



RIO RANCHO

**POLICE**

SERVING SINCE 1981

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November 29, 2016

To Whom It May Concern:

In March 2016 the Rio Rancho Police Department collaborated with the Southwest Training Consultants (SWTC) in the creation of a promotional testing process for the rank of Sergeant. This process involved the inclusion of relevant Department Standard Operating Procedures, City work rules, Local Ordinance and State Statutes. This was a marked improvement over the "generic tests" that, although nationally accredited, did not reflect the many responsibilities and duties expected of our Department's supervisors.

Mr. Kevin Bruno and his staff filled the role of administrator for the entire process which included a written exam, practical study groups, multi-phase assessments and final scoring and review of the entire process. During this initiative SWTC was able to create an extensive testing bank of questions that the Rio Rancho Police Department is able to draw from in the future.

Throughout the creation of this testing process the staff from SWTC were responsive to my requests and expectations for the final product. The result was a challenging multifaceted process that ultimately narrowed the testing pool to those that possessed the required talent and skills needed to meet the challenge and expectations of a first line supervisor within our organization.

SWTC will continue to be called upon by the Rio Rancho Police Department to aid us in the fair and formal testing of personnel for career advancement. Please feel free to contact me or my staff regarding any questions involving their services provided to our agency.

Sincerely,

*Michael J. Geier*

Michael Geier  
Chief of Police