

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

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

A. Procurement Background

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

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

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

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

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

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

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

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

B. Evaluation of Proposals

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

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

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

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

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

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

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

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

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

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

C. Price Analysis

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

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

D. Background on Recommended Contractor(s)

Integrated Psychological Assessment Services, Inc.

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

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

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

Psychological Consulting Associates, Inc.

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

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

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

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

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