

CITY OF TOLEDO



DEPARTMENT OF HUMAN RESOURCES

March 20, 2020

To: Legislation Review Committee

From: Tyrome Alexander, Director, Department of Human Resources [TA](#)

Subject: Police Officer Pre-Employment Psychological Exams Ordinance

Attached is an ordinance requesting authorization to enter into a contract with Dr. Forgac to provide pre-employment psychological screening for Police Officer candidates. The City sought competitive proposals for this service from January 31, 2020 through February 18, 2020. One (1) proposal was submitted, by Dr. Gregory E. Forgac, Ph.D., Inc. Dr. Forgac has previously provided pre-employment psychological screening services for the City of Toledo since 2006.

Pre-employment psychological screening for Police Officer candidates includes a written psychological exam and a one hour face to face structured clinical interview. Pre-employment psychological screening determines a candidate's psychological suitability for performing the duties of a Police Officer.

Dr. Forgac possesses exceptional academic and professional expertise and experience specifically relevant to pre-employment psychological screening and analysis. He possesses a Ph.D. in Clinical Psychology from the University of Toledo and is a Board Certified Psychologist with over 35 years of experience conducting pre-employment psychological examinations. In addition, Dr. Forgac's fees have only increased by \$10 per candidate since 2016. Accordingly, the City determined Dr. Forgac to be best suited to provide this essential portion of the pre-employment process for the position of Police Officer.

The City's current contract with Dr. Forgac expires May 30, 2020.