



**Policy, Legislative and Administrative Committee**

**Board Action Item II-B**

**September 14, 2006**

**Request to Initiate and Award Contract for  
Psychological Testing Services for  
Transit Police Officer Applicants**

**Washington Metropolitan Area Transportation Authority  
Board Action/Information Summary**

Action  
 Information

MEAD Number:  
99622

Resolution:  
 Yes  No

**PURPOSE**

To request Board approval to initiate and award a competitively negotiated contract to a firm for a three-year base amount of \$120,000 and that the Board approve the exercise of up to two option years contingent on Board approval of the respective fiscal year budgets and the availability of funds.

**DESCRIPTION**

The Washington Metropolitan Area Transit Authority (WMATA) is seeking to award a contract for the implementation of psychological evaluation for applicants to the position of Transit Police Officer. This contract will be awarded to a firm with proven expertise in the psychological assessment of police officers and applicants for positions as police officers. The pre-employment psychological assessment will be utilized as one component of the overall selection process and will not serve as the single criteria for a "hire/no hire" decision.

WMATA Metropolitan Transit Police Departments (MTPD) staff directly involved in making hiring decisions are to be provided with an oral briefing at the conclusion of the interview process, if requested. A written report shall be forwarded to the Medical Services and Compliance Branch Office within seven to ten working days from the conclusion of the interview process. The report should detail the suitability of the applicant for the job based on an analysis of all psychological material including available test data and interview results, using an easy read and interpret format. The assessor should be available for consultation with WMATA's Medical Office staff as needed. The overall psychological suitability ratings of applicants should be classified as "ACCEPTABLE" or "NOT ACCEPTABLE." All applicants falling within or below the marginal range will not be deemed "NOT ACCEPTABLE."

## **FUNDING IMPACT**

Budget: Operating Budget, Fiscal Year 2007 and 2008

Office: Office of Human Resources Management Services

Account: Professional and Technical Services, Other Consultants

This Action: \$40,000

### Budget Information:

3 Year Base \$120,000 FY 2007 -2010

Option Year 1 \$40,000 FY 2010-2011

Option Year2 \$40,000 FY 2011-2012

Contract Total \$200,000

## **RECOMMENDATION**

It is recommended that the Board approve this action to initiate and award a competitively negotiated contract to a firm for a three year base amount of \$120,000 and that the Board approve the exercise of up to two option years contingent on Board approval of the respective fiscal year budgets and the availability of funds.