



Legislation Details (With Text)

**File #:** 15-22416    **Version:** 1    **Name:**  
**Type:** Consent Item    **Status:** Agenda Ready  
**File created:** 3/4/2024    **In control:** City Council Business Meeting  
**On agenda:** 3/25/2024    **Final action:** 3/25/2024  
**Title:** Police Psychological Services and Fit for Duty Evaluations

**Attachments:**

Date	Ver.	Action By	Action	Result
3/25/2024	1	City Council Business Meeting	Adopt	

**Police Psychological Services and Fit for Duty Evaluations**

**Action:**

- A. Approve a contract with FMRT Group, LLC for Police Psychological Services and Fit for Duty Evaluations for an initial term of two years, and**
- B. Authorize the City Manager to renew the contract for up to two, one-year terms with possible price adjustments and to amend the contract consistent with the purpose for which the contract was approved.**

**Staff Resource(s):**

Johnny Jennings, CMPD  
Gene Lim, CMPD

**Explanation**

- Charlotte-Mecklenburg Police Department (CMPD) officers have access to sensitive, protected information, and hold positions accountable for protecting the safety of the Charlotte-Mecklenburg community.
- CMPD conducts a thorough evaluation of potential officers. A psychological evaluation is a required component of the officer selection process to assist in assessing the capacity of recruits to handle the comprehensive responsibilities of police officers.
- In addition to the recruitment purposes, CMPD requires employees who exhibit behaviors inconsistent with expectations to undergo a fit-for-duty evaluation in certain circumstances.
- On December 29, 2023, the city issued a Request for Proposals (RFP); one response was received.
- The FMRT Group, LLC meets the city’s needs in terms of qualifications, experience, cost, and responsiveness to RFP requirements.
- At renewal, price adjustments may be considered based on legitimate and justified increases in the cost of doing business.
- Annual expenditures are estimated to be \$200,000.

**Charlotte Business INclusion**

Contract goals were not established on this Contract as there were no viable subcontracting opportunities.

**Fiscal Note**

Funding: Police Operating Budget