



Agenda Item Summary

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Submitted By

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Reviewed By

LKS

Agenda Item Title

A Resolution Approving a Professional Services Agreement with Industrial/Organizational Solutions, Inc. for Fire Department and Police Department Testing Services in an Amount Not to Exceed \$59,985.00 and Authorizing its Execution

Overview

The Village released an RFP for these services on March 6, 2019. In support of Article 28 of Chapter 2 of the Village 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.

Recommendation

Approve the Resolution.

Fiscal Impact

The FY18 and FY19 budget provides funds for professional services for fire and police testing. The Village's RFP contemplates 3 testing processes: Fire Battalion Chief, entry Police Officer, and Police Sergeant. The pricing is as follows:

Fire Bat. Chief: \$29,245

Police Officer: \$3,900

Police Sergeant: \$26,840

Background

The Village released an RFP for these services on March 6, 2019. The former Human Resources Director received three responses and conducted a review of the proposals with the Fire and Police Department. 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. Their testing and pricing was competitive.

The Village of Oak Park 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. The Village of Oak

Park is committed to building a Police Department that is responsive to and reflective of the community.

Alternatives

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

Previous Board Action

In 2017 the Village of Oak Park Fire Department was required to promote as prescribed by the IAFF Collective Bargaining Agreement and the Fire Department Promotion Act. IOSolutions was the proven vendor with experience in the defined process and was awarded the \$25,985 professional service agreement.

The FY16 and FY17 budget provided funds 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. The Board has awarded prior professional service agreements for similar services in the past however in separate contracts, this agreement combines the processes.

Citizen Advisory Commission Action

N/A.

Anticipated Future Actions/Commitments

N/A.

Intergovernmental Cooperation Opportunities

N/A.