



Legislation Details (With Text)

File #: O-101-18 **Version:** 1 **Name:**
Type: Ordinance **Status:** Approved
File created: 3/2/2018 **In control:** Human Resources Department
On agenda: 3/13/2018 **Final action:** 3/13/2018
Title: Authorizing the Mayor to enter into an Agreement with Ergometrics and Applied Personnel Services, Inc. to provide services to the City relating to job analyses, development of written examinations and/or assessment centers for Police Sergeant, Police Lieutenant, Police Captain, Fire Lieutenant and Fire Captain and recruitment examinations and physical ability testing for Police Officer and Fire Fighter; further authorizing the expenditure of funds; and declaring an emergency.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
3/13/2018	1	City Council	Dispense with the rules of Council requiring...	Pass
3/13/2018	1	City Council	declare emergency	Pass
3/13/2018	1	City Council	passage	Pass

Safety Forces Recruitment and Promotional Testing Services
Human Resources
Michael Niedzielski (x2182)
(Revised)

Authorizing the Mayor to enter into an Agreement with Ergometrics and Applied Personnel Services, Inc. to provide services to the City relating to job analyses, development of written examinations and/or assessment centers for Police Sergeant, Police Lieutenant, Police Captain, Fire Lieutenant and Fire Captain and recruitment examinations and physical ability testing for Police Officer and Fire Fighter; further authorizing the expenditure of funds; and declaring an emergency.

SUMMARY & BACKGROUND:

The City sought competitive proposals to enter into a new contract for testing services for our safety forces personnel. One (1) proposal was submitted by Ergometrics and Applied Personnel Services, Inc. (hereinafter referred to as Ergometrics). Ergometrics provides entry-level recruitment, examination and physical ability services for Fire Fighters and Police Officers through National Testing Network. In addition, Ergometrics offers 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 staff includes professional test developers with advanced degrees in Industrial/Organizational Psychology. In addition to the above, they provide the City with job analyses, statistical analysis, and content validation for each part of the process. Accordingly, the City determined Ergometrics to be best suited to provide these essential portions of the hiring process for our safety forces personnel. Total annual expenditure will not exceed \$90,000.

NOW, THEREFORE, Be it ordained by the Council of the City of Toledo:

SECTION 1. That the Mayor is authorized to enter into an agreement with Ergometrics and Applied Personnel Services, Inc. for a period not to exceed two (2) years, with an option to renew at the City's sole discretion for one (1) additional year, for the provision of safety forces testing services upon terms and conditions deemed proper and requisite according to the Mayor, Director of Law, and the Director of Human Resources.

SECTION 2. That the expenditure of an amount not to exceed \$90,000 annually over the life of the agreement is authorized from the General Fund, Account Code 1001-17100-1156001STDSTD, subject to future appropriations, for the services authorized in Section 1.

SECTION 3. That the Director of Finance is authorized to draw his warrant or warrants against the above account code in payment of obligations as authorized upon presentation of proper voucher or vouchers.

SECTION 4. That this Ordinance is declared an emergency measure and shall be in force and effect from and after its passage. The reason for the emergency lies in the fact that the same is necessary for the immediate preservation of the public peace, health, safety, property, and for the further reason that the City must timely plan for and administer its written recruitment and promotional examinations for its safety forces in accordance with the Rules of the Civil Service Commission, the IAFF Local 92 Toledo Firefighters, the Toledo Police Patrolman's Association, and Toledo Police Command Officers Collective Bargaining Agreements.

Vote on emergency clause: yeas _____, nays _____.

Passed: _____, as an emergency measure: yeas _____, nays _____.

Attest: _____
Clerk of Council

President of Council

Approved: _____

Mayor

I hereby certify that the above is a true and correct copy of an Ordinance passed by Council
_____.

Attest: _____
Clerk of Council