



Board Agenda Item 28

DATE: January 7, 2020

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, 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 January 7, 2020, not to exceed five consecutive years, which includes a three-year base contract and two optional one-year extensions, total not to exceed \$750,000.

Approval of the recommended action will allow the Department of Human Resources to continue to perform pre-employment screening and special compulsory psychological evaluation services for peace officer and non-public safety job classifications. County departments that utilize services provided under this Agreement will be charged back based on actual costs incurred.

ALTERNATIVE ACTION(S):

If the recommended action is not approved, the continuity of service will be interrupted in hiring peace officers, public safety classifications and conducting special compulsory evaluations. This will require the Request for Proposal to be re-issued to procure these services.

FISCAL IMPACT:

The actual cost of the recommended action will be based on the examinations and services performed and will not exceed \$150,000 per year (\$750,000 for a maximum of five (5) years). Sufficient appropriations and revenues for this pass-through agreement have been included in the Human Resources Org 1010 FY 2019-20 adopted budget and will also be included in future budget year requests. County departments utilizing these services will continue to be charged only 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, rules, and regulations. Peace officers and other public safety classifications are mandated to undergo pre-employment psychological evaluations pursuant to California Government Code Section 1031(f) to ensure these candidates are found to be free from any physical, emotional or mental condition that might adversely affect the exercise of powers as a peace officer. Government Code Section 1031(f) and California Commission on Peace Officer Standards and Training (POST) Commission Regulation 1955 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 and evaluations of peace officers.

On September 18, 2019, Request for Proposal (RFP) #20-020 for pre-employment psychological screening and evaluation services was sent to over 1,700 potential bidders through the County's Public Purchase System. Four proposals were received by the closing date. An RFP Committee was established and comprised of representatives from the Departments of Human Resources, Probation, Sheriff and District Attorney.

All proposals were reviewed and ranked upon the RFP specification, response quality, proposed services, and cost. The bid committee found that the proposals from California Forensic Institute, Dr. Erene Soliman, and Dr. Kent Kawagoe 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 three proposals for funding.

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Agreement

CAO ANALYST:

Debbie Paolinelli