



Agenda Date: 1/8/2008  
Agenda Placement: 6P

## NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

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**TO:** Board of Supervisors  
**FROM:** Gregersen, Mark - Director  
Human Resources  
**REPORT BY:** Olivia Soria, Staff Services Analyst II , 253-4945  
**SUBJECT:** Amendment No. 1 to Agreement No. 6799 with Doris Pick, Ph.D.

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### **RECOMMENDATION**

Human Resources Director requests approval of and authorization for the Chair to sign Amendment No. 1 to Agreement No. 6799 with Doris Pick, Ph.D., dba Fox, Pick & Associates, amending the compensation rate from \$125 to \$150 per hour for pre-employment psychological screening examinations.

### **EXECUTIVE SUMMARY**

The County contracts with Doris Pick, Ph.D., dba Fox, Pick & Associates, to obtain pre-employment psychological screening examinations on peace officer candidates being considered for hire by the County of Napa. Since the onset of the contract on April 24, 2007, the fee has been \$125 per hour. The proposed amendment increases the fee by \$25 to \$150 per hour. The maximum compensation amount remains at \$25,000 for Fiscal Year 2007-2008.

### **FISCAL IMPACT**

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Human Resources - Department 13000, Account 52180100.
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	Staff has worked with Dr. Pick and found her to be competent and reliable. Dr. Pick increased her rates effective October 2007.
Is the general fund affected?	Yes
Future fiscal impact:	The agreement is renewed at the end of each fiscal year upon review.

Consequences if not approved: Pre-employment psychological screening examinations are a mandatory step in the selection process of peace officer positions. If the proposed amendment is not approved a new provider must be found to perform these examinations.

Additional Information:

### **ENVIRONMENTAL IMPACT**

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

### **BACKGROUND AND DISCUSSION**

The pre-employment psychological screening examination is one of the required steps in the peace officer selection process. Under the current agreement, Dr. Doris Pick, dba Fox, Pick & Associates, conducts pre-employment psychological screening examinations at the County's request. The screening examinations consist of a written test taken by the candidate, followed by an oral interview of the candidate by Dr. Pick. Dr. Pick then prepares accurate and complete reports for each examination, as required by law. Dr. Pick is required to maintain each screening examination and report as part of her records for a minimum of ten (10) years. In addition, Dr. Pick provides a letter to the County hiring department indicating whether or not the candidate is found to be free of any emotional or mental condition that might adversely affect the candidate's exercise of peace officer powers. Finally, Dr. Pick meets with the hiring department to discuss the results of the screening examination.

Dr. Doris Pick increased her rates effective October 2007. If the proposed amendment is not approved, pre-employment psychological screening examinations would not be provided, which are a mandatory step in the selection process of peace officer positions. Therefore, Human Resources Director requests approval of the proposed amendment increasing Dr. Pick's compensation rate from \$125 to \$150 per hour for pre-employment psychological screening examinations.

### **SUPPORTING DOCUMENTS**

None

CEO Recommendation: Approve

Reviewed By: Karen Collins