

PEOPLE

***SAPD Entrance Examination
Modifications
Professional Services Agreement
Industrial/Organizational Solutions, Inc.***

PASSION

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Item for Consideration

Professional services agreement amendment with Industrial / Organizational Solutions, Inc.

- Amendment modifies 2 parts of SAPD's entry-level examination process:
 - ❑ Creates a video-based Structured Oral Interview (SOI)
 - ❑ Creates a portable Physical Ability Test (PAT)

Note: an interview and physical examination are required by the SAPD CBA

- Amendment value ~ \$33,095

I/O Solutions, Inc. Background

- Consultant with over 20 years experience preparing content validated examinations for uniformed personnel selection
- Brings experience preparing examinations for dozens of other municipalities and state agencies
- Has provided consulting services for COSA since 2010
- Experience defending content validated products at the state and federal levels



Video-based Structured Oral Interview (SOI)

- 1) Allows for scoring the SOI at the convenience of the department
- 2) Candidates can complete the SOI the same day as other portions of the exam
- 3) Aids recruitment efforts by allowing the SOI to be conducted offsite
- 4) Allows the City to forego approximately \$9,500 in costs associated with periodic exam updates
- 5) Estimated annual savings from reduced overtime by SAPD staff = \$7,500

Portable Physical Ability Test (PAT)

- 1) Aids recruitment efforts by allowing the PAT to be conducted offsite
- 2) Increases the department's ability to seek qualified candidates from other geographic regions
- 3) Candidates can complete the PAT the same day as other portions of the exam

Recommendation

To realize the efficiencies gained from the modifications in the PD entry-level testing process as described, staff recommends approving the ordinance to execute a contract amendment with I/O Solutions.