

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington

MOTION NO. 25-543

APPROVING THE CONTRACT WITH PUBLIC SAFETY PSYCHOLOGICAL SERVICES, PLLC, FOR PRE-EMPLOYMENT PSYCHOLOGICAL EXAMINATIONS

WHEREAS, the County utilizes pre-employment psychological evaluations as a component of the selection criteria for Sheriff's Office personnel; and

WHEREAS, a psychological examination administered by a psychiatrist licensed in the State of Washington is required as part of the hiring process per RCW 42.101.095(2)(vi); and

WHEREAS, Public Safety Psychological Services, PLLC utilizes psychiatrists that are licensed in the State of Washington; and

WHEREAS, medical and related services requiring a licensed physician or other health care provider are exempted from competition per SCC 3.04.202(2); and

WHEREAS, the term of the contract encompasses services provided between July 1, 2025 and June 30, 2030;

NOW, THEREFORE, ON MOTION, the Snohomish County Council approves and authorizes the County Executive to sign the Contract for Pre-Employment Psychological Examinations with Public Safety Psychological Services, PLLC, copies of which are attached hereto and incorporated herein by reference.

PASSED this 10th day of December, 2025.

SNOHOMISH COUNTY COUNCIL
Snohomish County, Washington



Council Chair

ATTEST:



Deputy Clerk of the Council

CONSULTANT: LEPS-PSS, PLLC, dba
Public Safety Psychological Services
CONTACT PERSON: Cerise Vablais, PH.D., ABPP
ADDRESS: 20818 44th Ave W Ste 150
Lynnwood, WA 98036
FEDERAL TAX ID NUMBER/U.B.I. NUMBER: 83-3049332 / 604379931
TELEPHONE/FAX NUMBER: (425) 775-4477 / (425) 527-0466
COUNTY DEPT: Sheriff's Office
DEPT. CONTACT PERSON: Lieutenant Christopher Veentjer
TELEPHONE/FAX NUMBER: (425) 388-3322 / 425-388-3143
COUNTY DEPT: Corrections
DEPT. CONTACT PERSON: Lieutenant Scott Lewis
TELEPHONE/FAX NUMBER: 425-388-3182 / 425-388-3552
PROJECT: Psychological Evaluation Services
AMOUNT: \$200,000.00
FUND SOURCE: 002 538 310 4114
CONTRACT DURATION: July 1, 2025, through June 30, 2030

AGREEMENT FOR PROFESSIONAL SERVICES

THIS AGREEMENT (the "Agreement") is made by and between SNOHOMISH COUNTY, a political subdivision of the State of Washington (the "County") and Public Safety Psychological Services, PLLC, a Washington professional limited liability company. In consideration of the mutual benefits and covenants contained herein, the parties agree as follows:

1. Purpose of Agreement; Scope of Services. The purpose of this Agreement and scope of services are as defined in Schedule A attached hereto and by this reference made a part of this Agreement. Public Safety Psychological Services, PLLC meets the definition of a Health Care Provider as defined in RCW 70.02.010(19). The requirement to compete this Agreement is waived in accordance with Snohomish County Code 3.04.202(2).

The services shall be performed in accordance with the requirements of this Agreement and with generally accepted practices prevailing in the western Washington region in the occupation or industry in which the Contractor practices or operates at the time the services are performed. The Contractor shall perform the work in a timely manner and in accordance with the terms of this Agreement. Any materials or equipment used by the Contractor in connection with performing the services shall be of good quality. The Contractor represents that it is fully qualified

to perform the services to be performed under this Agreement in a competent and professional manner.

The Contractor will prepare and present status reports and other information regarding performance of the Agreement as the County may request.

2. Term of Agreement; Time of Performance. This Agreement shall govern services provided beginning on July 1, 2025, and shall terminate on June 30, 2030. The Contractor shall commence work on July 1, 2025, and shall complete the work as described in Schedule A, PROVIDED, HOWEVER, that the County's obligations after December 31, 2025, are contingent upon local legislative appropriation of necessary funds for this specific purpose in accordance with the County Charter and applicable law.

3. Compensation.

a. Services. The County will pay the Contractor for services provided hereunder as and when set out in Schedule B, attached hereto and by this reference made a part of this Agreement.

b. Overhead and Expenses. The Contractor's compensation for services set forth in Section 3a above includes overhead and expenses and no separate claims for reimbursement of overhead or expenses will be allowed under this Agreement.

c. Invoices. The Contractor shall submit properly executed invoices to the County no more frequently than monthly. Each invoice shall include an itemization of the dates on which services were provided, including the number of hours and a brief description of the work performed on each such date. Subject to Section 8 of this Agreement, the County will pay such invoices within thirty (30) calendar days of receipt.

d. Payment. The County's preferred method of payment under this contract is electronic using the County's "e-Payable" system with Bank of America. The Contractor is highly encouraged to take advantage of the electronic payment method.

In order to utilize the electronic payment method, the Contractor shall email SnocoEpaybles@snoco.org and indicate it was awarded a contract with Snohomish County and will be receiving payment through the County's e-Payable process. The Contractor needs to provide contact information (name, phone number and email address). The Contractor will be contacted by a person in the Finance Accounts Payable group and assisted with the enrollment process. This should be done as soon as feasible after County award of a contract or purchase order, but not exceeding ten (10) business days.

Department approved invoices received in Finance will be processed for payment within seven calendar days for e-Payable contractors. Invoices are processed for payment by Finance two times a week for contractors who have selected the e-Payable payment option.

In the alternative, if the Contractor does not enroll in the electronic ("e-Payable") payment method described above, contract payments will be processed by Finance with the issuance of paper checks or, if available, an alternative electronic method. Alternative payment

methods, other than e-Payables, will be processed not more than 30 days from receipt of department approved invoices to Finance.

THE COUNTY MAY MAKE PAYMENTS FOR PURCHASES UNDER THIS CONTRACT USING THE COUNTY'S VISA PURCHASING CARD (PCARD).

Upon acceptance of payment, the Contractor waives any claims for the goods or services covered by the Invoice. No advance payment shall be made for the goods or services furnished by Contractor pursuant to this Contract.

e. Payment Method. In addition to Payment section above, the County may make payments for purchases under this contract using the County's VISA purchasing card (PCARD).

Are you willing to accept PCARD payments without any fees or surcharges?

Yes No

f. Contract Maximum. Total charges under this Agreement, all fees and expenses included, shall not exceed \$200,000.00 for the initial term of this Agreement.

4. Independent Contractor. The Contractor agrees that Contractor will perform the services under this Agreement as an independent contractor and not as an agent, employee, or servant of the County. This Agreement neither constitutes nor creates an employer-employee relationship. The parties agree that the Contractor is not entitled to any benefits or rights enjoyed by employees of the County. The Contractor specifically has the right to direct and control Contractor's own activities in providing the agreed services in accordance with the specifications set out in this Agreement. The County shall only have the right to ensure performance. Nothing in this Agreement shall be construed to render the parties partners or joint venturers.

The Contractor shall furnish, employ and have exclusive control of all persons to be engaged in performing the Contractor's obligations under this Agreement (the "Contractor personnel"), and shall prescribe and control the means and methods of performing such obligations by providing adequate and proper supervision. Such Contractor personnel shall for all purposes be solely the employees or agents of the Contractor and shall not be deemed to be employees or agents of the County for any purposes whatsoever. With respect to Contractor personnel, the Contractor shall be solely responsible for compliance with all rules, laws and regulations relating to employment of labor, hours of labor, working conditions, payment of wages and payment of taxes, including applicable contributions from Contractor personnel when required by law.

Because it is an independent contractor, the Contractor shall be responsible for all obligations relating to federal income tax, self-employment or FICA taxes and contributions, and all other so-called employer taxes and contributions including, but not limited to, industrial insurance (workers' compensation). The Contractor agrees to indemnify, defend and hold the County harmless from any and all claims, valid or otherwise, made to the County because of these obligations.

The Contractor assumes full responsibility for the payment of all payroll taxes, use, sales, income, or other form of taxes, fees, licenses, excises or payments required by any city, county, federal or state legislation which are now or may during the term of the Agreement be enacted as

to all persons employed by the Contractor and as to all duties, activities and requirements by the Contractor in performance of the work under this Agreement. The Contractor shall assume exclusive liability therefor, and shall meet all requirements thereunder pursuant to any rules or regulations that are now or may be promulgated in connection therewith.

5. Ownership. Any and all data, reports, analyses, documents, photographs, pamphlets, plans, specifications, surveys, films or any other materials created, prepared, produced, constructed, assembled, made, performed or otherwise produced by the Contractor or the Contractor's subcontractors or consultants for delivery to the County under this Agreement shall be the sole and absolute property of the County. Such property shall constitute "work made for hire" as defined by the U.S. Copyright Act of 1976, 17 U.S.C. § 101, and the ownership of the copyright and any other intellectual property rights in such property shall vest in the County at the time of its creation. Ownership of the intellectual property includes the right to copyright, patent, and register, and the ability to transfer these rights. Material which the Contractor uses to perform this Agreement but is not created, prepared, constructed, assembled, made, performed or otherwise produced for or paid for by the County is owned by the Contractor and is not "work made for hire" within the terms of this Agreement.

6. Amendments. No changes or additions shall be made in this Agreement except as agreed to by both parties, reduced to writing and executed with the same formalities as are required for the execution of this Agreement.

7. County Contact Person. The assigned contact person (or project manager) for the County for this Agreement shall be:

Name: John Flood
Title: Captain
Department: Sheriff's Office
Telephone: (425) 388-3913
Email: John.Flood@snoco.org

8. County Review and Approval. When the Contractor has completed any discrete portion of the services, the Contractor shall verify that the work is free from errors and defects and otherwise conforms to the requirements of this Agreement. The Contractor shall then notify the County that said work is complete. The County shall promptly review and inspect the work to determine whether the work is acceptable. If the County determines the work conforms to the requirements of this Agreement, the County shall notify the Contractor that the County accepts the work. If the County determines the work contains errors, omissions, or otherwise fails to conform to the requirements of this Agreement, the County shall reject the work by providing the Contractor with written notice describing the problems with the work and describing the necessary corrections or modifications to same. In such event, the Contractor shall promptly remedy the problem or problems and re-submit the work to the County. The Contractor shall receive no additional compensation for time spent correcting errors. Payment for the work will not be made until the work is accepted by the County. The Contractor shall be responsible for the accuracy of work even after the County accepts the work.

If the Contractor fails or refuses to correct the Contractor's work when so directed by the County, the County may withhold from any payment otherwise due to the Contractor an amount that the County in good faith believes is equal to the cost the County would incur in correcting the errors, in re-procuring the work from an alternate source, and in remedying any damage caused by the Contractor's conduct.

9. Subcontracting and Assignment. The Contractor shall not subcontract, assign, or delegate any of the rights, duties or obligations covered by this Agreement without prior express written consent of the County. Any attempt by the Contractor to subcontract, assign, or delegate any portion of the Contractor's obligations under this Agreement to another party in violation of the preceding sentence shall be null and void and shall constitute a material breach of this Agreement.

10. Records and Access; Audit; Ineligible Expenditures. The Contractor shall maintain adequate records to support billings. Said records shall be maintained for a period of seven (7) years after completion of this Agreement by the Contractor. The County or any of its duly authorized representatives shall have access at reasonable times to any books, documents, papers and records of the Contractor which are directly related to this Agreement for the purposes of making audit examinations, obtaining excerpts, transcripts or copies, and ensuring compliance by the County with applicable laws. Expenditures under this Agreement, which are determined by audit to be ineligible for reimbursement and for which payment has been made to the Contractor, shall be refunded to the County by the Contractor.

11. Indemnification.

a. Professional Liability.

The Contractor agrees to indemnify the County and, if any funds for this Agreement are provided by the State, the State and their officers, officials, agents and employees from damages and liability for damages, including reasonable attorneys' fees, court costs, expert witness fees, and other claims-related expenses, arising out of the performance of the Contractor's professional services under this Agreement, to the extent that such liability is caused by the negligent acts, errors or omissions of the Contractor, its principals, employees or subcontractors. The Contractor has no obligation to pay for any of the indemnitees' defense-related cost prior to a final determination of liability or to pay any amount that exceeds Contractor's finally determined percentage of liability based upon the comparative fault of the Contractor, its principals, employees and subcontractors. For the purpose of this section, the County and the Contractor agree that the County's and, if applicable, the State's costs of defense shall be included in the definition of damages above.

b. All Other Liabilities Except Professional Liability.

To the maximum extent permitted by law and except to the extent caused by the sole negligence of the County and, if any funds for this Agreement are provided by the State, the State, the Contractor shall indemnify and hold harmless the County and the State, their officers, officials,

agents and employees, from and against any and all suits, claims, actions, losses, costs, penalties and damages of whatsoever kind or nature arising out of, in connection with, or incidental to the services and/or deliverables provided by or on behalf of the Contractor. In addition, the Contractor shall assume the defense of the County and, if applicable, the State and their officers and employees in all legal or claim proceedings arising out of, in connection with, or incidental to such services and/or deliverables and shall pay all defense expenses, including reasonable attorneys' fees, expert fees and costs incurred by the County and, if applicable, the State, on account of such litigation or claims.

The above indemnification obligations shall include, but are not limited to, all claims against the County and, if applicable, the State by an employee or former employee of the Contractor or its subcontractors, and the Contractor, by mutual negotiation, expressly waives all immunity and limitation on liability, as respects only the County and, if applicable, the State, under any industrial insurance act, including Title 51 RCW, other worker's compensation act, disability benefit act, or other employee benefit act of any jurisdiction which would otherwise be applicable in the case of such claim.

In the event that the County or, if applicable, the State incurs any judgment, award and/or cost including attorneys' fees arising from the provisions of this section, or to enforce the provisions of this section, any such judgment, award, fees, expenses and costs shall be recoverable from the Contractor.

In addition to injuries to persons and damage to property, the term "claims," for purposes of this provision, shall include, but not be limited to, assertions that the use or transfer of any software, book, document, report, film, tape, or sound reproduction or material of any kind, delivered hereunder, constitutes an infringement of any copyright, patent, trademark, trade name, and/or otherwise results in an unfair trade practice.

The indemnification, protection, defense and save harmless obligations contained herein shall survive the expiration, abandonment or termination of this Agreement.

Nothing contained within this provision shall affect or alter the application of any other provision contained within this Agreement.

12. Insurance Requirements. The Contractor shall procure by the time of execution of this Agreement, and maintain for the duration of this Agreement, (i) insurance against claims for injuries to persons or damage to property which may arise from or in connection with the performance of the services hereunder by the Contractor, its agents, representatives, or employees, and (ii) a current certificate of insurance and additional insured endorsement when applicable.

a. General. Each insurance policy shall be written on an "occurrence" form, except that Professional Liability, Errors and Omissions coverage, if applicable, may be written on a claims made basis. If coverage is approved and purchased on a "claims made" basis, the Contractor warrants continuation of coverage, either through policy renewals or the purchase of

an extended discovery period, if such extended coverage is available, for not less than three (3) years from the date of completion of the work which is the subject of this Agreement.

By requiring the minimum insurance coverage set forth in this Section 12, the County shall not be deemed or construed to have assessed the risks that may be applicable to the Contractor under this Agreement. The Contractor shall assess its own risks and, if it deems appropriate and/or prudent, maintain greater limits and/or broader coverage.

b. No Limitation on Liability. The Contractor's maintenance of insurance as required by this Agreement shall not be construed to limit the liability of the Contractor to the coverage provided by such insurance, or otherwise limit the County's recourse to any remedy available at law or in equity.

c. Minimum Scope and Limits of Insurance. The Contractor shall maintain coverage at least as broad as, and with limits no less than:

(i) General Liability: \$1,000,000.00 combined single limit per occurrence for bodily injury, personal injury and property damage, and for those policies with aggregate limits, a \$2,000,000.00 aggregate limit. CG 00 01 current edition, including Products and Completed Operations;

(iv) Employers' Liability or "Stop Gap" coverage: \$1,000,000.00

(v) Professional Liability: \$1,000,000.00.

d. Other Insurance Provisions and Requirements. The insurance coverages required in this Agreement for all liability policies except workers' compensation and Professional Liability, if applicable, must contain, or must be endorsed to contain, the following provisions:

(i) The County, its officers, officials, employees and agents are to be covered as additional insureds as respects liability arising out of activities performed by or on behalf of the Contractor in connection with this Agreement. Such coverage shall be primary and non-contributory insurance as respects the County, its officers, officials, employees and agents. Additional Insured Endorsement shall be included with the certificate of insurance, "CG 2026 07/04" or its equivalent is required.

(ii) The Contractor's insurance coverage shall apply separately to each insured against whom a claim is made and/or lawsuit is brought, except with respect to the limits of the insurer's liability.

(iii) Any deductibles or self-insured retentions must be declared to, and approved by, the County. The deductible and/or self-insured retention of the policies shall not limit or apply to the Contractor's liability to the County and shall be the sole responsibility of the Contractor.

(iv) Insurance coverage must be placed with insurers with a Best's Underwriting Guide rating of no less than A:VIII, or, if not rated in the Best's Underwriting Guide, with minimum surpluses the equivalent of Best's surplus size VIII. Professional Liability, Errors and Omissions insurance coverage, if applicable, may be placed with insurers with a Best's rating of B+:VII. Any exception must be approved by the County.

Coverage shall not be suspended, voided, canceled, reduced in coverage or in limits until after forty-five (45) calendar days' prior written notice has been given to the County.

If at any time any of the foregoing policies fail to meet minimum requirements, the Contractor shall, upon notice to that effect from the County, promptly obtain a new policy, and shall submit the same to the County, with the appropriate certificates and endorsements, for approval.

e. Subcontractors. The Contractor shall include all subcontractors as insureds under its policies, or shall furnish separate certificates of insurance and policy endorsements for each subcontractor. **Insurance coverages provided by subcontractors instead of the Contractor as evidence of compliance with the insurance requirements of this Agreement shall be subject to all of the requirements stated herein.**

13. County Non-discrimination. It is the policy of the County to reject discrimination which denies equal treatment to any individual because of his or her race, creed, color, national origin, families with children, sex, marital status, sexual orientation, age, honorably discharged veteran or military status, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability as provided in Washington's Law against Discrimination, Chapter 49.60 RCW, and the Snohomish County Human Rights Ordinance, Chapter 2.460 SCC. These laws protect against specific forms of discrimination in employment, credit transactions, public accommodation, housing, county facilities and services, and county contracts.

The Contractor shall comply with the substantive requirements of Chapter 2.460 SCC, which are incorporated herein by this reference. Execution of this Agreement constitutes a certification by the Contractor of the Contractor's compliance with the requirements of Chapter 2.460 SCC. If the Contractor is found to have violated this provision, or to have furnished false or misleading information in an investigation or proceeding conducted pursuant to this Agreement or Chapter 2.460 SCC, this Agreement may be subject to a declaration of default and termination at the County's discretion. This provision shall not affect the Contractor's obligations under other federal, state, or local laws against discrimination.

14. Federal Non-discrimination. Snohomish County assures that no persons shall on the grounds of race, color, national origin, or sex as provided by Title VI of the Civil Rights Act of 1964 (Pub. L. No. 88-352), as amended, and the Civil Rights Restoration Act of 1987 (Pub. L. No. 100-259) be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any County sponsored program or activity. Snohomish County further assures that every effort will be made to ensure nondiscrimination in all of its programs and activities, whether those programs and activities are federally funded or not.

15. Employment of County Employees. SCC 2.50.075, "Restrictions on future employment of County employees," imposes certain restrictions on the subsequent employment and compensation of County employees. The Contractor represents and warrants to the County

that it does not at the time of execution of this Agreement, and that it shall not during the term of this Agreement, employ a former or current County employee in violation of SCC 2.50.075. For breach or violation of these representations and warranties, the County shall have the right to terminate this Agreement without liability.

16. Compliance with Other Laws. The Contractor shall comply with all other applicable federal, state and local laws, rules, and regulations in performing this Agreement.

17. Compliance with Grant Terms and Conditions. The Contractor shall comply with any and all conditions, terms and requirements of any federal, state or other grant, if any, that wholly or partially funds the Contractor's work hereunder.

18. Prohibition of Contingency Fee Arrangements. The Contractor warrants that it has not employed or retained any company or person, other than a bona fide employee working solely for the Contractor, to solicit or secure this Agreement and that it has not paid or agreed to pay any company or person, other than a bona fide employee working solely for the Contractor, any fee, commission, percentage, brokerage fee, gifts or any other consideration, contingent upon or resulting from the award or making of this Agreement. For breach or violation of this warranty, the County shall have the right to terminate this Agreement without liability or, in its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of such fee, commission, percentage, brokerage fee, gift or contingent fee.

19. Force Majeure. If either party is unable to perform any of its obligations under this Agreement as a direct result of an unforeseeable event beyond that party's reasonable control, including but not limited to an act of war, act of nature (including but not limited to earthquake and flood), embargo, riot, sabotage, labor shortage or dispute (despite due diligence in obtaining the same), or governmental restriction imposed subsequent to execution of the Agreement (collectively, a "force majeure event"), the time for performance shall be extended by the number of days directly attributable to the force majeure event. Both parties agree to use their best efforts to minimize the effects of such failures or delays.

20. Suspension of Work. The County may, at any time, instruct the Contractor in writing to stop work effective immediately, or as directed, pending either further instructions from the County to resume the work or a notice from the County of breach or termination under Section 21 of this Agreement.

21. Non-Waiver of Breach; Termination.

a. The failure of the County to insist upon strict performance of any of the covenants or agreements contained in this Agreement, or to exercise any option conferred by this Agreement, in one or more instances shall not be construed to be a waiver or relinquishment of those covenants, agreements or options, and the same shall be and remain in full force and effect.

b. If the Contractor breaches any of its obligations hereunder, and fails to cure the same within five (5) business days of written notice to do so by the County, the County may terminate this Agreement, in which case the County shall pay the Contractor only for the services

24. Public Records Act. This Agreement and all public records associated with this Agreement shall be available from the County for inspection and copying by the public where required by the Public Records Act, Chapter 42.56 RCW (the “Act”). To the extent that public records then in the custody of the Contractor are needed for the County to respond to a request under the Act, as determined by the County, the Contractor agrees to make them promptly available to the County. If the Contractor considers any portion of any record provided to the County under this Agreement, whether in electronic or hard copy form, to be protected from disclosure under law, the Contractor shall clearly identify any specific information that it claims to be confidential or proprietary. If the County receives a request under the Act to inspect or copy the information so identified by the Contractor and the County determines that release of the information is required by the Act or otherwise appropriate, the County’s sole obligations shall be to notify the Contractor (a) of the request and (b) of the date that such information will be released to the requester unless the Contractor obtains a court order to enjoin that disclosure pursuant to RCW 42.56.540. If the Contractor fails to timely obtain a court order enjoining disclosure, the County will release the requested information on the date specified.

The County has, and by this section assumes, no obligation on behalf of the Contractor to claim any exemption from disclosure under the Act. The County shall not be liable to the Contractor for releasing records not clearly identified by the Contractor as confidential or proprietary. The County shall not be liable to the Contractor for any records that the County releases in compliance with this section or in compliance with an order of a court of competent jurisdiction.

25. Interpretation. This Agreement and each of the terms and provisions of it are deemed to have been explicitly negotiated by the parties. The language in all parts of this Agreement shall, in all cases, be construed according to its fair meaning and not strictly for or against either of the parties hereto. The captions and headings of this Agreement are used only for convenience and are not intended to affect the interpretation of the provisions of this Agreement. This Agreement shall be construed so that wherever applicable the use of the singular number shall include the plural number, and vice versa, and the use of any gender shall be applicable to all genders.

26. Complete Agreement. The Contractor meets the definition of a health care provider as defined in RCW 70.02.010(19) and satisfies the requirement of RCW 43.101.095(2)(vi) to administer a psychological examination.

To the extent of any inconsistency among this Agreement and the Contractor’s response, this Agreement shall govern.

27. Conflicts between Attachments and Text. Should any conflicts exist between any attached exhibit or schedule and the text or main body of this Agreement, the text or main body of this Agreement shall prevail.

28. No Third-Party Beneficiaries. The provisions of this Agreement are for the exclusive benefit of the County and the Contractor. This Agreement shall not be deemed to have conferred any rights, express or implied, upon any third parties.

29. Governing Law; Venue. This Agreement shall be governed by the laws of the State of Washington. The venue of any action arising out of this Agreement shall be in the Superior Court of the State of Washington, in and for Snohomish County.

30. Severability. Should any clause, phrase, sentence or paragraph of this agreement be declared invalid or void, the remaining provisions of this Agreement shall remain in full force and effect.

31. Authority. Each signatory to this Agreement represents that he or she has full and sufficient authority to execute this Agreement on behalf of the County or the Contractor, as the case may be, and that upon execution of this Agreement it shall constitute a binding obligation of the County or the Contractor, as the case may be.

32. Survival. Those provisions of this Agreement that by their sense and purpose should survive expiration or termination of the Agreement shall so survive.

33. Execution in Counterparts. This Agreement may be executed in counterparts, each of which shall constitute an original and all of which shall constitute one and the same Agreement.

SNOHOMISH COUNTY:

Klein, Ken

Digitally signed by Klein, Ken
Date: 2025.12.11 13:21:14 -08'00'

County Executive Ken Klein Date

Executive Director

Approved as to insurance
and indemnification provisions:

Diane Baer

Diane Baer (Aug 21, 2025 08:08:07 PDT)

Risk Management Date

Approved as to form only:

Lyndsey M. Downs

Lyndsey M. Downs (Aug 20, 2025 16:33:28 PDT)

Deputy Prosecuting Attorney Date

Public Safety Psychological Services

C.V.

Cerise Vablais (Aug 21, 2025 13:23:06 EDT)

Cerise Vablais, Ph.D., ABPP Date

Approved as to form only:

Legal Counsel to the Contractor Date

Schedule A Scope of Services

The purpose of this Agreement is to provide Snohomish County with pre-employment psychological evaluations of applicants for employment with the Snohomish County Sheriff's Office (hereinafter referred to as "SCSO").

1. Testing procedure

Identification Requirements: Before testing commences, the applicant is required to provide the Contractor with a valid photo identification and to provide the Contractor with the agency name and position to which they are applying. This information is compared with the information furnished by SCSO when the appointment was scheduled. A copy of the photo identification is included in the Contractor's record for each applicant, ensuring the Contractor can compare photo identification with the applicant.

Written Testing: The Contractor shall conduct testing to include a review of polygraph test results, a written battery of psychological tests, other relevant personal history and background materials, and a psychological interview (the "Testing Procedure"). Polygraph tests will be administered by SCSO, and the results provided to the Contractor prior to any interview of the applicant. The written battery of tests may be administered via computer by SCSO (with training provided by the Contractor) or by the Contractor. Tests will be scored, and the results securely transmitted to the psychologist for review and interpretation as soon as testing is completed.

Psychological Interview: Dr. Vablais, or another PSPS psychologist, will conduct a face-to-face clinical interview with each applicant that is scheduled for forty minutes but is extended if required. The interview questions cover an applicant's adult behavioral history linked to twelve "domains" identified by CA POST as essential job functions. If SCSO has an alternative format for organizing the psychological report and recommendation, PSPS will adopt that format. The interview follows a structured, computer-generated format that is based on admissions made by the applicant on the Psychological History Questionnaire (PsyQ). The PsyQ questions are clustered into groups such as: Education, Employment, Military Experience, Law Enforcement Experience, Driving Record, Legal History, and Substance Use. The psychologist will identify concerns, or risk factors in the applicant's testing profile, and then look for corroborating negative behavioral admissions, or support from interview observations. The structured and standardized format of the interview process ensures consistency among PSPS psychologists so that they ask the same questions of each applicant, thereby reducing the risk that critical life events or negative behavioral admissions will be overlooked. Interview schedules are determined in advance by SCSO staff working in concert with PSPS staff.

2. Test scheduling

The Contractor shall provide a secure online scheduling system through which SCSO may schedule appointments at any available time. Urgent requests may be handled by sending

an email to help@psspc.net, which is monitored continuously throughout the day. Scheduling requests must be made in writing. SCSO will make reasonable efforts to schedule appointments at least one week in advance.

In the event of an unavoidable absence on the part of the scheduled psychologist, the Contractor may assign an applicant to another psychologist within the Public Safety Psychological Services, PLLC, or may provide the applicant a video interview waiver and conduct the interview via HIPAA-compliant video at the regularly scheduled time with the consent of the SCSO. Due to the number of psychologists working with PSPS, PSPS is able to expedite certain reports as required.

Should circumstances beyond control necessitate remote work, e.g. in the event of a natural disaster or public health emergency, the Contractor will implement emergency preparedness protocols in place to maintain confidentiality and security and continue providing services with minimal disruption.

3. Reporting Results

The Contractor will prepare two evaluative reports for each applicant. The first report summarizes the applicant's psychological testing and life history information and includes an A through F suitability ranking that is based on a structured decision matrix. The second report is a Management Summary Letter that is limited to documenting, in an unambiguous pass/fail rating, the fact that the applicant was psychologically tested and interviewed and found to be either "Suitable"/Pass, or "Poorly Suited"/Fail) for the position. Once again, if SCSO prefers a different report and recommendation format we will work with SCSO to conform to established practices. Reports are provided within five (5) business days after the Testing Procedure is completed PROVIDED HOWEVER that if further review of medical records is required the Contractor will complete the written report as soon as reasonably possible after receiving the medical information. The Contractor will notify SCSO when medical records are requested. Reports and recommendations are submitted to SCSO through use of a user-restricted HIPAA-compliant cloud-based service (Box). The Contractor shall further attend meetings with SCSO staff as needed to review test results.

4. Recommendations for process improvement

As appropriate, the Contractor shall make recommendations to SCSO for process improvement or enhancement.

5. Additional services

When requested by SCSO, the Contractor shall perform (1) a fitness for duty evaluation for a current employee when there is concern the employee may no longer be capable of, or is having difficulty, performing his/her job functions; (2) participate in special incident debriefings after an incident in which a person receives substantial bodily injury or dies as the result of the actions of a deputy; (3) offer Officer Wellness appointments to

support officers with further training, education, and resources to support ongoing stress management and positive mental health; (4) provide expert witness testimony

**Schedule B
Compensation**

	Descriptions	Unit	Amount
A.	Collaborate with SCSO on development of informed consent statement. One-time cost.	Lump sum	\$600.00
B.	Study of SCSO environment to determine which characteristics predict job performance and/or behavior. As requested fee.	Lump sum	\$2,500.00
C.	Pre-Employment Psychological Evaluation (MMPI-2/16PF test battery, Wonderlic Personnel test, interview, final written report)	Lump sum	\$380.00
D.	Expedited Request: Pre-Employment Psychological Evaluation (MMPI-2/16PF test battery, Wonderlic Personnel test, interview, final written report)	Lump sum	\$410.00
E.	Fitness-for-Duty Evaluation (Interview, review of all pertinent information, clinical interview, provide written report)	Price per hour	\$275.00
F.	Management Consultant	Price per hour	\$200.00
G.	Specialized Training	Price per hour	\$200.00
H.	Psychological Expert Testimony	Price per hour	\$200.00
I.	Critical Incident Debrief	Price per hour	\$200.00
J.	Counseling (i.e. individual, family, couples, etc.)	Price per hour	\$200.00
K.	Forensic expert witness testimony	Price per hour	\$300.00
L.	Additional services offered not defined above:	Price per hour	\$150.00
	1. Hiring meeting attendance		
	2. Officer Wellness Program (volume discounts may apply)	Price per hour	\$200.00
	3. NOTE: All agencies receive two hours free training		
	4. Suitability Assessment Reports (SARs) \$125 per report	Price per hour	\$125.00

PSPS_Contract_AATF 7.1.25

Final Audit Report

2025-08-21

Created:	2025-08-20
By:	John Flood (john.flood@co.snohomish.wa.us)
Status:	Signed
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"PSPS_Contract_AATF 7.1.25" History

-  Document created by John Flood (john.flood@co.snohomish.wa.us)
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-  Document emailed to lyndsey.downs@snoco.org for signature
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 Agreement completed.

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