



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#14-0297

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: March 18, 2014

TITLE: Motion to award a one-year contract for pre-employment psychological evaluations – Request for Proposal (RFP) 143-11344 - \$68,635

Recommendation

It is recommended that the City Commission award a one-year contract for the purchase of pre-employment psychological evaluations to Harley V. Stock, PH.D., P.A., d/b/a Forensic Psychiatric and Psychological Associates of Florida, utilizing the City's Contract (Form P-0001) in the amount of \$68,635 and authorize the City Manager to approve three, one-year renewal options, contingent upon appropriation of funds.

Background

The Fort Lauderdale Police Department provides law enforcement services consistent with the needs of the community. Such services are directed toward creating and maintaining an environment that is safe and as free of crime and disorder as legal, ethical and resource constraints permit. Applicants for police employment are carefully and thoroughly screened, consistent with the requirements set forth in the Federal Uniform Guidelines on Employee Selection Procedures (1978), Florida State Statutes and Fort Lauderdale Police Department Standards.

The City began using psychological examinations as part of the Police Officer selection process in 1974. Approximately 255 psychological examinations are needed each year for Police Officer candidates and Police Reserve applicants. The timeline for this solicitation process included the following:

- January 2014 – An RFP was issued for pre-employment psychological evaluations.
- February 2014 – The evaluation committee, consisting of Captain Francis Sousa, Captain Reginald Gillis, and Captain Kevin Sheehan met with Michael Walker, Procurement Manager, to evaluate the two proposals which included the following firms:

- Harley V. Stock, PH.D., P.A., d/b/a Forensic Psychiatric and Psychological Associates of Florida
- Law Enforcement Psychological and Counseling Associates, Inc.

		Harley V. Stock, PH.D., P.A.	Law Enforcement Psychological and Counseling Associates, Inc.
EVALUATION CRITERIA		RANK	RANK
Understanding overall needs	35%	1	2
Experience, qualifications, past performance	35%	1	2
Cost to the City	30%	2	1
Overall Ranking		1	2

Including all evaluation criteria, the final tabulations were first ranked proposer, Harley V. Stock, PH.D., P.A., d/b/a Forensic Psychiatric and Psychological Associates of Florida and second ranked proposer Law Enforcement Psychological and Counseling Associates, Inc.

Among the reasons for Harley V. Stock, PH.D., P.A.'s top ranking was qualifications, knowledge of the City's working requirements, excellent references, and location of office.

Resource Impact

There will be a fiscal impact to the City in the amount of \$68,635.

Funds available as of February 18, 2014					
ACCOUNT NUMBER	INDEX NAME (PROGRAM)	OBJECT CODE/ SUB-OBJECT NAME	AMENDED BUDGET (Object Code)	AVAILABLE BALANCE (Object Code)	PURCHASE AMOUNT
001-POL020210-3199	BACKGROUND INVESTIGATIONS	SERVICE MATERIAL/ OTHER PFOESSIONIAL SERVICES	\$66,120	\$43,161	\$20,000
001-POL030501-3199	RED LIGHT CAMERA ENFORCEMENT	SERVICE MATERIAL/ OTHER PFOESSIONIAL SERVICES	\$2,132,218	\$1,129,657	\$48,635
				PURCHASE TOTAL ►	\$ 68,635

Strategic Connections:

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the **Public Safety Cylinders of Excellence**, specifically advancing:

- **Goal 9:** Be the safest urban coastal City in South Florida through preventative and responsive police and fire protection.
- **Objective 1:** Prevent and solve crime in all neighborhoods.

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the **Internal Support Cylinder of Excellence**, specifically advancing:

- **Goal 11:** Be a well-trained, innovative, neighbor-centric workforce that builds community.
- **Objective 1:** Foster professional and rewarding careers.
- **Objective 2:** Improve employee safety and wellness.

This item advances the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are Community*.

Attachment(s)

Exhibit 1 - Bid Tabulation 143-11344

Exhibit 2 - Harley V. Stock, PH.D., P.A. Proposal

Exhibit 3 - Law Enforcement Psychological and Counseling Associates, Inc. Proposal

Prepared by: Michael F. Walker, Procurement and Contracts Manager
Elizabeth Cohen, Administrative Assistant I

Department Director: Chief Frank Adderley, Police