



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

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



# Staff Recommendations

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

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



# Background and Issue

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

# Pre-Employment Contracts

## Background Investigations

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

## Psychological Evaluations

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



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# Uniforms and Equipment Contracts

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



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# Next Steps

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