



Human Resources

One Government Center
Suite 1920
Toledo, Ohio 43604
phone 419-245-1500
fax 419-245-1511
toledo.oh.gov

To: Legislation Review Committee

From: Tyrome Alexander, Director, Department of Human Resources 7A

Subject: Safety Forces Testing Services Ordinance Support Memo

- The City sought competitive proposals for safety forces testing services from December 4, 2020 through January 5, 2021. Two (2) proposals were submitted, one by Ergometrics and Applied Personnel Services, Inc. (hereinafter referred to as Ergometrics) and one by Industrial/Organizational Solutions, Inc. Attached is an ordinance requesting authorization to enter into a contract with Ergometrics to provide:
 - Entry-level recruitment, examination and physical ability services for Fire Fighters and Police Officers through National Testing Network.
 - Custom promotional written exams and/or assessment center exercises for the ranks of Police Sergeant, Police Lieutenant, Police Captain, Fire Lieutenant and Fire Captain.
- Ergometrics has provided safety forces testing services for the City since 2016 at a substantial cost savings compared to previous vendors:
 - In 2014, these services were provided by the University of Toledo and Bowling Green State University. The total cost for one recruitment test, two promotional tests, and one assessment center was **\$267,180**.
 - In 2015, these services were provided by the University of Toledo and Bowling Green State University. The total cost for one recruitment test and two promotional tests was **\$182,927**.
 - In 2016, these services were provided by Ergometrics. The total cost for one recruitment test, two promotional tests, and two assessment centers was **\$40,321.38**.
 - Ergometrics recruitment, promotional and assessment center fees have not increased significantly since 2016.
- Other benefits of Ergometrics:
 - Ergometrics staff includes professional test developers with advanced degrees in Industrial/Organizational Psychology.



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- Ergometrics is able to provide the City with customized recruitment and promotional testing, as well as job analyses, statistical analysis, and content validation for each part of the process.
 - The Toledo Fire and Rescue Department used Ergometrics' physical ability testing services, called the Fire Fighter Mile, during the last few recruitment processes. This nationally validated test provides a less contentious physical ability process overall and saves the City time, resources and labor since Fire and Rescue staff does not have to conduct the testing or provide any materials for the testing.
 - Both TPD and TFRD prefer their testing services for defensibility, fairness, and timeliness.
- Although the proposal from Industrial/Organizational Solutions Inc. included similar customizable testing services, the timeframe needed to develop these tests and the significant increase in costs for recruitment testing, in comparison to Ergometrics' rates, makes the proposal cost-prohibitive.

Accordingly, the Human Resources Department determined Ergometrics to be best suited to provide this essential service.