

Evaluation Summary Report

RFP No. 24-500672, Promotional Selection and Testing Services (Multiyear)

PROPOSERS

Criteria	ESCI, Inc.	Morris & McDaniel, Inc.	PAS Consulting Group, LLC.
Technical Approach	Over 30 years - 100s of assessments. Accomplishment Record/KSA Write-up I like the Web-based written exam training course Orientation is definitely needed. Unclear of the test review/appeals. Written exam hurdle to move to the next phase as unclear. Process requires coordination of both the department and vendor. Pulling on the departments expertise is needs to identify testing areas in order for the vendor to develop the testing. Process will be custom designed to meet Dekalbs needs. Project phase calendar is 4 month process. Project timeline projects a longer period over 1 year. Has large network of qualified assessors. Candidate Performance Feedback 4-month timeline.	Over 48 years experience. Speakers for CALEA, MCCA, FBINA. Procedures and method details were provided. County's responsibilities and project timeline 16 weeks were listed. Very basic bulleted "understanding" of responsibilities. 16-week timeline. Did not include sequestering.	Over 20 years experience (in business since 2020). Has nationwide network of qualified assessors. Summarized feedback. Provided clear details of how they would complete their development; will not rely on "County or Departmental personnel to administer support or assistance. Schedule of 3 months but unclear if task will occur concurrant. Sequestering experience was a plus. 3-month timeline.
Project Management	Good management explanation. Monthly status report and Year end report. Vendor provided detail project management of each steps, discussing the needed informaiton from the department to complete their steps as well. Would have liked more of their side as taking the lead.	Sound management explanation. Job analysts interviews and observations (ride alongs). Vendor provided details of how they would manage and provide information to the Department to develop and administer testing. Included usage of PD personnel as a knowledge base, and all phases of testing. Have incumbents & supervisors review lists of tasks and KSAs, Task rating sessions wasn't clear. Recommend promotional process based on job analysis. Assist with written test announcement. Develop qualifying/disqualifying criteria for assessors. Provide Final validation report, Monthly status report and Year-end report.	Sound management explanation. Monthly status report and Year end report. Easy to follow but would have liked additional information. Sequestering experience which included options. Proposal included booking and travel responsibilities which was a plus.
Personnel	Extensive list of qualified personnel. Vendor provided details on personnel assigned	Extensive list of qualified personnel; Provided details as requested.	List of qualified personnel. Provided details and resumes.
Organizational Qualifications & Experience	Outlined organizational structure (Qualified personnel) large amount of experience in Public Safety (last 5 years). Established 1976, with 12-20 years public safety promotional testing, several in Law Enforcement.	Outlined organizational structure (Qualified personnel). Large amount of experience in Public Safety (Last 5 years). Large agencies (NYPD, Houston PD, Dallas PD, etc.). Established 1976 extensive background working with Public Safety organizations including Law Enforcement.	Outlined organizational structure (Qualified personnel). Large amount of experience in Public Safety (Last 10 years), Resident of DeKalb County. Database of Assessors outside of GA was a plus.
References	Received 3/3 and all were Favorable. None were of the same or similar size and scope.	Received 2/3 and were Favorable. Received 2/3 LSBE favorable references.	Received 3/3 and all were Favorable. Same scope, not same size.
Financial Responsibility	Good set of financials. Formed in 1976 & incorporated in 2005 – a lot of history, which is good.	Morris did not submit cash flow statements. Stongest balance sheet of the 4 companies.	Submitted all requested financials. PAS Consulting is “very” small - not a lot of history but sound..
DeKalb First Ordinance Participation	The Prime provided a Good Faith Effort (2 pts)	The Prime has LSBE-MSA Participation (5 pts)	The Prime is an LSBE DeKalb (10 pts)
Interview	Responded well and provided information regarding Technical approach.	Responses were broad and vague. Promoted virtual interviews versus in person.	Excellent Interview. Clear detailed responses and clarified information regarding technical approach. Explained sequestering.