



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

#17-0816

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

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

DATE: July 11, 2017

TITLE: Motion to Approve Contract for Purchase of Structured Oral Process
(SOP) for Police Officer Testing and Evaluation Services – Morris &
McDaniel, Inc. - \$300,000 (three-year total)

Recommendation

It is recommended that the City Commission approve a three-year contract, in substantially the form attached, for the purchase of structured oral process (SOP) for Police Officer testing and evaluation services from Morris & McDaniel, Inc. in the amount of 300,000; and authorize the City Manager or designee to approve two one-year renewal options.

Background

On July 12, 2016, the City Commission approved an agreement with Morris & McDaniel, Inc. (Request for Proposal No. 765-11696) to develop a police job task analysis, pre-employment test, and related services with a contingency to develop an additional procedure for a video based assessment center. Morris & McDaniel has already completed the development of a pre-employment test as well as conducted a job task analysis of new police officer recruit selection and hiring process based on principles in the Presidential Task Force Report on 21st Century Policing and Best Practices. The intent of that contract was to redesign the application and hiring process to ensure applicants suitable specifically for employment as a Police Officer for the City of Fort Lauderdale. The next phase of this initiative is to create an online structured oral process (SOP), which is also referred to as a video based assessment center for vetting to gain deeper insight into potential candidates' personalities and decision making skills.

The SOP requires applicants to respond to scenarios designed to test the candidate's ability to effectively manage difficult and stressful situations. The SOP will be scored and evaluated by trained professionals from Morris & McDaniel, Inc. Fort Lauderdale Police Department officers will be trained by Morris & McDaniel, Inc. to provide vetting of candidates through behavioral based review and evaluation of the candidates based on their video recorded response from the SOP, the preceding testing program and their background information. The SOP is designed to be fully integrated with the Police Department's new 21st Century Fort Lauderdale Police Officer Selection Program.

Morris & McDaniel, Inc. will be providing unlimited testing and evaluation of applicants entering the process.

Pursuant to Section 2-189, Code of Ordinances of the City of Fort Lauderdale, Florida, the City may purchase proprietary items, as defined in Section 2-173, without the necessity of public bids. As defined by the Code, a proprietary item is not readily available from more than one supplier, manufacturer, or person and is unique in nature. The SOP is a unique proprietary personnel assessment tool which is specifically tied to the job task analysis and pre-employment test previously developed and completed by Morris & McDaniel, Inc. and therefore is deemed proprietary.

Resource Impact

There will be a current fiscal impact to the City in the amount of \$25,000. Future expenditures are contingent upon availability of funds.

Funds available as of June 19, 2017					
ACCOUNT NUMBER	INDEX NAME (Program)	CHARACTER CODE/ SUB-OBJECT NAME	AMENDED BUDGET (Character)	AVAILABLE BALANCE (Character)	AMOUNT
001-POL020101-3199	SUPPORT SERVICES	SERVICES-MATERIAL/ OTHER PROFESSIONAL SERVICE	\$220,406	\$40,919	\$25,000
				PURCHASE TOTAL ►	\$25,000

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.
- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.

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

Attachments

- Exhibit 1 - Vendor Quote
- Exhibit 2 - Sole Source Letter
- Exhibit 3 - Contract

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