

# **SAFD Uniform Promotional Examinations**

**Professional Services Agreement**



# Item for Consideration

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Professional services contract with Industrial/Organizational Solutions, Inc.

- 3-year contract with 1 optional 2-year extension
- Total contract value, 5 years = \$726,260 ~ \$155,510/year
- Fire Department promotional exams: Fire Engineer, Lieutenant, Captain, District Fire Chief

# About IO Solutions, Inc.

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- Consultant with 26 years of experience preparing content validated examinations for uniformed personnel selection.
- Brings experience in preparing examinations for with public entities, especially large municipalities.
- Experience providing expert guidance to the DOJ and their experts in the development and deployment of entry and promotional assessments.
- Company is based in Chicago with 75 employees

# CONTRACT SCOPE



- All deliverables prepared in compliance with Texas Local Government Code, Chapter 143, as well as the SAFD Collective Bargaining Agreement.
- SAFD Promotional Examinations
  - Fire Engineer (written exam)
  - Lieutenant (written exam)
  - Captain (written exam)
  - District Fire Chief (written exam and Assessment Center)

# CONTRACT SCOPE, CONT.



- Job analyses for the duties of each job rank
- Written examination development
- Disparate impact studies
- Civil Service appeal hearing support for every examination developed
- Assessment Center development and administration
- Expert counsel as needed

# RECOMMENDATION



- To provide for continuity in professionally validated testing services, HR recommends approving the ordinance to execute a contract with Industrial/Organizational Solutions, Inc. beginning July 1, 2024, and ending June 30, 2027.

**THANK YOU!**  
Renee Frieda

