualify people for the waiver?

1	They speak with the Civil Service Commission	Aug 28, 2012 3:54 PM
2	The fee waiver will be applied if the applicant produces proof of the receipt of the Florida State equivalency of General Assistance (welfare); Temporary Assistance for Needy Families (Previously AFDC) or Supplemental Security Income (SSI).	Aug 28, 2012 2:51 PM
3	Meet waiver eligibility criteria and submit supporting documentation	Aug 9, 2012 8:46 AM
4	It was not mentioned in the recruitment documents but our practice was to review these situations on a case-by-case basis. I don't think we've had anyone ask about the cost but I am checking with the Fire department. In any case it hasn't been many.	Aug 6, 2012 1:29 PM
5	statement of financial need, short essay. No verification required. Based solely on candidate statement.	Jul 31, 2012 12:18 PM
6	I believe if a person could demonstrate that they could not afford the application fee, arrangements could be made to enable the person to participate in the testing process.	Jul 13, 2012 8:13 AM
7	Public Assistance Unemployed Head of Household	Jul 12, 2012 6:03 PM
8	In 2007 we included a waiver for people that could not pay the fee. They would have to provide the Commission with a written request in the form of a notarized affidavit for a waiver of the processing fee. Affidavit should contain income and expense history for the past 12 months and an explanation as to why they can not pay the fee.	Jul 12, 2012 4:06 PM

Q6. What types of complaints, if any, do you usually get from applicants and candidates and how do you deal with those complaints?

1	Candidates complain about the test questions not being relevant to today's work environment	Aug 28, 2012 3:54 PM
2	No complaints. When they ask, I merely tell them that we have had many people apply for positions, we order and pay for tests for which we are not reimbursed when they fail to show up. No problems.	Aug 28, 2012 3:24 PM
3	None.	Aug 28, 2012 2:57 PM
4	Our last testing cycle was the first time we have charged for testing. We did not have any complaints from applicants and candidates on the fees. I think they appreciated that they did not have to pay the entire \$100 up front and only paid as they made it through each cycle of the testing process.	Aug 28, 2012 2:51 PM
5	"Why are you doing this? What does it pay for?" Answers: Board of County Commissioners demanded it. It pays for the associated costs of administering the exam and maintaining the eligibility list.	Aug 28, 2012 1:49 PM
6	None so far.	Aug 28, 2012 1:10 PM
7	Fee Waivers criteria accepted by surrounding jurisdictions not accepted as part of our Fee Waiver criteria; Some complaints of difficulty in obtaining required documentation.	Aug 9, 2012 8:46 AM
8	n/a	Aug 6, 2012 1:29 PM
9	complaints, if any, are based upon the fact that physical agility-type testing expires annually. Costs associated are the responsibility of the applicant.	Jul 31, 2012 12:18 PM
10	That they cannot see the reason to have to pay someone to look at an application.	Jul 30, 2012 8:08 PM
11	We have not had any complaints	Jul 13, 2012 12:09 PM
12	None	Jul 13, 2012 11:19 AM
13	On the last examination process there were very few if any complaints. Historically we have received appeals on the rejection of an application, test scores/performance, residency related issues, etc. Complaints/appeals are first handled by HR staff. If the appellant does not agree with the staff decision they can take their appeal to the Civil Service Commission.	Jul 13, 2012 8:13 AM
14	Has not been an issue	Jul 12, 2012 6:47 PM
15	Minimal complaints. The most common complaint is failing to allow a candidate into the process who has not paid.	Jul 12, 2012 6:03 PM
16	I do not recall any complaints at this time	Jul 12, 2012 4:06 PM

Q7. Do you know of any research or court cases that have dealt with this issue?

1	None	Aug 28, 2012 3:54 PM
2	no	Aug 28, 2012 3:24 PM
3	No	Aug 28, 2012 2:57 PM
4	No I am not aware of any.	Aug 28, 2012 2:51 PM
5	No but other agencies within the state charge for exams also.	Aug 28, 2012 1:49 PM
6	n/a	Aug 6, 2012 1:29 PM
7	no	Jul 31, 2012 12:18 PM
8	No	Jul 13, 2012 12:09 PM
9	No	Jul 13, 2012 11:19 AM
10	Recent complaints have not led to legal action. See response under #8.	Jul 13, 2012 8:13 AM
11	No.	Jul 12, 2012 6:47 PM
12	NYS Civil Service Law [Section 50(5a and 5b)] specifically allows municipalities to charge exam applicants. WestLaw cites a couple of litigation cases from 1939; I am not aware of any others.	Jul 12, 2012 6:03 PM
13	not applicable	Jul 12, 2012 4:06 PM

Q8. Please use the box below if there is anything else you would like to tell us about this issue?

1	We do not charge applicants for the cost of testing.	Aug 28, 2012 2:55 PM
2	Is charging to submit an application old school in the times of online applications? Do you only charge who will take a standardized written test which causes money to the department?	Jul 30, 2012 8:08 PM
3	We instituted the fee to cover the cost of the test and the administration. We have approximately 6 test dates a year with 25 seats available. We found that a large number of applicants would apply but not show up to take the test, so there were really interested in being officers and they were not being able to test timely because so many were holding the places and not showing up. Once we instituted the fee than the number of applicants who actually make the test date increased by 50%. And only those who are really interested in trying to become officers are applying.	Jul 13, 2012 12:09 PM
4	The City of Minneapolis was under Federal Court Order regarding the hiring of Firefighters for about 30 years, from the early 1970s until I believe 2002 or 2003. In 2006, the City conducted its first entry level hiring process outside of a consent decree in about 35+ years. In the 1970s the City of Minneapolis was taken to court and its testing practices were found to be discriminatory against three minority groups (African American, Hispanic and Native Americans.) The court case was Carter vs. Gallagher. (http://openjurist.org/452/f2d/315/carter-v-gallagher)	Jul 13, 2012 8:13 AM
5	not at this time	Jul 12, 2012 4:06 PM

Q10. Where is your agency located?

	1	
State:	ND	Aug 29, 2012 10:29 AM
	2	
State:	OH	Aug 28, 2012 3:54 PM
	3	
State:	MI	Aug 28, 2012 3:24 PM
	4	
State:	FL	Aug 28, 2012 2:57 PM
	5	
State:	MO	Aug 28, 2012 2:55 PM
	6	
State:	FL	Aug 28, 2012 2:51 PM
	7	
State:	WA	Aug 28, 2012 1:49 PM
	8	
State:	OR	Aug 28, 2012 1:13 PM
	9	
State:	IA	Aug 28, 2012 1:10 PM
	10	
State:	OR	Aug 28, 2012 1:08 PM
	11	
State:	NY	Aug 9, 2012 8:46 AM
	12	
State:	AZ	Aug 6, 2012 1:29 PM
	13	
State:	KS	Jul 31, 2012 12:18 PM
	14	
State:	WA	Jul 30, 2012 8:08 PM

Q10. Where is your agency located?

15

State: LA Jul 13, 2012 12:09 PM

16

State: MO Jul 13, 2012 11:19 AM

17

State: MN Jul 13, 2012 8:13 AM

18

State: OR Jul 12, 2012 6:47 PM

19

State: NY Jul 12, 2012 6:03 PM

20

State: OH Jul 12, 2012 4:06 PM