



## Legislation Text

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**TO:** Board of Supervisors  
**FROM:** Dina Jose, Director of Corrections  
**REPORT BY:** Anabel Silva, Staff Services Analyst  
**SUBJECT:** Agreement with Mark Clementi, Ph.D.

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### RECOMMENDATION

Director of Corrections requests approval of and authorization for the Chair to sign Agreement No. 230117B with Mark Clementi, Ph.D. for a maximum of \$20,000 for the term July 1 2022, through June 30, 2023, with two automatic annual renewals for pre-employment psychological evaluations on prospective employees of the Napa County Department of Corrections.

### EXECUTIVE SUMMARY

California Government Code 1031 requires peace officers to be of “good moral character” and free from any “emotional or mental condition which might adversely affect the exercise of powers”. In order to comply with the code, Napa County Department of Corrections (Corrections) would like to contract with Mark Clementi Ph.D. for pre-employment psychological evaluations.

### FISCAL & STRATEGIC PLAN IMPACT

Is there a Fiscal Impact?	Yes
Is it currently budgeted?	Yes
Where is it budgeted?	Corrections
Is it Mandatory or Discretionary?	Mandatory
Is the general fund affected?	Yes
Future fiscal impact:	Funds will be budgeted accordingly in future fiscal years.
Consequences if not approved:	Pre-employment psychological screening examinations are a mandatory step in the selection process of peace officer positions. Corrections and HR do not have the resources or expertise to conduct such evaluations.
County Strategic Plan pillar addressed:	Healthy, Safe, and Welcoming Place to Live, Work, and Visit

### **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**

Corrections is contracting with Dr. Clementi for pre-employment psychological screening examination which is one of the required steps in the peace officer selection process.

Under the Agreement, Dr. Clementi would conduct psychological screening examinations at the County's request. The screening examinations consist of the following: 1) An extensive psychological testing of the candidate; 2) Mental status exam; and 3) An interview with a thorough report prepared for each evaluation. Each report includes a discussion of background issues, emotional or mental conditions that may adversely affect the candidate's exercise of the job duties of an officer, as well as an analysis of each candidate's psychological profile, and learning style.

CEO Recommendation: Approve