



simplifying human resources

Regardless of your public agency's size, type or geographical location, CODESP has the ideal web-based talent assessment tools to fit your needs. Improve candidate quality, hire more efficiently, cut costs, and boost employee performance.

Terms of Testing - Refresher

Sample - representative group of a population being examined (N)

Variance - the measure of difference in a set of numbers or the extent to which measured scores are different

Reliability - extent to which a test can reproduce similar results or consistent measurements for a given sample of the population (traditionally calculated on a single construct)

Validity - extent to which a test measures what it purports to measure (traditionally content, criterion, and construct)

Correlation - extent to which one variable shows measured change in relation to the measured change of another variable

May 2012

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Customer Feedback

CODESP would like to thank all of you who participated in our annual customer survey. We are currently in the process of analyzing the results and preparing a report for your Board of Directors. Your input and their guidance will be used to improve the products and services you receive. You can look for our change initiatives in the next newsletter. Until then, we invite you to begin the process of renewing your membership or subscribership for the next fiscal year. If you have any questions regarding the renewal process, please email codesp@codesp.com or call us at 714-374-8644. You will find all renewal materials on the website www.codesp.com listed under "Join CODESP" on the top left hand side of the home page. We hope to finish the year strong and look forward to working with you in the coming year.

CODESP Customer Contest

With the beginning of the new fiscal year, CODESP will initiate a new customer program aimed at acknowledging those customers who are most active in our organization. As a small central office, we rely on our customers for feedback and participation in the development of new selection procedures, and we would like to take the time to acknowledge those customers who go the extra mile to do just that. Each month, one CODESP CATS user will be selected as the Top Contributing Customer. The user and their agency will be highlighted on the website and in the newsletter. The contest will begin July 1, 2012 with one CATS user or administrator selected each month during the 2012-13 year. The criteria listed below will be used to monitor and track participation. CATS users will receive one point for each criteria listed below. At the end of the month, the user with the most points will be distinguished as the Top Contributing Customer. Good Luck! We look forward to seeing your name highlighted soon!

Contest's Monthly Points Criteria

- Providing SME names and contact information
- Suggesting current item edits leading to item changes for the entire consortium
- Providing new items or source materials leading to new items for the entire consortium
- Attending CODESP-sponsored webinars and trainings
- Providing speakers for upcoming webinars
- Providing new selection tools/exams/materials for the entire consortium
- Providing new ideas leading to CATS (online system) changes
- Referrals of new members/subscribers

Welcome Laura Martin

CODESP would like to Welcome Laura Martin to the CODESP staff as our part-time Selection Analyst. Laura has a Masters in I/O Psychology and started her career as an Analyst at LAUSD. She will be assisting us in the development of new items, the reconstruction of old and non-performing items, as well as playing a major role in assisting us with the organization of our item modules. We know Laura will be a valuable asset as we continue to build and improve our products and services. Please join us in welcoming her to our team!

CODESP Webinars

(Register at www.codesp.com)

Avoiding Salary Survey Nightmares - Co-sponsored by CSPCA

Summary: Avoiding Salary Survey Nightmares (Everything you need to consider when planning and conducting a salary survey). Peter Rogosin, President of Publicpersonnel.com, will discuss how to effectively develop a salary survey and collect the data.

Location: Webinar at your workstation

Date & Time: 5/15/2012 - 10:00 - 11:15 AM PDT

Linking Job Analysis Data to Job Descriptions - Co-sponsored by CSPCA

Summary: Presentation by Eliana Ceja. Job Analysis is an essential tool to build HR tools. The information gathered through desk-audits, observations interviews and/or questionnaires is vital to building accurate job-related job descriptions. Participants will learn how to easily link gathered information to the job description.

Location: Webinar at your workstation

Date & Time: 6/26/2012 - 10:00 - 11:15 AM PDT

Labor Relations & Bargaining Part II - Co-sponsored by CSPCA

Summary: Rex Randall Erickson, attorney for Zampi, Determan & Erickson LLP, will follow-up on the April 24th webinar which can be viewed under "Links" and "Webinar Archives" once logged in to the website. Part II will focus on sun-shining the initial proposal as well as outline and discuss topics of impasse and management/employee relations.

Location: Webinar at your workstation

Date & Time: 8/14/2012 - 10:00 to 11:15 AM PDT



The Creative Public Employee

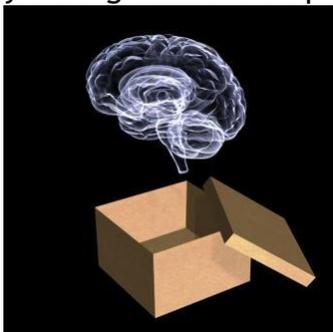
Consider why a majority of individuals outside of the public sector consider the government slow-moving and resistant to change. We work in a massive bureaucratic system with miles of paperwork, government code and regulations. More specifically, we work in the hiring of a workforce that creates this system. Grotesque as it may seem to some on the outside, the selection professionals of the public sector are some of the most creative professionals in the field. Consider the following expression, “Think outside the box”. Now consider the box that bureaucratic systems create. The challenge is quite large for the professionals of our field.

Some think public sector employees are not allowed to think outside of the box; we have to stay in the box because of the vast amount of rules and regulations we work under. We must learn to think creatively inside the box - make the system work for us in new ways rather than trying to fight against it. In other words, we must cut a hole in the side of the box to make a window so we can see out. We are still in the box, but now we have a different perspective for decision-making.

Change in the public sector can be slow, but consider your role in the change process. Do you fall victim to the stereotypes of bureaucracy, are you too comfortable with the processes in place, or are you too tired of fighting for change? Perhaps we all have felt one of these three feelings at some point, but more likely we are in the public sector because we like ensuring that the governmental systems that the public relies are on staffed by the best possible candidates who have all been given a fair chance at the job.

Government regulation and case law has spawned rigorous and valid employment selection and management processes and tools that many private sector industries have adopted. Furthermore, the public sector has led the way in protecting candidates from being discriminated on the basis of non-job-relevant characteristics. Currently this balance of ensuring that a tool does not discriminate based on a protected Title VII class has sparked many selection professionals to become more creative in their test development. Standard cognitive ability tests, while highly predictive of job performance, often have the highest adverse impact on protected classes. Certainly, we do not want to exclude a group of job candidates based on non-job related characteristics. So the industry has become more and more creative in its hiring practices, using Situational Judgment Tests, Assessment Centers, Performance Exercises, and performance-based or in-basket-type structured interviews.

As public sector employees, we must continue to evolve our practices and continue to ask the question, “Why am I doing this?” Employment selection is a social science, and as with the social sciences, it evolves as social norms and cultural tendencies evolve. It is our job to maintain updated job descriptions and selection methods to ensure that we are selecting candidates on the job KSAOs and cultural/societal norms of today rather than those of ten years ago. If status quo isn’t working, make some changes.



On behalf of CODESP, we would like to say, excellent work! Your creativity with diminished resources and staff shows your resilience and commitment to your organizations. Share your creative work and solutions with the consortium. As public employees we can work together to develop new products and services to improve our organizations!

Conferences

PTC – SC Luncheon Presentation

Maybe It's Not the Job, But the Customer

Warren Bobrow, PhD.

Wed. May 23, 2012 - Luminarias Restaurant - Monterey Park
11:00 am – 1:00 pm

<http://ptc-sc.org/monthly-luncheon-presentations>



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JULY 22 - 25



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