



Text File

Introduced: 4/18/2019

Bill No: 2019-1600, **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 PSI Services, Talent Measurement & Education for 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 \$225,000.00 over three years, subject to appropriation by City Council.

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

Section 1 The Mayor and the Director of the Department of Human Resources and Civil Service, on behalf of the City of Pittsburgh, are hereby authorized to enter into a contract(s) for professional consulting services with PSI Services, Talent Measurement & Education pertaining to the following Police Officer Recruit candidate examination and selection services:

- Conducting a job analysis/transportability analysis update to the 2015 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 shall not exceed Two Hundred Twenty-Five Thousand Dollars (\$225,000.00), chargeable to and payable from Account Code: 11101.109000.53.53901 for the appropriate year.

Section 2. The City Controller shall encumber funds for the contract annually from the following chart, subject to appropriation by City Council in future years:

Budget Year	Account Code	Amount
2019	11101.109000.53.53901.2019	\$75,000.00

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2020	11101.109000.53.53901.2020	\$75,000.00
2021	11101.109000.53.53901.2021	\$75,000.00

Section 3. Any ordinance or Resolution or part thereof conflicting with the provisions of this Resolution is hereby repealed so far as the same affects this Resolution.