Legislation Details (With Text)

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File created:	2/2/2021			**In control:**	Human Resources Department
On agenda:	2/16/2021			**Final action:**	2/17/2021
Title:	Authorizing the Mayor to enter into an Agreement for 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:					
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Attachments:	1. Speaking Points, 2. Support Memo				

Date	Ver.	Action By	Action	Result
2/17/2021	1	City Council		
2/17/2021	1	City Council		
2/17/2021	1	City Council		

Safety Forces Recruitment and Promotional Testing Services
Human Resources
Tyrome Alexander (x1031)
Revised

Authorizing the Mayor to enter into an Agreement for 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. Two (2) proposals were submitted. Ergometrics and Applied Personnel Services, Inc. (hereinafter referred to as Ergometrics) provided the most comprehensive and cost-effective proposal. 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.

The fiscal impact of this ordinance is as follows:

- The amount of funds requested: $200,000
- The expenditure budget line item: 1001-17100-1156001STDSTD
- New revenue generated (operational revenue, grants, if any): N/a
- Revenue budget line item (if any): N/A
- Are funds budgeted in the current fiscal year (yes/no)?: yes
- Is this a capital project (yes/no)? No
- If yes, is it new or existing (new/existing)? N/A
- What section of the City's Strategic Plan does this support:
    - Excellence in Basic Services (yes/no): yes
    - Quality Community Investment (Livable City, Development) (yes/no): yes
    - Workplace Culture & Customer Service (yes/no): yes
    - Environment (yes/no): No

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 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 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 upon terms and conditions deemed proper and requisite according to the Director of Law and the Director of Human Resources.

SECTION 2. That subject to approved appropriations in future years the expenditure of an amount not to exceed $200,000 annually over the term of the agreement is authorized from the General Fund, Account Code 1001-17100-1156001STDSTD, for the services authorized in Section 1.

SECTION 3. That the Director of Finance is authorized to draw warrant or warrants against the above account code in payment of obligations as authorized upon presentation of proper voucher or vouchers in an amount not to exceed $200,000 annually over the term of the agreement authorized in Section 1.

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 provide testing services for its employees in accordance with the following Collective Bargaining Agreements: IAFF Local 92 Toledo Firefighters; Toledo Police Patrolman's Association; Toledo Police Command Officers; and the Toledo Fire Chiefs' Association.

Vote on emergency clause: yeas _____, nays _____.

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

Attest: _____ _____
Clerk of Council President of Council

Approved: _____ _____
Mayor

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

Attest: _____
Clerk of Council