



## Recommendation for Action

**File #:** 21-2702, **Agenda Item #:** 46.

8/26/2021

### Posting Language

Authorize negotiation and execution of a multi-term contract with Industrial Organizational Solutions, Inc., or one of the other qualified offerors to Requests for Proposal 5800 JTH3007, to provide police promotional testing, for up to six years in an amount not to exceed \$814,000.

(Note: This solicitation was reviewed for subcontracting opportunities in accordance with City Code Chapter 2-9C Minority Owned and Women Owned Business Enterprise Procurement Program. For the services required for this solicitation, there were no subcontracting opportunities therefore, no subcontracting goals were established).

### Lead Department

Purchasing Office.

### Client Department(s)

Austin Police Department; Human Resources Department.

### Fiscal Note

Funding is available in the Fiscal Year 2021-2022 Operating Budget of Human Resources Department. Funding for the remaining contract term is contingent upon available funding in future budgets.

### Purchasing Language:

The Purchasing Office issued a Request for Proposals (RFP) 5800 JTH3007 for these services. The solicitation issued on April 5, 2021 and it closed on May 4, 2021. Of the three offers received; the recommended contractor submitted the best evaluated responsive offer. A complete solicitation package, including a log of offers received, is available for viewing on the City's Financial Services website, Austin Finance Online. Link: [Solicitation Documents](https://www.austintexas.gov/financeonline/account_services/solicitation/solicitation_details.cfm?sid=135253)  
<[https://www.austintexas.gov/financeonline/account\\_services/solicitation/solicitation\\_details.cfm?sid=135253](https://www.austintexas.gov/financeonline/account_services/solicitation/solicitation_details.cfm?sid=135253)>.

### For More Information:

Inquiries should be directed to the City Manager's Agenda Office, at 512-974-2991 or [AgendaOffice@austintexas.gov](mailto:AgendaOffice@austintexas.gov) <<mailto:AgendaOffice@austintexas.gov>>

NOTE: Respondents to this solicitation, and their representatives, shall continue to direct inquiries to the solicitation's Authorized Contact Persons: Jim Howard, at 512-974-2031 or [jim.howard@austintexas.gov](mailto:jim.howard@austintexas.gov) <<mailto:jim.howard@austintexas.gov>> or Leyla Mammadova at 512-974-5627 or [leyla.mammadova@austintexas.gov](mailto:leyla.mammadova@austintexas.gov) <<mailto:leyla.mammadova@austintexas.gov>>.

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**Additional Backup Information:**

The contract will provide for promotional exams, technical skills evaluation, and assessment centers administered by a third party for Austin Police Department (APD) officers seeking promotional opportunities. In addition, a job analysis will be conducted to establish linkage between each rank and test development. It is estimated that the contract will provide a written exam for the rank of Corporate Detective and three written exams and scenario-based assessments for the ranks of Sergeant, Lieutenant, and Commander.

Promotional exams for these ranks within the APD are governed in accordance with Chapter 143 of the Texas Local Government Code, the November 15, 2018 Meet and Confer Agreement between the City and the Austin Police Association, and the City Firefighters, Police Officers and Emergency Medical Services Personnel's Civil Service Commission Rules.

This contract will replace a contract that expires on October 6, 2021. These services are a critical and ongoing requirement in support of the APD.

The evaluation team with expertise in this area evaluated the proposals based on program concept and solutions, demonstrated company experience and personnel qualifications, local preference, cost proposal and service-disabled veteran business enterprise.

This request allows for the development of a contract with a qualified offeror selected by Council. If the City is unsuccessful in negotiating a satisfactory contract with the selected offeror, negotiations will cease with that provider. Staff will return to Council so that another qualified offeror may be selected, authorizing new contract negotiations.

If the City is unable to enter a contract, the City will not be able to initiate the process for the first scheduled exam.

**Contract Detail:**

<b>Contract Term</b>	<b>Length of Term</b>	<b>Contract Authorization</b>
Initial Term	4 yrs.	\$542,666
Optional Extension 1	1 yr.	\$135,667
Optional Extension 2	1 yr.	\$135,667
<b>TOTAL</b>	<b>6 yrs.</b>	<b>\$814,000</b>

**Note:** Contract Authorization amounts are based on the City's estimated annual usage.

**Strategic Outcome(s):**

Safety, Government that Works for All.