

Speaking Points

Safety Forces Recruitment and Promotional Testing Services

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Purpose:

This ordinance is to authorize the Mayor to enter into an agreement with Ergometrics and Applied Personnel Services, Inc (Ergometrics) to provide services to the City related to job analyses, development of written examinations and/or assessment centers for Safety Forces recruitment and promotional testing for a period not to exceed two (2) years, with an option to renew for one (1) additional year; authorizing the expenditure of funds; and declaring an emergency.

Background:

The City's current contract for Safety Services testing expires April 2021.

The City sought competitive proposals for safety forces testing services from December 4, 2020 through January 5, 2021.

Two (2) proposals were submitted. Based upon a review of the proposals, we are requesting authorization to enter into a contract with Ergometrics and Applied Personnel Services, Inc (Ergometrics) to provide the following services:

- Entry-level recruitment, examination and physical ability services for Fire Fighters and Police Officers through the 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.

Additional benefits of Ergometrics includes:

- Ergometric staff include professional test developers with advanced degrees in Industrial/Organizational Psychology;
- 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;
- TFRD uses 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 TFRD staff does not have to conduct the testing or provide any materials for testing; and
- Both TPD and TFRD prefer their testing services for defensibility, fairness and timeliness.

Cost:

The total cost over the life of the contract is not to exceed \$200,000 and is budgeted in the Human Resources Budget General Fund 1001-07100-1156001STDSTD, as a continuing obligation subject to the approved appropriations in future years for the service.

