



Board Agenda Item 27

DATE: August 20, 2019

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Agreement for Third Opinion Pre-Employment Psychological Evaluations

RECOMMENDED ACTION(S):

Approve and authorize the Chairman to execute retroactive Amended and Restated Agreement to Purchasing Agreement P-16-162-L with Kent Kawagoe, Ph.D. to perform third opinion psychological evaluations, effective April 12, 2016 through April 11, 2020 with the provision of one (1) additional one (1) year renewal period based on the mutual written consent of all parties (\$249,900).

ALTERNATIVE ACTION(S):

There is no viable alternative action. Should the recommended action not be approved, the continuity of service will be interrupted in hiring peace officer and public safety candidates that require a third opinion pre-employment psychological evaluation.

RETROACTIVE AGREEMENT:

The recommended agreement is retroactive to April 12, 2016. It was not anticipated that the procurement agreement would exceed purchasing limitations and that the scope of work would evolve.

FISCAL IMPACT:

The actual cost of the recommended action will be based on the number of appeals performed, and will not exceed \$75,000 for the current twelve month period and for any subsequent twelve (12) month renewal.

DISCUSSION:

As an employer of peace officers and other public safety employees, the County is mandated by California Penal Code Section 13610(b) to conduct pre-employment emotional stability screenings of candidates for those positions. The County of Fresno requires psychological evaluations and appeals, when necessary, for these designated job classifications pursuant to Personnel Rule 8 - Medical Examinations. The psychological evaluations are conducted by a qualified contractor who makes a final recommendation to the Director of Human Resources as to suitability. If found not suitable, a candidate has the opportunity to pursue a secondary evaluation at their own expense. If the secondary evaluation is supportive it is then sent to the County's contractor for a final third opinion evaluation.

The County entered into Procurement Agreement No. P-16-162-L with Kent Kawagoe, Ph.D, on April 12, 2016 to provide psychological appeals evaluator services for the Department of Human Resources. On August 1, 2018, both parties agreed to amend the scope of work to include primary pre-employment

psychological screening and special compulsory psychological evaluation services for Correctional Officer candidates. The County and Contractor now desire to increase the maximum compensation under the agreement to \$75,000, annually, an amount in excess of the County Purchasing Agent's contracting authority, and, therefore, requires Board of Supervisors approval. Additionally, both parties have agreed to return the scope of work to third opinion pre-employment psychological appeals only.

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Agreement

CAO ANALYST:

Debbie Paolinelli