

PO 162704

**CITY OF NAPERVILLE
AWARD OF SOLE SOURCE CONTRACT
PROCUREMENT NO. 16-313**

Requesting Department:	Board of Fire and Police Commissioners
Procurement Name:	Psychological Testing for Police and Fire Candidates
Recommended Vendor:	The Friedman Group
Amount of Award:	\$75,000

DESCRIPTION

The Naperville Board of Fire and Police Commissioners (BOFPC) is responsible for evaluating and appointing all sworn officers and members of the City's Fire and Police Departments as well as being responsible for their promotion and discipline. As part of this process, the BOFPC requires that candidates for original appointment complete basic medical and psychological examinations by medical professionals selected by the BOFPC.

The BOFPC has used several psychological assessment vendors in the past who have provided adequate examinations; however, the reports summarizing the evaluations are sparse in information. This makes it difficult to make a final determination of a candidate's suitability for employment with the City. As a result, the BOFPC has evaluated additional analytical tools to provide significantly more detail to the current psychological evaluation.

Dr. Alan F. Friedman of The Friedman Group, uses the statistically based MATRIX-Psychological Uniform Law Enforcement Selection Evaluation in addition to the psychological evaluation. The Friedman Group's use of the MATRIX system is unique because this methodology is specifically designed to identify potential liabilities incurred by law enforcement and fire department agencies across 18 critical areas. Applicant responses are stored in a database and compared against other candidates across the nation to continue to improve the predictive value. Additionally, this methodology offers the ability to access this data pertaining a candidate's strength and weaknesses, which would assist field training officers during the training process. The Friedman Group is the exclusive practice authorized to use this particular technology and system in the State of Illinois.

These additional methods will help the BOFPC differentiate between the candidates and to provide a more predictive tool, based on proven scientific methodology, for the success of the candidate once hired by the departments. These characteristics are particularly necessary in this time of the public's heightened sensitivity to public safety officials, especially law enforcement officers. Furthermore, the scientific methodology of this process would be a critical element in defending the City and its departments in the event a law suit was brought regarding its hiring process of police and fire personnel as evidenced by the proven track record of the MATRIX system.

The BOFPC is creating a new two-year list of candidates for both the Fire and the Police Departments beginning in August 2016; Therefore it is recommended that this sole source remain active for a period of two years to coincide with this list. The term of this contract is two years from October 1, 2016 through September 30, 2018. During the course of this contract, the BOFPC will evaluate the effectiveness of the program to determine if it should be continued.

FISCAL IMPACT

CIP#: N/A

Account Number	Fund Description	Total Budget Amount
010-1117-411.35-08	General Fund	\$12,610

The budget will be increased in 2017 to \$30,000.

RECOMMENDATION

Staff recommends the Award of Sole Source Award Contract 16-313, for Psychological Testing for Police and Fire Candidates, to The Friedman Group for an amount not to exceed \$75,000 for a period of two years.

ATTACHMENTS

1. N/A

SUBMITTED BY:

Kathy Mackenzie 9/7/16
Kathy Mackenzie, Liaison Date
Board of Fire and Police Commissioners

Rachel Mayer 9/7/16
Rachel Mayer Date
Finance Director

KMS
9/7/16

APPROVED BY:

Douglas A. Krieger 9/15/16
Douglas A. Krieger Date
City Manager