

Exhibit B:

Cost Proposal

The following tables outline the costs associated with the project plan described in this proposal. The city will be invoiced in three installments according to the following plan: 1/3 upon contract execution, 1/3 upon administration of written exams, and 1/3 upon submission of assessment center results.

Rate Schedule	
Classification	Rate/Hour
Consultant/Industrial Psychologist	\$175
Technical Writer	\$65
Administrative Assistant	\$25

Contract Year I Cost: 2011

Project Step	Consult Hrs.	Tech. Wrtr. Hrs	Admin. Hrs.	Cost
Project Kick-off and Planning: Phone conference or face-to-face meeting to review project details, finalize project timeline, discuss expectations, and assign roles and responsibilities	2			\$350
Job analysis: review existing job analyses, meet with SMEs to review and edit, make necessary changes and report outcomes	9			\$1,575
Candidate orientation: Delivery of a candidate preparation presentation (optional)	5			\$875
Development of Sergeant examination	4	42		\$3,430
Development of Lieutenant examination	4	42		\$3,430
Administration of the Sergeant and Lieutenant exams - estimated 1 day (optional)	4			\$700
Scoring of written exam and response to candidate appeals/challenges	2	8		\$870
Sergeant assessment center: Design of assessment center exercises including candidate exercise introductory/preparation materials, assessor rating criteria and scoring documents, assessor and actor scripts, etc. This will consist of an initial SME meeting to discuss exercise concepts, followed by a SME meeting to review assessment content and rating criteria.	22			\$3,850

Lieutenant assessment center: Design of assessment center exercises including candidate exercise introductory/preparation materials, assessor rating criteria and scoring documents, assessor and actor scripts, etc. This will consist of an initial SME meeting to discuss exercise concepts, followed by a SME meeting to review assessment content and rating criteria.	22			\$3,850
Assessor recruitment	1		10	\$425
Assessment center administration: I/O Solutions will train assessors on day 1 and manage the processing of candidates on subsequent days. (estimated 3 total days; if 4th day is required it will be provided at no cost)	24		24	\$4,800
Assessment center scoring: Assessor scores will be aggregated, double-checked, combined into final composite scores and formatted according to client specifications.	1		4	\$275
Assessment center feedback: Individual candidate feedback reports will be prepared to document quantitative performance and provide feedback comments from assessors. (optional)	3		16	\$925
Project technical report to document job analysis, validation, outcomes, recommendations for the future, etc. (optional)	12			\$2,100
Assessor costs (per diems, sites, meals, etc.)				\$2,400
Actor costs				\$750
Administrative expenses (printing, shipping)				\$250
Consultant travel expenses				\$4,975
TOTAL Project Investment/Cost	141	92	54	\$35,830

*It is expected that the City will provide a facility at which to conduct the assessment center process.

Option Year 2 Cost: 2012

Project Step	Consult Hrs.	Tech. Wrtr. Hrs	Admin. Hrs.	Cost
Candidate orientation: Delivery of a candidate preparation presentation (optional)	5			\$875
Development of Sergeant examination	4	42		\$3,430
Development of Lieutenant examination	4	42		\$3,430
Administration of the Sergeant and Lieutenant exams - estimated 1 day (optional)	4			\$700
Scoring of written exam and response to candidate appeals/challenges	2	8		\$870

Sergeant assessment center: Design of assessment center exercises including candidate exercise introductory/preparation materials, assessor rating criteria and scoring documents, assessor and actor scripts, etc. This will consist of an initial SME meeting to discuss exercise concepts, followed by a SME meeting to review assessment content and rating criteria.	22			\$3,850
Lieutenant assessment center: Design of assessment center exercises including candidate exercise introductory/preparation materials, assessor rating criteria and scoring documents, assessor and actor scripts, etc. This will consist of an initial SME meeting to discuss exercise concepts, followed by a SME meeting to review assessment content and rating criteria.	22			\$3,850
Assessor recruitment	1		10	\$425
Assessment center administration: I/O Solutions will train assessors on day 1 and manage the processing of candidates on subsequent days. (estimated 3 total days; if 4th day is required it will be provided at no cost)	24		24	\$4,800
Assessment center scoring: Assessor scores will be aggregated, double-checked, combined into final composite scores and formatted according to client specifications.	1		4	\$275
Assessment center feedback: Individual candidate feedback reports will be prepared to document quantitative performance and provide feedback comments from assessors. (optional)	3		16	\$925
Project technical report to document job analysis, validation, outcomes, recommendations for the future, etc. (optional)	12			\$950
Assessor costs (per diems, sites, meals, etc.)				\$2,400
Actor costs				\$750
Administrative expenses (printing, shipping)				\$250
Consultant travel expenses				\$4,975
TOTAL Project Investment/Cost	141	92	54	\$32,755

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Option Year 3 Cost: 2013

Project Step	Consult Hrs.	Tech. Wrtr. Hrs	Admin. Hrs.	Cost
Candidate orientation: Delivery of a candidate preparation presentation (optional)	5			\$875
Development of Sergeant examination	4	42		\$3,430
Development of Lieutenant examination	4	42		\$3,430

Administration of the Sergeant and Lieutenant exams - estimated 1 day (optional)	4			\$700
Scoring of written exam and response to candidate appeals/challenges	2	8		\$870
Sergeant assessment center: Design of assessment center exercises including candidate exercise introductory/preparation materials, assessor rating criteria and scoring documents, assessor and actor scripts, etc. This will consist of an initial SME meeting to discuss exercise concepts, followed by a SME meeting to review assessment content and rating criteria.	22			\$3,850
Lieutenant assessment center: Design of assessment center exercises including candidate exercise introductory/preparation materials, assessor rating criteria and scoring documents, assessor and actor scripts, etc. This will consist of an initial SME meeting to discuss exercise concepts, followed by a SME meeting to review assessment content and rating criteria.	22			\$3,850
Assessor recruitment	1		10	\$425
Assessment center administration: I/O Solutions will train assessors on day 1 and manage the processing of candidates on subsequent days. (estimated 3 total days; if 4th day is required it will be provided at no cost)	24		24	\$4,800
Assessment center scoring: Assessor scores will be aggregated, double-checked, combined into final composite scores and formatted according to client specifications.	1		4	\$275
Assessment center feedback: Individual candidate feedback reports will be prepared to document quantitative performance and provide feedback comments from assessors. (optional)	3		16	\$925
Project technical report to document job analysis, validation, outcomes, recommendations for the future, etc. (optional)	12			\$950
Assessor costs (per diems, sites, meals, etc.)				\$2,400
Actor costs				\$750
Administrative expenses (printing, shipping)				\$250
Consultant travel expenses				\$4,975
TOTAL Project Investment/Cost	141	92	54	\$32,755

*It is expected that the City will provide a facility at which to conduct the assessment center process.

I/O Solutions will provide counsel, deposition and expert testimony services for the purpose of defending the development, validation and administration of selection processes in which we participate. Following are the fees associated with these services:

Service	Fee
Expert counsel, deposition or expert testimony provided by a Ph.D. level Industrial/Organizational Psychologist.	\$250/hour
Administrative services related to litigation support.	\$25/hour