



Board Report

File #: 2026-0002, File Type: Contract

Agenda Number: 27.

**OPERATIONS, SAFETY, AND CUSTOMER EXPERIENCE COMMITTEE
FEBRUARY 19, 2026**

SUBJECT: DEPARTMENT OF PUBLIC SAFETY HIRING CONTRACTS FOR SWORN AND CIVILIAN PERSONNEL

ACTION: APPROVE RECOMMENDATION

RECOMMENDATION

AUTHORIZE the Chief Executive Officer (CEO) to:

A. AWARD six task order based on-call bench Contracts for pre-employment background investigations services for a total Not-To-Exceed (NTE) amount of \$2,318,122 for the initial three-year base term, plus \$838,304 for the first, one-year option, and \$871,837 for the second, one-year option for a total NTE cumulative amount of \$4,028,263, effective March 1, 2026, subject to the resolution of any properly submitted protest(s) if any:

1. Arroyo Background Investigations (PS135956000)
2. Kentech Consulting, Inc. (PS135956001)
3. Maerly, LLC (PS135956002)
4. National Testing Network, Inc. (PS135956003)
5. North American Security and Investigations, Inc. (PS135956004)
6. Palicon Group (PS135956005)

B. AWARD five task order based on-call bench Contracts for psychological evaluation services for a total NTE amount of \$1,184,000 for the initial three-year base term, plus \$438,000 for the first, one-year option and \$438,000 for the second, one-year option for a total NTE cumulative amount of \$2,060,000, effective March 1, 2026, subject to the resolution of any properly submitted protest(s) if any:

1. Integrated Psychological Assessment Services, Inc. (PS135777000)
2. Nancy K. Bohl, Inc. dba The Counseling Team International (PS135777001)
3. Psychological Consulting Associates, Inc.(PS135777002)
4. Robert D. Preijers Psy. D Clinical and Forensic Psychology, Professional Corporation (PS135777003)
5. Susan Saxe-Clifford, Ph.D, a Professional Corporation (PS135777004)

C. AWARD a firm fixed unit rate Contract No. DR138577000 to Galls, LLC to provide uniforms,

equipment, and accessories for sworn officers and civilian personnel in the NTE amount of \$3,519,787 for the initial two-year base term plus \$2,148,033 for the first, one-year option, \$2,470,818 for the second, one-year option and \$2,763,634 for the third, one-year option for a total NTE amount of \$10,902,272, effective March 1, 2026, utilizing Sourcewell cooperative purchasing Contract Nos. 011124-GAL and 091924-GAL.

ISSUE

The Department of Public Safety (DPS) will be hiring approximately 600 sworn transit police officers and additional civilian personnel, including dispatchers, to support the agency's new in-house department. To meet this goal, Metro must comply with all requirements of the California Commission on Peace Officer Standards and Training (POST), including pre-employment background investigations and psychological evaluations. Furthermore, Metro currently utilizes a voucher system for Transit Security Officer uniforms; however, this system is insufficient for the specialized equipment requirements and the rapid onboarding scale of the DPS. A dedicated uniform contract is necessary to support the timely onboarding and professional outfitting of all DPS personnel.

BACKGROUND

As Metro initiates hiring for the DPS, all POST standards and procedures must be followed. Each candidate, whether a recruit or a lateral transfer, must complete a pre-employment background investigation and a psychological evaluation conducted by POST-qualified professionals. Metro currently has contracts for pre-employment background investigation and psychological services for Transit Security Officers; however, these contracts are limited in scope, nearing expiration, and cannot support the scale of hiring required for the DPS.

DISCUSSION

Metro anticipates hiring approximately 600 sworn officers and support personnel, such as dispatchers, over the next five years to fully staff the DPS. The current labor market for sworn officers is highly competitive, and Metro has learned that, on average, only approximately 10% of applicants successfully complete the full hiring process. Consequently, a substantially larger pool of applicants must be screened than the number ultimately selected for hire. A pool of qualified background investigators and psychological evaluators will be able to accommodate this larger applicant pool in a timely manner, thereby ensuring applicants can move efficiently through the hiring process. As a result, these bench contracts, as well as the Galls contract, will have sufficient capacity to cover background investigative services, psychological evaluations, and uniforms needed by Transit Security Officers and DPS sworn officers.

Pre-Employment Background Investigations

Establishing a bench of qualified firms is necessary to conduct pre-employment background investigations for all DPS candidates. POST requires that investigators complete POST-approved training and adhere to prescribed investigative standards. Since each investigation can take up to two months to complete and involves significant detail, Metro must ensure it has the specialized

resources needed to handle the anticipated workload and minimize the loss of qualified candidates to other agencies. To meet the hiring target, Metro will need to process hundreds of candidate applications each year. This could result in dozens of background investigations being conducted simultaneously. Having a qualified bench of firms will ensure Metro can process the anticipated high volume of applicants in a timely manner, thereby enabling candidates to progress through the extensive and time-consuming hiring process.

Psychological Evaluations

Similarly, a bench of qualified firms will be utilized to perform psychological evaluations. POST maintains a roster of approved psychologists who adhere to strict qualifications and reporting requirements. In accordance with POST regulations, only authorized professionals are eligible to conduct pre-employment evaluations for sworn officers. Maintaining multiple POST-approved contractors will ensure that Metro has the specialized resources to handle the anticipated workload and to complete evaluations within established hiring timelines.

For both pre-employment background and psychological services, work will be assigned through the issuance of task orders based on factors such as the firm's availability, capacity, past performance, and geographic proximity, to ensure that all investigations and psychological evaluations are completed efficiently and in full compliance with POST standards.

Having a bench of qualified psychological evaluators will enable Metro to evaluate candidates simultaneously, ensure it has the capacity to conduct psychological evaluations in a timely manner, and accommodate the large number of applications anticipated. Consequently, Metro staff recommends establishing these bench contracts to provide specialized resources to meet Metro's hiring goals over the next five years.

Uniforms and Equipment

All recruits attending the police academy are required to wear a basic training uniform, while lateral hires must be issued a full uniform and specialized equipment prior to assuming their official duties. To support the goal of hiring over 100 officers in FY27, Metro is leveraging competitively procured Sourcewell cooperative contracts with Galls, LLC (Galls), specifically for Uniforms and Apparel (011124-GAL) and Body Armor and Related Accessories (091924-GAL).

Sourcewell is a State of Minnesota local government unit and service cooperative created under the laws of the State of Minnesota that offers cooperative procurement solutions to government entities. Galls is a uniform provider specializing in public safety and law enforcement solutions. Their services are utilized by several Southern California law enforcement agencies, including LAPD, LASD, Long Beach, Orange County, and Riverside. Their 'head-to-toe' solutions include duty gear, ballistic vests, helmets, shields, and gas masks. By utilizing their online portal and several retail locations throughout Southern California, Metro can ensure officers are efficiently fitted and equipped to meet the FY27 hiring schedule.

Utilizing these competitively procured contracts with Galls enables Metro to accelerate the procurement process, saving over six months in administrative lead time, while ensuring competitive

pricing and maintaining the ability to provide uniforms to sworn officers in accordance with Metro's hiring goals.

Metro's procurement policies leverage cooperative contracts to ensure administrative efficiency and cost-effectiveness. This strategy ensures that uniform and equipment availability remain aligned with DPS recruitment and training timelines.

DETERMINATION OF SAFETY IMPACT

The background investigation and psychological evaluation services provide the capability for Metro to comply with all California Commission on Peace Officer Standards and Training (POST) requirements for sworn officer hiring, ensuring qualified candidates are vetted and hired to patrol the Metro system.

FINANCIAL IMPACT

The FY26 Budget includes \$350,000 in Cost Center 2617, Office of the Chief of Police, Executive Office, under Project 380008, TCPSD Start-up.

Since these are multi-year contracts, the responsible cost center manager and the Chief of Police and Emergency Management will be accountable for budgeting the costs in future years.

Impact to Budget

The source of funds for this contract is General Overhead and Operating funds, comprised of Federal, State, and local funds. These funds are eligible for bus and rail operating costs.

EQUITY PLATFORM

As DPS begins recruiting and hiring sworn officers, candidates must undergo a background investigation and a psychological evaluation. To ensure a bias-free process, staff will adhere to strict POST guidelines and requirements. Background investigators must complete POST-approved training and adhere to prescribed investigative standards. Only psychologists who meet strict qualifications and reporting requirements will conduct evaluations for sworn officers. Similarly, incoming Transit Security Officers must also pass background and psychological evaluations. Requiring candidates to complete background and psychological tests ensures that DPS sworn and nonsworn officers meet the necessary qualifications to successfully perform their duties on the system, as they will regularly interact with Metro's diverse ridership. The Diversity and Economic Opportunity Department (DEOD) did not recommend a Small Business Enterprise or Disabled Veteran Business Enterprise for any of the contracts due to a lack of subcontracting opportunities.

VEHICLE MILES TRAVELED OUTCOME

VMT and VMT per capita in Los Angeles County are lower than national averages, the lowest in the SCAG region, and on the lower end of VMT per capita statewide, with these declining VMT trends due in part to Metro's significant investment in rail and bus transit.* Metro's Board-adopted VMT reduction targets align with California's statewide climate goals, including achieving carbon neutrality

by 2045. To ensure continued progress, all Board items are assessed for their potential impact on VMT.

As part of these ongoing efforts, this item is expected to contribute to further reductions in VMT. This item supports Metro's systemwide strategy to reduce VMT through operational activities that will improve Metro's new DPS, further encouraging transit ridership, ridesharing, and active transportation. Metro's Board-adopted VMT reduction targets were designed to build on the success of existing investments, and this item aligns with those objectives.

*Based on population estimates from the United States Census and VMT estimates from Caltrans' Highway Performance Monitoring System (HPMS) data between 2001-2019.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The recommendation supports Strategic Plan Goals #2.1: Deliver outstanding trip experiences for all users of the transportation system; Metro is committed to improving security and #5.6: Provide responsive, accountable, and trustworthy governance within the Metro organization; Metro will foster and maintain a strong safety culture.

ALTERNATIVES CONSIDERED

The Board may choose not to approve these recommendations; however, this is not recommended because Metro does not have specialized staff to perform POST-mandated background investigations and psychological evaluation services, nor does it have the capability to provide uniforms in-house. Further, failure to comply with POST standards would render Metro's police officers under the DPS legally uncertified, thereby prohibiting them from exercising essential law enforcement powers such as making arrests and carrying firearms as required under state law.

NEXT STEPS

Upon Board approval, staff will execute the bench Contract Nos. PS135956000 through PS135956005 for pre-employment background investigation services, Contract Nos. PS135777000 through PS135777004 for psychological evaluation services and Contract No. DR138577000 with Galls, LLC for uniforms, equipment, and accessories, effective March 1, 2026.

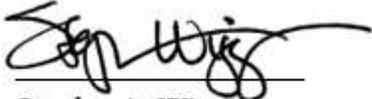
ATTACHMENTS

Attachment A-1 - Procurement Summary
Attachment A-2 - Procurement Summary
Attachment A-3 - Procurement Summary
Attachment B-1 - DEOD Summary
Attachment B-2 - DEOD Summary
Attachment B-3 - DEOD Summary

Prepared by: Cathryn Banuelos, Chief Administrative Analyst, (213) 922-7650
Imelda Hernandez, Senior Manager, Transportation Planning, (213) 922-4848

Carolina Coppolo, Deputy Chief Vendor/Contract Management Officer, (213) 922-4471

Reviewed by: William Scott, Chief of Police and Emergency Management, (213) 922-5448



Stephanie Wiggins
Chief Executive Officer

PROCUREMENT SUMMARY

**ON-CALL PRE- EMPLOYMENT BACKGROUND INVESTIGATIONS
SERVICES BENCH/PS135956000 THROUGH PS135956005**

1.	Contract Numbers: PS135956000 through PS135956005	
2.	Recommended Vendors: Arroyo Background Investigations, Kentech Consulting, Inc., Maerly LLC, National Testing Network, Inc., North American Security and Investigations, Inc., and Palicon Group	
3.	Type of Procurement (check one): <input type="checkbox"/> IFB <input checked="" type="checkbox"/> RFP <input type="checkbox"/> RFP-A&E <input type="checkbox"/> Non-Competitive <input type="checkbox"/> Modification <input type="checkbox"/> Task Order	
4.	Procurement Dates:	
	A. Issued: 10/02/2025	
	B. Advertised/Publicized: 10/02/2025	
	C. Pre-Proposal Conference: 10/09/2025	
	D. Proposals Due: 11/04/2025	
	E. Pre-Qualification Completed: 01/06/2026	
	F. Ethics Declaration Forms submitted to Ethics: 11/04/2025	
	G. Protest Period End Date: 02/24/2026	
5.	Solicitations Downloaded: 25	Proposals Received: 6
6.	Contract Administrator: Britney Shedrick	Telephone Number: 213-418-3313
7.	Project Manager: Cathryn Banuelos	Telephone Number: 213-922-7650

A. Procurement Background

This Board Action is to approve task order based on-call bench Contract Nos. PS135956000, PS135956001, PS135956002, PS135956003, PS135956004, and PS135956005 to support Metro's Department of Public Safety (DPS) with as-needed pre-employment background investigations services for sworn personnel, public safety dispatchers, and security personnel. Board approval of contract awards is subject to the resolution of any properly submitted protest(s), if any.

On October 2, 2025, Request for Proposals (RFP) No. PS135956 was issued as a competitive procurement in accordance with Metro's Acquisition Policy, and the contract type is task order based, firm fixed unit rate. The Diversity & Economic Opportunity Department (DEOD) did not recommend a Small Business Enterprise (SBE) and Disabled Veteran Business Enterprise (DVBE) participation goal for this procurement due to the lack of subcontracting opportunities.

Work under each contract will be authorized through the issuance of separate firm fixed price task orders. Each future task order will contain a specific scope of services. Task orders will be issued based on factors such as the firm's availability, capacity, past performance, and geographic proximity.

One amendment was issued during the solicitation phase of this RFP:

- Amendment No. 1, issued on October 23, 2025, clarified the requirements of the Scope of Services.

A total of 25 downloads were included in the planholders' list. A virtual pre-proposal conference was held on October 9, 2025, and was attended by five participants representing five firms. There were 16 questions received, and responses were provided prior to the proposal due date.

A total of six proposals were received by the proposal due date of November 4, 2025, and are listed below in alphabetical order:

1. Arroyo Background Investigations
2. Kentech Consulting, Inc.
3. Maerly LLC
4. National Testing Network, Inc.
5. North American Security and Investigations, Inc.
6. Palicon Group

B. Evaluation of Proposals

A Proposal Evaluation Team (PET) consisting of staff from Metro's Department of Public Safety, Risk, Corporate Safety & Asset Management Department, and Operations was convened and conducted a comprehensive technical evaluation of the proposals received.

From November 14, 2025, through December 16, 2025, the PET independently evaluated the proposals based on the following evaluation criteria:

Phase I – Minimum Qualification Requirements (Pass/Fail): Proposers must meet the following minimum qualification requirements at the time of proposal submittal:

- Proposer and/or each member of the Proposer's team, including all proposed staff and subcontractors conducting background investigations, must be licensed as required by law.
- Proposer and/or each member of the Proposer's team, including all proposed staff and subcontractors conducting background investigations, must have a minimum of five years of experience conducting pre-employment background investigations for law enforcement agencies.
- Proposer and/or each member of the Proposer's team, including all proposed staff and subcontractors conducting background investigations, must have completed the Peace Officer Standards and Training (POST) background investigation course.

The PET deemed all six proposals met the minimum qualification requirements and continued with the weighted evaluation based on the following Phase II - Weighted Evaluation Criteria:

- Experience and Qualifications of the Proposer 20%
- Experience, Qualifications of Key Personnel and Availability 20%
- Management Plan and Approach to the Work 40%
- Price 20%

Several factors were considered when developing these weights, giving the greatest importance to the Management Plan and Approach to the Work.

At the conclusion of the evaluation process, the PET determined that all six proposals were within the competitive range and were technically qualified to provide the requested services.

C. Price Analysis

Each proposer submitted fully burdened rates to perform specific background investigation services. The negotiated rates have been determined to be fair and reasonable based on price analysis, technical analysis, fact-finding, and negotiations.

Work will be assigned through the issuance of separate task orders in accordance with the negotiated rates.

D. Background on Recommended Contractors

Arroyo Background Investigations

Arroyo Background Investigations (ABI), located in Riverside, CA, has been in business since 2003. It provides professional investigative services, including POST compliant background checks, surveillance, and fraud investigations.

ABI's California public safety clients in California include the Riverside County Sheriff's Department and the Burbank, Menifee, San Fernando, and Exposition Park Police Departments.

Kentech Consulting, Inc.

Kentech Consulting, Inc. (Kentech), founded in 2006, is a Chicago-based background investigation and screening company with a satellite office in Santa Monica, CA. It provides investigative background check technology and POST compliance investigations for law enforcement, employers, non-profit organizations, colleges, and housing authorities.

Kentech's law enforcement agency and transit clients include the Chicago and New York Police Departments, and the New York Metropolitan Transit Authority.

Maerly LLC

Maerly LLC (Maerly), headquartered in Westlake Village, CA, has been in business since 2018. It provides comprehensive investigative services, including POST compliant pre-employment background investigations for law enforcement, public safety, and civilian positions.

Public agency clients include the San Francisco Police Department, San Francisco Chief Medical Examiner's Office, San Francisco Juvenile Probation Department, Contra Costa County Fire Protection District, County of El Dorado, and City of Santa Paula.

National Testing Network, Inc.

National Testing Network, Inc. (NTN), based in Lynwood, Washington, has been in business since 2006. It provides recruitment, testing, and background investigation services, including POST compliance pre-employment investigations.

NTN has partnered with a wide range of municipal and regional agencies, including the City of Milwaukee, Tualatin Valley Fire and Rescue, City of Akron, and the Santa Ana Police Department.

North American Security and Investigations, Inc.

North American Security and Investigations, Inc. (NASI), headquartered in Carson, CA, has been in business since 2004. It has provided pre-employment screening services, including POST compliant background investigations. Public safety agencies include the Riverside County Sheriff's, Sacramento, Upland, and San Bernardino Police Departments, and Glendale and Visalia Fire Departments.

Palicon Group

Palicon Group (Palicon), located in Riverside, CA, has been in business since 2020. It provides personnel investigations, pre-employment screening, threat assessment, civil and criminal defense litigation support, and general investigation services, including POST compliant background investigation services for law enforcement, fire service, and other public safety agencies.

Public safety agencies for which Palicon has provided public safety pre-employment background investigation services include the California Highway Patrol, the Long Beach, Hemet, Burbank Airport, Gardena, Murrieta, and Tustin Police Departments, the Fresno and Redlands Fire Departments, and the Anaheim City Manager's Office.

PROCUREMENT SUMMARY
ON-CALL PSYCHOLOGICAL SERVICES BENCH FOR THE DEPARTMENT OF
PUBLIC SAFETY BENCH / PS135777000 THROUGH PS135777004

1.	Contract Number(s): PS135777000 through PS135777004	
2.	Recommended Vendor(s): Integrated Psychological Assessment Services, Inc., Nancy K Bohl, Inc. dba The Counseling Team International, Psychological Consulting Associates Inc.; Robert D. Preijers Psy.D. Clinical and Forensic Psychology, Professional Corporation, and Susan Saxe-Clifford, PhD, a Professional Corporation	
3.	Type of Procurement (check one): <input type="checkbox"/> IFB <input checked="" type="checkbox"/> RFP <input type="checkbox"/> RFP-A&E <input type="checkbox"/> Non-Competitive <input type="checkbox"/> Modification <input type="checkbox"/> Task Order	
4.	Procurement Dates:	
	A. Issued: October 13, 2025	
	B. Advertised/Publicized: October 13, 2025	
	C. Pre-Proposal Conference: October 21, 2025	
	D. Proposals Due: November 13, 2025	
	E. Pre-Qualification Completed: January 28, 2026	
	F. Ethics Declaration Forms Submitted to Ethics: November 14, 2025	
	G. Protest Period End Date: February 24, 2026	
5.	Solicitations Downloaded: 17	Bids/Proposals Received: 6
6.	Contract Administrator: Nigel Jefferson	Telephone Number: (213) 922-3809
7.	Project Manager: Cathryn Banuelos	Telephone Number: (213) 922-7650

A. Procurement Background

This Board Action is to approve task order based on-call bench Contract Nos. PS135777000, PS135777001, PS135777002, PS135777003, and PS135777004 to support Metro's Department of Public Safety (DPS) with as-needed psychological services for sworn personnel, public safety dispatchers, and security personnel. Board approval of contract award is subject to the resolution of any properly submitted protest(s), if any.

On October 13, 2025, Request for Proposals (RFP) No. PS135777 was issued as a competitive procurement in accordance with Metro's Acquisition Policy, and the contract type is task order based, firm fixed unit rate. The Diversity and Economic Opportunity Department (DEOD) did not recommend a Small Business Enterprise (SBE) and Disabled Veteran Business Enterprise (DVBE) goal for this procurement due to the lack of subcontracting opportunities.

Work under each contract will be authorized through the issuance of separate firm fixed price task orders. Each future task order will contain a specific scope of services. Task orders will be issued based on factors such as the firm's availability, capacity, past performance, and geographic proximity.

One amendment was issued during the evaluation phase of this RFP:

- Amendment No. 1, issued on January 5, 2026, updated the insurance requirements to incorporate Automobile Liability, Professional Liability, and Cyber/Privacy and Network Liability coverages.

A total of 13 downloads were included in the planholders' list. A virtual pre-proposal conference was held on October 21, 2025, and was attended by four participants representing three firms. There were seven questions received, and responses were issued prior to the proposal due date.

A total of six proposals were received by the proposal due date of November 13, 2025, and are listed below in alphabetical order:

1. Integrated Psychological Assessment Services, Inc.
2. Nancy K. Bohl, Inc. dba The Counseling Team International
3. Psychological Consulting Associates Inc.
4. Robert D. Preijers Psy.D. Clinical and Forensic Psychology, Professional Corporation
5. Susan Saxe-Clifford, Ph.D., a Professional Corporation
6. Ubuntu Psychological Services, Inc.

B. Evaluation of Proposals

A Proposal Evaluation Team (PET) consisting of staff from Metro's Department of Public Safety, Operations, and the Chief People Office was convened and conducted a comprehensive technical evaluation of the proposals received.

From December 1, 2025, through January 9, 2026, the PET independently evaluated the proposals based on the following evaluation criteria:

Phase I Evaluation – Minimum Qualification Requirements (Pass/Fail). To be responsive to the RFP minimum qualification requirements, proposers must meet all of the following:

- Proposer and all proposed psychologists must have an active and valid license issued by the California Board of Psychology at the time of proposal due date.
- Proposed psychologists must have at least the equivalent of five full-time years of experience in the diagnosis and treatment of emotional and mental disorders, including the equivalent of three full-time years accrued post-doctorate. The proposed psychologists must also meet any applicable education and training procedures set forth by the California Commission on Peace Officer Standards and Training (POST) designed for the conduct of pre-employment psychological screening of peace officers.

The PET determined that all six proposals met the minimum qualification requirements and continued with the weighted evaluation based on the following Phase II – Weighted Evaluation Criteria:

- Experience and Qualifications of the Firm 20%
- Experience, Qualifications and Availability of Key Personnel 20%
- Management Plan and Approach to the Work 40%
- Price 20%

Several factors were considered in developing these weights, giving the greatest importance to the Management Plan and Approach to the Work.

On January 9, 2026, the PET reconvened and determined that the following firms were within the competitive range:

1. Integrated Psychological Assessment Services, Inc.
2. Nancy K. Bohl, Inc. dba The Counseling Team International
3. Psychological Consulting Associates, Inc.
4. Robert D. Preijers Psy.D. Clinical and Forensic Psychology, Professional Corporation
5. Susan Saxe-Clifford, Ph.D., a Professional Corporation

The proposal submitted by Ubuntu Psychological Services, Inc. was found to be outside of the competitive range and was excluded from further consideration.

C. Price Analysis

Each proposer submitted fully burdened rates to perform as-needed psychological services. The negotiated rates have been determined to be fair and reasonable based on price analysis, technical analysis, fact-finding, and negotiations.

Work will be assigned through the issuance of separate task orders in accordance with the negotiated rates.

D. Background on Recommended Contractor(s)

Integrated Psychological Assessment Services, Inc.

Integrated Psychological Assessment Services, Inc. (IPAS), founded in 2020, is located in Gilroy, California. It is a mental health and forensic assessment firm specializing in pre-employment psychological evaluations, fitness-for-duty assessments, forensic psychological testing, and police and public safety psychology. The IPAS team includes evaluators who are licensed in California and trained in accordance with California Commission on POST, the International Association of Chiefs of Police (IACP), and American Psychological Association (APA) ethical standards. Collectively, the team has provided public safety and forensic evaluations, including contracts with the Department of Defense Naval Warfare Command, the Contra Costa County Superior Court, the City and County of San Francisco, and the U.S. Department of Veterans Affairs.

Nancy K. Bohl, Inc. dba The Counseling Team International

Nancy K. Bohl, Inc. dba The Counseling Team International (TCTI), headquartered in Irvine, California, has been providing employee support services to law enforcement, fire, emergency services, and governmental agencies nationwide since 1985. TCTI's clinical psychologists are POST compliant, and have conducted pre-employment psychological screenings. TCTI has contracts with large and small-scale first responders, public agencies including the Riverside and Rialto Police Departments and the San Diego, Riverside, and San Bernardino County Sheriff's Departments.

Psychological Consulting Associates, Inc.

Psychological Consulting Associates, Inc. (PCA), located in Los Angeles, California, was established in 1998. It specializes in providing psychological services and support for law enforcement, firefighters, emergency medical technicians, military personnel, and their families. The PCA team includes psychologists who specialize in police psychology and have completed POST and IACP compliant evaluations. Collectively, the PCA team has served police and public safety agencies in California, including the California Department of Corrections, the Los Angeles County Sheriff's, Long Beach Police Departments, and the County of San Bernardino.

Robert D. Preijers Psy.D. Clinical and Forensic Psychology, Professional Corporation

Robert D. Preijers Psy.D. Clinical and Forensic Psychology, Professional Corporation (Robert D. Preijers), is located in Trabuco Canyon, California. For over 12 years, the Robert D. Preijers team has conducted POST compliant pre-employment, fitness-for-duty, and specialized psychological assessments for public safety agencies, including the Pasadena Fire Department and the Tustin, Barstow, Fullerton, and Huntington Beach Police Departments.

Susan Saxe-Clifford, Ph.D., a Professional Corporation

Susan Saxe-Clifford, Ph.D., a Professional Corporation (Susan Saxe-Clifford), located in Encino, California, is staffed with psychologists who provide POST compliant pre-employment psychological screening for peace officers. Since its incorporation in 1986, Susan Saxe-Clifford has been providing pre-employment, psychological evaluations, and related services to public safety and transit agencies such as the County of Los Angeles Probation Department, the Los Angeles County Sheriff's Department, and the Burbank Airport.

**PROCUREMENT SUMMARY
UNIFORMS, EQUIPMENT, AND ACCESSORIES
FOR THE DEPARTMENT OF PUBLIC SAFETY/DR138577000**

1.	Contract Number: DR138577000	
2.	Recommended Vendor: Galls, LLC	
3.	Type of Procurement (check one): <input type="checkbox"/> IFB <input checked="" type="checkbox"/> RFP <input type="checkbox"/> RFP-A&E <input type="checkbox"/> Non-Competitive <input type="checkbox"/> Modification <input type="checkbox"/> Task Order	
4.	Procurement Dates:	
	A. Issued: N/A	
	B. Advertised/Publicized: N/A	
	C. Pre-Proposal Conference: N/A	
	D. Proposals Due: N/A	
	E. Pre-Qualification Completed: N/A	
	F. Conflict of Interest Form Submitted to Ethics: N/A	
	G. Protest Period End Date: N/A	
5.	Solicitations Picked up/Downloaded: N/A	Proposals Received: N/A
6.	Contract Administrator: Aielyn Dumaua	Telephone Number: (213) 922-7320
7.	Project Manager: Cathryn Banuelos	Telephone Number: (213) 922-7650

A. Procurement Background

This Board Action is to request authorization to utilize the competitively procured Sourcewell cooperative contracts with Galls, LLC (Galls) for Uniforms and Apparel (011124-GAL) and Body Armor and Related Accessories (091924-GAL) and approve the award of Contract No. DR138577000 to provide uniforms, equipment, and accessories for sworn and professional civilian employees of the Department of Public Safety.

Sourcewell is a State of Minnesota local government unit and service cooperative created under the laws of the State of Minnesota that offers cooperative procurement solutions to government entities. Participation is open to eligible federal, state/provincial, and municipal governmental entities, higher education institutions, K-12 education institutions, nonprofits, tribal governments, and other public entities located in the United States and Canada.

B. Evaluation of Proposal

Proposal evaluations were performed for each procurement in accordance with the technical requirements listed for the projects. Metro reviewed the available uniforms, equipment, and accessories on Sourcewell pricing schedules and determined that the list meets Metro's technical requirements.

C. Price Analysis

The Sourcewell contracts with Galls offer favorable pricing, with discounts of up to 50% off the Manufacturer's Suggested Retail Price (MSRP) and are determined to be fair and reasonable.

D. Background on Recommended Contractor

Galls, headquartered in Lexington, Kentucky, was established in 1967. It is a distributor of uniforms, equipment, and duty gear for public safety professionals in North America and operates a national distribution network, including a central hub in Lexington and over 80 retail/service centers across the United States.

From 1997 through 2022, Galls supplied uniforms, equipment, and accessories to Metro, and performance was satisfactory.

DEOD SUMMARY**ON-CALL PRE-EMPLOYMENT BACKGROUND INVESTIGATIONS
SERVICES BENCH/ PS135956000 THROUGH PS135956005****A. Small Business Participation**

The Diversity and Economic Opportunity Department (DEOD) did not recommend a Small Business Enterprise (SBE)/Disabled Veteran Business Enterprise (DVBE) participation goal for this procurement due to the lack of subcontracting opportunities. Six (6) firms were selected as prime consultants, two of which are SBE certified: Eric Arroyo dba Arroyo Background Investigations, Inc., Kentech Consulting, Inc., Maerly LLC (SBE), North American Security & Investigations, Inc. (SBE), National Testing Network, Inc., and Palicon Group. Each firm is performing the services of this contract with its own workforce.

B. Living Wage and Service Contract Worker Retention Policy Applicability

The Living Wage and Service Contract Worker Retention Policy is not applicable to this contract.

C. Prevailing Wage Applicability

Prevailing wage is not applicable to this contract.

D. Project Labor Agreement/Construction Careers Policy

Project Labor Agreement/Construction Careers Policy is not applicable to this Contract. PLA/CCP is applicable only to construction contracts that have a construction related value in excess of \$2.5 million.

E. Manufacturing Careers Policy

The Manufacturing Careers Policy (MCP) does not apply to this contract. The MCP is required on Metro's Rolling Stock RFPs, with an Independent Cost Estimate of at least \$50 million.

DEOD SUMMARY
ON-CALL PSYCHOLOGICAL SERVICES FOR THE DEPARTMENT OF PUBLIC
SAFETY BENCH / PS135777000 THROUGH PS135777004

A. Small Business Participation

The Diversity and Economic Opportunity Department (DEOD) did not recommend a Small Business Enterprise (SBE)/Disabled Veteran Business Enterprise (DVBE) participation goal for this procurement due to the lack of subcontracting opportunities. Five (5) firms were selected as prime consultants: Integrated Psychological Assessment Services, Inc.; Nancy K. Bohl, Inc. dba The Counseling Team International (TCTI); Psychological Consulting Associates, Inc.; Robert D. Preijers, Psy D. Clinical & Forensic Psychology, Professional Corporation; and Susan Saxe-Clifford, Ph.D, a Professional Corporation. Each firm is performing the services of this contract with its own workforce.

B. Living Wage and Service Contract Worker Retention Policy Applicability

The Living Wage and Service Contract Worker Retention Policy is not applicable to this contract.

C. Prevailing Wage Applicability

Prevailing wage is not applicable to this contract.

D. Project Labor Agreement/Construction Careers Policy

Project Labor Agreement/Construction Careers Policy is not applicable to this Contract. PLA/CCP is applicable only to construction contracts that have a construction related value in excess of \$2.5 million.

E. Manufacturing Careers Policy

The Manufacturing Careers Policy (MCP) does not apply to this contract. The MCP is required on Metro's Rolling Stock RFPs, with an Independent Cost Estimate of at least \$50 million.

**DEOD SUMMARY
UNIFORMS, EQUIPMENT, AND ACCESSORIES
FOR THE DEPARTMENT OF PUBLIC SAFETY/DR138577000**

A. Small Business Participation

The Diversity and Economic Opportunity Department (DEOD) did not recommend a Small Business Enterprise (SBE)/Disabled Veteran Business Enterprise (DVBE) participation goal for this procurement due to the lack of subcontracting opportunities. The state of Minnesota Sourcewell competitive process was used to award this contract for the uniforms and accessories. Galls, LLC is expected to perform the services of this contract with its own workforce.

B. Living Wage and Service Contract Worker Retention Policy Applicability

The Living Wage and Service Contract Worker Retention Policy is not applicable to this contract.

C. Prevailing Wage Applicability

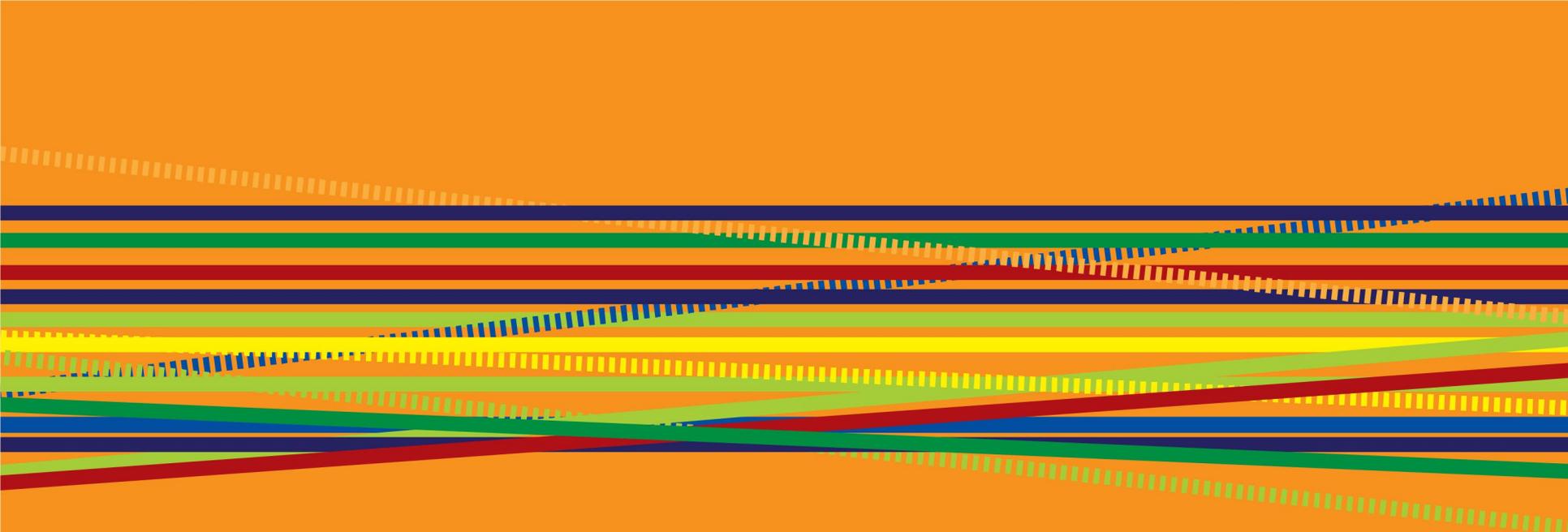
Prevailing wage is not applicable to this contract.

D. Project Labor Agreement/Construction Careers Policy

Project Labor Agreement/Construction Careers Policy is not applicable to this Contract. PLA/CCP is applicable only to construction contracts that have a construction related value in excess of \$2.5 million.

E. Manufacturing Careers Policy

The Manufacturing Careers Policy (MCP) does not apply to this contract. The MCP is required on Metro's Rolling Stock RFPs, with an Independent Cost Estimate of at least \$50 million.



Department of Public Safety (DPS) Hiring Contracts for Sworn and Civilian Personnel

Operations, Safety, & Customer Experience Committee
February 19, 2026



Staff Recommendations

To support the hiring of DPS sworn personnel, dispatchers, and MTS officers, staff are recommending the following actions:

- A. AWARD six task order based on-call bench Contracts for **pre-employment background investigations services** for a total Not-To-Exceed (NTE) amount of \$2,318,122 for the initial three-year base term, plus \$838,304 for the first, one-year option, and \$871,837 for the second, one-year option for a total NTE cumulative amount of **\$4,028,263**, effective March 1, 2026, subject to the resolution of any properly submitted protest(s), if any.
- B. AWARD five task order based on-call bench Contracts for **psychological evaluation services** for a total NTE amount of \$1,184,000 for the initial three-year base term, plus \$438,000 for the first, one-year option and \$438,000 for the second, one-year option for a total NTE cumulative amount of **\$2,060,000**, effective March 1, 2026, subject to the resolution of any properly submitted protest(s), if any.
- C. AWARD a firm fixed unit rate Contract No. DR138577000 to Galls, LLC to provide **uniforms, equipment, and accessories** for sworn officers and civilian personnel in the NTE amount of \$3,519,787 for the initial two-year base term plus \$2,148,033 for the first, one-year option, \$2,470,818 for the second, one-year option and \$2,763,634 for the third, one-year option for a total NTE amount of **\$10,902,272**, effective March 1, 2026, utilizing Sourcewell cooperative purchasing Contract Nos. 011124-GAL and 091924-GAL.



Background and Issue

- DPS will be hiring approximately 600 sworn transit police officers and additional civilian personnel over the next five years to support the agency's new in-house police department.
- **As part of the hiring process, each candidate, whether a recruit or a lateral transfer, must complete a pre-employment background investigation and a psychological evaluation conducted by POST-qualified professionals.**
- Metro currently has contracts for pre-employment background investigation and psychological services for Transit Security Officers; however, these contracts are limited in scope, nearing expiration, and cannot support the scale of hiring required for the DPS.

Pre-Employment Contracts

Background Investigations

- POST requires that investigators complete POST-approved training and adhere to prescribed investigative standards.
- Since each investigation can take up to two months or longer to complete and involves significant detail, Metro must ensure it has the specialized resources needed to handle the anticipated workload and minimize the loss of qualified candidates to other agencies.
- Having a qualified bench of firms will ensure Metro can process the anticipated high volume of applicants in a timely manner, thereby enabling candidates to progress through the hiring process.

Psychological Evaluations

- POST maintains a roster of approved psychologists who adhere to strict qualifications and reporting requirements.
 - Maintaining multiple POST-approved contractors will ensure that Metro has the specialized resources to handle the anticipated workload and to complete evaluations within established hiring timelines.



Metro[®]

Uniforms and Equipment Contracts

- All recruits attending the police academy are required to wear a basic training uniform and then are issued a full uniform once training is complete. Lateral hires must be issued a full uniform and specialized equipment prior to assuming their official duties.
 - MTS officers require a training uniform as well and are issued one at the completion of training.
- A current uniform contract does not exist. Metro utilizes a voucher system, which is both insufficient for rapid onboarding and does not provide competitive pricing.
- Metro is leveraging competitively procured Sourcewell cooperative contracts with Galls, a uniform provider specializing in public safety and law enforcement solutions.
 - Galls is a uniform provider utilized by several Southern California law enforcement agencies, including LAPD, LASD, Long Beach, Orange County, and Riverside.
 - Utilizing Sourcewell's competitively procured contracts enables Metro to save **over six months in the procurement schedule**, while ensuring fair pricing and maintaining the ability to provide uniforms to sworn officers in accordance with Metro's hiring goals.



Metro[®]

Next Steps

- Upon Board approval, staff will execute the bench contracts for pre-employment background investigation services and psychological evaluation services, and contracts for uniforms, equipment, and accessories, effective March 1, 2026.
- Work will be assigned through the issuance of task orders based on factors such as the firm's availability, capacity, past performance, and geographic proximity to the candidate to ensure that all investigations and psychological evaluations are completed efficiently and in full compliance with POST standards.