

## Legislation Details (With Text)

<b>File #:</b>	15-16218	<b>Version:</b>	1	<b>Name:</b>	
<b>Type:</b>	Consent Item	<b>Status:</b>	Approved		
<b>File created:</b>	7/27/2021	<b>In control:</b>	City Council Business Meeting		
<b>On agenda:</b>	10/11/2021	<b>Final action:</b>	10/11/2021		
<b>Title:</b>	Fire Testing and Promotional Services				
<b>Attachments:</b>					

Date	Ver.	Action By	Action	Result
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## Fire Testing and Promotional Services

### Action:

- A. Approve a contract with Industrial/Organizational Solutions, Inc. for testing and promotional services for an initial term of three 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):**

Reginald Johnson, Fire  
Peter Skeris, Fire

### **Explanation**

- The Charlotte Fire Department holds promotional processes annually, using a written exam and an assessment center to ensure a fair and high-quality process for candidates.
- The vendor will provide annual testing by developing and implementing testing materials for yearly promotional processes for the ranks of Entry Level Fire Fighters, Captain, Engineer, Battalion Chief, and Division Chief.
- On July 16, 2021, the City issued a Request for Proposal (RFP); five responses were received.
- Industrial/Organizational Solutions, Inc. best meets the City's needs in terms of qualifications, experience, cost, and responsiveness to RFP requirements.
- Annual expenditures are estimated to be \$400,000.

### **Charlotte Business INClusion**

Per Charlotte Business INClusion Policy: Part C: Section 2.1(a) The City shall not establish Subcontracting Goals for Contracts where (a) there are no subcontracting opportunities identified for the Contract; or (b) there are no MWBES or SBEs certified to perform the scopes of work that the City regards as realistic opportunities for subcontracting.

However, Industrial/Organizational Solutions, Inc. has committed to use the following certified firm to participate:

- Legacy Travel and Tours LLC (MBE) (\$170,000) (travel arrangements)

### **Fiscal Note**

Funding: Fire Operating Budget