

**OFFICE OF THE CITY MANAGER  
LITTLE ROCK, ARKANSAS**

**BOARD OF DIRECTORS COMMUNICATION  
JULY 5, 2016, AGENDA**

|                                                                                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|
| <p><b>Subject:</b></p> <p>A resolution authorizing a contract to provide services related to Police Officer Hiring Process.</p> <p><b>Submitted By:</b></p> <p>Human Resources Department</p> | <p><b>Action Required:</b></p> <p style="text-align: center;">Ordinance<br/>√ <b>Resolution</b><br/>Approval<br/>Information Report</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p><b>Approved By:</b></p> <p style="text-align: center;">Bruce T. Moore<br/>City Manager</p> |
| <p><b>SYNOPSIS</b></p> <p><b>FISCAL IMPACT</b></p> <p><b>RECOMMENDATION</b></p> <p><b>BACKGROUND</b></p>                                                                                      | <p>Authorizes the City Manager to execute an agreement with International Association of Chiefs of Police to provide services related to the review of the entire recruitment and selection process for the City of Little Rock entry Police Officer position. Recommendations will be made concerning existing practices and changes concerning existing components and/or incorporating new components.</p> <p>Amount for consultant services is \$119,300.00, which includes sub-contractor fees and travel. Funding for this project is from the General Fund.</p> <p>Approval of the resolution.</p> <p>This project provides for a complete overview of the Police Officer recruiting, advertising, selection process (including background and polygraph components) and hiring. Five (5) vendors submitted bids. A committee of five (5) individuals chosen by the City Manager reviewed the responses and voted. The highest score was the chosen consultant International Association of Chiefs of Police.</p> |                                                                                               |