



February 6, 2026

Paula Kellerman, Director of Human Resources and Civil Service

City of Pittsburgh
414 Grant Street
Pittsburgh, PA 15219

Dear Ms. Kellerman,

Re: Waiver

1. PROJECT: Entry Level Police Testing

Company: Industrial/Organizational Solutions, Inc.

ORDINANCE 177A.06A – Waiver

The City of Pittsburgh's Equal Opportunity Review Commission Department finds it satisfactory to approve the Waiver Request for Entry Level Police Testing. Industrial/Organizational Solutions shall be responsible for providing a comprehensive job analysis for the position of Police Officer, providing validated written (cognitive and non-cognitive) examination(s) for the position of Police Officer Recruit. The written examination will be required to have two (2) versions. Developing materials and assist with the administration and scoring of the oral examination for the position of Police Officer Recruit, including assistance with the selection and training of oral board panel members. Reviewing all examination items for potential influence of cultural bias. Ensuring tests meet standards for reliability, validity, and job-relatedness as defined by the Equal Employment Opportunity Commission (EEOC), Uniform Guidelines on Employee Selection Procedures, and relevant legal requirements.

Sincerely,

A handwritten signature in black ink that reads "Chuck Durham".

Chuck Durham
Business Diversity Manager
Office of Management and Budget

Cc: Jacob Goldmann

