



LEROY D. BACA, SHERIFF

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



September 4, 2003

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Dear Supervisors:

**ADVANCED NOTIFICATION, INTENT TO FILE A REQUEST FOR A
SOLE SOURCE CONSULTING SERVICES AGREEMENT**

PURPOSE

This letter provides advanced notification to your Board that the Los Angeles County Sheriff's Department (LASD) intends to file a request for Board approval of a sole source Agreement with AON Consulting, Inc. (AON).

Under the proposed Agreement, AON, the consulting firm that successfully designed, developed, and implemented LASD's Fiscal Year 2000-2001 sergeant's exam, will design, develop, and implement the LASD's Fiscal Year 2003-2004 sergeant's exam. The proposed Agreement shall commence upon Board approval and shall continue until completed.

BACKGROUND

The controlling Federal Court *Bouman* Consent Decree requires LASD to develop and implement a legally defensible selection process for promotions.

In August 2000, the County contracted with AON to develop and implement a legally defensible sergeant's exam in order to comply with the relevant *Bouman* Consent Decree. That effort proved successful, resulting to date in the promotion of approximately 218 sergeants with an anticipated total of 275 promotions occurring before that effort is exhausted.

A Tradition of Service

JUSTIFICATION

The Fiscal Year 2000-2001 experience exposed AON to the requirements of both the *Bouman* Federal Consent Decree, that continue to govern the LASD's sergeant's exam, and the needs of LASD in terms of designing, developing, and implementing a legally defensible selection process. It also exposed the *Bouman* Class Counsel to the professionalism of AON and their ability to get the job done.

The experience and knowledge AON gained from participating in the Fiscal Year 2000-2001 exam should enable them to hit the ground running toward development of the Fiscal Year 2003-2004 sergeant's exam and result in a more timely and cost effective product. Such cost and time savings would be lost if a consultant unfamiliar with the legal requirements of this matter and the workings of LASD were instead hired. Importantly, upon completion of this next sergeant's exam, and assuming compliance with the order, LASD will have no further obligations to Class Counsel, the Class Monitor, or the Court regarding the promotion of deputies to sergeants.

LASD's support of AON to design, develop, and implement their Fiscal Year 2003-2004 exam is predicated on the importance of avoiding unnecessary delays and in saving money, both of which are anticipated by using AON.

Should additional information be required, your staff may contact Joe Cruz, Contracts Manager, at (323) 526-5223.

Sincerely,



LEROY D. BACA
SHERIFF