



County of Monterey

Item No.

Board Report

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

Legistar File Number: A 24-368

August 27, 2024

Introduced: 7/16/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

- a. Approve and Authorize the Contracts and Purchasing Officer or their designee to execute a Non-Standard Agreement with Miller Mendel, Inc. for eSOPH background investigation system, for one (1) year effective upon signature, in the amount not to exceed \$12,031; and
- b. Approve and Authorize the Contracts and Purchasing Officer or their designee to execute a Non-Standard Letter Agreement with Experian for credit checks for background applicants, effective upon signature.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Approve and Authorize the Contracts and Purchasing Officer or their designee to execute a Non-Standard Agreement with Miller Mendel, Inc. for eSOPH background investigation system, for one (1) year effective upon signature, in the amount not to exceed \$12,031; and
- b. Approve and Authorize the Contracts and Purchasing Officer or their designee to execute a Non-Standard Letter Agreement with Experian for credit checks for background applicants, effective upon signature.

SUMMARY/DISCUSSION:

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. The MCSO must perform a background check on all non-sworn employees (professional and jail support staff) which adds significant time delays to filling positions (currently, this process is contracted out).

The MCSO is seeking to implement the electronic Statement of Personal History (eSOPH) background investigation system. eSOPH is a browser based, case management software application designed to electronically conduct all steps of the background investigation process, from the acceptance of background information from the applicant to the hiring of the applicant. eSOPH is expandable and customizable. The background check requires the review of personal history statements, past employment, driving records, credit history, military service, and previous tenancy history and a polygraph.

By obtaining this software, the MCSO would be able to use some deputies to conduct background investigations and make it part of their additional duties, similar to being a SWAT Officer or Cannie (K9) Handler. Utilizing deputies would greatly reduce the cost of contracting the process out.

The Miller Mendel eSOPH background investigation system is currently being utilized by Riverside

County Sheriff, Santa Clara County Sheriff, San Jose Police Department, Stockton PD, Elk Grove PD and San Luis Obispo PD to name a few.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and advised on this Agreement as to legal form. The Auditor-Controller has reviewed the agreement but does not agree to the non-standard payment provisions.

FINANCING:

The cost of this Agreement was included in the Sheriff's FY 2024-25 Adopted Budget. There will be no increase in General Fund Contribution as a result of this Action.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Mark a check to the related Board of Supervisors Strategic Initiatives

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

Prepared by: Arthur Curtright, Management Analyst II, Ext #3708
Reviewed by: Eddie Anderson, Chief Deputy Sheriff, Ext #3754
Reviewed by: Keith Boyd, Undersheriff, Ext #3859
Approved by: Tina Nieto, Sheriff/Coroner, Extension #3750

- Attachments:
- Board Report
 - Non-Standard Agreement
 - Experian Letter Agreement
 - Quote

