



# County of Monterey

Board of Supervisors  
Chambers  
168 W. Alisal St., 1st Floor  
Salinas, CA 93901

## Board Report

---

**File #: 19-1919, Version: 1**

---

- a. Approve and Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to sign Agreement with Fred D Hardee dba Hardee Investigations for an initial term of February 24, 2020 to February 24, 2023 for an amount not to exceed \$250,000.00; and
- b. Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to sign two (2) additional one (1) year amendments to the agreement where the amendment does not significantly change the scope of work.

### RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to sign Agreement with Fred D Hardee dba Hardee Investigations for an initial term of February 24, 2020 to February 24, 2023 for an amount not to exceed \$250,000.00; and
- b. Authorize the Contracts/Purchasing Officer or Contracts/Purchasing Supervisor to sign two (2) additional one (1) year amendments to the agreement where the amendment does not significantly change the scope of work.

### SUMMARY/DISCUSSION:

The Monterey County Sheriff's Office (MCSO) request approval of this Agreement. MCSO is required to perform background clearances on all its 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 sworn 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 tenancy history.

The Sheriff's Office must also background check all non-sworn employees (professional and jail support staffs) which adds significant time delays to filling positions, particularly those positions within the accounting area. The accounting area traditionally has a much smaller pool of applicants and they are in demand, countywide.

This is not the only vendor who performs these duties.

### OTHER AGENCY INVOLVEMENT:

County Counsel, the Auditor-Controller, and the Contracts/Purchasing Department have reviewed and approved this Agreement as to legal form, fiscal provisions, and insurance requirements, respectively.

FINANCING:

The cost of this contract is included in the adopted FY 2019-20 budget and will not create an increase in General Fund Contribution resulting from this Board action. There is anticipated increase built into the amendments.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This contract meets the Board's strategic initiatives by hiring qualified employees to enable it to meet the Board's desire to:

*Reduce violent crime and homicides, create a safe environment for people to achieve their potential, leading businesses and communities to thrive and grow.*

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- X Public Safety

Prepared by: Arthur Curtright, Management Analyst II, Extension #3708

Approved by: Steve Bernal, Sheriff, Extension #3750

Attachments: Attachment A - Agreement between County of Monterey and Fred D. Hardee dba Hardee Investigations