

ALAN F. FRIEDMAN, Ph.D., INC.
CLINICAL PSYCHOLOGIST
30 NORTH MICHIGAN AVENUE
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CHICAGO, ILLINOIS 60602

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SERVICE AGREEMENT

Be it known, that on this _____ day of _____ 201 _____
Board of Fire and Police Commissioners (hereinafter referred to as the "Commission") or
Law Enforcement Agency or Municipality and Alan F. Friedman, Ph.D., Inc. (hereinafter
sometimes referred to as "Provider") do hereby enter into agreement under the following
terms and conditions.

Scope of Services

Provider hereby agrees to furnish the following services: (1) Post-Offer/Pre-
Employment Screening; (2) Fitness for Duty Evaluation; and (3) Critical Incident
Debriefing (See Appendix A).

Payments

In consideration of the services described above, the Commission/Agency hereby
agrees to pay to Provider upon receipt of approved invoice, at the following rates:

Post-Offer/Pre-Employment Screening - \$625 per applicant, utilizing the Matrix
Psychological Uniform Law Enforcement Selection Evaluation (M-Pulse © /M-Flame ©)
methodology as described in Appendix A.

Fitness for Duty Evaluation (on an as-needed basis) – \$750 per diagnostic
interview; psychological testing, \$1,875; report construction, file reviews, and
consultations, \$375/hour.

Critical Incident Debriefing or Other Professional Consultation - \$475/hour (on an
as-needed basis).

Payment is due within 30 days of receipt of invoice.

Termination

The Commission/Agency and/or the Provider may terminate this Contract by
providing the other party 30 days written notice.

Ownership

All records, reports, documents and other material delivered or transmitted to Provider by Commission/Agency shall remain the property of Commission/Agency, and shall be returned by Provider to Commission/Agency, at Provider's expense, at termination or expiration of this agreement. All records, reports, documents or other material related to this Contract and/or obtained or prepared by Provider in connection with the performance of the services contracted for herein shall become the property of Commission/Agency, and shall, upon request, be returned by Provider to Commission/Agency, at Provider's expense, at termination or expiration of this agreement.

Taxes

Provider hereby agrees that he is responsible for payment of taxes/fees due from the funds thus received under this agreement.

Assignment

The Provider shall not assign any interest in this agreement and shall not transfer any interest in same without prior written consent of the Commission/Agency, provided however, that claims for money due or to become due to the Provider from the Commission/Agency may be assigned to a bank, trust company, or other financial institution without such prior written consent. Notice of any such assignment or transfer shall be furnished promptly to the Commission/Agency.

Discrimination Clause

The Provider agrees to abide by the requirements of the following as applicable: Title VI and VII of the Civil Rights Act of 1964, as amended by the Equal Opportunity Act of 1972, Federal Executive Order 11246, the federal Rehabilitation Act of 1973, as amended, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, Title IX of the Education Amendments of 1972, the Age Act of 1972, and Provider agrees to abide by the requirements of the American with Disabilities Act of 1990.

Provider agrees not to discriminate in its employment practices, and will render services under this agreement without regard to race, color, religion, gender, sexual orientation, national origin, veteran status, political affiliation, or disabilities.

Any act of discrimination committed by provider, or failure to comply with these statutory obligations when applicable shall be grounds for termination of this agreement.

Audit

The Provider shall permit the authorized representatives at the Commission/Agency to periodically inspect and audit all data and records of the Provider relating to the performance under this agreement.

Research

The Commission/Agency shall, as requested at intervals of 9 months, 18 months, 36 months, and 60 months, complete a **confidential** research survey form on previously tested law enforcement officers, dispatch/telecommunicators, and/or firefighters/paramedics and return same to Provider for research purposes. Provider will send this brief **confidential** survey form to the Commission/Agency at the appropriate intervals and requests that the form be returned within 2 weeks.

Terms of Agreement

This agreement shall begin on _____, 2011, and shall terminate upon _____. This agreement shall be governed by the laws of the State of Illinois.

THUS DONE AND SIGNED AT _____

Accepted for:

Alan F. Friedman, Ph.D., Inc.

Witness

Witness

Accepted for:

(Name of Department)

Witness

Witness

APPENDIX A

SCOPE OF SERVICES

Provider hereby agrees to furnish the following services utilizing the MATRIX-Psychological Uniform Law Enforcement Selection Evaluation (M-PULSE) and/or MATRIX-Firefighter Liability and Management Evaluation Inventory (M-FLAME):

Post-Offer/Pre-Employment psychological screening of police and/or firefighter/paramedic and/or dispatch/telecommunicator candidates to determine suitability for employment as a police officer or firefighter/paramedic with the Commission/Agency.

Post-offer/Pre-Employment screening shall result in: (A) suitable for employment as a police officer and/or firefighter/paramedic and/or dispatch/telecommunicator; (B) not suitable for employment as a police officer and/or firefighter/paramedic and/or dispatch/telecommunicator; or (C) suitable for employment as a police officer and/or firefighter/paramedic and/or dispatch/telecommunicator with training recommendations.

Critical Incident Debriefing, or other professional consultations (on an as-needed basis).

Fitness for Duty Evaluation shall result in: (A) currently fit for duty or; (B) currently unfit for duty, requiring treatment and/or intervention prior to establishing fitness or; (C) unfit for duty or; (D) inability to determine fitness due to lack of cooperation by the examinee.

All reports shall be forwarded to the Commission/Agency within five (5) business days of the date of examination.

Research

The Commission/Agency shall, as requested at intervals of 9 months, 18 months, 36 months, and 60 months, complete a **confidential** research survey form on previously tested law enforcement officers, firefighters, and/or firefighters and return same to Provider for research purposes. Provider will send this brief **confidential** survey form to the Commission/Agency at the appropriate intervals and requests that the form be returned within 2 weeks.

Terms of Agreement

This agreement shall begin on _____, 2011, and shall terminate upon _____. This agreement shall be governed by the laws of the State of Illinois.

THUS DONE AND SIGNED AT _____

Accepted for:

Alan F. Friedman, Ph.D., Inc.

Witness

Witness

Accepted for:

(Name of Department)

Witness

Witness