



Board Agenda Item 43

DATE: December 4, 2018

TO: Board of Supervisors

SUBMITTED BY: Paul Nerland, Director of Human Resources

SUBJECT: Retroactive Amendment One to Agreement No. 14-654 with Gregory N. Cherney, PhD

RECOMMENDED ACTION(S):

Approve and authorize the Chairman to execute retroactive Amendment One to Agreement No. 14-654 with Gregory N. Cherney, PhD to provide third opinion evaluations for pre-employment psychological evaluation appeals for peace officer candidates, effective October 29, 2018, with no change to the compensation amount or term of January 1, 2015 through December 31, 2019 (\$650,000).

Approval of the recommended action will allow Dr. Cherney to complete third opinion evaluations for pre-employment psychological evaluation appeals for peace officer candidates.

ALTERNATIVE ACTION(S):

If the recommended action is not approved, the hiring of peace officer candidates will be delayed by the inability to complete a timely appeal evaluation consistent with California Peace Officer Standards and Training (POST) requirements and Personnel Rule 8050 - Appeals.

RETROACTIVE AGREEMENT:

The recommended Amendment One is retroactive to October 29, 2018 due to finalization of the scope of work being completed at the end of October and calendaring for the next available Board date.

FISCAL IMPACT:

There is no increase in Net County Cost associated with the recommended action. Approval of Amendment One will allow Dr. Cherney to complete pre-employment psychological evaluation appeals within the contract maximum for this agreement.

DISCUSSION:

On January 1, 2015, the County entered into Agreement No. 14-654 with Dr. Cherney to provide professional services for pre-employment psychological suitability screenings and compulsory psychological suitability evaluations. As a result of the increased hiring demands for peace officer positions, the County revised Purchasing Agreement No. P-16-162-L to allow the current psychological appeal evaluator, Dr. Kawagoe, to provide pre-employment psychological suitability screenings. Consistent with California POST Commission Regulation 1955 and Personnel Rule 8050 - Appeals, Amendment One will allow Dr. Cherney to evaluate candidates who are appealing a pre-employment psychological exam disqualification completed by Dr.

Kawagoe. Although Exhibit A-I is revised to include the cost of appeals, Human Resources staff has confirmed the annual maximum cost of the contract (\$130,000) will not be exceeded.

REFERENCE MATERIAL:

BAI #52, October 28, 2014

ATTACHMENTS INCLUDED AND/OR ON FILE:

On file with Clerk - Amendment One to Agreement No. 14-654
Exhibit A-I

On file with Clerk - Agreement No. 14-654

On file with Clerk - Purchasing Agreement No. P-16-162-L

CAO ANALYST:

Debbie Paolinelli