

A RESOLUTION AUTHORIZING THE COUNTY ADMINISTRATOR TO SIGN THE 1999 PROFESSIONAL SERVICES CONTRACT WITH CAREER DIRECTIONS/CAREER PARTNERS INTERNATIONAL, TO CONDUCT AN ASSESSMENT CENTER FOR SHERIFF'S OFFICE CANDIDATES PARTICIPATING IN THE SERGEANT'S PROMOTIONAL PROCESS IN THE AMOUNT OF \$29,350 FOR THE PERIOD JUNE 1, 1999 THROUGH JULY 31, 1999

WASHTENAW COUNTY BOARD OF COMMISSIONERS

September 1, 1999

WHEREAS, over the past several years, the Sheriff's Office has been utilizing the services of Career Directions to assess and improve its hiring processes, in an effort to hire the best qualified applicants to fill open positions within the department; and

WHEREAS, as part of this process, Career Directions has conducted several Job Analyses, as well as provided in-service training to the Sheriff's Office staff, and in 1997, conducted an Assessment Center for twenty (20) Sheriff's Office candidates who were participating in the Sergeant's Promotional Process; and

WHEREAS, in February of 1998, the Washtenaw County Board of Commissioners also approved, per Resolution No. 98-0043, the hiring of Career Directions to conduct an Assessment Center for ten (10) Sheriff's Office candidates participating in the 1st/Lieutenant's Promotional Process; and

WHEREAS, the Sheriff Office's on-going hiring processes, particularly in the specialized fields of Corrections and Police Services, must include thorough evaluations and investigation of the job applicants; and

WHEREAS, the enhanced hiring process that has been developed, as a result of the services provided by Career Directions, has enabled the Sheriff's Office to hire and train more competent personnel for these positions; and

WHEREAS, additionally, the Assessment Center that was developed by Career Directions for the Sergeants promotional process, has also enabled the department to select and promote the best qualified, professional staff members into upper management positions; and

WHEREAS, the Sheriff's Office is again seeking to contract with Career Directions to conduct another Assessment Center for the future promotions of candidates within the agency for the position of Sergeant; and

WHEREAS, the Sheriff's Office is requesting authorization for the County Administrator to sign the 1999 Professional Services Contract with Career Directions, in the amount of \$29,350.00, to conduct an Assessment Center for sixteen (16) Sheriff's Office candidates participating in the Sergeant's Promotional Process. for term of June 1, 1999 through July 31, 1999.

WHEREAS, this matter has been reviewed by the County Administrator's Office, the Finance Department, Corporation Counsel, Facilities Management, Human Resources, and the Ways & Means Committee.

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby authorizes the County Administrator to sign the 1999 Professional Services Contract with Career Directions, in the amount of \$29,350, to conduct an Assessment Center for sixteen (16) Sheriff's Office candidates participating in the Sergeant's Promotional Process, for term of June 1, 1999 through July 31, 1999, as on file with the County Clerk