

**Exhibit A**

**Oak Park, IL**

**Police Officer Testing Process  
Cost Estimate 2021**

<b>Project Components</b>	<b>Unit Cost</b>	<b>#Applicants</b>	<b>Total</b>
Job Application Processing	\$32	175	\$5,600
Exam Provision and Scoring (NCJOSI2)	\$30	140	\$4,200
Psychological Evaluations	\$485	16	\$7,760
<i>Gross Cost</i>			\$17,560
<i>Reimbursed Applicant Fees</i>	(\$40)	175	(\$7,000)
<b>Final Cost to Village</b>			<b>\$10,560</b>

**Cost estimates based on the following:**

- 175 applications purchased
- 140 sit for written exam
- Application fee of \$40

**Oak Park Custom Police Sergeant Exam and Assessment**

*Estimate based on 20 candidates*

<b>Project Step</b>	<b>Consultant Hrs.</b>	<b>Consulting Assoc. Hrs.</b>	<b>Tech. Wrtr. Hrs</b>	<b>Admin. Hrs.</b>	<b>Cost</b>
<b>Written Job Knowledge Examination</b>	<b>8</b>	<b>19</b>	<b>50</b>	<b>2</b>	<b>\$6,650</b>
Work with SMEs to develop an examination plan that is linked to the job description, and select appropriate knowledge sources.	4				
Draft 125 multiple choice questions based on exam plan.	4		50		
Review questions with SMEs to assess job-relatedness and difficulty. Identify final 100 questions and establish appropriate cut-off score.		8			
Administer exam on-site.		5			
Score exam.		1		2	
Assist in designing/coordinating appeals process and respond to candidate appeals.		5			
<b>Assessment Center Development</b>	<b>53</b>	<b>34</b>	<b>0</b>	<b>8</b>	<b>\$13,335</b>
Design three assessment center exercises based on input from SMEs, including candidate preparation materials, scripts, and rating criteria/guidelines.	32				
Review exercises with SMEs to refine exercise details and ensure accuracy of criteria.	3				
Recruit assessors (estimated 9 assessors to create 3 panels)		8			
Administer the assessment center (estimated 20 candidates: 2 day, 2 staff)	16	16			
Compile assessment scores and conduct quality controls.	2	2		4	
Develop candidate feedback reports.		8		4	
<b>Candidate Orientation Presentation</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>\$975</b>
Prepare and deliver a candidate preparation/orientation presentation.	5				
<b>Project Expenses</b>					<b>\$9,375</b>
Assessor per diem (9 assessors @ \$350/day)		\$6,300			
Actor cost (1 actor for 1 day)		\$400			
Psychological Evaluations (4 @ \$650)		\$2,600			
Administrative costs (shipping, freight, printing)		\$75			
<b>TOTAL PROJECT INVESTMENT</b>					<b>\$30,335</b>

**Schedule of Hourly Rates - IOS 2021**

<b>Category</b>	<b>Rate</b>
Consultant/Industrial Psychologist	\$195/hour
Consulting Associate	\$80/hour
Technical Writer	\$70/hour
Administrative Assistant	\$35/hour

**Project Notes**

Client will be responsible for providing a suitable site at which to conduct exams and assessment and for lunch/refreshments on the day of the assessment

**Oak Park Custom Fire Battalion Chief Exam and Assessment**

*Estimate based on 5 candidates*

Project Step	Consultant Hrs.	Consulting		Tech. Wrtr. Hrs	Admin. Hrs.	Cost
		Assoc. Hrs.				
<b>Written Job Knowledge Examination</b>	<b>8</b>	<b>19</b>	<b>50</b>	<b>2</b>	<b>\$6,650</b>	
Work with SMEs to develop an examination plan that is linked to the job description, and select appropriate knowledge sources.	4					
Draft 125 multiple choice questions based on exam plan.	4		50			
Review questions with SMEs to assess job-relatedness and difficulty. Identify final 100 questions and establish appropriate cut-off score.			8			
Administer exam on-site.			5			
Score exam.			1		2	
Assist in designing/coordinating appeals process and respond to candidate appeals.			5			
<b>Assessment Center Development</b>	<b>45</b>	<b>26</b>	<b>0</b>	<b>8</b>	<b>\$11,135</b>	
Design three assessment center exercises based on input from SMEs, including candidate preparation materials, scripts, and rating criteria/guidelines.	32					
Review exercises with SMEs to refine exercise details and ensure accuracy of criteria.	3					
Recruit IL Certified Assessors (estimated 9 assessors to create 3 panels)			8			
Administer the assessment center (estimated 10 candidates: 1 day, 2 staff)	8		8			
Compile assessment scores and conduct quality controls.	2		2		4	
Develop candidate feedback reports.			8		4	
<b>Candidate Orientation Presentation</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>\$975</b>	
Prepare and deliver a candidate preparation/orientation presentation.	5					
<b>Project Expenses</b>						<b>\$4,525</b>
Assessor per diem (9 IL Certified Assessors @ \$450 for 1 day)			\$4,050			
Actor cost (1 actor for 1 day)			\$400			
Administrative costs (shipping, freight, printing)			\$75			
<b>TOTAL PROJECT INVESTMENT</b>						<b>\$23,285</b>

**Schedule of Hourly Rates - IOS 2021**

Category	Rate
Consultant/Industrial Psychologist	\$195/hour
Consulting Associate	\$80/hour
Technical Writer	\$70/hour
Administrative Assistant	\$35/hour

**Project Notes**

Client will be responsible for providing a suitable site at which to conduct exams and assessment and for lunch/refreshments on the day of the assessment