



# Monterey County

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## Board Report

Legistar File Number: 16-1347

December 13, 2016

**Introduced:** 11/28/2016

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** General Agenda Item

- a. Approve and Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute Amendment #1 to a Standard Agreement with Fred Hardee, Doing Business as Hardee Investigations, which adds \$76,900 to the agreement, for a total not to exceed amount of \$171,900; and
- b. Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to sign up to two (2) amendments totaling up to ten percent (10%) of the agreement (\$17,190) where the amendments do not significantly change the scope of work and the total cumulative cost of this contract does not exceed \$189,090.

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to execute Amendment #1 to a Standard Agreement with Fred Hardee, Doing Business as Hardee Investigations, which adds \$76,900 to the agreement, for a total not to exceed amount of \$171,900; and
- b. Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to sign up to two (2) amendments totaling up to ten percent (10%) of the agreement (\$17,190) where the amendments do not significantly change the scope of work and the total cumulative cost of this contract does not exceed \$189,090.

### SUMMARY/DISCUSSION:

The Monterey County Sheriff's Office (MCSO) is required to perform background clearances on all personnel. Peace officer candidates have minimum selection standards as detailed in Government Code Sections 1029-1031.2. Additional restrictions are placed on peace officers by Penal Code 29805, which states that those who have committed specific misdemeanors cannot possess a firearm for ten (10) years, unless they are able to petition the court and seek injunctive relief. If relief is not granted by the court, an applicant would be disqualified from being a peace officer. United States Code Title 18 Section (d) (9) states that those convicted of offenses containing the elements of domestic violence cannot possess a firearm, which would also disqualify a candidate from consideration.

The Commission on Police Officer Standards has terms that must be met by all candidates, as delineated in Commission Regulations 1950-1955. These regulations cover citizenship requirements, age, education, clearances based on fingerprints, reading and writing tests, oral interviews, medical and

psychological evaluations and background checks. The background check portion of these standards requires the Sheriff's Office to collect and review personal history statements, past employment, driving records, credit history, military service, and previous residence and tenancy history.

The Sheriff's Office hires deputies in cohorts, so that they can complete the Police Academy together and start work at the same time. All first year officers must take several Police Officer Standards and Training (POST) courses and the cohort grouping enables the Sheriff's Office to supply this training in a cost effective manner.

The Sheriff's Office must also background check all non-sworn (administrative and clerical) staff, which adds significant time delays to filling positions, particularly those positions within the Accounting area.

The Sheriff's Office has a small part-time staff of background clearance staff, but they cannot complete all the work required during a large recruitment. This staff has recently been redirected towards background clearances for Concealed Carry weapon permits to reduce wait times for those permits. This is not a sole source contract but our pool of local vendors is getting smaller each year. This vendor has agreed to continue the contract with no increase in fees, therefore the increase in the contract amount is based solely on greater demand for pre-employment background clearances.

A copy of this agreement is on file at the offices of the Clerk of the Monterey County Board of Supervisors.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed as to legal content, and the Auditor-Controller has reviewed as to fiscal provisions.

FINANCING:

There will be no increase in the General Fund Contribution as a result of this board action. The cost was anticipated and included in the Fiscal Year 2016-17 Sheriff's Approved Budget.

Submitted by: Nina Ryan, Management Analyst II, ext. 3708

Approved by: Steve Bernal, Sheriff/Coroner, ext. 3725



Attached: Standard Agreement, Fred Hardee DBA Hardee Investigations