



Takoma Park City Council Meeting – July 18, 2018 Agenda Item 5

Voting Session

First Reading Ordinance Authorizing a Contract to Conduct a Promotional Process for the Police Department

Recommended Council Action

Approve the ordinance.

Context with Key Issues

The Police Department proposes to contract with the International Association of Chiefs of Police (IACP) to conduct its bi-annual promotional process. The contract provides that IACP will develop written examinations as well as assessment centers for the purpose of evaluating staff to serve in the ranks of corporal, sergeant and lieutenant.

This promotional process will be independently developed and administered by IACP. The Police Department believes that an objective promotional selection process open to all eligible candidates should be used. This open process is considered a best practice in law enforcement and is considered to have a less-disparate impact on women and officers of color.

The price of \$40,000 is based on a competitively-bid contract of the Maryland-National Capital Park and Planning Commission. The funds are included in Budget Amendment 1, being considered concurrently.

The Police Department currently has vacancies at the rank of lieutenant and is striving to complete the promotional process by December 2018.

Council Priority

A Livable Community for All

Environmental Considerations

N/A

Fiscal Considerations

The total cost of the proposed purchase is \$40,000.

Racial Equity Considerations

This type of transparent process does not disproportionately impact any particular group. The process is considered a best practice in law enforcement and considered to have a less-disparate impact on officers of color.

Attachments and Links

- Draft Single Reading Ordinance Authorizing the contract with IACP for Promotional Testing

Introduced by:

First Reading:
Second Reading:

**CITY OF TAKOMA PARK, MARYLAND
ORDINANCE NO. 2018-**

**AUTHORIZING A CONTRACT TO CONDUCT
A POLICE PROMOTIONAL PROCESS**

WHEREAS, the Police Department will be conducting its bi-annual promotional process in the fall; and

WHEREAS, the Department recommends contracting with the International Association of Chiefs of Police (IACP) to independently develop and administer the promotional process; and

WHEREAS, the Department has received a quoted price of \$40,000 based on a competitively bid Maryland-National Capital Park and Planning Commission contract with IACP.

NOW THEREFORE BE IT ORDAINED BY THE COUNCIL OF THE CITY OF TAKOMA PARK, MARYLAND THAT:

SECTION 1. The City Manager or her designee is authorized to enter into an agreement with IACP for promotional testing.

SECTION 2. This Ordinance shall become effective upon adoption.

Adopted this ____ day of _____, 2018 by roll-call vote as follows:

AYE:

NAY:

ABSTAIN:

ABSENT: