



Committee of the Whole

Nicole Gorle

Council Initiated:

Yes

No

ECAF: 2025-3646

Motion: 25-543

Type:

Contract
 Board Appt.
 Code Amendment
 Budget Action
 Other

Requested Handling:

Normal
 Expedite
 Urgent

Fund Source:

General Fund
 Other
 N/A

Executive Rec:

Approve
 Do Not Approve
 N/A

Approved as to

Form:

Yes
 No
 N/A

Subject: Agreement - Public Safety Psychological Services – Sheriff's Office

Scope: Approve an agreement with Public Safety Psychological Services, PLLC to provide pre-employment psychological evaluations to prospective law enforcement and correction employees.

Schedule A – Scope of Services (same as prior contract)

- Services include: testing procedures, identification requirements, written testing, psychological interviews, scheduling testing, reporting test results, and recommending process improvements.
- The Sheriff's Office may also request the contractor provide fit for duty evaluations; special incident debriefings after instances where a person receives substantial body injury or dies as the result of the actions of a deputy; officer wellness appointments to support officers with further training, education, and resources; expert witness testimony; and consultation services.

Schedule B – Compensation (same as prior contract)

- One-time Costs:
\$600 – Collaborate with SCSO on development of informed consent statement
\$2,500 – Study of SCSO environment to determine which characteristics predict job performance and/or behavior
- Cost based on rate of use:

Pre-employment evaluations	\$380/perspective emp.
Expedited Evaluation	\$410/perspective emp.
Fit for Duty Eval.	\$275/hour
Critical Incident Debriefings	\$200/hour
Specialized Training	\$200/hour
Psych. Expert Testimony	\$200/hour
Forensic Expert Testimony	\$200/hour
Counseling	\$200/hour
Management Consulting	\$200/hour
Hiring Meeting Attendance	\$150/hour
Officer Wellness Program	\$200/hour
Suitability Assessment Report	\$125/report

Duration: July 1, 2025 through June 30, 2030

Fiscal Impact: Current Year Multi-Year N/A

Committee of the Whole

Nicole Gorle

Expenditures	Current Year	2026	2027	2028	2029	Total*
Fund 002	\$20,000	\$40,000	\$40,000	\$40,000	\$40,000	\$200,000
Total's	\$20,000	\$40,000	\$40,000	\$40,000	\$40,000	\$200,000

Revenue	Current Year	2026	2027	2028	2029	Total
Total's	0	0	0	0	0	0

*Anticipated cost in 2030 is \$20,000.

Authority Granted: Authorize the Executive to execute the motion.

Background: The Sheriff's Office uses pre-employment psychological evaluations in its hiring process for both law enforcement and correction positions. Pre-employment psychological evaluations are statutorily mandated under [RCW 43.101.095](#). In accordance with [SCC 3.04.140\(11\)](#), Council approval of this contract is required.

Requested Action: For Council to consider taking action