



A Tradition of Stewardship
A Commitment to Service

Agenda Date: 2/26/2019

Agenda Placement: 6A

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: AMANDA GIBBS for Mary Butler - Chief Probation Officer
Probation
REPORT BY: Ferlyn Buenafe, Staff Services Manager - 707.253.4126
SUBJECT: Agreement with Mark Clementi, Ph.D.

RECOMMENDATION

Chief Probation Officer requests approval of and authorization for the Chair to sign an agreement with Mark A. Clementi, Ph.D, for a maximum of \$15,000 for the term March 1, 2019 through June 30, 2019 with the provision for automatic annual renewal, at the same maximum rate, to provide pre-employment psychological and arming evaluation services, return to duty/fitness psychological evaluations, and critical incident stress debriefing services.

EXECUTIVE SUMMARY

Mark A. Clementi, Ph.D., provides pre-employment psychological screening examinations for candidates considered to be armed by the Department, fitness for duty evaluations and critical incident stress debriefings. The proposed agreement establishes the terms and conditions of the services provided by Dr. Clementi.

FISCAL IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Probation
Is it Mandatory or Discretionary?	Discretionary
Discretionary Justification:	Psychological screening and interviewing is necessary in the selection of successful candidates considered to be armed.
Is the general fund affected?	Yes

Future fiscal impact: The agreement is reviewed annually for a total of three fiscal years and will be included in the Department's Recommended Budget.

Consequences if not approved: A candidate may not be properly chosen to determine fit to handle being armed. Psychological screening examinations will assist the Department in determining suitability for a candidate to handle the responsibilities of being an armed officer in compliance with federal and state law, regulations, and professional standards.

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 Probation Department conducts psychological screening examinations for sworn officers considered to be armed. The psychological screening examination is a required step in the selection process.

Under the proposed agreement, Dr. Clementi would conduct psychological screening examinations at the County's request. The screening examinations consist of the following components: 1) extensive psychological testing of the candidate; 2) mental status exam; and 3) face-to-face clinical interview. Dr. Clementi then prepares a thorough report to the Department with a summary of the result of each evaluation. Each report includes a discussion of background issues, emotional or mental condition that may adversely affect the candidate's exercise of the job duties of an armed officer, as well as an analysis of each candidate's psychological profile, learning style and suitability to be armed. Reports are written in plain language that is understandable for management staff.

Dr. Clementi is an experienced public safety psychologist who has practiced psychology since 1990 and devoted his practice to public safety since 1998. He meets all POST requirements for psychologists who conduct pre-employment psychological evaluations and psychological fitness for duty evaluations. Currently, Dr. Clementi provides services to 87 different police departments, sheriff's departments, probation departments, fire departments, district attorneys, and social services agencies throughout California. He has conducted over 7,000 pre-employment psychological evaluations, in addition to numerous promotional evaluations, arming evaluations, and fitness for duty evaluations.

The term of this Agreement automatically renews for an additional two (2) years at the end of each fiscal year, unless either party gives the other party written notice of intention not to renew. The specialized nature of the services provided by Dr. Clementi justifies the sole sourcing for this contract. The Department has worked with Dr. Clementi prior and found him to be competent and reliable.

SUPPORTING DOCUMENTS

None

CEO Recommendation: Approve

Reviewed By: Susan Kuss