



Legislation Text

File #: 16-1176, **Version:** 1

Resolution to Appropriate Funds for and Approve an Agreement with Morris & McDaniel Management Consultants for Fire Services Promotional Testing Services (\$75,000.00) **(8 Votes Required)**

The attached resolution seeks approval for a professional services contract with Morris & McDaniel Management Consultants for 9 separate Fire Department Management promotional testing & examination processes.

Budget/Fiscal Impact: It will be necessary to amend the adopted FY17 Fire Services budget and appropriate sufficient funds for procurement of the requested services.

The contracted testing services will provide a total of 124 promotional tests for qualifying Fire Department members for the ranks of Fire Battalion Chief; Fire Captain; Fire Lieutenant; Fire Marshal; Fire Inspector; Fire Training Officer; Assistant Fire Training Officer; Master Mechanic; Assistant Mechanic, as required by the Current Collective Bargaining Agreement (CBA) with IAFF Local 693 (members may test for more than one position, assuming they are qualified.).

Each promotional list is good for three (3) years or until the list is exhausted of qualified candidates, whichever comes first.

Morris & McDaniel Management Consultants is a proven leader in Public Safety Emergency Services entry level and promotional testing. Morris & McDaniel provided our recent entry level examination process using a patented background testing instrument that provided highly favorable candidate results. They also provide entry level and promotional testing services to police and fire departments in New York City; Austin and Huston, Texas; Orange County, Florida; Hartford, Connecticut; Memphis, Tennessee, and several other communities.

They are the sole source for providing a patented review process for candidate challenges to their examinations, which includes a full separate review by a completely different panel of subject matter experts. No other firm in the country provides this service. Morris & McDaniel Management Consultants is the best/sole source provider for these services and, as such, is recommended by the City Administrator.

Morris & McDaniel Management Consultants complies with the requirements of the City's Non-discrimination and Living Wage ordinances

Prepared by: Larry E. Collins, Chief, AAFD

Reviewed by: Robyn Wilkerson, Human Resources and Labor Relations Director

Approved by: Howard S. Lazarus, City Administrator

Whereas, The Ann Arbor Fire Department has determined it is necessary to prepare and administer promotional examinations for nine (9) separate positions within the department;

Whereas, Morris & McDaniel Management Consultants is the proprietary agent of the promotional testing process that allows any candidate not satisfied with their performance score to request a

review of their performance by a second, separate panel of subject matter expert assessors when testing for specific ranks within the fire department;

Whereas, Morris and McDaniel Management Consultants has a proven and highly satisfactory business relationship with the City of Ann Arbor through its entry level firefighter testing process; and

Whereas, Morris & McDaniel Management Consultants is a proven leader in Public Safety Emergency Services entry level and promotional testing to many fire and police departments throughout the United States;

RESOLVED, That City Council approve an agreement with Morris & McDaniel Management Consultants in the amount of \$75,000.00 for one year of services related to promotional testing examination processes;

RESOLVED, That City Council appropriate \$75,000.00 from the General Fund's unobligated fund balance to amend the FY2017 Fire professional services expenditure budget by \$75,000.00, which funds to be available for expenditure without regard to fiscal year;

RESOLVED, That the Mayor and City Clerk be authorized and directed to execute the agreement 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.