

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Back-ward	Q=K/A	SRO Only			
1	f	2													S	
2	f	2											7		S	Cause effect relationship or separate actuations? - no clue of what water
3	h	3													S	
4	f	1													U	Non-discriminatory
5	f	2													S	
6	h	2													S	
7	f	2													S	
8	f	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

- Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
- Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
- Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
- Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
- Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
- Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
- Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
- At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Back-ward	Q=K/A	SRO Only			
9	h	2				X									U	Potential multiple correct answers. Reword.
10	h	3													S	
11	h	3													S	
12	h	2													S	D: insert "to any individual flow rate" such that total...
13	f	2													S	
14	f	2													S	
15	h	2													S	
16	h	3						X							E	Verify RO level. This "A" k/a is more a "do" than written k/a

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

4. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
5. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
6. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Back-ward	Q=K/A	SRO Only			
17	f	2													S	
18	f	2													S	
19	h	2													S	
20	f	1													accept	
21	h	2													S	
22	h	3													E	Verify RO objective
23	f	2													S	
24	f	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

7. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
8. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
9. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Backward	Q=K/A	SRO Only			
25	h	2													S	
26	h	2													S	
27	h	3													S	
28	h	2													S	
29	f	2													S	
30	h	2													S	
31	f	2				X									E	A, B not plausible. Make up something that sounds good. "A" not plausible
32	f	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

10. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
11. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
12. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Back-ward	Q=K/A	SRO Only			
33	h	2													S	
34	h	2													S	
35	f	1													accept	
36	h	2													S	
37	f	2							X						U?	Discuss – fail someone over this?
38	h	2													S	
39	f	2													S	
40	h	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

13. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
14. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
15. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Back-ward	Q=K/A	SRO Only			
41	h	2													S	
42	h	2													S	
43	f	2													S	
44	h	3													S	
45	f	2													S	
46	h	2													S	
47	h	3													S	Procedure titles? Expected memory knowledge?
48	h	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

16. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
17. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
18. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Backward	Q=K/A	SRO Only			
49	f	2													S	
50	f	2													S	
51	h	2													S	
52	h	3													S	
53	f	2													S	
54	h	2													S	
55	h	2													S	
56	h	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

19. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
20. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
21. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Back-ward	Q=K/A	SRO Only			
57	h	2													S	
58	h	2													S	
59	f	2													S	
60	f	2													S	
61	h	2													S	
62	f	2													S	
63	f	2													S	
64	h	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

22. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
23. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
24. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer’s judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any “U” ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Backward	Q=K/A	SRO Only			
65	f	1													U	K/A not suitable for written, non discriminatory
66	f	2													S	
67	f	2													S	
68	h	2													S	
69	f	3													S	
70	h	2													S	
71	h	2													S	
72	f	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

25. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
26. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
27. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer's judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any "U" ratings (e.g., how the Appendix B psychometric attributes are not being met).

Q#	1. LOK (F/H)	2. LOD (1-5)	3. Psychometric Flaws					4. Job Content Flaws				5. Other		6. B/M/N	7. U/E/S	8. Explanation
			Stem Focus	Cues	T/F	Cred. Dist.	Partial	Job-Link	Minutia	#/units	Back-ward	Q=K/A	SRO Only			
73	h	2													E	Clarify fire location so no question of trip compromised. <i>NO (DATA), NO (ES)</i>
74	f	2													S	
75	h	2													S	

Instructions

[Refer to Section D of ES-401 and Appendix B for additional information regarding each of the following concepts.]

28. Enter the level of knowledge (LOK) of each question as either (F)undamental or (H)igher cognitive level.
29. Enter the level of difficulty (LOD) of each question using a 1 – 5 (easy – difficult) rating scale (questions in the 2 – 4 range are acceptable).
30. Check the appropriate box if a psychometric flaw is identified:
 - The stem lacks sufficient focus to elicit the correct answer (e.g., unclear intent, more information is needed, or too much needless information).
 - The stem or distractors contain cues (i.e., clues, specific determiners, phrasing, length, etc).
 - The answer choices are a collection of unrelated true/false statements.
 - The distractors are not credible; single implausible distractors should be repaired, more than one is unacceptable.
 - One or more distractors is (are) partially correct (e.g., if the applicant can make unstated assumptions that are not contradicted by stem).
4. Check the appropriate box if a job content error is identified:
 - The question is not linked to the job requirements (i.e., the question has a valid K/A but, as written, is not operational in content).
 - The question requires the recall of knowledge that is too specific for the closed reference test mode (i.e., it is not required to be known from memory).
 - The question contains data with an unrealistic level of accuracy or inconsistent units (e.g., panel meter in percent with question in gallons).
 - The question requires reverse logic or application compared to the job requirements.
5. Check questions that are sampled for conformance with the approved K/A and those that are *designated SRO-only* (K/A and license level mismatches are unacceptable).
6. Enter question source: (B)ank, (M)odified, or (N)ew. Check that (M)odified questions meet criteria of ES-401 Section D.2.f.
7. Based on the reviewer’s judgment, is the question as written (U)nsatisfactory (requiring repair or replacement), in need of (E)ditorial enhancement, or (S)atisfactory?
8. At a minimum, explain any “U” ratings (e.g., how the Appendix B psychometric attributes are not being met).