



Agenda Item Summary

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Submitted By

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Reviewed By

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Agenda Item Title

A Resolution Approving a Professional Services Agreement with Industrial/Organizational Solutions, Inc. for Police Department Testing Services in an Amount not to Exceed \$33,735.00 and Authorizing its Execution

Overview

In support of Article 28 of the Municipal Code, the Village uses an independent service provider who specializes in public safety recruitment to conduct standardized testing to assist the Village in the establishment of entry level police and fire eligibility lists for filling sworn vacancies as well promotional eligibility lists.

Staff Recommendation

Staff recommends awarding the police entry level testing process and the sergeant promotional exam process to IOSolutions.

Fiscal Impact

The FY16 and FY17 budget provides fund for professional services for police and fire testing. The cost for the Sergeant Promotional process: \$25,985 and the cost for entry level police recruitment: \$7,750 for a total cost of \$33,735.

Background

The Oak Park Police Department has been operating with three (3) vacancies at the Sergeants level and three (3) vacancies at the patrol level; promotions to Sergeants will bring the total patrol vacancies to six (6) in 2017.

The promotional lists for Sergeants expired in 2015 without promotions. The hire list for new officers was extended beyond its prescribed the (2) year term in 2015 and expired in 2016 without the hiring process taking place.

The Village of Oak Park has committed to building a Police Department that is responsive to and reflective of the community. After reviewing the past recruitment efforts, reviewing the files of the hiring process and reviewing the concerns and comments made by the members of the Fire and Police commission, it was determined that a fresh approach to recruitment was needed. IOSolutions is a well-respected organization in the hiring and recruitment process for police and fire. Their reputation and the ability to produce recruitment and hiring lists that are both valid and reliable is the determining factor in their selection. It is our goal to start

the recruitment process in early January. IOSolutions has responded to past Village RFP's for police and fire testing and their pricing was competitive with the selected vendor.

Alternatives

A competitive RFP could be extended. The process for posting, bidding and selection typically takes three (3) to four (4) months.

Previous Board Action

The Board has awarded a prior professional services agreement for similar services in the past to another vendor. The Village's uses a firm who specializes in public safety recruitment to assist the Village in filling these types of positions as the requirements of the hiring process are much more complex.

Citizen Advisory Commission Action

N/A.

Anticipated Future Actions/Commitments

N/A.

Intergovernmental Cooperation Opportunities

N/A.

Performance Management (MAP) Alignment

N/A.