

SECOND AMENDMENT TO AGREEMENT NO. 35516

35516

THIS SECOND AMENDMENT TO AGREEMENT NO. 35516 is made and entered, in duplicate, as of June 27, 2023 for reference purposes only, pursuant to a minute order adopted by the City Council of the City of Long Beach at its meeting on February 4, 2020, by and between PSYCHOLOGICAL CONSULTING ASSOCIATES, INC., a California corporation ("Contractor"), with a place of business at 10940 Wilshire Blvd., Suite 1600, Los Angeles, CA 90024, and the CITY OF LONG BEACH, a municipal corporation ("City").

WHEREAS, City requires specialized services requiring unique skills to be performed in connection with pre-employment psychological examination services ("Project"); and

WHEREAS, City and Contractor (the "Parties") entered into Agreement No. 35516 (the "Agreement") whereby Consultant agreed to provide these services; and

WHEREAS, the Parties entered into a First Amendment to extend the term to February 3, 2023; and

WHEREAS, the Parties desire to extend the term one (1) additional one-year period, expand the scope of work and attach the sample report for the Carry Concealed Weapons License to the Agreement;

NOW, THEREFORE, in consideration of the mutual terms, covenants, and conditions herein contained, the Parties agree as follows:

1. Section 1.A. of the Agreement is hereby amended to read as follows.

"2. TERM. The term of this Agreement shall commence at midnight on February 4, 2020, and shall terminate at 11:59 p.m. on February 3, 2024, unless sooner terminated as provided in this Agreement, or unless the services or the Project is completed sooner. This Agreement may be extended for one (1) additional one-year period, as approved by the City."

2. Exhibit "A" to Agreement 35516 is hereby amended and replaced with

OFFICE OF THE CITY ATTORNEY
DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

Exhibit "A-1", attached hereto and incorporated herein.

3. Exhibit "F" is hereby added to Agreement No. 35516 which consists of a sample report from the Contractor to the City regarding the results of a psychological assessment of the applicant for a Carry Concealed Weapon License with the City, attached hereto and incorporated herein.

4. Except as expressly modified herein, all of the terms and conditions contained in Agreement No. 35516 are ratified and confirmed and shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused this document to be duly executed with all formalities required by law as of the date first stated above.

PSYCHOLOGICAL CONSULTING
ASSOCIATES, INC., a California
corporation

August 22, 2023

By Gina Gallivan, PhD ABPP
Name Gina Gallivan, PhD, ABPP
Title Chief Executive Officer

August 22, 2023

By Gina Gallivan, PhD, ABPP
Name Gina Gallivan, PhD, ABPP
Title Secretary

EXECUTED PURSUANT
TO SECTION 301 OF
THE CITY CHARTER.

"Contractor"

CITY OF LONG BEACH, a municipal
corporation

September 15, 2023

By Linda J. Tatum
City Manager

"City"

This Second Amendment to Agreement No. 35516 is approved as to form on

SEPTEMBER 13, 2023.

DAWN MCINTOSH, City Attorney

By [Signature]
Deputy

EXHIBIT “A-1”



City of Long Beach
Purchasing Division
333 West Ocean Boulevard, 7th Floor
Long Beach, CA 90802

City of Long Beach
Request For Proposals Number RFP PD 19-049
For
Pre-Employment Psychological Examination Services

Release Date:	02/22/2019
Questions Due to the City:	03/01/2019
Posting of the Q & A:	03/07/2019
Due Date:	03/14/2019

City Contact: Michelle King Buyer II 562-570-6020

See Section 4 for instructions on submitting proposals.

Company Name Psychological Consulting Associates Inc. Contact Person Gina Gallivan

Address 10940 Wilshire Blvd., STE 1600 City Los Angeles State CA Zip 90024

Telephone (424) 951-1285 Fax (310) 443-4162 Federal Tax ID No. [REDACTED]

E-mail: PCAIncorporated@gmail.com

Prices contained in this proposal are subject to acceptance within 180 calendar days.

I have read, understand, and agree to all terms and conditions herein. Date 03-13-19

Signed Gina Gallivan, PhD ABPP

Print Name & Title Gina Gallivan - President/Owner

Rev 2016 0919

PSYCHOLOGICAL CONSULTING ASSOCIATES, INC.

10940 Wilshire Blvd., Suite 1600, Los Angeles, CA 90024

Office: 424-289-0299 Fax: 310-443-4220

Email: pcaincorporated@gmail.com

Website: www.HelpForPolice.com

Gina L. Gallivan, Ph.D., A.B.P.P.
Licensed Clinical Psychologist PSY18184

March 12, 2019

City of Long Beach
Purchasing Division
333 W. Ocean Blvd., Plaza Level
Long Beach, CA 90802

Re: Proposal to Provide Comprehensive Psychological Services to the Long Beach Police Department

Dear Evaluation Committee:

I have had the honor of working with public safety agencies in Southern California for over 20 years, and I have had the privilege of serving the Long Beach Police Department since 2012.

Pursuant to the City of Long Beach Request for Proposals Number PD19-049 for Pre-Employment Psychological Examination Services, this correspondence serves as a proposal to provide continued Psychological Services to the Long Beach Police Department.

Psychological Examination Services will be provided by me, Gina Gallivan, Ph.D., A.B.P.P. through my corporation, Psychological Consulting Associates, Inc., herein referred to as PCA, Inc. PCA, Inc. was established on May 16th, 2003. The website for PCA, Inc. is www.helpforpolice.com. My mission is to provide professional, responsible, and compassionate care for those who give so much to the communities they serve.

I am a Licensed Clinical Psychologist in the State of California, License Number PSY18184, and I have been Board Certified in Police and Public Safety Psychology since 2011. I am currently serving as the Education Chair and Executive Board Member for the Police Psychological Services Section for the International Association of Chiefs of Police.

Since 1998, I have committed my entire practice of clinical and consulting psychology to law enforcement. My experience in psychology extends back to 1994. My law enforcement training began at the Los Angeles County Sheriff's Department where I completed a pre-doctoral internship and a post-doctoral fellowship in law enforcement psychology. Additionally, I have extensive experience in the areas of trauma and substance abuse. I am presently contracted with, and I have conducted countless psychological evaluations for over 65 public safety agencies in the state of California. There have been no legal actions related to my services. The methods I use are fiscally responsible, and have no adverse impact.

To support the psychological services I provide, I have a team of contracted individuals to assist in the day to day operations of my practice. This team consists of the following individuals:

Karla Macareno: Karla, serves in the capacity as Office Manager and Testing Proctor. In addition to the office administrative duties, Karla administers all testing material to the candidates and performs the computerized score test results. She has provided continued support to Dr. Gallivan for more than five years.

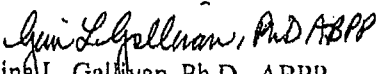
Julie Porter: Julie, greets all candidates in the waiting area of the office suite and provides each individual with an "intake package" which serves as a preliminary questionnaire for the candidate to complete, including: name, date of birth, police department interviewing with etc.

Derderian & Co., CPA's: Led by Shahan Derderian, CPA, his team of associates serves as the accountants and proposal/contract specialists with various police departments. Derderian & Co. provides all aspects of financial management, and are responsible for the timely billing and collections of services provided.

This proposal serves as Psychological Consulting Associates, Inc. acceptance of the terms and conditions outlined in the RFP and Pro Forma Agreement. Psychological Consulting Associates, Inc. acknowledges receipt of all amendments and/or addenda to the RFP. Psychological Consulting Associates, Inc. accepts full commitment of all projects in its entirety during the duration of the contract period and can provide virtually 100% of all services outlined per the RFP and Pro Forma Agreement.

I look forward to the opportunity to continue my positive working relationship with the Long Beach Police Department, and to continue providing quality service to the City of Long Beach.

Respectfully Submitted,


Gina L. Gallivan, Ph.D., ABPP
Psychological Consulting Associates, Inc.

Narrative/Technical Proposal

PCA, Inc., is under the leadership of Dr. Gina L. Gallivan whose clinical psychology background and practice extends back to 1998. PCA, Inc. will follow the traditional P.O.S.T Model as Influenced by the ADA which comprises of the following two components:

- **The Pre-Offer Component:**
 - Written Civil Service Exam
 - Physical Agility Test
 - Oral Board
 - Pre-Offer Background
 - Pre-Offer Polygraph
- **The Post-Offer Component:**
 - Psychological
 - Medical

Psychological Pre-Employment Examinations will be conducted by using a battery of psychological tests and a clinical interview conducted by Dr. Gallivan, a clinical licensed psychologist and her supporting staff. A P.O.S.T Psychological Evaluation summary report is provided that gives the details and results of all tests administered and the clinical review.

The assessment techniques used are as follows:

1. **Minnesota Multiphasic Personality Inventory-2nd Edition:** The MMPI-2 is used as a clinical testing instrument and consists of 567 questions and takes approximately 60 to 90 minutes to complete. This test assess and diagnose mental illness and is used as a screening instrument especially in high risks jobs.
2. **CPI Police & Public Safety Selection Report Form 434:** This special report is based on the 434-item version of the California Psychological Inventory and is designed to improve the accuracy and fairness of employment screenings. The features of this test include the following:
 - Risk statements, estimates the likelihood that the applicant will demonstrate specific selection relevant problems.
 - CPI Scale Profiles, allows the applicant's test scores to be compared to those of applicants subsequently hired, that allows the psychologist evaluating the applicant with the same gender and ethnicity to rule out pertinent ethnic and gender determinants of scale scores.
 - A list of individual "selection-relevant" CPI such as indicators of possible job performance problems.

- A summary list of CPI scales for which the applicant's scores are favorable or unfavorable indicators of the applicant's likely performance on specific job functions or job problem areas.
3. **WPT Wonderlic Assessment Form II:** This is a cognitive aptitude ability test that measures a candidate's ability to learn, adapt, solve problems and understand instructions.
 4. **Sentence Completion:** This is a personality assessment test that uses a sentence completion technique by word association methods.
 5. **Review of the Background Information:** Provided by Applicant via questionnaire and review of background material provided by the Police Department.
 6. **Clinical Interview:** Conducted by Dr. Gina Gallivan. See attached sample analysis of clinical interview provided for reference.
 7. **Mental Status Exam & Behavioral Observations**

Upon completion of the risk assessments, the findings will be classified according to **High, Moderate, or Low Risk** and **Indeterminable** ratings for job related deficiencies. Candidates with a High Risk rating on one or more dimensions do not meet qualification standards. Candidates with one or more Moderate Risk rating do meet the qualification standards, but reveal an elevated potential for performance problems that may be lowered through training, experience, and/or supervision. Candidates with a Low Risk rating are considered suitable for a position. Candidates with dimensions checked "Indeterminable" cannot be assessed because the applicant has responded to the assessment process with excessive defensiveness and underreporting. A finding of Indeterminable on one or more Dimensions indicates the need for the Department to verify the accuracy of the applicant's self-reported behavior in all phases of the selection process.

The risk ratings for job related deficiencies are determined in the following psychological competencies:

- **Cluster 1: Interpersonal Behavior**
 - **Social Competence:** Communication and interaction with others in a respectful and tactful manner and showing sensitivity and concern in one's daily interactions.
 - **Teamwork:** Working effectively well with others to accomplish goals, as well as subordinating personal interests for the good of the working group and agency.
 - **Assertiveness:** Involves taking control of situations in a calm and appropriately assertive manner, even under dangerous or adverse conditions.

- **Respect for Chain of Command:** Responsive to authority and supports organization.
- **Cluster 2: Judgment and Adaptability**
 - **Decision-Making and Judgment:** Involves common sense, and the ability to make sound decisions, demonstrated by the ability to size up situations quickly and take the appropriate action.
 - **Adaptability and Flexibility:** The ability to change gears and easily adjust to the many different, sudden, and sometimes competing and sometimes competing demands inherent in emergency work.
- **Cluster 3: Emotional Control**
 - **Emotional Regulation and Stress Tolerance:** Involves the ability to maintain composure and stay in control, particularly during life-threatening, time-critical events and other stressful situations.
 - **Avoiding Substance Abuse and Other Risk-Taking Behavior:** Involves avoiding participation in behavior that is inappropriate, self-damaging, and can adversely impact organizational functioning.
 - **Impulse Control/Attention to Safety:** Involves taking proper precautions and avoiding impulsive and/or unnecessarily risky behavior to ensure both public and personal safety,
- **Cluster 4: Work Attitudes**
 - **Conscientiousness/Dependability:** Involves diligent, reliable, conscientious work patterns; performing in a timely manner in accordance with rules and regulations and agency policies
 - **Integrity/Ethics:** Involves maintaining high standards of personal conduct which consists of attributes such as honesty, impartiality, trustworthiness, and abiding laws, regulations and procedures.
- **Cluster 5: Communication/Learning Skills**
 - **Communication Abilities:** Effective oral and written communication skills, command of the English language and active listening skills.
 - **Problem Solving/Learning:** Comprehends new information and applies what has been learned to on-the-job situations.

This proposal serves as Psychological Consulting Associates, Inc. acceptance of the terms and conditions outlined in the RFP and Pro Forma Agreement. Please see the attached **Appendices II: Sample of Post Offer Psychological Evaluation and Clinical Review** that will be provided by Dr. Gina Gallivan.

GINA L. GALLIVAN, PH.D, ABPP

(FORMERLY GINA L. DEBERNARDO, PH.D.)

Licensed Clinical Psychologist #PSY18184

Board Certified in Police and Public Safety Psychology

Psychological Consulting Association, Inc.

10940 Wilshire Boulevard, Suite 1600, Los Angeles, California 90024

Office Telephone: (424) 289-0299 Office E-mail: pcaincorporated@gmail.com

Personal Cell Phone: (310) 951-1282 Personal E-mail: ginalde@aol.com

CURRICULUM VITAE

LICENSE

State of California. Licensed 04/15/2002. License #: PSY18184

ABPP Specialty Board Certification in Police & Public Safety Psychology

Certified 10/2011: Certification Diploma #: 6999

WEBSITE:

www.helpforpolice.com

PROFESSIONAL EXPERIENCE

- | | |
|---------------|--|
| 10/18-Present | Education Chair and Executive Board Member. Police Psychological Services Section International Association of Chiefs of Police. |
| 04/02-Present | Private Practice / Clinical Psychologist, Los Angeles, CA. Providing psychological services to over 60 police and public safety agencies in Southern California. Providing psychotherapy, management consultation, fitness for duty evaluations, trainings, pre-employment evaluations, critical incident stress (and officer involved shooting) debriefings for emergency workers including: firefighters, dispatchers, coroners, crime scene investigators, emergency medical technicians, military personnel, police officers and their families. |
| 06/01-06/02 | Law Enforcement Psychologist, Los Angeles County Sheriff's Department, CA. Provided therapy for sworn and civilian families, couples, and individuals. Provided training to civilian personnel and deputy recruits at the Sheriff's Training Academy. Providing critical incident stress debriefings and officer involved shooting debriefings. Providing consultation and training to deputy sheriffs and detectives regarding mentally ill inmates and sex offenders. |

08/00- 4/02	Staff Clinician, S.H.A.R.P. - L.A. (Social Habilitation and Relapse Prevention Program) Forensic Outpatient Program, Los Angeles, CA. Individual and group psychotherapy, and psychological evaluation of male registered sex offenders with substance abuse histories and dually diagnosed male parolees. Completed Intakes and Initial assessment screening services. Interviewed, administered and interpreted psychodiagnostic assessments, risk assessments, and provided Individualized treatment plans. Conducted relapse prevention therapy. Trained interns.
09/00-06/01	Pre-Doctoral Psychology Intern, Los Angeles County Sheriff's Department. Provided Individual, couple, and family therapy for sworn and civilian employees of the Los Angeles County Sheriff's Department.
06/99 - 06/00	Pre-Doctoral Psychology Intern, West Valley Mental Health Center, Canoga Park, CA. Provided Individual and group counseling, evaluation, psychological and neuro-psychological assessment of adults with chronic and severe mental illnesses, and the dually diagnosed. Provided evaluations and treatment for Individuals with developmental disabilities.
08/98 - 05/99	Practicum Intern, Twin Towers Correctional Facility, Forensic Outpatient Treatment Program, Los Angeles, CA. Counseled and psychologically evaluated mentally ill and dually diagnosed inmates, and sex offenders.
08/97 - 05/98	Counselor, The Rehabilitation Institute at Santa Barbara, CA. Counseled patients with brain injuries, spinal cord injuries, orthopedic problems, and chronic pain. Conducted neuropsychological evaluations and treatment of brain injured patients.
07/95 - 07/96	Social Worker, Optimist Foster Family Agency, Los Angeles, CA Counseled and provided case management of emotionally, physically, and sexually abused foster children with behavioral problems and developmental disabilities. Provided therapy for child abusers, couples, individuals, and foster families. Developed treatment plans and performed child custody evaluations. Provided crisis counseling and consultation.
08/94 - 05/95	Counselor, Didi Hirsch Mental Health Center (formerly, Family Services of Los Angeles), Los Angeles, CA. Counseled families, couples, and individuals with marriage and family problems, grief issues, child custody concerns, substance disorders, and chronic and severe mental illnesses. Conducted psychological evaluations and provided court mandated psychotherapy to perpetrators of child abuse and domestic violence.

- 08/94 - 12/94 **Counselor, J.O.T.I. (Juvenile Offenders Treatment Initiative) Program, Los Angeles, CA.** Provided individual and group counseling of adolescent male gang members, juvenile sex offenders, and other high risk adolescents with chemical dependencies.
- 01/95 - 05/95 **School Counselor, Rosemont Elementary School, Los Angeles, CA.** Provided counseling for children with divorce and grief issues, behavioral problems, and developmental disabilities. Recruited volunteers to tutor children in math and English.
- 05/94 - 08/94 **Intern, The Excelsior House, Inglewood, CA.** Provided counseling for adults with chronic/severe mental illnesses and co-occurring substance disorders.

EDUCATION

- Alliant International University, Los Angeles, CA.**
Ph.D. Clinical Psychology. 08/96-06/01
Clinical emphasis in Forensic and Law Enforcement Psychology
Master's Degree. Clinical Psychology.
- University of Southern California, Los Angeles, CA.**
Master's Degree. Marriage, Family, and Child Counseling. 08/93-05/95
- Mt. St. Mary's College, Los Angeles, CA.**
Bachelor's Degree. Psychology. 08/90-12/92
- University of San Francisco, CA. 08/87-05/8**

RESEARCH EXPERIENCE

- 01/00 - 09/01 **Independent Research Project.** Investigated the relationship between personal history factors and comorbid psychiatric and substance abuse disorders.
- 08/97-11/00 **Dissertation.** A revisiting of self-esteem: A comparison of predictor variables found in the 1960's and 1970's to predictor variables found in the 1990's.
- 10/98 - 05/99 **Research Assistant, Twin Towers Correctional Facility, Los Angeles, CA.** Conducted psychodiagnostic evaluations to determine various psychological and demographic characteristics of Los Angeles County Jail inmates.
- 10/97 - 06/98 **Research Consultant, Children's Hospital, Los Angeles, CA.** Organized and conducted a quality of life study for children with cancer.

- 06/92 - 08/93 Research Assistant, Mental Retardation Research Center, U.C.L.A. Neuropsychiatric Institute. Data Analysis of anatomical specimens, assisted research Investigators in image acquisition and processing, and provided advice about preparation of specimens for microscopic viewing and computer analysis.
- 01/92 - 06/92 Research Intern, U.C.L.A. Neuroimmunology Laboratory. Performed histochemical and immunohistochemical procedures.

CONFERENCE/PROFESSIONAL PRESENTATIONS

A list available upon request. Public speaking engagements and trainings have been provided on a regular basis (no less than 10 times per year, over 20 years).

TEACHING EXPERIENCE

- 03/19-Present Founder, Southern California Public Safety Wellness Program at Golden West Police Academy.
Generated a training curriculum that will serve police and public safety, employees in Southern California.
- 01/19-Present Founder, Southern California Regional Peer Support Team. Regionalized peer support teams in Southern California. Teams have been deployed in critical incidents such as line of duty deaths, police suicides, and mass shootings. Provide regular trainings to peer support counselors, and psychologists.
- 11/00-Present Peer Support Training. Provide training to employees of multiple Police and Fire Departments in Southern California.
- 09/00 - 12/00 Group Therapy Training. Instructed pre-doctoral psychology interns about cognitive behavioral interventions and conducting group therapy with sex offenders with substance abuse histories.
- 11/16/00 Los Angeles County Sheriff's Department Peer Support Training. Instructed sworn officers in basic counseling skills and making appropriate referrals.
- 01/93 - 06/93 Teaching Assistant, D.D.I.P. (Developmental Disabilities Immersion Program) Class, U.C.L.A. Instructed students in obtaining and analyzing data.
- 08/92 - 12/92 Teaching Assistant, Mt. St. Mary's College, Los Angeles, CA. Organized and conducted graduate level and undergraduate level neuroanatomy laboratories.

PROFESSIONAL MEMBERSHIPS/ORGANIZATIONS

International Association for the Chiefs of Police, Psychological Services Section

Society for Police and Criminal Psychology

American Psychological Association, Division 18

International Society for Traumatic Stress

ORGANIZATIONAL ACTIVITIES

Chairperson, Safeguarding the Children Parish Committee, St. Martin of Tours Catholic School.

Vice-President, Parish Council, St. Martin of Tours Catholic Church.

Assistant Scout Master of Troop 223, Scouts of America Program
(formerly, Boy Scouts of America Program).

Co-Founder, Cub Scouts Troop 078, St. Martin of Tours Catholic School.

CONTINUING EDUCATION IN POLICE AND PUBLIC SAFETY PSYCHOLOGY ATTENDED SINCE 2013:

<u>Course Title</u>	<u>Provider Name</u>	<u>Date</u>	<u>CPE Hours</u>
<u>2013 Psychological Screening Program Training</u>	California Department of Human Resources	7/16/2013	12
<u>Legal Update for Law Enforcement Psychologists</u>	IACP Conference - PPSS 2013	10/19/2013	1
<u>Reasoning Errors in Ethical Decision Making</u>	IACP Conference - PPSS 2013	10/19/2013	1
<u>Advances in Increasing the Professionalism of Police and Public Safety Psychology: A New Era of Recognition and Responsibility</u>	IACP Conference - PPSS 2013	10/19/2013	1
<u>Current Issues in Police Psychology</u>	IACP Conference - PPSS 2013	10/20/2013	2
<u>The Time Has Come for Electronic Recording of Pre-Employment and Fitness-for-Duty Evaluations</u>	IACP Conference - PPSS 2013	10/20/2013	1
<u>A Comparison of Police Applicants Who Are Military</u>	IACP Conference -	10/20/2013	1

<u>Veterans vs Applicants Who Are Not Veterans on Behavioral History, Psychological Test Scales and Likelihood of Receiving a Job Offer</u>	PPSS 2013		
<u>Contemporary Methods for Improving Assessment Outcomes</u>	IACP Conference - PPSS 2013	10/20/2013	1
<u>Psychological Testing for Law Enforcement</u>	CalHR Psychological Screening Program	1/8/2014	12
<u>CalHR Training - Evaluating Candidates for CIIP</u>	CalHR Psychological Screening Program	8/25/2014	8
<u>CalHR Training - Preemployment Screening</u>	CalHR Psychological Screening Program	8/26/2014	6
<u>Society for Police and Criminal Psychology (SPCP) Annual Conference 2014</u>	SPCP	9/19/2014	5
<u>IACP 2014 - Ethical Standards Associated with the New Fitness-for-Duty Evaluation and Proposed Pre-Employment Psychological Evaluation Guidelines</u>	IACP - PPSS 2014	10/25/2014	1
<u>IACP 2014 - Legal and Ethical Issues with Pre-Employment Psychological Evaluations</u>	IACP - PPSS 2014	10/25/2014	1
<u>IACP 2014 - Impact of legalized and medical marijuana on the selection of police applicants</u>	IACP - PPSS 2014	10/26/2014	1
<u>IACP 2014 - Assessing cultural competence in police officers</u>	IACP - PPSS 2014	10/26/2014	1
<u>IACP 2014 - MMPI-2-RF Police Candidate Interpretive Report</u>	IACP - PPSS 2014	10/26/2014	1
<u>IACP 2014 - Research versus informed opinion: Which characteristics identify successful officer performance?</u>	IACP - PPSS 2014	10/26/2014	0.5
<u>IACP 2014 - Legal Update: Police Psychological Services Section</u>	IACP - PPSS 2014	10/26/2014	1
<u>POST Psychological Screening Workshop</u>	Commission on POST	7/18/2015	22
<u>IACP 2015 - Legal Update for Law Enforcement Psychologists</u>	IACP - PPSS	10/24/2015	1
<u>IACP 2015 - The Incremental Validity of Using Personality Assessment and Biographical History in Predicting Academy Success</u>	IACP - PPSS	10/25/2015	1
<u>IACP 2015 - Current Issues in Police Psychology</u>	IACP - PPSS	10/25/2015	2
<u>JR&A Users' Conference (2016)</u>	Johnson, Roberts & Associates	10/14/2016	7
<u>IACP 2016 - Legal Update: Police Psychological Services Section</u>	IACP - PPSS	10/15/2016	1
<u>IACP 2016 - Enhancing the Efficacy and Science of Pre-Employment Psychological Screening through Research</u>	IACP - PPSS	10/15/2016	1

Collaboration			
<u>IACP 2016 - Assessment Protocols, Procedures, and Pass Rates for Psychological Evaluations of Police Candidates: A Contemporary National Survey</u>	IACP - PPSS	10/15/2016	1
<u>JR&A Users' Conference (2017)</u>	Johnson, Roberts and Associates (JR&A)	10/20/2017	7
<u>IACP 2017 - The Importance of Assessing Executive Functioning in Police and Fire Applicants</u>	IACP - PPSS	10/21/2017	1
<u>IACP 2017 - Legal Update</u>	IACP - PPSS	10/21/2017	1.5
<u>IACP 2017 - Ethical Considerations in Psychology Service Implementation: Chiefs' and Psychologists' Perspectives</u>	IACP - PPSS	10/21/2017	0.25
<u>JR&A Users Conference (2018)</u>	Johnson, Roberts, and Associates	10/5/2018	6
<u>IACP 2018 - The Perils of Overcontrolled Behavior in Police Officer Recruits</u>	IACP - PPSS	10/6/2018	1
<u>IACP 2018 - Culturally Competent Assessment in Police and Public Safety Psychology</u>	IACP - PPSS	10/7/2018	1.5
<u>IACP 2018 - Detecting Deception during High Stakes Interviews</u>	IACP - PPSS	10/7/2018	1
<u>IACP 2018 - Legal Update (PPSS)</u>	IACP - PPSS	10/7/2018	2
<u>IACP 2018 - Medications Use: What Do Police Psychologists Need to Know?</u>	IACP - PPSS	10/7/2018	1.5
<u>POST Peace Officer Psychological Screening Manual Book-Based Exam</u>	Commission on POST	1/24/2019	8

Appendices I

List of References

Client Name: Long Beach Police Department

Project Description: Provide pre-employment psychological screenings for Police and Public Safety employees.

Project Dates: 2012- present

Technical Environment: Candidates complete the MMPI-2 RF and WPT Wonderlic Assessment at the Long Beach Police Department. The testing material is picked up by Dr. Gallivan's staff and brought to the office to be scored. The background material is either made available at the same time the testing material is collected, or soon after. Dr. Gallivan reviews the background material and the psychological testing data, and then provides a clinical interview. A report is sent to the department indicating if the candidate is psychologically suitable for the position.

Staff assigned to reference engagement that will be designated for work per this RFP: Commander Rudy Komisza, Sergeant Eric Hooker, or Linda Warren.

Client Project Manager: Linda Warren

Client Phone Number: 562-570-5942

Client Email: linda.warren@longbeach.gov

Client Name: Los Angeles County Sheriff's Department

Project Description: Provide pre-employment psychological screenings for Deputy Sheriffs, Custody Assistants, Reserved and Armed Security Officers.

Project Dates: 2001 to present.

Technical Environment: Candidates complete the MMPI-2 RF and CPI at the Dr. Gallivan's West Los Angeles office. Pre-employment candidates travel to the office location in West Los Angeles where they complete testing. The testing is also scored at Dr. Gallivan's office. The candidate's files (background, polygraph, school transcripts, etc.) are delivered to the West Los Angeles office. The files and testing data are reviewed by Dr. Gallivan, and she conducts a clinical interview with the candidate. Dr. Gallivan completes a form indicated whether or not the candidate is suitable for the position. The form is included in the candidate's file and a courier picks up the file. The testing data and all of the psychological material are excluded from the file that is returned to the department. Psychological testing data are kept in Dr. Gallivan's office and maintained in a locked file.

Staff assigned to reference engagement that will be designated for work per this RFP: Acting Captain John McBride, Elba Brunes, and Bridget Ruisol.

Client Project Manager: Acting Captain John McBride

Client Phone Number: 213-229-3131

Client Email: jmmcbrid@lasd.org

Client Name: Huntington Beach Police Department

Project Description: Provide pre-employment psychological screenings, consultation, training, psychotherapy, critical incident stress debriefings, officer involved shooting debriefings, trauma support team development, supervision, and management. For pre-employments, candidates complete the MMPI-2 RF, CPI and WPT Wonderlic Assessment.

Project Dates: 2011- present.

Technical Environment: Pre-employment screening candidates travel to Dr. Gallivan's office and fill out all paperwork and complete psychological testing data. The clinical interview is performed on the same day and a formal report is sent in the mail after Officer Joel Pettersen is informed of the results over the telephone. Dr. Gallivan provides consultation, counseling, and other services either at the Huntington Beach Police Department or her West Los Angeles office, or on site/in the field (for in-vivo exposure therapy after traumatic incidents).

Staff assigned to reference engagement that will be designated for work per this RFP: Chief Robert Handy and Captain Brian Seitz (consultation, pre-employment screenings, fitness for duty, and therapy); Officer Joel Pettersen (Pre-employment screenings/background investigator and coordinator).

Client Project Manager: Captain Brian Seitz

Client Phone Number: 714-536-5976

Client Email: bseitz@hbpd.org

Client Name: Torrance Police Department

Project Description: Provide pre-employment psychological screenings, consultation, training, psychotherapy, critical incident stress debriefings, officer involved shooting debriefings, trauma support team development, supervision, and management. For pre-employments, candidates complete the MMPI-2 RF, CPI and WPT Wonderlic Assessment.

Project Dates: 2001- present.

Technical Environment: Pre-employment screening candidates travel to Dr. Gallivan's office and fill out all paperwork and complete psychological testing data. The clinical interview is performed on the same day and a formal report is sent in the mail after Sergeant Stiller is informed of the results over the telephone. Dr. Gallivan provides consultation, counseling, and other services either at the Torrance Police Department, her West Los Angeles and/or Huntington Beach office, or on site/in the field (for in-vivo exposure therapy after traumatic incidents).

Staff assigned to reference engagement that will be designated for work per this RFP: Chief Eve Irvine (consultation, fitness for duty, pre-employment screening, and therapy); Sergeant Mark Ponegalek (pre-employment screenings).

Client Project Manager: Chief Eve Irvine

Client Phone Number: 310-618-5705

Client Email: eirvine@torranceca.gov

Client Name: Los Angeles School Police Department

Project Description: Provide pre-employment psychological screenings, consultation, training, psychotherapy, critical incident stress debriefings, and officer involved shooting debriefings. For pre-employments, candidates complete the MMPI-2 RF, CPI and WPT Wonderlic Assessment.

Project Dates: 2001-Present

Technical Environment: Pre-employment screening candidates travel to Dr. Gallivan's office and fill out all paperwork and complete psychological testing data. The clinical interview is performed on the same day and a formal report is sent in the mail after either Detective Marcos Portillo, Detective is informed of the results over the telephone. Dr. Gallivan provides consultation, counseling, and other services either at the Los Angeles School Police Department, her West Los Angeles or on site/in the field (for in-vivo exposure therapy after traumatic incidents).

Staff assigned to reference engagement that will be designated for work per this RFP: Detective Marcos Portillo, Detective Ray Jordan, and Detective Gregory Salcido.

Client Project Manager: Chief Steve Zipperman

Client Phone Number: 213-268-2662

Client Email: steve.zipperman@lausd.com

Client Name: Santa Monica Police Department

Project Description: Provide pre-employment psychological screenings, consultation, training, psychotherapy, critical incident stress debriefings, and officer involved shooting debriefings. For pre-employments, candidates complete the MMPI-2 RF, CPI and WPT Wonderlic Assessment.

Project Dates: 2014-Present

Technical Environment: Pre-employment screening candidates travel to Dr. Gallivan's office and fill out all paperwork and complete psychological testing data. The clinical interview is performed on the same day and a formal report is sent in the mail after either Investigator James Prior, Detective is informed of the results over the telephone. Dr. Gallivan provides consultation, counseling, and other services either at the Los Angeles School Police Department, her West Los Angeles or on site/in the field (for in-vivo exposure therapy after traumatic incidents).

Staff assigned to reference engagement that will be designated for work per this RFP: Investigator James Prior, Investigator Roberto Hernandez and Investigator Jennifer Sekera.

Client Project Manager: Chief Cynthia Renaud

Client Phone Number: 310-458-8401

Client Email: cynthia.renaud@smgov.net

Client Name: Beverly Hills Police Department

Project Description: Provide pre-employment psychological screenings, consultation, training, psychotherapy, critical incident stress debriefings, and officer involved shooting debriefings. For pre-employments, candidates complete the MMPI-2 RF, CPI and WPT Wonderlic Assessment.

Project Dates: 2016-Present

Technical Environment: Pre-employment screening candidates travel to Dr. Gallivan's office and fill out all paperwork and complete psychological testing data. The clinical interview is performed on the same day and a formal report is sent in the mail after either Marco Bernocchi, Detective is informed of the results over the telephone. Dr. Gallivan provides consultation, counseling, and other services either at the Los Angeles School Police Department, her West Los Angeles or on site/in the field (for in-vivo exposure therapy after traumatic incidents).

Staff assigned to reference engagement that will be designated for work per this RFP: Marco Bernocchi and Tania Schwartz

Client Project Manager: Chief Sandra Spagnoli

Client Phone Number: 310-285-2111

Client Email: sspagnoli@beverlyhills.org

As a reference, please note that additional references from Police Department Chiefs will be provided upon request,

ADDITIONAL REFERNCES

Past and Present Evaluations done for the following Police Departments:

Alhambra PD	Laguna Beach Fire PD
Anaheim PD	Laguna Beach Marine & Safety Department
Azusa PD	Laguna Beach PD
Baldwin Park Jail GEO Group	Long Beach FD
Bell Gardens PD	Long Beach PD
Bell PD	Los Angeles County Sheriff Department
Beverly Hills PD	Los Angeles PD
Burbank PD	Los Angeles School Police Department
Cal State University Dominguez Hills PD	Manhattan Beach PD
Cal State University Los Angeles PD	Montebello FD
California Fish & Game	Montebello Jail – GEO Group
California Highway Patrol	Montebello PD
Costa Mesa Jail	Montebello Schools Police Department
Covina PD	Ontario Jail – GEO Group
Culver City PD	Oxnard PD
Cypress PD	Palos Verdes PD
Department of Defense PD	Placentia PD
Downey Jail – GEO Group	Port of Long Beach
El Camino College PD	Redondo Beach PD
Fontana Jail – GEO Group	San Bernardino Sheriff Department
Fountain Valley FD	Santa Monica College PD
Fountain Valley PD	Santa Monica PD
Fullerton PD	Seal Beach PD
Garden Grove Jail – GEO Group	South Bay Regional PD
Golden West College – Police Academy	South Gate PD
Hawthorne Beach PD	South Orange County Community Colleges
Hermosa Beach FD	Torrance Police PD
Hermosa Beach PD	UCLA FD
Huntington Beach FD	UCLA PD
Huntington Beach PD	Vernon PD – City of Vernon
Huntington Park PD	Westminster PD
Irwindale PD	
La Habra PD	
La Palma PD	

American Board of Professional Psychology



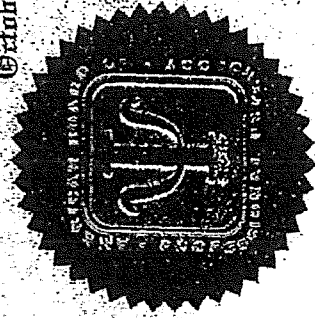
We it know that

Gina L. Gallivan, PhD

Has met the qualifying, examination, and professional standing requirements
for Specialty Board Certification in
Police & Public Safety Psychology

In witness whereof, the American Board of Professional Psychology
grants this diploma under Seal and Signature

October 21, 2011



Diploma Numbering

[Signature]

President, American Board of Police & Public Safety Psychology

[Signature]

President, American Board of Professional Psychology

[Signature]

Executive Officer, American Board of Professional Psychology

Remove your new Pocket License
from the receipt portion. Sign and
carry it with you at all times.

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Board of Psychology
1625 North Market Blvd., Suite N-215
Sacramento, CA 95834
(916) 574-7720 • (866) 503-3221

PSYCHOLOGIST

License No.
PSY18184


GINA LAURA GALLIVAN
10940 WILSHIRE BLVD STE 1600
PSYCHOLOGICAL CONSULTING ASSOCIATES
LOS ANGELES, CA 90024-3910

Expiration
05/31/2019

Receipt No.
48347

Signature _____

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Board of Psychology
1625 North Market Blvd., Suite N-215
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(916) 574-7720 • (866) 503-3221
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IMPORTANT

1. Please include your license number on any correspondence to this office.
2. Notify the Board of any name or address change in writing or at the Board's e-mail address: helpmail@dca.ca.gov
3. Report any loss immediately in writing to the Board or at the Board's e-mail address: helpmail@dca.ca.gov

License No.	Expiration Date	Receipt No.
PSY18184	05/31/2019	48347
GINA LAURA GALLIVAN		

This is your RECEIPT.

Please save for your records.
PPYPSY 1/20

GINA LAURA GALLIVAN
10940 WILSHIRE BLVD STE 1600
PSYCHOLOGICAL CONSULTING ASSOCIATES
LOS ANGELES, CA 90024-3910

Board of Psychology
1625 North Market Blvd., Suite N-215
Sacramento CA 95834



INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE

Certificate of Membership

This certifies that

Gina L Gallivan, PhD

*is a member of the International Association of Chiefs of Police,
an organization dedicated to the advancement of
professionalism in law enforcement.*

Daniel N. Rosenblatt

Daniel N. Rosenblatt
Executive Director

Mark A. Marshall

Mark A. Marshall
President

Appendices II

SAMPLE

10940 Wilshire Boulevard, Suite 1600, Los Angeles, California 90024

Office: 424-289-0299 Fax: 310-443-4220

Email: pcaincorporated@gmail.com

Website: www.HelpForPolice.com

Gina L. Gallivan, Ph.D., A.B.P.P.

Licensed Clinical Psychologist PSY18184

PRE-EMPLOYMENT PSYCHOLOGICAL SUITABILITY DECLARATION

March 12, 2019

ABC Police Department
Attn: Chief Jon Smith
1234 Olympic Drive
ABC City, California 90401

Re: Pre-Employment Psychological Screening

Applicant: John Doe, Position: Police Officer

Dear Chief Smith:

This California P.O.S.T. required document certifies that the above named applicant has completed a pre-employment psychological screening. This evaluation included a battery of psychological tests, a review of the candidate's background history provided by your department, and a mental status examination and psychodiagnostic clinical interview conducted by a licensed clinical psychologist. I conducted all aspects of the evaluation.

This screening meets both Government Code 1031(f) and P.O.S.T. Regulation 1955 requirements for law enforcement psychological suitability.

John Doe was found psychologically suitable for the position of Police Officer with the ABC Police Department.

Thank you for the opportunity to serve you.

Sincerely,

Gina Gallivan, Ph.D., ABPP

Gina Gallivan, Ph.D., ABPP

Board Certified in Police & Public Safety Psychology

Gina L. Gallivan, Ph.D., ABPP
Public Safety Consultation

CONFIDENTIAL
POST-OFFER PSYCHOLOGICAL EVALUATION:
SUMMARY REPORT

Candidate: John Doe

Position: Police Officer

Date of Interview: 03/12/2019

Agency: ABC Police Department

PSYCHOLOGICAL QUALIFICATION RATING:

- ☒ **QUALIFIED:** The candidate meets the psychological qualification standards.
- ☐ **UNQUALIFIED:** The candidate does not meet the psychological qualification standards as a result of the following checked finding(s):
- ☐ **DEFICIENCIES/COUNTERPRODUCTIVE BEHAVIOR:** The assessment reveals substantial evidence of deficiencies in required competencies and/or counterproductive behavior incompatible with safe and/or effective performance in this position.
 - ☐ **ELEVATED RISK OF COUNTERPRODUCTIVE BEHAVIOR:** Assessment results correspond with an unacceptably elevated risk of job relevant counterproductive behavior that cannot be mitigated by other reliable findings.*
 - ☐ **INVALID ASSESSMENT RESULTS:** Psychological assessment results reveal excessive defensiveness to a degree that precludes a valid evaluation of the candidate's current psychological functioning.*
- * In the absence of evidence of a mental or emotional impairment, the above-checked findings derive from factors unrelated to a disability.*
- ☐ **MENTAL OR EMOTIONAL IMPAIRMENT:** Assessment results reveal evidence of a mental or emotional impairment that disqualifies the candidate from safely and/or effectively performing the essential functions of the position.

ASSESSMENT TECHNIQUES USED:

- Minnesota Multiphasic Personality Inventory-2nd Edition, Restructured Form
- California Psychological Inventory (434) Police & Public Safety Report
- WPT- Wonderlic Personnel Test
- Sentence Completion
- Review of agency-provided background records
- Review of the background information provided by applicant via questionnaire
- Clinical Interview
- Mental Status Examination & Behavioral Observations

RISK ASSESSMENT:

Findings from the assessment will be classified according to high, moderate, or low risk for job relevant deficiencies in the psychological competencies detailed on the following page.

- Candidates with a high risk rating on one or more dimensions do not meet qualification standards.
- Candidates with one or more moderate risk ratings do meet qualification standards, but reveal an elevated potential for performance problems that may be lowered through training, experience, and/or supervision.

*Ind: Indeterminable: Dimensions checked "Indeterminable" cannot be reliably assessed because the applicant has responded to the assessment process with excessive defensiveness and underreporting. A finding of Indeterminable on one or more Dimensions indicates the need for the Department to verify the accuracy of the applicant's self-reported behavior in all phases of the selection process.

Cluster 1: Interpersonal Behavior

Hi	Mod	Low	Ind*	
		X		1. SOCIAL COMPETENCE: Involves communicating with others in a tactful and respectful manner, and showing sensitivity and concern in one's daily interactions. Can interact and deal effectively with people from varying social and cultural backgrounds. Attempts to resolve conflicts through persuasion rather than force.
		X		2. TEAMWORK: Involves working effectively with others to accomplish goals, as well as subordinating personal interests for the good of the working group and agency. It involves establishing and maintaining effective, cooperative working relationships with fellow officers, supervisors, community partners, representatives of other agencies, and others tasked with serving and protecting the community.
		X		3. ASSERTIVENESS: Involves unhesitatingly taking control of situations in a calm and appropriately assertive manner, even under dangerous or adverse conditions.
		X		4. RESPECT FOR CHAIN OF COMMAND: Responsive to authority, supports organization (displays loyalty), keeps superiors informed, agreeableness, performs specific duties as assigned, respects the positional authority of superiors in public.

Cluster 2: Judgment and Adaptability

Hi	Mod	Low	Ind*	
		X		5. DECISION-MAKING AND JUDGMENT: Involves common sense, and the ability to make sound decisions, demonstrated by the ability to size up situations quickly and take the appropriate action. It also involves the ability to sift through information to glean that which is important, and, once identified, to use that information effectively. Practical Intelligence (ability to apply training).
		X		6. ADAPTABILITY/FLEXIBILITY: Involves the ability to change gears and easily adjust to the many different, sudden, and sometimes competing demands inherent in emergency work. Can apply knowledge and reasoning to make prompt and effective decisions quickly in both routine and non-routine situations; can make sound decisions in a timely manner; can size up a situation quickly and take appropriate actions.

Cluster 3: Emotional Control

Hi	Mod	Low	Ind*	
		X		7. EMOTIONAL REGULATION AND STRESS TOLERANCE: Involves the ability to maintain composure and stay in control, particularly during life-threatening, time-critical events and other stressful situations. It includes taking the negative aspects of the job in stride and maintaining an even temperament, as well as accepting criticism rather than becoming overly defensive or allowing it to hamper job performance. Refrains from overreacting when subjected to physical or verbal abuse; exercises restraint. Able to cope with tragic, gruesome, and macabre events. Available support system. Reliable coping strategies.

		X		8. AVOIDING SUBSTANCE ABUSE AND OTHER RISK-TAKING BEHAVIOR: Involves avoiding participation in behavior that is inappropriate, self-damaging, and can adversely impact organizational functioning, such as alcohol and drug abuse, domestic violence, sale of drugs and gambling.
		X		9. IMPULSE CONTROL/ATTENTION TO SAFETY: Involves taking proper precautions and avoiding impulsive and/or unnecessarily risky behavior to ensure both public and personal safety. Can maintain composure and performs effectively in stressful situations.

Cluster 4: Work Attitudes

Hi	Mod	Low	Ind*	
		X		10. CONSCIENTIOUSNESS/DEPENDABILITY: Involves diligent, reliable, conscientious work patterns; performing in a timely, logical manner in accordance with rules and regulations and agency policies. Follows orders; is reliable, thorough, punctual, accurate; can assume responsibility for share of the workload; works with minimal supervision. Can proceed on assignments without waiting to be told what to do; is consistently productive.
		X		11. INTEGRITY/ETHICS: Involves maintaining high standards of personal conduct. It consists of attributes such as honesty, impartiality, trustworthiness, and abiding laws, regulations and procedures.

Cluster 5: Communication/Learning Skills

Hi	Mod	Low	Ind*	
		X		12. COMMUNICATION ABILITIES: Effective oral and written communication skills, command of the English language, active listening skills (ability to acquire critical information).
		X		13. PROBLEM SOLVING/LEARNING: Comprehends new information and applies what has been learned to on-the-job situations. Ability to master policies and procedures.

Narrative Commentary: John Doe

Mr. Doe is a 29 year-old male. He stands 5'11" tall and weighs 160 pounds. He was well dressed and groomed, polite, respectful, and articulate. No signs of psychological symptoms were present. He resides with his wife of three years and his 15 months old daughter in XYZ City, California.

He was born in ABC City and raised in QRX and XYZ, City. He was raised in an intact family with one younger brother. He reported having a happy childhood overall. He denied ever being abused. He stated that his parents divorced when he was 21 years old. His mother is an attorney, and his father is a firefighter.

He stated that he graduated from ABC High School North with an estimated 3.5 grade point average. He stated that he earned a Bachelor's Degree in Management with concentrations in Finance and Marketing, and a Master's Degree in Business Administration from the ABC University. He stated that his undergraduate grade point average is 3.6, and his graduate grade point average is 3.8.

He denied ever being suspended or expelled. He denied ever being diagnosed with Attention Deficit Disorder or other learning disabilities, and had no difficulty completing cognitive tasks requiring sustained attention and concentration (e.g., serials 7's, spelling words backwards).

His score on the Wonderlic Personnel Test indicated that he would not have any difficulty with training.

He has worked as a Senior Manager of Analytics at ABC, Co. for three years. His employment history also includes being a Finance and Accounting Rotation Analyst at XYZ Incorporated for three years, an Enforcement Intern at Financial Industry Regulatory Authority at ABC, Inc. for four months, a Management Trainee Internship at XYZ, LLC for four months and a Front Desk Clerk at XYZ, Co. for six months. He denied ever having any employment problems.

Mr. Doe stated that he has never been treated by a mental health professional. He denied ever receiving a mental health diagnosis, or ever taking prescription medication for a mental health condition. He reported having a strong support system of friends and family. He appears to use appropriate strategies to cope with stress.

There is no evidence of impulsive behavioral patterns. He denied ever using illegal drugs. He stated that he rarely drinks, but he denied ever being abusive with or dependent on alcohol. He denied ever having any addictions. He admitted having two not-at-fault traffic collisions, and no moving violations in the last five years. There is no evidence criminal behavior, or violence in his history.

His MMPI-2RF profile revealed that he answered questions in a guarded manner, typical of most applicants. There is no indication of alcohol, substance abuse, or mental illness based on his profile. His profile also indicated that he is likely to initiate contacts effectively without being overly aggressive. He is not shy, nor is he likely to freeze in high-pressure situations.

On the CPI, his personality style emerges as socially outgoing and norm-favoring. The CPI profile suggests that he is similar to incumbent public safety officers who are ambitious, outgoing, shrewd, and willing to take initiative and display leadership potential in this situation. The applicant appears to have the ability to adequately complete the requisite training and tasks of the position.

In consideration of the full range of assessment information available to me at this time, I conclude that Mr. Doe meets the minimum standards for psychological qualification as a Police Officer with the ABC Police Department.

I certify that the above-listed rating represents, within the limits of reasonable professional certainty, my opinion as to the candidate's psychological qualification for the position.

Respectfully Submitted,

Gina Gallivan, Ph.D., ABPP

Gina Gallivan, Ph.D., ABPP
Licensed Clinical Psychologist CA License #PSY18184
Board Certified Specialist in Police & Public Safety Psychology

Gina Gallivan, Ph.D., A.B.P.P.

PSYCHOLOGICAL CONSULTING ASSOCIATES, INC.

LICENSE NUMBER PSY 18184

10940 Wilshire Boulevard, Suite 1600

Los Angeles, California 90024

www.helpforpolice.com

pcaincorporated@gmail.com

Office (424) 289-0299 fax (310) 443-4162 cell (310) 951-1282

June 8, 2023

Leslie Bruce, Administrator
Long Beach Police Department
Finance and Facilities Division
400 W. Broadway
Long Beach, California 90802

Re: Proposal to Provide CCW evaluations for the Long Beach Police Department

Dear Ms. Bruce:

Pursuant to your request, this correspondence is a proposal to provide CCW Evaluations for the Long Beach Police Department.

These psychological screenings will be provided by me, Gina Gallivan, Ph.D., A.B.P.P., and my independent contractors through my corporation, Psychological Consulting Associates, Inc., herein referred to as PCA, Inc. PCA, Inc. was established on May 16th, 2003. The website for PCA, Inc. is www.helpforpolice.com.

I am a formally trained, licensed (CA License #PSY18184), and Board Certified (#6999) Police Psychologist. I completed her clinical practicum, pre-doctoral internship and post-doctoral fellowship with the Los Angeles County Sheriff's Department. My team of psychologists is comprised of 15 culturally competent licensed, formally trained police psychologists, including 4 Board Certified Psychologists in Police and Public Safety Psychology. There are no unlicensed clinicians, associates, or students on this team. Each of these psychologists has on average 15-20 years of experience in police psychology. There are only 77 psychologists Board Certified in Police and Public Safety Psychology nation-wide. No other psychological team in private practice in Southern California has this many Board Certified experts. At this time of media and legal scrutiny in law enforcement, it is essential to have this level of expertise for risk management.

I currently serves as an Executive Board Member, and I am the immediate past General Chair of the Psychological Services Section of the International Association of Chiefs of Police (IACP). While serving the IACP, I created national guidelines for Annual Psychological Wellness Visits, created a resolution for guidelines to be set forth nation-wide for useful, scientifically valid, and legally defensible psychological pre-employment screenings of police officers, updated the national guidelines for Police Officer Peer Support, and I am the Chair of the Police Officer Wellness Initiatives team. I have served as a subject matter expert for the California Commission on Peace Officer Standards and Training (P.O.S.T.), and I recently created a mental health curriculum for a new Learning Domain in the California Police Academies (LD14).

My team and I have provided psychological services to over 70 police and public safety agencies in Southern California in the last 20 years. I maintain contracts through my corporation, Psychological Consulting Associates, Inc ("PCA") with the largest public safety agencies in California including the California Department of Corrections, the Los Angeles County Sheriff's Department, the Orange County Sheriff's Department, and the Long Beach Police Department. My practice includes providing culturally competent psychotherapy (including HIPAA compliant telehealth/online services), POST approved and legally defensible psychological pre-employment screenings, CCW Evaluations, Annual Wellness Visits, management consultation, fitness for duty evaluations, trainings (at international, national, state, and city-wide conferences, briefings, roll call, and leadership meetings), active shooter crisis response services, 24/7 response to critical incident stress, line of duty deaths, and officer involved shooting debriefings for emergency workers including police officers, firefighters, dispatchers, coroners, crime scene investigators, emergency medical technicians, military personnel, and their families.

Attached please find a sample report that would be provided after each CCW evaluation. I understand that the Long Beach Police Department will pay the difference for my \$400 fee per CCW evaluation (the applicant will pay me \$150, and the Long Beach Police Department will pay \$250). Please contact me if you have any questions.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Gina L. Gallivan, PhD ABPP".

Gina L. Gallivan, Ph.D., ABPP, President/CEO
Psychological Consulting Associates, Inc.

EXHIBIT “F”

PSYCHOLOGICAL CONSULTING ASSOCIATES, INC.

10940 Wilshire Boulevard, Suite 1600, Los Angeles, California 90024

Office: 424-289-0299 Fax: 310-443-4162

Email: pcaincorporated@gmail.com

Website: www.HelpForPolice.com

Gina L. Gallivan, Ph.D., A.B.P.P.

Licensed Clinical Psychologist PSY18184

Date

Agency Address

Re: CCW Applicant Psychological Assessment Testing

Applicant: XXXXX XXXXX

Date of Assessment: _____

To whom it may concern,

The above-named individual was administered an MMPI 3rd Edition Psychological Assessment, Sentence Completion Test, Sexual History Questionnaire, a Personal History Questionnaire, and was individually interviewed by the psychologist submitting this report.

This assessment should be considered as only one aspect in the CCW licensing process. The final decision would be made by the Agency after careful consideration of data from all aspects of the screening procedure, including the background investigation and polygraph (if administered).

This recommendation only applies to the Psychological Examination for which the individual CCW applicant was assessed, and is only considered valid for use in certification decision for one year after the date of interview.

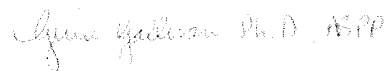
SUMMARY:

The integration of the psychological testing, personal history questionnaire, applicant's self-report, and interview information indicates:

- ☐ There are concerns noted in this report and the department will want to carefully consider all concerns before issuing a CCW.
- ☐ There are no concerns noted at this time.
- ☐ Indeterminable (due to invalid assessment results, or non-compliance with interview)

Thank you for the opportunity to serve you.

Sincerely,



Gina Gallivan, Ph.D., ABPP

Board Certified in Police & Public Safety Psychology