



# Bladensburg Police Department Promotional Process Proposal

## Abstract

Attached is a proposal for a written examination and assessment center costs for the  
Bladensburg Police Department.



## **Summary**

The following proposal includes a promotional written examination and assessment center for the Bladensburg Police Department.

## **Assessment Center Assessors**

The Ure Consulting Group requests that the Bladensburg secure “outside” assessors. For the proposed assessment center, seven (7) assessors would be required from 8:00 a.m. to 5:00 p.m. (est.) on the day of assessments. Locating quality assessors is critical for a successful assessment center and we are finding it increasingly more challenging to locate assessors, due to a number of reasons, including everyone is very busy and currently committed to internal police department projects. For the proposed assessment center, seven (7) assessors and one (1) alternate would be required from 8:00 a.m. to 5:00 p.m. (est.) on the days of assessments.

In cases where assessors need to travel significant distances, Ure Consulting Group will arrange their lodging and include the actual cost in the final invoice. When booking accommodations, we prioritize convenience, competitive rates, and hotels that offer government rates. Additionally, it is recommended that the agency provide gift cards for assessors staying overnight.

## **Potential Assessment Center Exercises and Associated Dimensions** **(Number of exercises is dependent on the number of candidates)**

- **Leaderless Group Exercise**
  - Leadership
  - Problem Solving and Analysis
  - Interpersonal Dynamics
- **Professional Interview Exercise**
  - Leadership
  - Problem Solving and Analysis
  - Oral Communications
- **Graphic Biography Exercise**
  - Leadership
  - Oral Communications
- **Community Engagement Exercise**
  - Problem Solving and Analysis
  - Oral Communications
- **Written Exercise**
  - Job Knowledge
  - Written Communications
- **Role Play Exercise**
  - Problem Solving
  - Interpersonal Dynamics

### **Assessment Center Scoring**

Our system utilizes consensus-based scoring rather than mathematical averaging. Though this is more time-consuming, we are committed to this model as we believe it provides the best opportunity for candidates to receive a fair score from the assessors.

### **Assessment Center Location**

Moving forward, we would recommend that a possible site be identified as soon as possible. Logistically, we would require, at minimum, four rooms. On-site A/V equipment is a plus but not necessary. Three rooms would be assigned as exercise rooms, and one room would be assigned as the candidate “down room.”

### **Assessment Center Projected Costs – Sergeant and Corporal**

<b>Type</b>	<b>Description</b>	<b>Pricing</b>
<b>Single Rank One-Day Assessment Center for Sergeant (Per Day)</b>	Development and administration of an assessment center up to 9 candidates. Includes: <ul style="list-style-type: none"><li>• Development of exercises</li><li>• Candidate feedback forms</li><li>• Rank order list of candidates</li><li>• Candidate Orientation session the day prior</li></ul>	\$7900
<b>Single Rank One-Day Assessment Center for Corporal (Per Day)</b>	Development and administration of an assessment center up to 9 candidates. Includes: <ul style="list-style-type: none"><li>• Development of exercises</li><li>• Candidate feedback forms</li><li>• Rank order list of candidates</li><li>• Candidate Orientation session the day prior</li></ul>	\$7900
<b>Single Rank One-Day Assessment Center for Lieutenant (Per Day)</b>	Development and administration of an assessment center up to 9 candidates. Includes: <ul style="list-style-type: none"><li>• Development of exercises</li><li>• Candidate feedback forms</li><li>• Rank order list of candidates</li></ul> Candidate Orientation session the day prior	\$7900



organizations to test on specific subject content, including policies and procedures. Therefore, we not only utilize, but embrace each agency's self-selected reading material, including policies and procedures. We also stand ready to provide reading material recommendations based on what we have seen to be highly successful in the Police service, particularly in Texas.

### **Unused Paper Promotional Examination "Buy-Back"**

Our business model does not include a "buy-back" process for unused examinations. Our model is designed to develop a custom examination, priced based on a "project cost" and not per item/examination. We find this works extremely well, especially with promotional examinations for smaller and midsize public safety agencies.

### **Appeal Process**

We stand behind our process and realize that some exam candidates may appeal questions. We are very proud that this is quite a rarity with our exam questions; however, should an appeal(s) arise with your agency, we will respond quickly with an analysis as to the appeal nature and provide a (quick) comprehensive recommendation. There is no additional fee for this service.

***This proposal is valid for a period of 90 days from the date of issuance.***

***End of Proposal***