

WEBER COUNTY SHERIFF'S OFFICE		POLICY AND PROCEDURES	
SUBJECT: Selection Instruments		CHAPTER/SECTION NO.: 22.2	
EFFECTIVE DATE: 10/7/03		REVIEW DATE:	
AMENDS/SUPERSEDES: See attached sheet		APPROVED: <b><u>** See Master File</u></b> <b>SHERIFF</b>	
STANDARD NUMBER: 32.1.2			

## 22.2 Policy

- 22.2.1 Statistical analysis and documentation for validity and job-relatedness are the responsibility of the Sheriff's Office. The Sheriff's Office will use components in the selection process, including any written tests provided by a non-county organization or vendor, that have been previously documented as having validity and job-relevance.
- A. Validity is a technical process to aid the Office in making evaluations of a candidate's ability to perform the job by using a particular set of procedures, tests, or requirements in the selection process.
- 22.2.2 The validity of the selection process as a whole, or individual components of the selection process, will be determined by criterion-related construction and content validation.
- 22.2.3 Elements used for validity and job-relevance for selection criteria are listed in policy chapter 15.