


MEMORANDUM

Department of Human Resources and Civil Service

To: Councilperson Bob Charland
City Council

From: Paula J. Kellerman,  Director
Department of Human Resources & Civil Service

Date: September 10, 2025

RE: **Industrial/Organizational Solutions, Inc. (I/O Solutions) Contract**

Please be advised that the City of Pittsburgh's Department of Human Resources and Civil Service will propose legislation to be introduced to City Council on September 23, 2025 and discussed at the Council Meeting scheduled for October 1, 2025.

The legislation is amending Resolution #559 of 2022, entitled "Resolution authorizing that the City of Pittsburgh enter into a Professional Services Agreement(s) and/or Contract(s) with Industrial/Organizational Solutions, Inc. (I/O Solutions) for professional consulting services in connection with Police Lieutenant and Police Sergeant position job analyses; the development, administration, and scoring of written examinations; and development, assessor selection, administration, and scoring of the oral board examinations; and providing for the payment of the costs thereof. Cost not to exceed \$350,000.00.

If you have any further questions or need additional information, please contact me.