

DEFENSE ACADEMY FOR CREDIBILITY ASSESSMENT

Law Enforcement Pre-Employment Test



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This document supersedes previous editions.

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1. Background

1.1. The LEPET is currently used in different forms by federal law enforcement agencies during the pre-employment process. This Psychophysiological Detection of Deception (PDD) test is used in screening applicants for federal law enforcement positions requiring United States security clearances. The LEPET as taught by DACA is a two phase examination, in which the phase I addresses security and counterintelligence issues. The second phase addresses suitability issues for employment as a federal law enforcement officer. This LEPET procedure is based on the version of LEPET administered by the U.S. Secret Service, but is consistent in structure to the procedures used by all federal law enforcement agencies.

2. Principles of the Law Enforcement Pre-Employment Test

2.1. The LEPET is a probable lie comparison (PLC) question technique, in which the examinee's responses to questions regarding the screening issues of interest (relevant issues), are compared with his responses to questions regarding similar (comparison) issues to which he is probably lying. The principle of technique uniformity insures that the test is conducted according to an established method. The testing format is designed to allow the maximum number of relevant questions involving the selected target. The objectives of this technique are to verify the truth of an examinee's statements relating to a pre-established list of questions, develop new information for use by adjudicators, and to aid in an investigation.

3. Psychology of the Law Enforcement Pre-Employment Test Structure

3.1. The PLC test is designed around the concept of "Psychological Set." Psychological Set dictates that a subject will physiologically respond to a stimulus, which poses the greatest threat to the security of the examinee, regardless of his innocence or guilt and force them to focus his attention on significant questions in the test. The LEPET technique uses a structured format in which all test questions are reviewed with the examinee during the pre-test phase. However, the question order on each chart is different. The relevant questions in the test structure are designed to pose a threat to the security of the deceptive examinee, and force them to focus their attention upon these questions. The comparison questions in the test structure are designed to pose a threat to the security of the truthful examinee, and force him to focus his attention upon these questions. The theory behind the comparison questions is not revealed to the examinee.

4. Law Enforcement Pre-Employment Test Concepts

4.1. The concept of psychological set is based on the presumption that an examinee will focus his attention on the test question(s) that holds the greatest significance (signal value) to him. The anticlimax dampening concept is based on the principle of psychological set, and applies to the deceptive and non-deceptive examinee. When a series of relevant questions are asked during an examination, the deceptive examinee may direct his attention to the relevant question(s) that cause(s) the greatest degree of concern. Sometimes this examinee may not be psychophysically attuned to other relevant question(s) on the test. Likewise, the truthful examinee may direct his attention to the comparison question(s) that capture(s) his greatest concern during the examination. This examinee may be unaffected by the perceived “weaker” comparison question(s). This explains why an examinee may respond significantly more to some, but not all, relevant or comparison questions that are presented during PDD examinations. Further, it may assist in understanding why some relevant questions may have significantly higher (minus or positive) numbers assigned after an overall score has been determined.

4.2. The outside super-dampening concept occurs when the examinee considers an outside issue to be of greater concern than either the relevant questions or the comparison questions on the test. The presence of an outside issue usually results in poor response, random responses or no response to either the relevant or comparison questions. An example would be a subject who is so concerned regarding the drug question asked during the second phase of the test, that he is not properly paying attention to the relevant/comparison questions during the administration of the phase one test. Therefore, during the LEPET pretest, special care must be taken to assure the examinee understands which questions will be asked during any particular phase of testing and that there will be no surprise questions asked on the test.

5. Law Enforcement Pre-Employment Test Question Types

5.1. Through spot analysis, the examiner is able to monitor the examinee's response capability throughout the examination. Responses, or lack of responses, to relevant and comparison questions are compared, one against the other, within the same spot where response capability is relatively constant. The three spots of phase one of the LEPET test are the three relevant questions #4, #6, and #8. These are compared to the comparison questions #3, #5, #7, and #9, which are in the close proximity of the relevant questions. The three spots of phase two of the LEPET test are the three relevant questions #24, #26, and #28. These are compared to the comparison questions #23, #25, #27, and #29, also in the close proximity of the relevant questions.

5.2. The sacrifice relevant question is always the #2 question in phase one of the LEPET format and #22 in phase two. The question is worded so that the examinee answers “Yes.” It is designed to absorb the initial response to a relevant issue. This question is not numerically evaluated in the LEPET. For example:

- 5.2.1. #2 “Concerning national security issues, do you intend to answer each question truthfully?” “Yes.”
#22 “Concerning your application process, do you intend to answer each question truthfully?” “Yes.”

5.3. Comparison questions are always Questions #3, #5, #7, and #9 on phase one of the LEPET. They are identified as Questions #23, #25, #27, and #29, on phase two of the LEPET. These questions involve behavior that the majority of the population has engaged in. Thus, when the examinee is maneuvered into answering “No” to the question, his response is considered a probable lie. Comparison questions are designed to identify the innocent examinee. The responses to the comparison questions are compared to the relevant questions. For example:

5.3.1. #5 “Before this year, did you ever betray the trust of a friend or loved one?” “No.”

5.3.2. #7 “Prior to 2000__ (current year) did you ever lie to anybody in a position of authority?” “No.”

**** Note**** Time bars in the comparison questions should encompass the time frame prior to the examinee applying for the position for which he/she is being tested. For example: If an applicant applied for the position in 2005, the time bars should be “Prior to 2005, Before 2005, Prior to applying with the ATF, before your application with the Secret Service, etc.

5.4. The irrelevant question or neutral question is unrelated to the relevant issue. As the first question, it is designed to absorb initial (orienting) response and is worded so that the examinee answers “Yes.” An additional bank of irrelevant questions are reviewed and used as needed to overcome unwanted noise (artifacts) on the signal of interest. Examiners, at their discretion, can begin each chart with a different irrelevant question. They are labeled #1A, #1B, #1D, or #21A, #21B, #21D. Avoid using the letter “C” in labeling irrelevant questions as this letter is used to denote comparison questions.

5.4.1. #1 “Are the lights on in this room?” “Yes.”

5.4.2. #1A “Are you now in _____?” “Yes.”

6. Law Enforcement Pre-Employment Test Color Codes

- | | |
|---------------------------|------------------|
| 6.1. Primary relevant | red |
| 6.2. Sacrifice relevant | yellow/red |
| 6.3. Comparison questions | green |
| 6.4. Irrelevant | yellow (neutral) |

7. Pre-Test Interview Procedures

7.1. The pretest interview for the LEPET screening examination normally has the following six basic steps:

7.1.1. During the introductory portion of the examination, the examiner will, immediately obtain some form of picture identification such as a military ID card or driver's license to verify examinee's identity. Next, unless otherwise prohibited, the examiner will introduce himself to the examinee. To help alleviate possible apprehension, the examiner will provide the examinee with a description of the examination suite, identifying all observation and recording equipment and a brief overview of the entire PDD testing procedures.

7.1.2. The examiner must obtain the examinee's written consent before the examination is conducted. At DACA, the consent form is read to the examinee; however, the examinee must read the waiver portion of this form.

7.1.3. The examiner will use the collection of biographical and medical data to establish rapport with the examinee, assess the examinee's suitability, both physiologically and psychologically, to undergo the PDD examination, and lay the foundation for the introduction of comparison questions. The examiner's evaluation must be indicated in the appropriate section of the Background Worksheet. During training at DACA, if the examinee is deemed unsuitable to undergo the PDD examination (i.e., fatigue, medications, etc.), the student examiner must inform the laboratory instructor of the matter before the data collection phase is initiated.

7.1.4. Instrumentation/F3 - The "standard" instrumentation and fight/flight/freeze (F3) explanation as taught at DACA will be presented to the examinee.

7.1.5. A detailed review of the examinee's "Suitability Questionnaire" will be conducted. During this review, the examiner will ensure that all topical areas on this document are discussed in detail with the examinee. The purpose of this detailed review is to provide the examinee an opportunity to correct any mistakes or omissions on the form. At DACA, the student examiner must provide the examinee with a minimum of three pretest appeals for undisclosed information, concentrating on those topical areas that are susceptible for these types of actions such as drug involvement and criminal activity.

7.1.6. Phase I questions are reviewed with the examinee in the following sequence, sacrifice relevant question, relevant questions, comparison questions, and irrelevant questions. Following the completion of Phase I testing, Phase II questions are reviewed with the examinee in the same sequence.

7.2. During the review of the Phase I and Phase II relevant questions, the examiner will ensure that all key topical areas for each question are thoroughly explained to the examinee. In Appendix "A", a sample LEPET pretest interview checklist is provided to assist DACA student examiners.

8. Law Enforcement Pre-Employment-Test Data Analysis

8.1. A numerical evaluation of the polygraph charts is conducted upon completion of the data collection phase of the examination. This evaluation is based upon a numerical system by which a consistent set of values is used to analyze the physiological responses recorded on the test. The two systems most used in the Federal Government are the seven position scale: (-3, -2, -1, 0, +1, +2, +3) and the three position scale: (-1, 0, +1).

8.2. On the first chart of phase one of the LEPET, relevant question 4 is compared with comparison questions 3 and 5. Relevant question 6 can be compared with either comparison question 5 or 7. Relevant question 8 is compared with comparison questions 7 and 9. Relevant question 10 is compared with comparison questions 9 and 11. On the first chart of phase two of the LEPET, relevant question 24 is compared with comparison questions 23 and 25. Relevant question 26 can be compared with either comparison question 25 or 27. Relevant question 28 is compared with comparison questions 27 and 29. Test data analysis of the LEPET is done by vertical spot total only. There is no overall horizontal total. In order to make a determination No Significant Response (NSR), each separate spot total must be a plus three (+3) or greater. To make a determination of Significant Response (SR), at least one spot total must be minus three (-3) or less (-4, -5, etc). If the test does not meet the criteria for a decision of SR or NSR, it is deemed No Opinion (NO).

8.3. Examiners are required to rotate the relevant and/or comparison questions in the second chart of each phase of testing. Examiners have discretion in conducting a “mixed chart” on chart three of each phase. Each relevant question must be bracketed by two comparison questions for test data analysis purposes.

9. Post Test Phase Procedures

9.1. During testing, an examiner should take the necessary steps to resolve significant physiological responses noted to questions. The first step in this process is to confront the examinee with the examination results of significant physiological responses.

9.2. The concept of LEPET interrogation is considered to be more “probing” in nature than the interrogation of a criminal suspect. The examiner confronts the examinee with the results. However, the tone of the post-test is not as direct as in a deceptive criminal examination.

9.3. After a detailed interrogation, and if there is a reportable admission or confession that would disqualify the examinee from further employment processing, the examination is over. If however the examinee makes a more minor admission, which would not necessarily disqualify the examinee from employment, a confirmatory examination will be administered in the form of a breakdown test. During a breakdown test, the issue containing the significant physiological responses is separated from the remaining questions, and separated into its defined components. A LEPET test is constructed of questions covering each such area.

9.4. LEPET testing differs from other screening formats in that relevant questions are never modified with “Other than”, or “Have you revealed the fullest extent of”. In most cases, the re-worded question will be phrased “Are you now withholding any information regarding....” Avoid covering more than one primary issue on a breakdown test (i.e., drugs and a counterintelligence issue). Examples of breakdown questions are denoted in Appendix “G”

9.5. This new series may not be very effective if a lengthy interrogation has taken place, since some examinees may respond to the relevant questions simply because they have been "sensitized" to the issue or the question. In this case, the examiner may want to bring the examinee back on another day for additional testing.

9.6. Any admissions made during interrogation will require the employment application form to be pen-changed, initialed, and dated, by the examinee.

9.7. If after a detailed interrogation is conducted, the examinee fails to offer a reportable admission or confession, the examination will not continue, and the results will be reported.

9.8. Remember that breakdown testing should not be used in lieu of confrontation and interrogation. Although not designed to replace interrogation, a breakdown test with physiological responses to specific questions may be very useful during the interrogation process.

9.9. In the case of a No Opinion test, the examiner will construct a breakdown series of the NO question following the LEPET structure. The breakdown exams will be structured as a two, three, or four relevant question series. If the examinee is NO to all relevant questions, the entire series is run again with both the relevant and comparison questions re-worded.

APPENDIX A

Polygraph Examination (Screening)

1. Introduction

1.1. Assure recording device is functioning and recording media is properly labeled, i.e., (case #, applicant name, date, location, your name, time in, type of exam).

1.2. Verbally confirm position (SA or UD) on tape.

1.3. Explain that polygraph exam is not the sole determining factor in the hiring process (it is used in conjunction with all the other steps in the hiring process to evaluate the applicant's suitability for employment).

1.4. Optional - review of your experience and training (don't beat this to death).

1.5. Clarify any questions the applicant may have.

1.6. Give a brief overview of the process (forms, background info, explanation of instrument, review of forms, review of questions, practice test, test).

2. Forms

2.1. Constitutional rights (explain you represent a law enforcement agency and want to preserve our rights to pass on any serious admissions to the appropriate agency)

2.2. Consent form

2.3. Employee consent form (only required if the applicant is a current employee upgrading his/her position).

3. Personal History Forms (Biographical Sheet)

3.1. Don't pre-write info, use interview to develop rapport.

3.2. Check photo I.D. and record number.

3.3. Set comparisons (rate self on 1-10 scale; hire only honest people; not the type who lies, cheats or steals? - The US government does NOT want to hire people with a history of those character flaws).

3.4. Take employment and education info - remember to set comparisons questions.

3.5. Medical info (explain that polygraph monitors physiology) - need to find out if you're fit to take the exam:

3.5.1. How much sleep?

3.5.2. Last meal?

4. Explanation of instrument

4.1. Explain fight or flight (use example)

4.2. Explain components (mild pressure from cardio cuff)

4.3. Explain that lying will be a deliberate act that will put examinee in fear.

4.4. Emphasize that responses are automatic (cannot be controlled) and will occur every time fearful event occurs. Problem with polygraph (100% truthful or will see response).

4.5. Three types of questions (known truth; Suitability, honesty and integrity) and what will appear on polygraph charts.

5. Review of Application Forms

5.1. Confirm all info not previously covered.

5.2. If admission is made - have the applicant amend his/her application forms).

6. Test Question Review

6.1. Three different types of questions, all equally important, but area of honesty and integrity must be without question.

6.2. Order of review: Relevants, Comparisons, and Irrelevants. Make sure to make comparisons "real" to examinee during review.

6.3. Review only one series at a time.

6.4. Relevants are always referred to as Suitability or National Security questions.

6.5. Comparisons are always referred to as honesty and integrity questions.

7. In-Test

7.1. Conduct ACQT and sell if charts are good.

7.2. In-test: 3 charts, fourth if artifact(s) present.

8. Post - Test

8.1. Direct positive confrontation. Keep it clean. Did not “fail” test, the applicant “failed to resolve all of the issues that were presented.”

8.2. Practice good theme development, but never threaten the applicant with the denial of his/her application.

8.3. Give the applicant a good shot, but if no admissions after a reasonable amount of time, discontinue.

8.4. If applicant makes admissions, have him/her amend forms.

9. Conclusion

9.1. Review tape for any admissions the applicant made.

9.2. If applicant made disqualifying admissions, forms will be reviewed by adjudicators.

9.3. Polygraph is not sole determining factor.

9.4. Give the applicant hope - put back together if necessary!

9.5. Two questions: Do you feel you were treated fairly here today? Did you have any concerns with me as your polygraph examiner?

APPENDIX B

Phase I - Counterintelligence Relevant Questions

1. Question #4. "Have you had any unauthorized foreign contacts?"

1.1.1. Clandestine, secret, unauthorized contact with a non-U.S. citizen or someone (U.S. citizen or non-U.S. citizen) who represents a foreign government, power, group or organization.

1.1.2. Contact you want to hide from the examiner, or the U.S. Government

1.1.3. Contact that could result in a potential or real adverse impact on U.S. national security.

1.1.4. Unreported visits to foreign embassies, consulates, or facilities.

1.1.5. Close, continuing, or intimate contact with a foreign national you are hiding.

1.1.6. Approaches to engage in espionage.

1.1.7. Offering to engage in espionage.

1.1.8. Recruitment for espionage activity.

1.1.9. Training for espionage activity.

1.1.10. Planning for espionage activity.

1.1.11 Activity for espionage or sabotage purposes to include improper copying, removal, transporting and release of classified material/information, etc., destruction of government property to harm the U.S.

2. Question #6. "Have you intentionally mishandled any classified information?"

2.1. This question concerns the release of classified information or material to an unauthorized person. An unauthorized person is someone not appropriately cleared to receive the classified information or material. The key issues to be targeted with this question are compromises for:

2.1.1. Espionage.

2.1.2. Sabotage.

2.1.3. To harm the U.S..

2.1.4. To embarrass the U.S..

- 2.1.5. To aid a foreign power.
- 2.1.6. Monetary/personal gain.
- 2.1.7. Release to media.
- 2.1.8. Intentional/deliberate disclosure with forethought; and Incidents of inadvertent disclosures or need-to-know violations.

3. Question #8. “Have you ever been involved in any terrorist or subversive activity?”

- 3.1. Subversive activity is any activity that would interfere with, undermine, or deny an individual of their rights guaranteed under the U.S. Constitution; or could result in or lead to the violent or illegal overthrow of the U.S. Government. Terrorist activity is the calculated use of violence or threat of violence to induce fear; intended to coerce or to intimidate governments or societies in the pursuit of goals that are generally political, religious or ideological. In simple terms, terrorist activity is violent activity that is politically motivated. The questions shall be defined to determine personal involvement in subversive or terrorist activity or support to subversive or terrorist groups. The key elements of subversive and terrorist activity to be included in the definition of the question are:

The key elements of this question to be included in the definition are:

- 3.1.1. Approaches to engage in subversive or terrorist activity.
- 3.1.2. Contact with subversive or terrorist groups or their representatives.
- 3.1.3. Offering to engage in subversive or terrorist activity.
- 3.1.4. Recruitment for subversive or terrorist activity.
- 3.1.5. Training for subversive or terrorist activity.
- 3.1.6. Tasking for subversive or terrorist activity.
- 3.1.7. Planning of subversive or terrorist activity.
- 3.1.8. Committing or aiding in subversive or terrorist activity.
- 3.1.9. Providing support to subversive or terrorist organizations (i.e. money, equipment, personal time, logistic support, etc.).
- 3.1.10. Compensation (i.e., money, status, personal/family gain) for committing subversive or terrorist acts or support to subversive or terrorist organizations.
- 3.1.11. Unreported knowledge of subversive or terrorist activity.

APPENDIX C

Phase II - Suitability Relevant Questions

1. Question #24. “Have you ever committed any serious crime?”

1.1. The scope of this question shall cover all crimes for which an examinee has been arrested and any serious crime(s) they have committed that have gone undetected. The key issues to be covered are all detected and undetected crimes that have or could have resulted in an arrest, indictment, prosecution, conviction, sentence, loss of respect, reputation or standing in the community. All felony crimes and serious misdemeanors, to include crimes against a person or property shall be targeted. In addition, any incident where an examinee has been questioned or detained by the police as a suspect in a serious crime shall be targeted. Involvement in minor criminal activity as a juvenile shall not be targeted unless the examinee is a juvenile. In cases involving juveniles, the examiner should document all minor criminal activity for the last three years. Serious criminal activity will be documented for the examinee's entire life. Each examiner shall provide the examinee with an explanation of serious crimes that will serve as examples of criminal activity which will include felony and serious misdemeanors. Specific attention should be paid to ensure inclusion of sexual-related crimes, since the overall PDD examination has no questions regarding sexual misconduct. Examples of sexual-related crimes include rape, child sexual abuse, voyeurism, incest, exhibitionism, bestiality, etc. Sexual activity between consenting adults (legally defined as a crime or not) shall not be targeted or reported unless it resulted in an arrest or police involvement.

2. Question #26. “Are you intentionally withholding any information about your involvement with illegal drugs?”

2.1. The scope of the question shall be five years from the date of the PDD examination. For testing purposes, a significant event in the examinee's life may be substituted for a date in the question if it corresponds to the five-year scope. The question regarding personal involvement with illegal drugs or narcotics shall be designed to verify the examinee's total involvement with illegal drugs or narcotics during the last five years and shall significantly target:

2.1.1. Personal use or experimentation, to include one-time use, faked usage or multiple usages.

2.1.2. Buying illegal drugs or narcotics (contributing towards the purchase of illegal drugs or narcotics shall be included as a relevant issue and shall be reviewed when discussing purchases of illegal drugs or narcotics).

2.1.3. Growing or manufacturing illegal drugs or narcotics.

2.1.4. The distribution of illegal drugs or narcotics to include transportation, storing, selling, or assisting in the sale of illegal drugs or narcotics.

2.1.5. Misuse of prescription medication for social purposes. Minor use of another person's prescription medication for a legitimate medical purpose shall not be targeted with this question.

2.2. Distribution, manufacture and cultivation of illegal drugs or narcotics for profit shall be defined as a serious crime, and as such, shall be pretested under the question dealing with serious crime, as well as the drug question. When pretested under the serious crime question, distribution, manufacture and cultivation of illegal drugs or narcotics for profit shall not be restricted to a five-year scope, but will revert to the examinee's entire life. Examiners shall not seek out personal involvement with illegal drugs or narcotics prior to five years from the date of the current PDD examination. However, if an examinee volunteers this information and it differs from what is listed on the security form, the examiner shall correct the security form or document the additional involvement in the Report of PDD Examination. The drug question asked during the PDD examination shall not attempt to verify the accuracy of these changes.

3. Question #28. "Are you intentionally falsifying or omitting any information on your application forms?"

3.1. The key issues to be targeted with this question are:

3.1.1. Intentionally listing false information on the employment documents with the intent of deceiving or misleading Government representatives responsible for employment decisions, security investigations, or clearance actions.

3.1.2. Intentionally leaving requested information off of the employment documents with the intent of deceiving or misleading Government representatives responsible for security investigations or clearance actions.

3.1.3. The question will not target honest or unintentional mistakes when completing the employment documents.

APPENDIX D

"No-Answer" Comparison Question List for the Law Enforcement Pre-Employment Test

Family and Ego:

1. Prior to -----, did you ever do anything dishonest?
2. Before -----, did you ever do anything unethical?
3. Prior to -----, did you ever do anything bad in your life?
4. Before -----, did you ever violate any official rules or regulations?
5. Prior to -----, did you ever do anything that you're ashamed of?
6. Before -----, did you ever betray the trust/confidence of a friend or loved one?
7. Prior to -----, did you ever lie to an employer?
8. Before -----, did you ever lie to get out of trouble?
9. Prior to -----, did you ever lie to make yourself look better?
10. Before -----, did you ever cheat in school?
11. Before -----, did you ever misrepresent the facts/truth about anything?
12. Prior to -----, did you ever cheat your employer out of anything?
13. Before -----, did you ever cheat anyone out of anything?
14. Prior to -----, did you ever withhold any information from anyone?
15. Before -----, did you ever tell a lie about anyone?
16. Prior to -----, did you ever lie to better your own position?
17. Before -----, did you ever lie about something important?
18. Prior to -----, did you ever lie to someone in authority?
19. Before-----, did you ever lie to cover something up?
20. Prior to-----, did you ever spread gossip that was mean or cruel?
21. Before-----, did you ever lie about yourself to impress others?
22. Prior to-----, did you ever lie to your parents about anything personal?
23. Before to -----, did you ever lie to your children?

Police Officer/Employees:

24. Before-----, did you ever misuse your take home vehicle/police vehicle?
25. Prior to-----, did you ever falsify a timesheet?
26. Before-----, did you ever lie to another officer to make yourself look better?
27. Prior to-----, did you ever lie to your wife/friend about your job?
28. Before-----, did you ever lie to a supervisor about something personal?
29. Prior to-----, did you ever lie to the dispatcher about your location?
30. Before-----, did you ever talk about your supervisor behind their back?
31. Prior to-----, did you ever cheat your partner out of anything?

(No time bar needed)

1. Did you ever take credit for someone else's work?
2. Did you ever lie about someone behind his or her back?
3. Did you ever cheat in school?
4. Did you ever cheat in sports?
5. Did you ever cheat at cards?

The Secret Service polygraph program (upon which LEPET is based) insists that agent examiners use time bars for all comparison questions. However, DACA policy allows for non-time barred comparison questions, providing the comparison question used is truly separated from the relevant issues by subject matter.

APPENDIX E

Law Enforcement Pre-Employment Test Question Sequence/Phase I

1. Irrelevant: Are the lights on in this room? Yes.
2. Sacrifice Relevant: Concerning national security issues, do you intend to answer each question truthfully? Yes.
3. Comparison: Before -----, did you ever lie about something important? No.
4. Relevant: “Have you had any unauthorized foreign contacts?” No.
5. Comparison: Prior to -----, did you ever lie to someone in authority? No.
- 1A. Irrelevant: Is today -----?
6. Relevant: Have you intentionally mishandled any classified information?” No.
7. Comparison: Before-----, did you ever lie to cover something up? No.
8. Relevant: “Have you ever been involved in terrorist or subversive activity? ” No.
9. Comparison: “Did you ever lie about someone behind his or her back?” No.

APPENDIX F

Law Enforcement Pre-Employment Test Question Sequence/Phase 2

21. Irrelevant: Are the lights on in this room? Yes.

22. Sacrifice Relevant: Concerning your application process, do you intend to answer each question truthfully? Yes.

23. Comparison: “Prior to -----, did you ever lie to make yourself look better?” No.

24. Relevant: Have you ever committed any serious crime?” No.

25. Comparison: “Are you the kind of person who would betray a member of your family?” No.

26. Relevant: “Are you intentionally withholding any information about your involvement with illegal drugs?” No.

21A. Irrelevant: “Is this the month of-----?” Yes

27. Comparison: “Did you ever lie to get out of trouble?” Yes.

28. Relevant: “Are you intentionally falsifying or omitting any information on your application forms?” No.

29. Comparison: “Before -----, did you ever cheat in school?” No.

APPENDIX G

Breakdown Test Sequence (Serious Crime)

1. Irrelevant: Is today _____? Yes.
2. Sacrifice Relevant: Concerning your involvement in serious crime, do you intend to answer each question truthfully? Yes.
3. Comparison: “Before -----, did you ever falsify any official documents?” No.
4. Relevant: “Have you ever committed any serious crime against persons?” No.
- 1A. Irrelevant: Are you now in _____?
5. Comparison: “Before -----, did you ever violate any official rules or regulations?” No.
6. Relevant: “Have you ever committed any serious crimes against property?” No.
7. Comparison: Prior to this year, did you ever lie about something important? No.

Breakdown Test Sequence (Drugs)

1. Irrelevant: Is today _____? Yes.
2. Sacrifice Relevant: Concerning your drug involvement, do you intend to answer each question truthfully? Yes.
3. Comparison: “Before -----, did you ever falsify any official documents?” No.
4. Relevant: “Have you ever used any illegal drugs?” No.
- 1A. Irrelevant: Are you now in _____?
5. Comparison: “Before -----, did you ever violate any official rules or regulations?” No.
6. Relevant: “Have you ever bought or sold any illegal drugs?” No.
7. Comparison: Prior to this year, did you ever lie about something important? No.

Breakdown Test Sequence (Application Forms)

1. Irrelevant: Is today _____? Yes.
2. Sacrifice Relevant: Concerning your application forms, do you intend to answer each question truthfully? Yes.
3. Comparison: “Before -----, did you ever falsify any official documents?” No.
4. Relevant: “Did you falsify any information on your application forms?” No.
- 1A. Irrelevant: Are you now in_____?
5. Comparison: “Before -----, did you ever violate any official rules or regulations?” No.
6. Relevant: “Are you omitting any information from your application forms?” No.
7. Comparison: Prior to this year, did you ever lie about something important? No.

APPENDIX H

Reviewing Questions

1. During the pretest interview, the LEPET questions are reviewed with the examinee prior to the data collection phase. The following sequence is used in introducing the questions:

- 1.1. Sacrifice Relevant (2,22)
- 1.2. Relevant Questions (4,6,8,24,26,28)
- 1.3. Comparison Questions (3,5,7,9,23,25,27,29)
- 1.4. Irrelevant Questions (1,1a, 1b, 1d, etc)

APPENDIX I

Law Enforcement Pre-Employment Test Questionnaire

1. You will be asked, "Have you ever committed any serious crime?" This includes, but is not limited to the following crimes.

2. Crimes Against Persons: Have you ever committed, planned, covered-up, or participated in any of the following:

	<u>YES</u>	<u>NO</u>
2.1. Murder	_____	_____
2.2. Manslaughter	_____	_____
2.3. Assault	_____	_____
2.4. Malicious wounding of an individual	_____	_____
2.6. Sexual Exposure	_____	_____
2.7. Kidnapping	_____	_____
2.8. Any crime that caused death or injury to another person	_____	_____

3. Crimes Against Children: Have you ever committed, planned, covered-up, or participated in any of the following:

	<u>YES</u>	<u>NO</u>
3.1. Sexual abuse of a child	_____	_____
3.2. Physical abuse of a child	_____	_____
3.3. Sex with a minor while you were an adult	_____	_____
3.4. The production, sale or distribution of child pornography	_____	_____
3.5. Criminal exploitation of a minor in any way	_____	_____
3.6. Any act that could be considered a crime against a child	_____	_____

4. Crimes Against Property: Have you ever committed, planned, covered-up, or participated in any of the following:

	<u>YES</u>	<u>NO</u>
4.1. Arson	_____	_____
4.2. Burglary of a residence	_____	_____
4.3. Burglary of a business	_____	_____
4.4. Vandalism	_____	_____
4.5. Any act that could be considered a crime against property	_____	_____

5. Theft and White Collar Crimes: Have you ever committed, planned, covered-up, or participated in any of the following:

	<u>YES</u>	<u>NO</u>
5.1. Robbery of a person or business	_____	_____
5.2. Embezzlement	_____	_____
5.3. Credit Card Fraud	_____	_____
5.4. Forgery of checks or documents for monetary gain	_____	_____

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| 5.5. Production, Distribution, or use of false identifications | _____ | _____ |
| 5.6. Production, distribution of counterfeit currency | _____ | _____ |
| 5.7. Altering of currency (i.e.: changing a five to a fifty) | _____ | _____ |
| 5.8. Receiving stolen property | _____ | _____ |
| 5.9. Extortion or blackmail | _____ | _____ |
| 5.10. Mail fraud | _____ | _____ |
| 5.11. Perjury in a court proceeding | _____ | _____ |
| 5.12. Impersonation of a law enforcement officer | _____ | _____ |
| 5.13. Computer frauds/Network Intrusions/Virus Introductions | _____ | _____ |
| 5.14. Bank frauds | _____ | _____ |
| 5.15. Theft of government funds or property | _____ | _____ |
| 5.16. Insurance frauds | _____ | _____ |

6. Vice and Miscellaneous Crimes: Have you ever committed, planned, covered-up, or participated in any of the following:

- | | <u>YES</u> | <u>NO</u> |
|---|------------|-----------|
| 6.1. Trafficking or distribution of any illegal drugs | _____ | _____ |
| 6.2. Prostitution of yourself or any other person | _____ | _____ |
| 6.3. Sexual contact with animals for gratification | _____ | _____ |
| 6.4. Abuse of animals | _____ | _____ |
| 6.5. Shoplifting | _____ | _____ |
| 6.6. Vehicular hit and run (whether a person was injured or not) | _____ | _____ |
| 6.7. Weapons violations | _____ | _____ |
| 6.8. Any other acts, conspiracies, or solicitations in which you could be punished for by imprisonment, whether you were criminally charged or not. | _____ | _____ |