



ATTORNEY GENERAL OF TEXAS  
GREG ABBOTT

February 21, 2013

Mr. Warren M. S. Ernst  
Chief of the General Counsel Division  
City of Dallas  
1500 Marilla Street, Room 7DN  
Dallas, Texas 75201

OR2013-02930

Dear Mr. Ernst:

You ask whether certain information is subject to required public disclosure under the Public Information Act (the "Act"), chapter 552 of the Government Code. Your request was assigned ID# 479610.

The City of Dallas (the "city") received four separate requests for specified categories of information pertaining to the "2012 Fire Prevention Captain Assessment Center from the Civil Service department" and the "2012 Fire Prevention Lieutenant Assessment Center from the Civil Service department[,] including candidate evaluation forms, candidate behavioral observation sheets, and training materials provided to assessors. You state the city has released some of the requested information but claim the submitted information is excepted from disclosure under section 552.122 of the Government Code. We have considered the exception you claim and reviewed the submitted representative sample of information.<sup>1</sup>

Section 552.122(b) excepts from disclosure test items developed by a licensing agency or governmental body. In Open Records Decision No. 626 (1994), this office determined the term "test item" in section 552.122 includes any standard means by which an individual's or group's knowledge or ability in a particular area is evaluated, but does not encompass evaluations of an employee's overall job performance or suitability. Whether information falls within the section 552.122 exception must be determined on a case-by-case basis. Open Records Decision No. 626 at 6 (1994). This office has applied section 552.122 where release of "test items" might compromise the effectiveness of future examinations. *See id.* at 4-5; *see also* Open Records Decision No. 118 (1976). Section 552.122 also protects

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<sup>1</sup>We assume the "representative sample" of records submitted to this office is truly representative of the requested records as a whole. *See* Open Records Decision Nos. 499 (1988), 497 (1988). This open records letter does not reach, and therefore does not authorize the withholding of, any other requested records to the extent those records contain substantially different types of information than that submitted to this office.

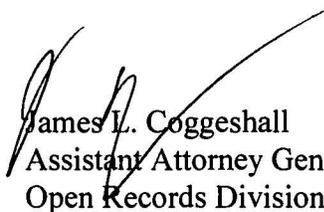
answers to test questions when the answers might reveal the questions themselves. *See* Attorney General Opinion JM-640 at 3 (1987); ORD 626 at 8.

You inform us the information in Exhibits C, D, and E consists of personnel test exercises, policy test exercises, operational test exercises, and in-basket test exercises for the assessments at issue. You inform us the city utilizes this information to evaluate the qualifications of candidates for promotion in the Dallas Fire Department. You explain the test exercises are test items that “are re-used verbatim, or with only minor changes, on an on-going basis to provide for consistent evaluations of candidates[.]” You argue release of the test exercises will thwart the city’s ability to assess candidates in a consistent manner, and compromise the effectiveness of future candidate assessments. You also explain Exhibits F, G, and H consist of Behaviorally Anchored Rating Scales (“BARS”) for these test exercises, and are analogous to a teacher’s manual for the assessors because they “reveal unique information about the test questions, suggested answers, and criteria for grading the test questions.” You further inform us “BARS identify specific behaviors and answers to test questions that would be rated high or low” by the assessors of the candidate interviews, and the BARS function “like a descriptive answer key” to the test exercises. Having reviewed the submitted information and your arguments, we find the test exercises given for the assessments at issue are “test items” for purposes of section 552.122(b), and the corresponding written responses and BARS reveal the test exercises themselves. Therefore, we conclude the city may withhold the submitted information under section 552.122(b) of the Government Code.

This letter ruling is limited to the particular information at issue in this request and limited to the facts as presented to us; therefore, this ruling must not be relied upon as a previous determination regarding any other information or any other circumstances.

This ruling triggers important deadlines regarding the rights and responsibilities of the governmental body and of the requestor. For more information concerning those rights and responsibilities, please visit our website at [http://www.oag.state.tx.us/open/index\\_orl.php](http://www.oag.state.tx.us/open/index_orl.php), or call the Office of the Attorney General’s Open Government Hotline, toll free, at (877) 673-6839. Questions concerning the allowable charges for providing public information under the Act must be directed to the Cost Rules Administrator of the Office of the Attorney General, toll free, at (888) 672-6787.

Sincerely,



James L. Coggeshall  
Assistant Attorney General  
Open Records Division

JLC/tch

Ref: ID# 479610

Enc. Submitted documents

c: Four Requestors  
(w/o enclosures)