



Legislation Text

File #: 15-1375, **Version:** 1

Resolution to Approve a Contract between City of Ann Arbor and Industrial Organizational Solutions, Inc. for Police Promotional Assessments for the Ranks of Sergeant and Lieutenant (\$39,870.00)
The attached resolution seeks approval of a contract for services provided by Industrial Organizational Solutions, Inc. for police promotional assessments in the amount of \$39,870.00 for services performed to conduct a police promotional process for the ranks of Sergeant and Lieutenant.

Fiscal/Budget Impact: Funding in the amount of \$35,000.00 for these services has been budgeted and approved in the FY16 Police budget. The additional cost above the initial \$35,000.00 approval of \$4,870.00 will be paid for from the Police General Fund budget. No additional funds are being requested at this time. If this resolution is approved, there are no anticipated adverse operational impacts.

Promotional assessments must be conducted for the purpose of creating a promotional list for the ranks of Sergeant and Lieutenant.

Vacancies of sworn police supervisors are expected to occur due to retirements of sworn police supervisors over the next 12-18 months.

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.

During the competitive process, Industrial Organizational Solutions, Inc. emerged as an experienced organization that has done similar testing for other agencies and is very well regarded. They have also conducted our last three promotional processes and their service has been exceptional.

Prepared by: Kim Buselmeier, Management Assistant, Police

Reviewed by: Jim Baird, Interim Chief, Police

Approved by: Tom Crawford, Interim City Administrator

Whereas, The Ann Arbor Police Department has a need to have a promotional assessment process for Sergeant and Lieutenant positions that is fair, equitable, and legally defensible;

Whereas, City issued Request for Proposal No. 947 to which Industrial Organizational Solutions, Inc. was selected as the most qualified respondent;

Whereas, During the competitive proposal process, Industrial Organizational Solutions, Inc. emerged as a very experience organization that has done similar assessment testing for other agencies and is very well regarded;

Whereas, Industrial Organizational Solutions, Inc. will create and administer the assessment for both the Sergeant and Lieutenant promotional eligibility list to allow promotions to be made from this list as the need for promotions arises;

Whereas, The promotional list is anticipated to be effective July 1, 2016 through June 30, 2017;

Whereas, The City has the option to renew the agreement at set pricing for up to five (5) additional promotional processes;

Whereas, Industrial Organizational Solutions, Inc. complies with the requirements of the City's Non-discrimination and Living Wage ordinances; and

Whereas, Funding for the promotional assessment process will be allocated from the Police General fund;

RESOLVED, That City Council approve a contract in the amount of \$39,870.00 with Industrial Organizational Solutions, Inc. for promotional assessment testing for the ranks of Sergeant and Lieutenant;

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

RESOLVED, That the City Administrator be authorized to take all necessary actions to implement this Resolution.