



Board Agenda Item 29

DATE: March 25, 2025

TO: Board of Supervisors

SUBMITTED BY: Hollis Magill, Director of Human Resources

SUBJECT: Master Agreement for Pre-Employment Psychological Screening and Evaluation Services

RECOMMENDED ACTION(S):

Approve and authorize the Chairman to execute a Master Agreement for Pre-Employment Psychological Screening and Evaluation Services, effective March 25, 2025 through March 24, 2028 with the provision of two (2) additional one (1) year renewal periods based on the mutual written consent of all parties (\$1,050,000).

ALTERNATIVE ACTION(S):

Should the recommended action not be approved, the continuity of service will be interrupted in hiring peace officer and public safety classifications and conducting special compulsory evaluations. This will require the RFP to be re-issued to procure these services.

FISCAL IMPACT:

The actual cost of the recommended actions will be based on the number and type of examinations performed, and will not exceed \$210,000 per year (\$630,000 for 3 year base period). Sufficient appropriations and estimated revenues for these pass-through agreements have been included in the Human Resources Org 1010 FY 2024-25 approved budget and will be also include in future budget years. County departments utilizing these services will continue to be charged for actual costs incurred.

DISCUSSION:

The County of Fresno conducts pre-employment psychological screenings and special compulsory evaluations for designated job classifications including peace officers, public safety classifications and non-safety classifications in accordance with Federal, State and local laws and regulations. Pre-employment psychological screenings are mandated for peace officer and other public safety officers as required by California Government Code Section 1031(f). California Commission on Peace Officer Standards and Training (POST) Commission Regulation 1955 and Government Code Section 1031(f) require psychological examinations to be conducted by a qualified contractor who has met applicable education and training procedures set forth by POST designed for the performance of pre-employment psychological screenings of peace officers.

On September 18, 2024, Request for Proposal (RFP) #25-015 for Pre-Employment Psychological Screenings and Evaluations was sent to over 1,700 potential bidders through the County's Public Purchase System. Five proposals were received by the closing date. An RFP Review Committee was established and

comprised of representatives from the Departments of Human Resources and Sheriff.

All proposals were reviewed and ranked based upon the RFP specification, response quality, proposed services, and cost. The bid committee found that the proposals from California Forensic Institute and Dr. Erene Soliman included a balance knowledge of law enforcement screenings and cost effectiveness. The committee indicated that these proposals also clearly demonstrated extensive experience providing services similar to the County's Request. The Review Committee unanimously recommended these two proposals for funding.

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Agreement

CAO ANALYST:

Paige Benavides