



Text File

Introduced: 3/13/2015

Bill No: 2015-1421, **Version:** 1

Committee: Committee on Human Resources

Status: Passed Finally

Resolution providing that the City of Pittsburgh enter into a Professional Services Agreement(s) and/or Contract(s) with Dr. Leaetta Hough for as-needed professional consulting services in connection with Police Officer Recruit candidate examination and selection services, and providing for the payment of the cost thereof. Cost not to exceed \$20,000.00.

Be it resolved by the Council of the City of Pittsburgh as follows:

Section 1. The Mayor and the Director of the Department of Personnel and Civil Service Commission, on behalf of the City of Pittsburgh, are hereby authorized to enter into a contract(s) for professional consulting services with Dr. Leaetta Hough pertaining to the following Police Officer Recruit candidate examination and selection services:

- Conducting a job analysis/transportability analysis update to the 2008 Police Officer job analysis.
- The use of proprietary written and oral board test preparation guides and standardized examination materials.
- Training of oral board panel members (City of Pittsburgh Police) which includes an overview of the oral exam, the standard test procedures, elimination/reduction of biases, and reliability.
- Conducting statistical analyses on all examination components in accordance with organizational psychology practices and the Uniform Federal Guidelines on Employee Selection.
- Weighting and combining exam scores and setting passing scores; providing preliminary and final scores, statistical analysis reports, and final content validity reports.
- Revising the processes for background investigation and candidate selection phases.

Said Contracts shall be in a form approved by the City Solicitor and shall contain such terms and conditions as said Solicitor may require. The total amount not to exceed Twenty Thousand Dollars (\$20,000.00), chargeable to and payable from Account Code: 11101.53.53901.109000.2015.

Section 2. The City Controller shall encumber funds for the annual contract, subject to the amount of funds to be appropriated by City Council in respective budget year from the following chart account:

Budget Year	Account Code	Amount
2015	11101.53.53901.109000.2015	\$20,000.00