



## METROPOLITAN NASHVILLE POLICE DEPARTMENT BACKGROUND & RECRUITMENT SECTION

### Civil Service Test Comparison – Cooper Standards Test & Physical Agility Test

The Civil Service Testing process was changed in 2021. The change moved away from the Cooper Standards Test scoring and moved to a more job-related Physical Agility Test. The Cooper Standards Test measured pushups, sit ups, a 300-meter sprint and a 1.5-mile run. The new Physical Agility Test consists of a 99-yard agility run, a rescue simulation (dummy drag), chain link fence climb, solid wall climb and a 500 yard run.

Data over an 18-month period was analyzed for each test. From **08/01/2019 – 02/28/2021**, there were a total of 1138 individuals that attended our Civil Service Testing with the MNPD to begin the hiring process. During this time, the Cooper Standards Test was used. Of those 1138 individuals, 903 passed and moved forward in the process; 3 did not test. 235 of those individuals that tested failed at least one portion of the process at this stage and did not proceed. 72 of these failures were a result of the Cooper Standards Test. 163 of the 235 failed the written exam. This equates to a 6% failure rate using the Cooper Standards Test.

#### \*Graph Key

PASS - PASS

DNPA3R – 300 Meter Sprint / 1.5 Mile Run

DNPAP3 – Push-ups / 300 Meter Sprint

DNPAPR – Push-ups / 1.5 Mile Run

DNPAPS – Push-ups / Sit-ups

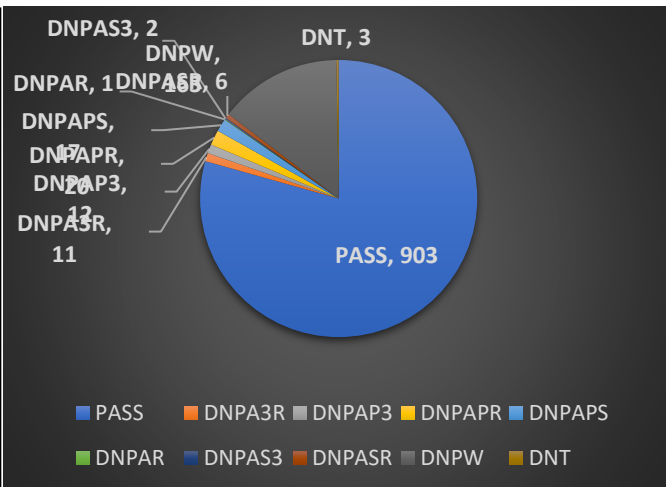
DNPAR – 1.5 Mile Run

DNPAS3 – Sit-ups / 300 Meter Sprint

DNPASR – Sit-ups / 1.5 Mile Run

DNT – Did Not Test

DNPW – Did Not Pass Written



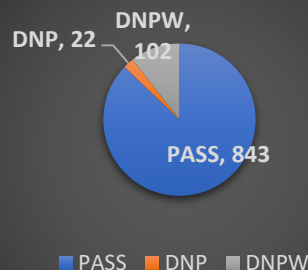
From **03/13/2021 to present (09/15/2022)**, there has been a total of 967 individuals show up to attend Civil Service Testing with the MNPD to begin the hiring process. Of those 967 that were invited to test, a total of 843 passed. 124 did not proceed forward in the process either due to failing the Physical Agility Test or the written exam. Of those 124, 22 did not pass the Physical Agility Test and 102 did not pass the written exam. This equates to a 2% failure rate using the Physical Agility Test.

#### \*Graph Key

PASS - PASS

DNP – Did Not Pass

DNPW – Did Not Pass Written



In comparison, the 18 months' worth of data for each test shows a 4% change in the DNP (Did Not Pass) Status. Attached is a break down by race and gender for each testing period analyzed. There is a 171-person difference for the time periods analyzed of those that tested. There was a total of 21% that did not proceed past the testing phase, both written and physical portions using the Cooper Standards Test. There was a total of 13% that did not proceed past the testing phase, both written and physical portions using the new Physical Agility Test.

Cooper Standards Test - 08/01/2019 - 02/28/2021													
Row Labels	W M	W F	B M	B F	H M	H F	A M	A F	I M	I F	P M	P F	Grand Total
PASS	559	81	135	25	54	8	18	2	3		2	11	903
DNPA3R		2	3	2	4								11
DNPAP3		2	6		4								12
DNPAPR		5	5	2	7	1							20
DNPAPS		3	6	2	4			2					17
DNPAR		1											1
DNPAS3		1	1										2
DNPASR		4	2										6
DNP	18	23	6	19	0	1	0	2	0	0	0	0	69
DNPW	79	4	49	5	13	2	4		2	1		4	163
DNT	2	1											3
Grand Total	658	109	190	49	67	11	22	4	5	1	2	15	1138

PASS	903	79%
DNP	69	6%
DNPW	163	14%
DNT	3	>1%

\*Comparison Graph Key

MW – Male White

FW – Female White

MB – Male Black

FB – Female Black

MH – Male Hispanic

FH – Female Hispanic

MA – Male Asian

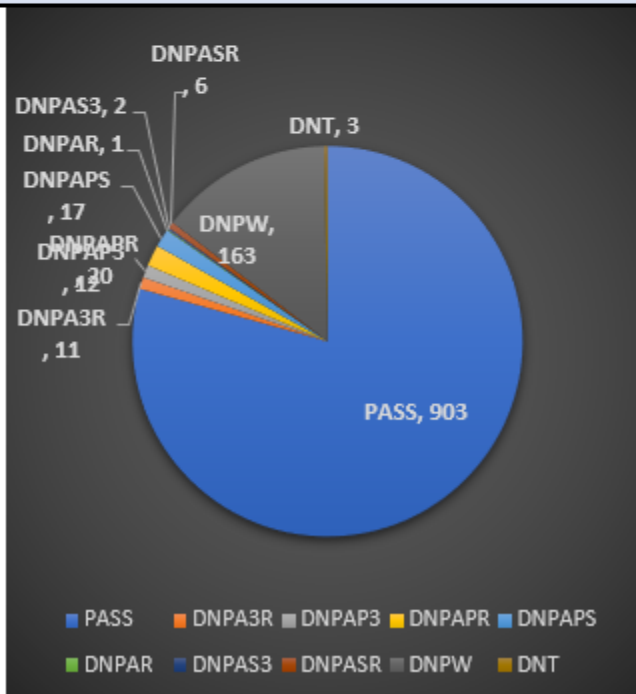
FA – Female Asian

MI – Male American Indian or Alaska Native

FI – Female American Indian or Alaska Native

MP – Male Native Hawaiian or Pacific Islander

MT – Male Two or More Races



Physical Agility Test - 03/13/2021 - Current (09/15/2022)															
Row Labels	W M	W F	B M	B F	H M	H F	A M	A F	I M	I F	P M	T M	T F	Grand Total	
PASS	486	89	124	40	51	13	15	1	3	1	1	15	4	843	
DNP	5	7		7	1			1	1					22	
DNP	5	7		7	1			1	1					22	
DNPW	61	7	18	4	4	1	4				1	1	1	102	
DNT														0	
Grand Total	552	103	142	51	56	14	19	2	4	1	2	16	5	967	

PASS	843	87%
DNP	22	2%
DNPW	102	11%
DNT	0	0%

\*Comparison Graph Key

MW – Male White

FW – Female White

MB – Male Black

FB – Female Black

MH – Male Hispanic

FH – Female Hispanic

MA – Male Asian

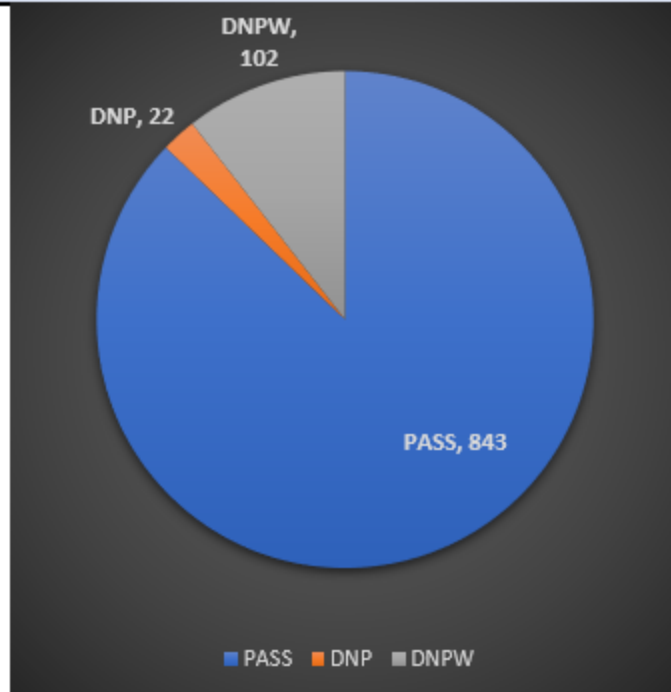
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