Memorandum

MIAMI-DADE COUNTY

Date: July 8, 2010

To: Honorable Chairman Dennis C. Moss
and Members, Board of County Commissioners

Supplement to
Agenda Item No. 801C

From: George M. Burgess
County Manager

Subject: Supplement to Recommendation for Approval to Award Contract No. RFP700: Psychological Testing Services

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On June 8, 2010, the recommendation to award the subject contract for psychological testing services for the Miami-Dade Police and Miami-Dade Corrections and Rehabilitation departments was presented at the Budget, Planning and Sustainability Committee. At the meeting, information was requested regarding the unit rates, including any rate increase from the previous contract to the new contract, and the number of applicants rejected and re-tested. This supplement provides a response to these inquiries.

Unit Rates:

Below are the rates in the previous contract (RFP405) and the new contract (RFP700). The rates are per applicant. There are two phases of evaluation: Phase 1 is the personality suitability evaluation, and Phase 2 is the emotional stability evaluation. Additionally, the contract allows fitness-for-duty evaluations for employees for the noted positions, or any civilian employee of the Miami-Dade Police Department.

POLICE DEPARTMENT (Phases 1 & 2)			
	Previous Contract (RFP405)	New Contract (RFP700)	
Position Title	Rate for Entire Contract Term	Rate for 3-Year Initial Term	Rate for 2, 1-Year Options
Police Officer	$250	$250	$260
Police Public Service Aide	$140	$140	$140
Police Dispatcher	$140	$140	$140
Police Complaint Officer	$140	$140	$140
CORRECTIONS AND REHABILITATION DEPARTMENT (Phase 1)			
	Previous Contract (RFP405)	New Contract (RFP700)	
Position Title	Rate for Entire Contract Term	Rate for 3-Year Initial Term	Rate for 2, 1-Year Options
Correctional Officer	$200	$200	$208
(Phase 2)			
Correctional Officer	$50	$40	$50

POLICE DEPARTMENT AND CORRECTIONS AND REHABILITATION DEPARTMENT (Fitness-for-Duty Evaluation)			
	Previous Contract (RFP405)	New Contract (RFP700)	
Position Title	Rate for Entire Contract Term	Rate for 3-Year Initial Term	Rate for 2, 1-Year Options
Various positions*	$600	$450	$450

**Under the previous contract, only Police Officers could be evaluated for Fitness-for-Duty. Under the new contract, Police Officers, Correctional Officers, Police Public Services Aides, Police Dispatchers, and Police Compliant Officers or any civilian employee of the Police can be evaluated.*

The rates for the initial three years of the new contract are equivalent to or better than the rates in the previous contract, which has been in place since 2004. Additionally, the Correctional Officer applicant rates for Phase 2 in the new contract are $10 less than the previous rate. The Fitness-for-Duty Evaluation rate is reduced by $150 per evaluation in the new contract.

During the optional years of the new contract, there will be a slight increase to the Police Officer and Correctional Officer applicant rates. The Police Officer applicant rates for Phases 1 & 2 combined have a $10 increase. The Correctional Officer applicant rates for Phases 1 and 2 have an $8 and $10 increase, respectively.

Number of Applicants Rejected and Re-Tested:

The number of applicants tested and the number of applicants rejected for the three preceding fiscal years and the current fiscal year (to date) are provided below. From April 2008 to October 2008, the Miami-Dade Police Department tested applicants on Phases 1 and 2, as a two-step process. Only those applicants that passed Phase 1 were tested for Phase 2. During the remaining time periods, the Miami-Dade Police Department tested applicants on Phases 1 and 2, as a combined evaluation. Miami-Dade Corrections and Rehabilitation consistently used the two-step approach throughout the time period.

POLICE OFFICER						
Fiscal Year	Phases 1 & 2 Combined		Phase 1		Phase 2	
	Tested	Rejected	Tested	Rejected	Tested	Rejected
06-07	335	126	-	-	-	-
07-08	402	190	1012	494	13	0
08-09	79	30	11	0	126	4
09-10	32	5	-	-	-	-
Total	**848**	**351**	**1023**	**494**	**139**	**4**

POLICE DISPATCHER AND POLICE COMPLAINT OFFICER						
Fiscal Year	Phases 1 & 2 Combined		Phase 1		Phase 2	
	Tested	Rejected	Tested	Rejected	Tested	Rejected
06-07	17	3	-	-	-	-
07-08	19	5	97	25	15	0
08-09	46	12	-	-	12	0
09-10	1	0	-	-	-	-
Total	**83**	**20**	**97**	**25**	**27**	**0**

Note: No hiring was conducted nor psychological evaluations performed for Police Public Services Aides during the fiscal years identified.

CORRECTIONAL OFFICER				
Fiscal Year	**Phase 1**		**Phase 2**	
	Tested	**Rejected**	**Tested**	**Rejected**
06-07	963	360	165	21
07-08	811	452	154	9
08-09	708	326	211	5
09-10	672	288	125	2
Total	**3154**	**1426**	**655**	**37**

Both the Miami-Dade Police and Miami-Dade Corrections and Rehabilitation departments generally do not re-test applicants during the same application process. Applicants that are rejected must wait one year before being re-tested. From October 2007 to present, there were 13 Police Officer applicants that were rejected, waited the requisite time period, and were re-tested. Of those applicants, seven were rejected. For Correctional Officer applicants, the number of applicants rejected and re-tested is not tracked.

Assistant County Manager