



Legislation Text

File #: 15-109, Version: 1

ACTION REQUESTED:

Communication from the City Manager and the Human Resource Director with a Request to APPROVE the Execution of a CONTRACT with RESOURCE MANAGEMENT ASSOCIATES (RMA), in the Amount of \$81,608.00, to Administer POLICE SERGEANT AND POLICE LIEUTENANT PROMOTIONAL EXAMINATIONS.

BACKGROUND: The City of Peoria and the Peoria Police Benevolent Association have established, by collective bargaining agreement, a promotional process for sergeant and lieutenant positions within the department. Pursuant to said agreement, examinations must be scheduled to accommodate the current promotional lists which will expire in October and November 2015. The Human Resources department is in receipt of requested proposals from vendors to develop and administer the Police Sergeant and Police Lieutenant Promotional processes as required per the Labor Agreement. Twenty (20) Requests for Proposals were sent out; two (2) were returned undeliverable and four (4) responses were submitted by the following vendors:

VENDOR NAME	PROPOSED FEE
Morris & McDaniel, Inc.	\$106,480
Resource Management Associates (RMA) (The proposed fees above were figured based upon the maximum number of participants taking the examination. The figures could be lower than proposed.)	\$81,608
Stanard & Associates, Inc. (Fees could be higher depending on Assessor and travel-related fees. After contacting references, RMA is the desired vendor.)	\$77,215
Miami Date College-School of Justice (They only offer two Assessment Center items, which could result in the collection of less rich data. They do not offer opportunities to collect better skill sets for the applicants.)	\$70,161

In order to supply reliable and valid testing services, the selected firm must have technical expertise in the area of public safety testing. Those technical credentials provide credibility to the promotional testing process. Resource Management Associates (RMA) is well-respected in the field of public safety and is the vendor that conducted the Police Sergeant and Police Lieutenant promotional examinations since 2000 and the Fire Captain promotional examinations since 2002. RMA was well received by those participating in the testing process. The Police Department and City administration were also extremely pleased with RMA's professional services provided during the previous testing. The figures of the lowest firms have a minimum amount charge per candidate whether there is one candidate or 161 candidates. RMA's fees are based on the number of candidates that actually take the examination; therefore, his fees would be lower. In 2009, RMA's fees had a total cost of \$78,900, but we actually paid \$59,715 and in 2012, RMA's fees had a total cost of \$77,765, but we actually paid \$42,611, based on past participation. It is anticipated that there will be a lower number of participants taking the examination than what is proposed.

FINANCIAL IMPACT: The funds to conduct the administration of the promotional examinations have been budgeted in line item #101-1012-501.30-20.

NEIGHBORHOOD CONCERNS: N/A

IMPACT IF APPROVED: The Police Sergeant and Police Lieutenant promotional examinations would continue to move forward and promotions could be timely made upon the expiration of the current lists and the posting of new lists.

IMPACT IF DENIED: A substantial delay in administering the Police Sergeant and Police Lieutenant promotional examinations could be expected as the process would require the new vendor to become familiar with the City of Peoria's police operations and develop a test that accurately evaluates supervisory positions in such an operation.

ALTERNATIVES:

EEO CERTIFICATION NUMBER:

WHICH OF THE GOALS IDENTIFIED IN THE COUNCIL'S 2014 - 2029 STRATEGIC PLAN DOES THIS RECOMMENDATION ADVANCE?

1. Financially Sound City Government, Effective City Organization

WHICH CRITICAL SUCCESS FACTOR(S) FROM THE COMPREHENSIVE PLAN DOES THIS RECOMMENDATION IMPLEMENT?

1. Have an efficient government.
2. Support sustainability.

DEPARTMENT: Human Resources