



Lexington-Fayette Urban County Government
DEPARTMENT OF PUBLIC SAFETY

Linda Gorton
Mayor

Kenneth Armstrong
Commissioner

TO: Mayor Linda Gorton
Urban County Council

Lawrence B. Weathers

FROM: Chief Lawrence B. Weathers
Lexington Police Department

CC: Commissioner Kenneth Armstrong
Department of Public Safety

DATE: January 5, 2022

SUBJECT: Interview Now Inc. Master Subscription Agreement & Sole Source Certification

Request

Authorization to establish Interview Now Inc. as a sole source vendor and accept the attached Master Subscription Agreement.

Why are you requesting?

Interview Now Inc., is a software solution created by law enforcement to ease communications during the recruiting and hiring process. This unique software was inspired by the Police Executive Research Foundation, and the International Association of Chiefs of Police recommendations to assist agencies with providing immediate response to potential candidates in a format that they are comfortable with - text messages. The purchase would provide a local 10-digit number with a branded keyword to text, allowing immediate artificial intelligence response and directions to our website and application as well as timely follow-up by the recruiter(s). The recruiter will access all information through their dashboard, easily exporting data if needed. Mass texting of an applicant pool or certain candidates is available and applicants can text regarding frequently asked questions. This software could be utilized by those involved in the hiring process at any stage. Our Police Training Section has conducted an extensive search attempting to find a similar software solution from another vendor to obtain additional quotes but has been unable to find a comparable solution.

The required funds are available and future funds to support Interview Now will be requested to be included in a recruiting budget for the next fiscal year. The annual cost of this software is \$9,000. This is also to establish Interview Now Inc., as a sole source vendor. The attached agreement requires Council and Mayor Gorton's approval and signature.

What is the cost in this budget year and future budget years?

Funds for this purchase are budgeted - \$9,000

Are the funds budgeted? Yes – 1101-505507-5571-75101

File Number: 041-22

Director/Commissioner: Lawrence B. Weathers, Chief
Lexington Police Department

LBW/rmh