



Legislation Details (With Text)

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On agenda: 5/28/2024 **Final action:** 5/28/2024
Title: Police Promotional Processes Services

Attachments:

Date	Ver.	Action By	Action	Result
5/28/2024	1	City Council Business Meeting	Approve	

Police Promotional Processes Services

Action:

- A. Approve a contract with National Testing Network, Inc. for Promotional Processes Services for an initial term of three years, and**
- B. Authorize the City Manager to renew the contracts 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, Police
Tammy Pippen, Police
Latoya Dorsey, Police

Explanation

- Charlotte-Mecklenburg Police Department (CMPD) requires a qualified company to assist with yearly rank testing, specifically developing and implementing the testing materials for yearly promotional processes for the ranks of Sergeant, Lieutenant, and Captain.
- Multiple processes may be run over the course of a calendar year depending upon the needs of CMPD, and all processes must adhere to the Commission on Accreditation for Law Enforcement Agencies (CALEA) Standards.
- For each promotional process, the company will perform a job analysis, an assessment plan, and orientation sessions.
- On December 20, 2023, the city issued a Request for Proposals (RFP); two responses were received.
- National Testing Network, Inc. best meets the city’s needs in terms of qualifications, experience, cost, and responsiveness to RFP requirements.
- At renewal, potential price adjustments may be considered based on legitimate and justified increases in the cost of doing business. The ability to consider price adjustments also allows the city to accept decreases, if warranted.
- Annual expenditures are estimated to be \$200,000.

Charlotte Business INclusion

The city negotiates contract participation after the proposal selection process. National Testing Network, Inc. has identified the following certified firm to be utilized as the project evolves:

Driven by Purpose Consulting (MBE, SBE) (7.00%) (assessments, exams, job analysis studies, orientations)

Fiscal Note

Funding: Police Operating Budget