

13802

September 1, 2010

TO: Board of Acquisition and Contract

FROM: George N. Longworth
Commissioner-Sheriff, Dept. of Public Safety

RE: Authority to enter into an agreement with Dr. Jay Davidowitz for the provision of psychological evaluations of applicants for police officer, emergency force and park ranger positions for a term commencing on January 1, 2011 and continuing through December 31, 2013, for an amount not to exceed \$90,000 payable at the rates set forth in Schedule "A"

Authority is sought for the County of Westchester, acting by and through its Department of Public Safety (the "Department"), to enter into an agreement with Dr. Jay Davidowitz pursuant to which Dr. Davidowitz will provide psychological evaluations of applicants for police officer, emergency force and park ranger positions for the period from January 1, 2011 through December 31, 2013. In consideration for services to be rendered, Dr. Davidowitz will be paid an amount not-to-exceed \$90,000 at the rates set forth in the attached Schedule "A".

This Agreement will serve a public purpose by ensuring that the law enforcement personnel employed by the Department of Public Safety are of sound mind and body and suited for the duties outlined in the job specifications for Police Officer, Public Safety Emergency Force Officer or Seasonal Park Ranger.

The goals and objectives of this program are to assess the psychological fitness of an applicant to serve the residents of Westchester County as a Police Officer, Public Safety Emergency Force Officer or Seasonal Park Ranger.

The goals and objectives of this program will be tracked and monitored by the Special Operations Division by scheduling interviews, receiving initial findings verbally and following up with a written report for each applicant.

This agreement is exempt from the Westchester County Procurement Policy pursuant to Section 3(a) viii thereof.

A Resolution for your Honorable Board's consideration is annexed hereto.

GNL/cs
Attachment

APPROVED BOARD OF ACQUISITION & CONTRACT - 9-23-2010 - JOMARY VIEIRA, SECRETARY

RESOLUTION

Upon a communication from the Commissioner-Sheriff, Dept. of Public Safety, be it hereby

RESOLVED, that the County of Westchester is authorized to enter into an agreement with Dr. Jay Davidowitz for the provision of psychological evaluations of applicants for police officer, emergency force and park ranger positions for a term commencing on January 1, 2011 and continuing through December 31, 2013, for an amount not to exceed Ninety Thousand (\$90,000.00) Dollars payable at the rates set forth in the attached Schedule "A"; and be it further

RESOLVED, that this Agreement is subject to County appropriations; and be it further

RESOLVED, that this Agreement is also subject to further financial analysis of the impact of any New York State Budget (the "State Budget") proposed and adopted during the term of this Agreement. The County shall retain the right, upon the occurrence of any release by the Governor of a proposed State Budget and/or the adoption of a State Budget or any amendments thereto, and for a reasonable period of time after such release(s) or adoption(s), to conduct an analysis of the impacts of any such State Budget on County finances. After such analysis, the County shall retain the right to either terminate this Agreement or to renegotiate the amounts and rates approved herein. If the County subsequently offers to pay a reduced amount to the Contractor, then the Contractor shall have the right to terminate this Agreement upon reasonable prior written notice, and be it further

RESOLVED, that the County Executive or his authorized designee is authorized and empowered to execute and deliver all instruments and take all actions necessary or appropriate to effectuate the purposes hereof.

APPROVED BOARD OF ACQUISITION & CONTRACTS

3-23-2010

JOHN VEINA, SECRETARY

Account to be Charged/credited	Fund	Agency	Major Program, Program & Phase or Unit	Object/ Sub Object	Trust Account	Dollars
2011	101	38	2000	4380		\$30,000
2012	101	38	2000	4380		\$30,000
2013	101	38	2000	4380		\$30,000

Budget Funding Year(s) _____ Start Date 1/01/11 End Date 12/31/13
 (must match resolution)

Funding Source Tax Dollars \$90,000.00

State Aid _____

\$ \$90,000 Federal Aid _____

(must match resolution) Other _____

APPROVED BOARD OF ACQUISITION & CONTRACT - 9-23-2010 - JOMARY VIEIRA, SECRETARY

Schedule "A"

Dr. Jay Davidowitz
Suite 3040
19 Bradhurst Ave.
Hawthorne, NY 10532

THE STRUCTURED CLINICAL INTERVIEW

A structured interview will be conducted approximately one week after the test administration session and will include questions about the traits and behavioral characteristics that have been found to be the best predictors of adjustment to work as a police officer. These include judgment; impulse control; honesty and integrity; conflict resolution skills; absence of bias; attitudes towards supervision; team orientation; appropriate motivations; ability to deal with boring tasks; dependability; reasonable courage; controlled substance use; absence of serious psychological problems; stress tolerance; intelligence; and absence of sexual disturbance. The applicant is then rated on a 5-point scale ranging from 1 (absent or very low) to 5 (very High) on these personality traits and behavioral characteristics.

TIMELINES

The interviews will be scored within one day of their administration and the Westchester County Police Department will receive verbal feedback within that time. Based on my experience with the Department, it is anticipated that verbal feedback will most often be provided *within hours* of the interview. A formal written report will be forwarded to the Department within two weeks of the interview.

THE WRITTEN REPORT

The written report will review and provide an interpretation of the test and interview scores, including the 5-point rating on each of the personality traits described in the previous section. It will provide a conclusion concerning the applicant's suitability for the position in question that is based on all the psychological material gathered, including the test data and interview results. It concludes with an overall recommendation regarding the applicant's psychological fitness for the position, which will take the following form:

- Highly Recommended
- Recommended with Slight Reservations
- Recommended with Moderate reservations
- Not Recommended for Hire

COST OF EVALUATIONS

The cost of each evaluation for the position of Police Officer, Public Safety Emergency Force Officer and Seasonal Park Ranger is \$300.