



OHIO ASSOCIATION OF CHIEFS OF POLICE, INC.

MEMORANDUM

September 17, 2020

TO: Chief William Balling, CLEE
2019 – 2020 OACP President

FROM: Chief Heinz von Eckartsberg
Advisory Services Policy Committee, Chairperson

RE: Advisory Services Annual Report

ADVISORY SERVICES COMMITTEE
ANNUAL REPORT

On behalf of the Advisory Services Policy Committee (ASPC) and the members of the Ohio Association of Chiefs of Police who serve as Advisory Services Consultants, I am pleased to provide the following report of our activities during this past year and issues we will be addressing in the near future.

Within the OACP organization, the Advisory Services Division was created to use the professional expertise of its experienced and trained law enforcement members to help law enforcement agencies by conducting assessment centers for the promotion of personnel at various levels within law enforcement agencies and by providing consulting services, including organizational studies, on a wide range of law enforcement issues for client agencies. In cooperation with the International Association of Chiefs of Police and National Testing Network, we market and administer their written examinations. OACP receives reimbursement when both companies' examinations are used.

With the above roles in mind, Advisory Services Consultants have provided the following services on behalf of OACP in 2019, and so far in 2020:

	<u>2019</u>	<u>2020</u>
Promotional Assessment Centers:	59	30
Organizational/Special Issue/Management Studies:	1	0
Written Examinations:	12	7

Key Items/Issues/Accomplishments for 2019-2020:

- Advisory Services produced a record year in the number of assessment centers completed in 2019.
- We instituted a Covid-19 policy to allow both Clients and Consultants to feel safer while performing promotional exams in a pandemic.
- We instituted a policy prohibiting our consultants from providing outside coaching to protect the integrity of our process.
- Twelve new assessors were added and are currently undergoing training.
- We are in the process of working out a partnership with Northwestern University to conduct staffing studies.

We have now conducted almost 1,200 assessment centers since the beginning of our operations in 1985.

In closing, I would like to commend as always, the members of the Advisory Services Policy Committee and OACP staff with whom we work so closely for their exceptional assistance and cooperation during the past year. We could not accomplish our work without Monica Miller and Mallory Murphy's work. Secondly, I would like to commend our highly professional and skilled police management consultants and role players. The accomplishments this year of the Advisory Services Division would not be possible without the dedicated and professional efforts of all involved. Working together, we look forward to another productive year.