

SECOND AMENDMENT TO AGREEMENT NO. 35515

35515

THIS SECOND AMENDMENT TO AGREEMENT NO. 35515 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 NANCY K. BOHL, INC. DBA THE COUNSELING TEAM INTERNATIONAL, a California corporation ("Contractor"), with a place of business at P.O. Box 10427, San Bernardino, CA 92423,, 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. 35515 (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 and update the scope of work;

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

1. Section 2. 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, at the discretion of the City Manager."

2. Exhibit "A" to Agreement 35515 is hereby amended and replaced with

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

3. Except as expressly modified herein, all of the terms and conditions contained in Agreement No. 35515 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.

NANCY K. BOHL, INC. DBA THE
COUNSELING TEAM INTERNATIONAL, a
California corporation

By [Signature]
Name Stephen Olson PhD
Title CEO

By [Signature]
Name John Costa
Title CEO

EXECUTED PURSUANT
TO SECTION 301 OF
THE CITY CHARTER.

"Consultant"

CITY OF LONG BEACH, a municipal
corporation

By [Signature]
City Manager

"City"

This Second Amendment to Agreement No. 35515 is approved as to form on

Oct. 10, 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 Nancy K Bohl, Inc dba The Counseling Team International **Contact Person** Julie Koot
Address PO Box 10427 **City** San Bernardino **State** CA **Zip** 92423
Telephone (909) 884-0133 **Fax (909)** 384-0734 **Federal Tax ID No.** 33-0838064
E-mail: JKoot@thecounselingteam.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** 3/13/19

Signed 
Print Name & Title Julie Koot, CFO

Rev 2016 0919



THE COUNSELING TEAM INTERNATIONAL

March 13, 2019

To Whom It May Concern:

The Counseling Team International (TCTI) is pleased to submit this bid in response to the City of Long Beach Request for Proposal (RFP) Number PD19-049 for Pre-Employment Psychological Examination Services. TCTI understands the awarded contractor(s) will be used on an as-needed basis to perform pre-employment psychological examinations for prospective Police Recruits, Public Safety Dispatchers, and Armed Security Officers over the term of the agreement.

TCTI's screening process can aid in detecting relevant psychopathology and personality disorders and can be beneficial in the prevention and management of undue stress in those individuals and therefore, helps the department humanely and financially. Research shows that excessive stress can lead to aggressive and unconventional behavior, as well as mental and physical problems and breakdowns on the job. There is considerable evidence suggesting that more emergency service personnel are affected by job-related stress than the normal work force.

The experience and credentials of TCTI are impeccable and exceed all minimum and desirable qualifications. TCTI has enjoyed providing Pre-Employment Psychological Examination Services for the past thirty-two (32) years to a variety of public safety agencies and we look forward to the opportunity to continue our relationship with your department. TCTI's Clinical Psychologists conducting the oral interviews are in compliance with California code 1031 (f)(2)(B), which obligates TCTI's Clinical Psychologists to meet applicable education and training procedures set forth by the California Peace Officer Standards and Training (POST). TCTI is confident that our organization can provide superior services to fulfill your needs.

TCTI accepts the terms and conditions in the RFP and Pro Forma Agreement, including acknowledgment of receipt of all amendments and/or addenda to this RFP. TCTI has no exceptions.

If you have any questions or should you require additional information, please do not hesitate to contact me.

Stay Safe & Be Well,

Kathleen D. Wellbrock, Ph.D.

Clinical Director

The Counseling Team International (TCTI)

909-884-0133 x243

Project Understanding and Approach – Section 4.11.2

Understanding of the scope of services:

The Counseling Team International (TCTI) understands the City is requesting proposals from qualified and professional psychological examination firms, teams, or individuals with experience performing pre-employment evaluations for law enforcement agencies. TCTI understands the qualified firm(s), team(s) or individuals(s) shall provide psychological evaluation services on an "as-needed" basis during the term of the contract.

TCTI understands as directed by the City, the contracted psychologist(s) will administer pre-employment psychological screening and evaluations in conformance with all State of California and City of Long Beach regulations and policies.

Basic Services

TCTI understands TCTI must provide comprehensive pre-employment psychological screenings for all applicants applying for the positions of: Police Recruit, Consolidated Public Safety Dispatcher and Armed Security Officer.

TCTI understands TCTI must be a Licensed Clinical Psychologist, authorized to practice in the State of California, and Board Certified in Police and Public Safety Psychology.

TCTI understands TCTI must maintain, or have continual access to, professional office facilities to meet with applicants and conduct all testing and evaluations. TCTI understands these facilities must include a private waiting room or intake area, as well as a separate, confidential interview room.

TCTI understands when conducting evaluations for all sworn applicants, as well as Public Safety Dispatchers, TCTI must adhere to all guidelines for Peace Officer Psychological Evaluators, as outlined by California Commission on POST.

TCTI understands TCTI shall make a definite determination regarding an applicant's psychological competency for the specific position being sought and provide the results of this determination in a formal letter format. TCTI understands when applicable, as with the evaluations for Police Recruit and Public Safety Dispatcher applicants, additional documentation may be requested. For example, details specifying identified areas of concern, relating to the California Commission on POST Peace Officer Psychological Screening Dimensions.

TCTI understands TCTI must be able to provide the results of their finding upon conclusion of all testing within a time frame specified by the agency, but not later than one (1) week before the selection date for that particular selection process.

TCTI understands TCTI must attend police recruit selection day (8-10 hours) to provide insight on the psychological evaluations results to the Chief of Police. TCTI understands attendance for this day must be included in the fee schedule. TCTI understands date to be determined.

TCTI understands TCTI must specify a flat fee for a basic pre-employment psychological evaluation. TCTI understands this fee shall include: grading and review of written psychological tests, in person interview and evaluations, and documentation of all results and determinations, and attendance of selection day. TCTI understands we may also be called upon to administer written tests and facilitate the ordering and acquisition of testing materials.

TCTI understands TCTI must be able to accommodate large groups of applicants and stringent timeframes of hiring processes. TCTI understands LBPD expects to order approximately 400-450 psychological examinations within a three-month period, with the exact number to be determined.

TCTI understands all employees with access to the City of Long Beach psychological evaluation testing and evaluation materials, shall sign a confidentiality agreement.

Matrix/Summary identifying key personnel responsible for accomplishing all phases of the contract. Includes on-call Project Manager.

<u>Name</u>	<u>Classification</u>
Kathleen Wellbrock, Ph.D.	Clinical Director/On-call Project Manager/Pre-Employment Psychological Examinations (Director over Pre-Employment Psychological Division, Available to LBPD for all concerns and conducts oral interviews.
Sara DeLeon, Psy.D.	Pre-Employment Psychological Examinations (Conduct Oral Interview)
Tammy McCoy-Arballo, Psy.D.	Pre-Employment Psychological Examinations (Conduct Oral Interview)

Primary Contractor Information – Section 4.11.3.

- **Company ownership. If incorporated, the state in which the company is incorporated and the date of incorporation. An out-of-state Contractor must register with the State of California Secretary of State before a contract can be executed (<http://www.sos.ca.gov/business/>).**

Nancy K. Bohl, Inc dba The Counseling Team International was incorporated May 28, 1998 in the State of California.

- **Location of the company offices.**
Headquarters Office: 1881 Business Center Drive, Suites 11 & 12, San Bernardino, CA 92408

- **Location of the office servicing any California account(s).**
TCTI has satellite offices in the counties of Los Angeles, Orange, Riverside, San Bernardino, San Diego, Santa Barbara and Ventura. The satellite offices are utilized for in-house counseling.
- **Number of employees both locally and nationally. Specify the number of full time and part-time employees residing in Long Beach.**
TCTI has sixteen (16) employees. TCTI currently does not have employees that reside in Long Beach
- **Location(s) from which employees will be assigned.**
1881 Business Center Drive, Suite 11 & 12, San Bernardino, CA 92408
- **Name, address and telephone number of the Contractor's point of contact for a contract resulting from this RFP.**
Julie Casto-Koot, CFO
P.O. Box 10427, San Bernardino, CA 92423
909-884-0133 x225
jkoot@thecounselingteam.com
- **Company background/history and why Contractor is qualified to provide the services described in this RFP.**
Length of time Contractor has been providing services described in this RFP to the public and/or private sector. Please provide a brief description.

Background/History for The Counseling Team International:

In 1985, The Counseling Team International (TCTI) began providing employee support services to law enforcement, fire, emergency services and governmental agencies in the State of California, as well as nationwide. The Founder and Director Nancy K. Bohl-Penrod, Ph.D. began contracting with the San Bernardino County Sheriff's Department to provide Stand by Status (SBS) 24/7/365 Critical Incident Stress Management services (CISM) to Sheriff's personnel involved in shootings. This immediate intervention decreased Worker's Compensation claims to such a degree that TCTI was encouraged and asked to expand their services to counseling San Bernardino County Sheriff's Department personnel and their family members for personal problems along with offering many training classes.

In 1986, Training became very important to TCTI's success. Training reaches out to many people who otherwise would not have any contact with the mental health field. TCTI created their training division which develops classes to meet the needs of all they serve. TCTI's Staff are Adjunct Professors for many colleges and universities in Southern California. They have been guest speakers for the Federal Bureau of Investigation (FBI), Bureau of Indian Affairs (BIA), California Highway Patrol (CHP), the Federal Law Enforcement Training Center (FLETC), and the Federal Air Marshal Service (FAMS) as well as many police and

fire academies. TCTI's Instructors are certified to teach for the International Critical Incident Stress Foundation (ICISF), Law Enforcement Wellness Association (LEWA), Police Officer Standards of Training (POST), Standards and Training for Corrections (STC), Board of Registered Nursing (BRN), Continuing Education Units (CEU), ICEMA for Emergency Medical Technicians (EMT), paramedics and the QPR Institute.

In 1987, TCTI's **Employee Support Services Program** was created to help the employees of companies and/or departments and their eligible dependents in solving personal and emotional problems. The employees and their eligible dependents can call directly for help without going through a supervisor. TCTI's counseling has helped in areas such as stress, depression, marriage and family/relationships, substance abuse, weight control, financial difficulties, suicide ideation and career concerns. The Counseling Team International's Employee Support Program quickly expanded and was offered to many other police and fire departments throughout Southern California.

In addition, in 1987, **The Pre-employment Psychological Testing Division** was formed by Dr. Larry Davis who was the Director until his retirement. After his retirement in 2005, Dr. Kathleen Wellbrock became the Clinical Director. Due to high demand TCTI increased their team of clinical psychologists to help with this division. TCTI's Clinical Psychologists conducting the oral interviews are in compliance with the California Government Code 1031 (1)(2)(B), which obligates TCTI's Clinical Psychologists to meet applicable education and training procedures set forth by the California Peace Officer Standards and Training (POST). TCTI Clinical Psychologists build a personal relationship with the departments and provides the contracts with easy access and good communication.

In 1988, **Peer Support Programs** for law enforcement, fire and other organizations were developed by TCTI. It is one of the most important training programs that TCTI has conducted all over the nation and in Canada. TCTI has trained over 13,000 peer supporters in the EMS Field including California Highway Patrol (CHP), Kansas Highway Patrol (KHP), Washington State Patrol (WSP), Canadian Royal Mounted Police (RCMP), Kaiser Hospitals, Cal Fire, The Federal Bureau of Investigation (FBI), Drug Enforcement Agency (DEA), United States Border Patrol (USBP), Federal Air Marshal Service (FAMS), United States Marshal Service (USMS), Bureau of Indian Affairs (BIA), United States Postal Inspectors (USPI) United States Department of Agriculture (USDA)/Office of Inspector General (OIG) and various local law enforcement and fire agencies throughout Southern California.

In 1989, the **Crisis Negotiation Team (CNT)** for TCTI was formed. Dr. Bohl-Penrod was asked to attend the Federal Bureau of Investigation's (FBI's) Basic and Advanced "Hostage Negotiation" (CNT) training in Quantico, Virginia. Since that time, TCTI has recognized the importance of consulting to law enforcement Crisis Negotiation Teams (CNT). The majority of TCTI's Mental Health Professionals have attended both Basic and Advanced Crisis Negotiation Training (CNT).

TCTI employs a professional support staff to assist the Director and a team of dedicated mental health professionals and Associates throughout the nation. They are licensed Mental Health Professionals from many disciplines who have responded to major disasters and critical incidents such as:

- 1987 Pacific Southwest Airlines Crash Flight 1771
- 1989 San Bernardino Train Disaster – Train Collision and Pipeline Explosion
- 1992 Hurricane Andrew in Florida
- 1992 Los Angeles Riots
- 1993 ATF Incident in Waco, Texas
- 1994 Northridge Earthquake in Northridge, California
- 1995 Oklahoma Bombing in Oklahoma City
- 1996 Unabomber Case in Sacramento
- 1996 TWA Flight 800 Airline accident in New York
- 1998 School Shooting at Springfield High School in Eugene, Oregon
- 1998 Riverside City Hall Shootout in Riverside, California
- 1999 Tornado in Oklahoma City
- 1999 Alaska/US Airline Accident
- 1999 School Shooting at Columbine High School in Littleton, Colorado
- 2001 School Shooting at Santee High School in California
- 2001 Terrorist Attack on the World Trade Center in New York
- 2001 Terrorist Attack on The Pentagon in Virginia
- 2002 Typhoon in Guam
- 2003 Old Fire in the San Bernardino Mountains
- 2005 Hurricane Katrina in Louisiana
- 2005 School Shooting at Red Lake High School in Minnesota
- 2006 Ski Patrol Deaths at Mammoth Ski Lake
- 2006 Esperanza Fire - 5 deaths of Riverside County's US Forest Service Personnel
- 2007 Witch Fire in San Diego County
- 2008 Avalanche in Wrightwood, California
- 2008 Seal Beach Shooting at the Salon Meritage Hair Salon
- 2011 Edison Workplace Violence Shooting
- 2012 Big Bear Manhunt Death of Detective Mackay and Officer Crain
- 2013 Los Angeles International Airport TSA Shooting/Death and Injuries to TSA Officers
- 2015 San Bernardino Inland Regional Center Terrorist Attack
- 2017 School Shooting at North Park Elementary San Bernardino
- 2017 Las Vegas Route 91 Harvest Festival Shooting
- 2017 California Tubbs and Thomas Wildfires
- 2018 Santa Barbara County Mudslides
- 2018 Yountville Pathway Veteran Home Shooting

- 2018 Ferguson Fire in the Sierra National Forest, Stanislaus National Forest and Yosemite National Park
- 2018 Mass Shooting at Borderline Bar and Grill in Thousand Oaks, California

In 1994, TCTI formed a **Line of Duty Death Response Team (LODDRT)**. This team consists of mental health professionals, peer supporters, chaplains, Concerns of Police Survivors (COPS) and works within a collaborative spirit. This team has responded to approximately 125 line of duty deaths (LODD) since 1986, members of TCTI have faithfully attended and dedicated their time to police week in Washington, D.C.

- Resumes for key staff to be the responsible for performance of any contract resulting from this RFP.
See Appendices 1 (Resumes for Key Personnel)

Staffing Resources and Qualifications – Section 4.11.4

Psychological screenings are conducted by one of TCTI's Clinical Psychologists, Dr. Kathleen Wellbrock, Dr. Sara Hibbs or Dr. Tammy McCoy-Arballo who are involved in the objective test assessment of the screening procedure. They are well versed through training and experience, in the construct and interpretation of psychological testing instruments and have already completed the required continuing professional education requirement of six (6) hours and will complete twelve (12) hours of POST approved CPE every two years based on their biennial license renewal cycle.

After integrating the test data and clinical interview data, the doctor prepares a written summary of findings and interpretations. The summary will state clearly the evidence, if any, of psychopathology suggested by the test battery and corroborated by the clinical interview and will mention the job-related impact of such findings.

The three best sources of information on the evaluation of law enforcement/public safety applicants usually are: 1) a psychological test battery; 2) background information and 3) in depth "clinical" interview by one of our doctors who are experts in the law enforcement profession. Psychological screening minimizes the admission of inappropriate candidates.

Research shows that excessive stress can lead to aggressive and unconventional behavior, as well as mental and physical problems and breakdowns on the job. There is considerable evidence suggesting that more law enforcement personnel are affected by job-related stress than the normal work force.

The screening process can aid in detecting the stress prone individuals and can be beneficial in the prevention and management of undue stress in those individuals and therefore aids the department humanely and financially.

Statistically, 5% to 20% of law enforcement personnel are psychologically unsuitable. Not all applicants perform at the same level and the unsuitable applicants do not always appear as obviously inappropriate. Some individuals will look very good, while others will obviously look unacceptable. A great majority will be somewhere in-between. This in-between or middle range person who, upon evaluation by the doctor demonstrates risk of engaging in liability resulting behavior should be screened out.

The following tests are used in the screening process. The Minnesota Multiphasic Personality Inventory-2RF (MMPI-2RF), the most widely used and accepted psychological test in the United States today. The Sixteen Personality Factor Test (16PF), a short form I.Q., which is the Wonderlic Personnel Test, a Sentence Completion and Job Dimensions form is used to give insight into the applicant's personality.

To schedule an appointment, the department will need to call the Psychological Testing Coordinator at (909) 884-0133 x224. The Psychological Testing Coordinator will set up the written testing date with the department. The written testing is conducted at 8:30 am Monday thru Friday. The applicant will need to allow four to six hours for the written test. Upon completing the written portion, the applicant will be given a time for the oral interview with a licensed psychologist. The oral interview will last approximately 45 minutes. The applicant will need to come dressed in business attire for this interview.

Our facility can accommodate up to 20 applicants at a time or, arrangements can be made for the testing coordinator to conduct the written examination at a facility of your choice for those groups larger than 20 applicants.

The Results

After the testing is electronically scored, the applicant is interviewed using background material provided by the applicant and his/her test results. History being the best predictor of future behavior, evaluatee's relationships: social, familial and vocational are explored. This interview and the accompanying test results are summarized in a brief report, which supports a final score, suitability statement of Recommended or Not Recommended.

References:**Kathleen Wellbrock, Ph.D.**

Department	Contact Person
Cypress Police Department 5275 Orange Avenue Cypress, CA 90630	Rod Cox, Chief of Police (714) 229-6622
Covina Police Department 125 E. College Street Covina CA 91723	John Curley, Chief of Police (626) 705-7187
Rialto Police Department 128 N Willow Ave. Rialto, CA 92376	Mark Kling, Chief of Police (909) 820-2540

Sara DeLeon, Psy.D.

Department	Contact Person
Fontana Police Department P.O. Box 2409 Fontana, CA 92335	Frank Losch, Background Investigator (909) 356-7198
Ontario Police Department 2500 S. Archibald Avenue Ontario, CA 91761	Detective Joe Crum (909) 395-2848
San Bernardino County Sheriff's Department P.O. Box 569 San Bernardino, CA 92402	DaniPaul Pineda, Sergeant (909) 387-0354

Tammy McCoy-Arballo, Psy.D.

Department	Contact Person
Riverside Police Department 4102 Orange Street Riverside, CA 92501	Larry Gonzalez, Deputy Chief (951) 826-5700
San Diego County Sheriff's Department PO box 939062 San Diego, CA 92193-9062	James Cady, Lieutenant (760)685-5800
San Diego County Probation Department 9444 Balboa Avenue, Suite 500 San Diego, CA 92123	Charles Obendorfer, Background Investigator

Company Background and References – Section(s) 9 – 9.3

9.1 Subcontractor Information

Does this proposal include the use of subcontractors?

Yes _____ No ✓ Initials _____

9.2 References

Client Department Name/contact person and telephone number	Project Description	Project dates (starting and ending)
Fullerton Police Department Contact Person: Officer Danielle Patrick 714-738-3377	Pre-employment screening, critical incident stress debriefing, Training, Hostage/Barricade Negotiation	2013 to Present
Glendora Police Department Contact Person: Chief Tim Staab 626-914-8250	Counseling, Pre-employment screening, critical incident stress debriefing, Training, Hostage/Barricade Negotiation	2014 to Present Project date (starting at)
Montclair Police Department Contact Person: Chief Robert Avels 909-625-9477	Counseling, Pre-employment screening, critical incident stress debriefing, Training, Hostage/Barricade Negotiation	2006 to Present
Murrieta Police Department Contact Person: Chief Sean Hadden 951-461-6365	Counseling, Pre-employment screening, critical incident stress debriefing, Training, Hostage/Barricade Negotiation	2010 to Present
Upland Police Department Contact Person: Sergeant Anthony Kabayan 909-920-6530	Counseling, Pre-employment screening, critical incident stress debriefing, Training, Hostage/Barricade Negotiation	2007 to Present

- Staff assigned to reference engagement that will be designated for work per this RFP;

Kathleen Wellbrock, Ph.D., Clinical Director – Client Project Manager 800-222-9691
x243

Sara DeLeon, Psy.D., Clinical Psychologist

Tammy McCoy-Arballo, Psy.D., Clinical Psychologist

Maria Velasco, Pre-employment Psychological Testing Coordinator

9.4 Business License

TCTI currently conducts Pre-employment Psychological Examination Services out of our San Bernardino office location and holds a current business license. If required TCTI will obtain a business license for the City of Long Beach.

Appendices 4.11.5

Appendices 1 - Resumes for Key Personnel

Appendices 2 – Financial Profit & Loss Statement

Appendices 1
Key Staff Resumes

CURRICULUM VITAE

SARA M. DELEON
THE COUNSELING TEAM INTERNATIONAL (TCTI)
1881 Business Center Drive, Suite 11
San Bernardino, California 92408
800-222-9691 24-Hr.

PROFESSIONAL LICENSE

License PSY21374

EDUCATIONAL BACKGROUND

- 2004 PsyD. - Doctor of Psychology in Clinical-Community Psychology, University of La Verne, La Verne, California
- 2001 M.S.- Masters of Science Degree in Psychology, University of La Verne, La Verne, California
- 1998 B.S.- Bachelor of Science Degree in Psychology, University of La Verne, La Verne, California

PROFESSIONAL EXPERIENCE

- 2009 to
Present Inland Regional Center, San Bernardino, California
Conducts psychological assessments for the intake unit to determine eligibility for regional center services. Also conducts forensic assessments and testifies at state level hearings as needed.
- 2005 to
Present The Counseling Team International (TCTI), San Bernardino, California
Provide psychological testing and pre-employment screening for various law enforcement, probation and fire departments. Provide marriage, family, and child counseling to governmental agencies, city personnel and their families. Provide 24-hour Critical Incident Intervention Debriefings.
- 2004 to
2005 David and Margaret Home, Inc., La Verne, California
Conducted individual and group therapy with adolescent girls in a residential treatment facility.
- 2004 Aurora/Charter Oak Behavioral Health Care, Covina, California
Conducted individual and group therapy with youth and adults hospitalized in an inpatient psychiatric facility.

2002 to
2003 La Puente Valley Mental Health Center, La Puente, California
Provided case management services to mentally ill adults receiving treatment at an outpatient mental health clinic.

TEACHING EXPERIENCES

2005 Riverside Sheriff's Academy, Riverside, California
Victimology

2006 City of San Bernardino, San Bernardino, California
Know Your Psych Services

2006 Firehouse World, San Diego, California

2006 San Bernardino Police Department, San Bernardino, California
Employee Reactions to Critical Incidents

2007 San Bernardino Sheriff's Department, San Bernardino, California
Know Your Psych Services

2008 City of Fontana, Fontana, California
Holiday Stress

CERTIFICATIONS

2005 International Critical Incident Stress Foundation
2-Day Critical Incident Stress Management: Group Crisis Intervention (14 Contact Hours)

2006 International Critical Incident Stress Foundation
2-Day Basic Critical Incident Stress Management (14 Contact Hours)

2007 Basic Hostage Negotiation Course
San Jose State University, San Jose, California

2007 Eye Movement Desensitization Reprocessing, Level I
Dr. Roger Solomon, San Bernardino, California

AFFILIATIONS

A. International Association of Chiefs of Police

TAMMY J. McCOY-ARBALLO

5203 El Cerrito Drive, #254

Riverside, CA 92507

760.885.6952

Tammymccoyarballo@gmail.com

PROFESSIONAL LICENSE

Licensed Clinical Psychologist, State of California:28762

EDUCATIONAL BACKGROUND

- 2015 Psy.D.:Clinical Forensic Psychology, Alliant International University, San Diego, CA
- 2013 M.A.: Clinical Forensic Psychology, Alliant International University, San Diego, CA
- 1999 B.A.:Print Journalism, Hofstra University, Hempstead, NY

PROFESSIONAL EXPERIENCE

- 2014 to Present The Counseling Team International, San Bernardino, CA
Responsibilities include providing short-term individual, couples, and family therapy primarily to city, county, and state law enforcement officials and their families; 24-hour crisis intervention; critical incident stress debriefings with appropriate follow-up counseling; crisis coordination including needs assessment and management consultation. Collect, code, and perform statistical analysis of data; use data to improve in-house pre-employment screening process; explain results and make recommendations to police chiefs, law enforcement executives, background investigators. Train monthly with the Riverside Police Department's Emergency Negotiation Team to provide mental health resources to the team. Teach classes including suicide by cop and significant other survival to academy classes as well as officers.
- 2013 to 2014 Vista Balboa Crisis House, San Diego, CA
On-Call Staff
Conduct intake assessments, conduct one-on-one therapy, and milieu therapy. Work as part of team to resolve the day-to-day conflicts that arise at a residential adult setting for clients with co-occurring disorders.
- 2012 to 2013 Vista Balboa Crisis House, San Diego, CA
Practicum Student
Perform intake assessments, one-on-one, and milieu therapy, work as part of team to resolve the day-to-day conflicts that arise at a residential adult setting for clients with co-occurring disorders.

MAJOR CRITICAL INCIDENTS

- 2018 Yountville Tragedy
Provided on scene and follow up psychological care to District Attorney, victim witness advocate group, and those affected.
- 2017 Las Vegas Shooting/Route 91 Harvest Festival
Provided services at Las Vegas hospitals and follow up psychological care to civilians and law enforcement officials and their families for the three days after the shooting.
- 2017 La Jolla Garden Communities Shooting
Provided on scene and follow up psychological care to employees and residents
- 2015 San Bernardino Terrorist Attack, San Bernardino, California 2015
Provided on scene and follow up psychological care to first responders and victims. Spent 10 days working with San Bernardino County Probation Department in the wake of the attack.

CERTIFICATIONS/TRAININGS

- 2018 Conducting Second-Opinion Preemployment Psychological Evaluations of Police and other Public Safety Candidates
Mindset Continuing Education, Los Angeles, CA
- 2017 SPCP 2017 – Adverse Impact Analysis of the MMPI-2 RF Police Candidate Interpretive Report (PCIR)
SPCP 2017 Annual Conference, San Diego, CA
- 2017 SPCP 2017 – the Value in Evaluating and Developing Emotionally Intelligent Behaviors of Protective Services Personnel
SPCP 2017 Annual Conference, San Diego, CA
- 2017 SPCP 2017 – Considering Executive Functioning in Police Officers
SPCP 2017 Annual Conference, San Diego, CA
- 2017 SPCP 2017 – Screening Profiles and Vicarious Trauma of First Responders, Police, Chiefs, and Firefighters
SPCP 2017 Annual Conference, San Diego, CA
- 2017 SPCP 2017 – Resistance to change? Start at the top!
SPCP 2017 Annual Conference, San Diego, CA
- 2017 Using the MMPI-2 RF in Public Safety Evaluations: Pre and Post-Employment
American Board of Professional Psychology, San Diego, CA

CURRICULUM VITAE

KATHLEEN D. WELLBROCK
THE COUNSELING TEAM INTERNATIONAL (TCTI)
1881 Business Center Drive, Suite 11
San Bernardino, California 92408
800-222-9691 24-Hr.

PROFESSIONAL LICENSE

License Number PSY17906

EDUCATIONAL BACKGROUND

- 2000 Ph.D. - Clinical Psychology, California School of Psychology, Alhambra, California
- 1998 M.A. - Masters of Arts in Clinical Psychology, California School of Professional Psychology, Alhambra, California
- 1995 B.S. - Bachelor of Science, Psychology, University of La Verne, La Verne, California
- 1993 A.A. - Associates of Arts, Behavioral Science, Citrus Community College, Glendora, California

PROFESSIONAL EXPERIENCE

- 2002 to Present The Counseling Team International (TCTI), San Bernardino, California
Provide psychological testing and pre-employment screening for various law enforcement, probation and fire departments. Also, provide marriage, family, and child counseling to governmental agencies, city personnel and their families. Develop and train peer support teams throughout the nation.
- 2000 to 2002 L.A. County Sheriff's Department, Los Angeles, California
Law Enforcement Psychologist for the Employee Support Services Bureau. Responsible for providing individual, conjoint, and family therapy to Department members and their families, on-call emergency response and crisis intervention, critical incident debriefings, officer involved shooting debriefings, workplace violence and threat assessments, management consultation and training for sworn and civilian employees, and hostage negotiations. Develop and present psychoeducational workshops and lectures for sworn and civilian employees. As the MCEP Program Developer, manage, develop, and implement continuing education workshops for the law enforcement psychologists consistent with working in the law enforcement arena.

- 1998 to 1999 Glen Roberts Child Study Center, Glendale, California
Clinical Psychology Intern - Provide individual, conjoint, and family therapy. Co-Facilitate children's group and parenting education. Assessment utilizing the WISC, RATC, Bender-Gestalt, Figure Drawings, Rorschach, Woodcock-Johnson Psychoeducational Battery, Wender-Utah Rating Scale, WRAT - 3; Report writing and feedback.
- 1997 to 1999 Museum of Tolerance, Los Angeles, California
Training Consultant Assistant - Conduct a program evaluation and develop assessment measure for the Tools for Tolerance Law Enforcement Program; evaluate program to assess its effectiveness in teaching diversity awareness; facilitate focus groups to assess diversity needs of law enforcement officers; train and consult with staff of the Museum of Tolerance.
- 1997 to 1998 Santa Anita Family Service, Monrovia, California
Clinical Psychology Intern - Provide individual, conjoint, and family therapy. Co-facilitate multifamily group and parenting education. Assessment utilizing the MMPI-2, Rorschach, Bender-Gestalt, WAIS, Sentence completion; report writing and feedback.
- 1996 to 1997 California Polytechnic University Counseling Services, Pomona, California
Clerkship - Conducted psychoeducational assessment on learning disabled Students. Utilized the Bender-Gestalt, Rey-Osterieth Complex Figure, Sentence Completion, WRAT-3, Nelson-Denny Reading Test, Wender-Utah Rating Scale, MMPI-2, Woodcock-Johnson Psycho educational Battery; Report writing, feedback, and recommendations.

TRAININGS

- 2013 Introduction to the MMPI-2-RF and Advanced Interpretation, Fordham University, New York, New York
- 2006 Forensic Approach to MMPI-II, Albuquerque, New Mexico
- 2006 MMPI-2/MMPI-A Workshop and Symposia
Sponsored by Kent State University & University of Minnesota Press, Albuquerque, New Mexico
- 2005 Critical Incident Stress Management: Basic
- 2002 Cognitive Interviewing and Forensic Hypnosis
- 1999 Application of Psychological Screening Instruments in Law Enforcement Settings

Appendices 2
Financial Profit & Loss Statement

3:02 PM

The Counseling Team International (TCTI)

03/13/18

Profit & Loss

Cash Basis

January through December 2018

		Jan - Dec 18
Ordinary Income/Expense		
Income		
4000 • Counseling Fees		2,148,504.05
4010 • Training		178,412.04
4020 • Crisis Calls		413,847.65
4030 • Consulting Services		111,100.00
4040 • Psychological Testing		539,968.09
4055 • Rent Income		1,887.00
4065 • Finance Charges		14.04
Total Income		3,391,730.87
Gross Profit		3,391,730.87
Expense		
5951 • Misc (Random Expenses to ask the Accountant)		-15,189.89
6000 • Assoc.Dues-Property		26,336.31
6020 • Auto & Truck Expense		35,241.13
6040 • Advertising & Promotion		7,430.87
6060 • Bank Charges		3,893.70
6082 • Computer Supplies		37,850.81
6063 • Continuing Education		434.97
6086 • Contract Labor		1,541,581.44
6070 • Contributions		1,280.81
6076 • Contributions-Political		250.00
6080 • Credit Card Processing Fees		5,866.07
6160 • Dues & Subscriptions		22,242.60
6200 • Interest Expense		2,047.87
6270 • Insurance - General		6,178.74
6280 • Insurance - WC		4,235.50
6295 • Insurance-Pension Plan		91.00
6300 • Insurance-Malpractice		2,729.00
6325 • Insurance - Auto		2,913.02
6330 • Janitorial		6,755.00
6360 • Gifts		27,188.43
6370 • Legal & Accounting		20,826.25
6380 • Licenses and permits		17,331.88
6420 • Meals & Entertainment(50%)		15,280.13
6421 • 100% Deductible Meals		127.87
6422 • Medical		30,733.66
6480 • Office		80,539.92
6482 • Equipment Rent		28,798.95
6465 • Outside Services		48,815.18
6480 • Pension Contribution		19,277.03
6485 • Pension Plan Expense		3,661.00
6550 • Postage		14,280.74
6610 • Rent Expense		135,331.38
6650 • Repairs & Maintenance		4,813.90
6680 • Reimbursement expense		26,331.14
6700 • Salary & Wages		805,045.26
6715 • Security		1,707.53
6760 • Taxes - Payroll		78,997.55
6775 • Taxes - other		4,449.58
6780 • Taxes - real estate		9,449.75
6785 • Taxes - State Franchise		800.00
6820 • Telephone		37,065.87
6830 • Testing		80,884.81
6840 • Travel		45,807.40
6850 • Training Expense		1,904.48

3:02 PM

03/13/18

Cash Basis

The Counseling Team International (TCTI)

Profit & Loss

January through December 2018

Ordinary Income/Expense

Income

- 4000 • Counseling Fees
- 4010 • Training
- 4020 • Crisis Calls
- 4030 • Consulting Services
- 4040 • Psychological Testing
- 4055 • Rent Income
- 4065 • Finance Charges

Total Income

Gross Profit

Expense

- 5361 • Misc (Random Expenses to ask the Accountant)
- 5000 • Assoc.Dues-Property
- 5020 • Auto & Truck Expense
- 5040 • Advertising & Promotion
- 5050 • Bank Charges
- 5062 • Computer Supplies
- 5063 • Continuing Education
- 5065 • Contract Labor
- 5070 • Contributions
- 5075 • Contributions-Political
- 5090 • Credit Card Processing Fees
- 5160 • Dues & Subscriptions
- 5200 • Interest Expense
- 5270 • Insurance - General
- 5280 • Insurance - WC
- 5285 • Insurance-Pension Plan
- 5300 • Insurance-Malpractice
- 5325 • Insurance - Auto
- 5330 • Janitorial
- 5360 • Gifts
- 5370 • Legal & Accounting
- 5380 • Licenses and permits
- 5420 • Meals & Entertainment(50%)
- 5421 • 100% Deductible Meals
- 5422 • Medical
- 5480 • Office
- 5482 • Equipment Rent
- 5485 • Outside Services
- 5480 • Pension Contribution
- 5480 • Pension Plan Expense
- 5580 • Postage
- 5610 • Rent Expense
- 5650 • Repairs & Maintenance
- 5660 • Reimbursement expense
- 5700 • Salary & Wages
- 5715 • Security
- 5750 • Taxes - Payroll
- 5775 • Taxes - other
- 5780 • Taxes - real estate
- 5785 • Taxes - State Franchise
- 5820 • Telephone
- 5830 • Testing
- 5840 • Travel
- 5850 • Training Expense

3:02 PM

The Counseling Team International (TCTI)

03/13/19

Profit & Loss

Cash Basis

January through December 2018

5860 - Utilities

85800 - Reconciliation Discrepancies (Discrepancies between bank statements and company records)

Total Expense

Net Ordinary Income

Net Income

PROGRAM OPERATIONS COST PAGE

Upon signing a contract between the Long Beach Police Department and The Counseling Team International (TCTI), TCTI shall provide the following:

- A. Provide Psychological Testing to applicants applying for CCW permits through the Long Beach Police Department at a rate of \$300.00 per applicant, at which time the department will be billed \$150.00 per applicant and the applicant will be responsible for the remaining balance of \$150.00 which will be collected at the time of their appointment.

By: SA Odom Ph.D. MFT
Stephen Odom, Ph.D.
President
The Counseling Team International

By: _____

Date: _____

Date: _____