



## Legislation Text

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**File #:** 12-1180, **Version:** 3

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Resolution to Approve Contract with Industrial Organizational Solutions, Inc. (I/O) to Conduct AAPD Promotional Assessment (\$32,755.00)

The following resolution requests approval of a contract with Industrial Organizational Solutions, Inc. (I/O) to conduct promotional assessment for the purpose of creating a promotional list for ranks of Sergeant and Lieutenant.

Current vacancies of sworn police supervisors exist and retirements of sworn police supervisors over the next 12-18 months are expected to occur.

It is always an uncertainty how many eligible employees will choose retirement when they become eligible.

To ensure continuity of command, and in order to plan leadership succession, it is necessary to establish a promotional eligibility list well in advance of the date when these potential vacancies may occur in order to provide maximum flexibility and options for the employer.

Industrial Organizational Solutions, Inc. will create and administer the assessment for both the Sergeant and Lieutenant promotional eligibility list. Promotions may then be made from this list as the need for promotions arises on an annual basis.

During the competitive proposal process, Industrial Organizational Solutions, Inc. emerged as an experienced organization that has done similar testing for other agencies and is very well regarded. Additionally Industrial Organizational Solutions, Inc. submitted a competitively priced proposal and was the lowest responsible submitter to the Request for Proposals (RFP).

Industrial Organizational Solutions, Inc. received Human Rights approval on September 28, 2011, and complies with the living wage ordinance.

Prepared by Greg Bazick, Deputy Chief, Support Services and Robyn Wilkerson, Human Resources Director

Reviewed by John Seto, Safety Services Administrator

Approved by: Steven D. Powers, City Administrator

Whereas, The Ann Arbor Police Services Unit has a need to have a Promotional Assessment Process for Sergeant and Lieutenant that is fair, equitable, and legally defensible;

Whereas, City issued a Request for Proposals to which the Industrial Organizational Solutions, Inc. (I/O) proposal was the most qualified and cost-effective;

Whereas, The Ann Arbor Police Services Unit is submitting a resolution for approval to sign a contract with Industrial Organizational Solutions, Inc. (I/O) to conduct promotional assessment for the purpose of creating a promotional list for ranks of Sergeant and Lieutenant;

Whereas, Industrial Organizational Solutions, Inc. will create and administer the assessment for both the Sergeant and Lieutenant promotional eligibility list. Promotions may then be made from this list as the need for promotions arises on an annual basis;

Whereas, The promotional list is anticipated to be effective February 2013 through January 2014;

Whereas, During the competitive proposal process, Industrial Organizational Solutions, Inc. emerged as a very experienced organization that had done similar assessment testing for other agencies and was very well regarded; and additionally Industrial Organizational Solutions, Inc. submitted a competitively priced proposal and was the lowest responsible submitter to the Request for Proposals (RFP);

Whereas, Industrial Organizational Solutions, Inc. received Human Rights approval on September 28, 2011 and complies with the Living Wage Ordinance;

Whereas, Funding for the promotional assessment process will be allocated from Federal Forfeiture Fund 0028; and

Whereas, The Ann Arbor Police Services Unit has been given the option by the vendor to renew the agreement at set pricing for one additional (2013);

RESOLVED, That City Council approve a contract in the amount of \$32,755.00 with Industrial Organizational Solutions, Inc. (I/O) for promotional assessment testing for the Sergeant and Lieutenant; and

RESOLVED, That the Mayor and City Clerk be authorized and directed to execute the contract with Industrial Organizational Solutions, Inc. (I/O) after approval as to substance by the City Administrator and approval as to form by the City Attorney.