NAPA COUNTY BOARD OF SUPERVISORS
Board Agenda Letter

TO: Board of Supervisors
FROM: Kim Henderson for JOHN ROBERTSON JR. - Sheriff-Coroner
Sheriff
REPORT BY: Kim Henderson, Sheriff's Administrative Manager - 259-8674
SUBJECT: Agreement with Mark Clementi, Ph.D.

RECOMMENDATION
Sheriff requests approval of and authorization for the Chair to sign an agreement with Mark A. Clementi, Ph.D., for a maximum of $50,000 for the term July 1, 2019 through June 30, 2020 with the provision of automatic renewal for two additional years, at the same maximum rate, to provide the California Peace Officer Standards Training (POST) mandated 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 for sworn positions in the Sheriff's Office, 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? Sheriff
Is it Mandatory or Discretionary? Mandatory
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 Recommended Budget.

Consequences if not approved: Psychological screening examinations conducted by Dr. Clementi will assist the Sheriff's Office 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. If not approved, the Sheriff's Office would not enter into a professional services agreement with Dr. Clementi, and candidates would not be psychologically assessed for their suitability to a sworn law enforcement position.

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 Sheriff's Office conducts psychological screening examinations for sworn officers as required by the California Commission on Peace Officer Standards Training (POST). The psychological screening examination is a required step in the peace officer 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 Sheriff's Office has previously worked with Dr. Clementi and have found him to be competent and reliable public safety psychologist.

SUPPORTING DOCUMENTS
None

CEO Recommendation: Approve
Reviewed By: Susan Kuss