

**DANE COUNTY  
POLICY AND FISCAL NOTE**

<input checked="" type="checkbox"/> Original	<input type="checkbox"/> Update	Substitute No. _____
Sponsor: _____		Resolution No. 2016 RES-509
Vote Required: Majority _____ Two-Thirds <input checked="" type="checkbox"/>		Ordinance Amendment No. _____

**Title of Resolution or Ord. Amd.:**

AUTHORIZING PURCHASE OF SERVICE AGREEMENT FOR PRE-EMPLOYMENT, FITNESS FOR DUTY, AND PROMOTIONAL ASSESSMENT AND EVALUATION

**Policy Analysis Statement:**

Brief Description of Proposal -

Request award of contract to the Psychology Center to provide psychological screening for pre-employment, fitness for duty, and promotional assessment and evaluation for the Sheriff's Office at a total cost not to exceed \$204,600 for the contract term beginning January 1, 2017 and ending December 31, 2021.

Current Policy or Practice -

Contracts with expenditures in excess of \$100,000, over the total life of the contract, require County Board approval.

Impact of Adopting Proposal -

Psychological pre-employment screening is a minimum recruitment qualification for law enforcement candidates in Wisconsin; Wisconsin Administrative Code, Law Enforcement Standards Board, LES 2.01(g) (2). The purpose of psychological screening is to make more informed hiring decisions. Police agencies use psychological assessment and evaluation to determine whether law enforcement candidates are qualified for law enforcement work, in particular, the ability of potential employees to work under stressful conditions and to assess the potential of a prospective employee to handle the job effectively under those conditions. Hiring and training new employees is a lengthy and complicated process and psychological screening ensures candidates are psychologically suitable for law enforcement service.

**Fiscal Estimate:**

<u>Fiscal Effect (check all that apply) -</u>		<u>Budget Effect (check all that apply) -</u>	
<input type="checkbox"/> No Fiscal Effect	<input type="checkbox"/> Results in Revenue Increase	<input type="checkbox"/> No Budget Effect	<input type="checkbox"/> Increases Rev. Budget
<input checked="" type="checkbox"/> Results in Expenditure Increase	<input type="checkbox"/> Results in Revenue Decrease	<input checked="" type="checkbox"/> Increases Exp. Budget	<input type="checkbox"/> Decreases Rev. Budget
<input type="checkbox"/> Results in Expenditure Decrease		<input type="checkbox"/> Decreases Exp. Budget	<input type="checkbox"/> Increases Position Authority
		<input type="checkbox"/> Decreases Position Authority	
		Note: if any budget effect, 2/3 vote is required	

**Narrative/Assumptions about long range fiscal effect:**

N/A

**Expenditure/Revenue Changes:**

	Current Year		Annualized			Current Year		Annualized	
	Increase	Decrease	Increase	Decrease		Increase	Decrease	Increase	Decrease
Expenditures -					Revenues -				
Personal Services					County Taxes				
Operating Expenses					Federal				
Contractual Services	\$38,500		\$38,500		State				
Capital					Other				
Total	\$38,500	\$0	\$38,500	\$0	Total	\$0	\$0	\$0	\$0

**Personnel Impact/FTE Changes:**

N/A

**Prepared By:**

Agency:	Dane County Sheriff's Office	Division:	Administrative Services
Prepared by:	Lillian Radivojevich	Date:	1/31/17 Phone: 284.4801
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