



Legislation Text

File #: 11-0485, **Version:** 1

Resolution to Approve Contract with Industrial Organizational Solutions, Inc. (I/O) to Conduct Promotional Assessment of AAPD Officers for Ranks of Sergeant and Lieutenant (\$35,830.00)
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.

By June 30, 2012 nearly 30% of police department employees filling positions at the rank of Sergeant and Lieutenant will be eligible for retirement.

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 April 3, 2011, and complies with the living wage ordinance.

Prepared by: Greg Bazick, Deputy Chief, Support Services

Reviewed by: Barnett Jones, Safety Services 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 will be effective January 2012 through December 2012;

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 April 3, 2011, and complies with the Living Wage Ordinance;

Whereas, Funding for promotional assessment process will be allocated from the 2010 Justice Assistance Grant (R-10-229) in the amount of \$20,000.00 with the remainder being appropriated from the Federal Forfeiture Fund 28; and

Whereas, The Ann Arbor Police Services Unit has been given the option to renew at set pricing for year 2012 and 2013 promotional assessment process;

RESOLVED, That City Council approve a contract in the amount of \$35,830.00 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.