



## **REQUEST FOR QUALIFICATIONS**

**NO. 964-5378**

**COUNTY OF FRESNO**

### **POLYGRAPH TESTING SERVICES**

**SUBMITTALS:** Three (3) paper copies of the Statement of Qualifications (SOQ), as well as, a copy of your Company's fee schedule in a sealed package/envelope must be received before 2:00 p.m., Friday, September 25, 2015.

**ADDRESSED TO:** Nick Chin, Purchasing Analyst

**MAILING ADDRESS:** County of Fresno, Purchasing  
4525 E. Hamilton Ave.  
Fresno, CA 93702

**OFFICE ADDRESS:** County of Fresno, Purchasing  
4525 E. Hamilton Ave.  
Fresno, CA 93702

**MARK ENVELOPE:** "RFQ #952-5375 – POLYGRAPH TESTING SERVICES"

**COST LIMIT FOR AGREEMENT(S):** Year 1: \$175 per Polygraph, \$75 for "No-show"  
Year 2: \$180 per Polygraph, \$75 for "No-show"  
Year 3: \$185 per Polygraph, \$75 for "No-show"  
Year 4: \$185 per Polygraph, \$75 for "No-show"  
Year 5: \$185 per Polygraph, \$75 for "No-show"

**STATEMENT OF QUALIFICATIONS (SOQ) PACKAGES RECEIVED AFTER THE TIME AND DATE STATED ABOVE WILL BE RETURNED UNOPENED TO THE CONSULTANT.**

**Inquiries and Updates:** Requests for clarification regarding this RFQ must be submitted in writing via email to Nick Chin, Purchasing Analyst, at [nchin@co.fresno.ca.us](mailto:nchin@co.fresno.ca.us), and received by the County no later than **11:00 a.m., Wednesday, September 16, 2015**. Such information as is reasonably available and will facilitate preparation of responses hereto, requests for clarification and associated responses, and any addenda to this RFQ will be posted at: <https://www2.co.fresno.ca.us/0440/Bids/BidsHome.aspx> and will not otherwise be distributed.

**ISSUANCE DATE: Friday, September 11, 2015**

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**I. GENERAL INFORMATION**

**A. INTRODUCTION, OVERVIEW & REQUIREMENTS**

The County of Fresno Purchasing on behalf of the Sheriff's Department, Probation Department, and Fresno County District Attorney's Office is soliciting bids for a polygraph examination company to conduct pre-employment examinations and a limited number of examinations for other investigations. The following and attached pages known as "Exhibit A – Questionnaire", "Exhibit B – Sample Polygraph #1", and "Exhibit C – Sample Polygraph #2" state the specifications for the required services. It is the intent of the Departments to contract with several firms on a Master Agreement (hereinafter referred to as "the Agreement") for a term of three (3) years.

**B. SHERIFF SPECIFICATIONS**

The vast majority of this work will be pre-employment exams estimated at between 400 and 450 exams per year. The other exams average around 50 per year and would be mostly criminal in nature. Normally four to five exams are scheduled per day per examiner and are conducted in the Sheriff's offices or at the examiner's home office (if local within the County of Fresno). Usually the vendor is given at least two weeks' notice prior to examinations however; there are occasional "emergency" tests that will need quicker response. In the past, some of these emergency cases have been sent to the examiner's home office in an effort to speed up the process.

The Sheriff's Department tests three to four (3-4) times a year for the positions of Deputy I and Deputy II and three to four (3-4) times a year for the position of Correctional Officer I. The polygraph examination is used as the first stage of the background process and may be used to screen candidates who obviously do not meet the standards. In addition, all new civilian employees in the Sheriff's Department are also given a pre-employment polygraph before being hired.

The bulk of the polygraph exams are cyclical, to correspond to testing dates. The Sheriff's Department is looking for a company that can handle up to 30 exams a week, for two-week periods, 8 to 10 times a year. Due to the competitive nature of the job market a turnaround time on final reports of five days or less is requested.

Examination and report quality are very important and the County will reserve the right to review reports and pre-test questionnaires prior to selecting the polygraph company. All examinations and questionnaires must meet ADA standards and be free from any form of discrimination. The Department reserves the right to approve any subcontractors who may be used to conduct examinations.

The Polygraph examiners will be expected to diligently test the applicants and to thoroughly investigate areas of concern by using additional specific examination questions when needed.

While every effort is made to ensure the candidates come for their scheduled polygraph appointments, including reminder calls the day prior to testing, the no-show rate for nearly 500 exams in 2014 was still at 10 percent. **This is a significant amount and contract bidders should consider this portion of the contract carefully.**

**C. PROBATION SPECIFICATIONS**

The selected vendor will provide approximately 200-300 pre-employment exams per year. This includes, but is not limited to, peace officer positions in accordance with Penal Code Section 830.5, i.e., Deputy Probation Officer and Juvenile Correctional Officer, as well as non-sworn positions such as but not limited to Office Assistant, Probation Technician, Account Clerk, and Dietary Aide. Based upon the other departments' rate of no-shows, the Probation Department also estimates a no-show rate of 10%.

**D. DISTRICT ATTORNEY SPECIFICATIONS**

The Fresno County District Attorney's Office employs investigators that are peace officers in accordance with Penal Code 830.1. As such, the State of California mandates rigid standards for the employment of those investigators including an in depth background investigation. During the past year, the District Attorney's Office has included pre-employment polygraph examinations as a part of the backgrounding process.

In the upcoming year, the need is anticipated for approximately 24 pre-employment polygraph examinations.

**E. INSURANCE REQUIREMENTS**

Without limiting the COUNTY's right to obtain indemnification from CONTRACTOR or any third parties, CONTRACTOR, at its sole expense, shall maintain in full force and effect, the following insurance policies or a program of self-insurance, including but not limited to, an insurance pooling arrangement or Joint Powers Agreement (JPA) throughout the term of the Agreement:

1) Commercial General Liability

Commercial General Liability Insurance with limits of not less than One Million Dollars (\$1,000,000) per occurrence and an annual aggregate of Two Million Dollars (\$2,000,000). This policy shall be issued on a per occurrence basis. COUNTY may require specific coverages including completed operations, products liability, contractual liability, Explosion-Collapse-Underground, fire legal liability or any other liability insurance deemed necessary because of the nature of this contract.

2) Automobile Liability

Comprehensive Automobile Liability Insurance with limits for bodily injury of not less than Two Hundred Fifty Thousand Dollars (\$250,000.00) per person, Five Hundred Thousand Dollars (\$500,000.00) per accident and for property damages of not less than Fifty Thousand Dollars (\$50,000.00), or such coverage with a combined single limit of Five Hundred Thousand Dollars (\$500,000.00). Coverage should include owned and non-owned vehicles used in connection with this Agreement.

3) Professional Liability

If CONTRACTOR employs licensed professional staff, (e.g., Ph.D., R.N., L.C.S.W., M.F.C.C.) in providing services, Professional Liability Insurance with limits of not less than One Million Dollars (\$1,000,000.00) per occurrence, Three Million Dollars (\$3,000,000.00) annual aggregate.

4) Worker's Compensation

A policy of Worker's Compensation insurance as may be required by the California Labor Code.

CONTRACTOR shall obtain endorsements to the Commercial General Liability insurance naming the County of Fresno, its officers, agents, and employees, individually and collectively, as additional insured, but only insofar as the operations under this Agreement are concerned. Such coverage for additional insured shall apply as primary insurance and any other insurance, or self-insurance, maintained by COUNTY, its officers, agents and employees shall be excess only and not contributing with insurance provided under CONTRACTOR's policies herein. This insurance shall not be cancelled or changed without a minimum of thirty (30) days advance written notice given to COUNTY.

Within thirty (30) days from the date CONTRACTOR executes this Agreement, CONTRACTOR shall provide certificates of insurance and endorsement as stated above for all of the foregoing policies, as required herein, to the County of Fresno, Sheriff-Coroner's Office, Attn: Thomas Trester, 1155 "M" Street, Fresno, CA 93721, stating that such insurance coverage have been obtained and are in full force; that the County of Fresno, its officers, agents and employees will not be responsible for any premiums on the policies; that such Commercial General Liability insurance names the County of Fresno, its officers, agents and employees, individually and collectively, as additional insured, but only insofar as the operations under this Agreement are concerned; that such coverage for additional insured shall apply as primary insurance and any other insurance, or self-insurance, maintained by COUNTY, its officers, agents and employees, shall be excess only and not contributing with insurance provided under CONTRACTOR's policies herein; and that this insurance shall not be cancelled or changed without a minimum of thirty (30) days advance, written notice given to COUNTY.

In the event CONTRACTOR fails to keep in effect at all times insurance coverage as herein provided, the COUNTY may, in addition to other remedies it may have, suspend or terminate this Agreement upon the occurrence of such event.

All policies shall be with admitted insurers licensed to do business in the State of California. Insurance purchased shall be purchased from companies possessing a current A.M. Best, Inc. rating of A FSC VII or better.

**F. AGREEMENT TERM**

The term of the Agreement will be three years, unless prior to its expiration its term is extended in writing, for no more than two additional one-year terms, by mutual consent of the Director or his/her designee and the Contractor(s). The

maximum total fee per polygraph is \$175.00 for Year One (1), \$180.00 for Year Two (2), and \$185.00 for Years Three (3), Four (4) and Five (5). The maximum total fee per “no-show” is \$75.00 for all five (5) years. The rates presented in the Agreement will be in effect for the entire duration of the Agreement. The Contractor may request new labor rates from the Department, subject to written approval of the Department’s representative. The Contractor shall initiate the rate adjustment process by submitting a proposed adjusted fee schedule to the Department for review and approval. The Department’s Director or his/her designee expressly reserves the right to approve all rate increases. Specific project work may be extended or may be transferred to another contractor if work is not concluded by the end of the Agreement.

Where specific functions are required by law to be performed by the County or where specific functions are listed in the Agreement as to be performed by the County, County staff will perform the actual work function.

## **II. SOQ SUBMITTAL REQUIREMENTS**

The submittal shall be in three parts:

- A.** The submittal will enable the selection committee to appraise the general competence and qualifications of the firms. Provide the listed information in the following sequence:
  - 1. Company name, address and phone number
  - 2. Type of organization (sole-proprietorship, partnership, or corporation)
  - 3. Company principals who will be responsible for the scope of work, and their education, credentials, training and experience
  - 4. Key personnel (including proposed sub-consultants, if applicable) who will provide services, with their education and credentials.
  - 5. List of current staff, including job classification
  - 6. Contractor qualifications
  - 7. Company organization chart
  - 8. List current contracts for similar services in your office
  - 9. List the name and phone number of at least four relevant client references
- B.** The second part will enable the Committee to appraise the professional competence and qualifications of the firms. Complete and submit the attached Questionnaire (see Exhibit “A”).

- C. The third part will allow the Committee to determine if the Contractor's fee schedule is reasonable. Submit a copy of your Company's fee schedule.

**DO NOT SUBMIT MORE INFORMATION THAN REQUESTED IN THIS RFQ.**

**III. SELECTION PROCEDURE**

A Selection Committee (hereinafter referred to as "the Committee") will be formed to evaluate the SOQs and to make recommendations to the Fresno County Board of Supervisors. The Committee will consist of representatives of various Departments. The Committee will screen the SOQs to narrow consideration to those firms with qualifications and experience deemed especially qualified for this commission.

The County reserves the right to conduct a background inquiry of each proposer which may include collection of appropriate criminal history information, contractual and business associations and practices, employment histories and reputation in the business community. By submitting a SOQ to the County, the proposer consents to such an inquiry and agrees to make available to the County such books and records the County deems necessary to conduct the inquiry.

**IV. FEE DETERMINATION AND TERM**

The term of the Agreement will be three years, unless prior to its expiration its term is extended in writing, for no more than two additional one-year terms, by mutual consent of the Director or his/her designee and the Contractor(s). The maximum total fee per polygraph is \$175.00 for Year One (1), \$180.00 for Year Two (2), and \$185.00 for Years Three (3), Four (4) and Five (5). The maximum total fee per "no-show" is \$75.00 for all five (5) years. Total fees paid to the each Contractor will be dependent upon the bid provided by the Contractor. No guarantee is made that the total fee or any fee will be received by the Contractor.

V. **EXHIBITS**

EXHIBIT A	QUESTIONNAIRE
EXHIBIT B	SAMPLE POLYGRAPH #1
EXHIBIT C	SAMPLE POLYGRAPH #2



Bidder shall respond to the following:

1. At least five (5) years of experience as a polygraph examiner conducting pre-employment testing in the field of law enforcement. List names of all examiners, length of service, indicate full time or part time.

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2. Describe your Company's experience in conducting pre-employment testing in law enforcement field.

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3. Graduate from an accredited American Polygraph Association Polygraph School. List school, location, and year.

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4. Must be a member in good standing with one of the following polygraph associations.

- A. The American Polygraph Association (APA)
- B. California Assoc. of Polygraph Examiners (CAPE)
- C. National Polygraph Association (NPA)

List any professional associations to which your Company belongs. Include documentation with this Request for Qualification.

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5. All equipment will be provided by the examiner and must be current and guaranteed to operate in accordance with acceptable industry standard. Describe equipment, including make/model and age.

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Describe any back up equipment.

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6. Must be able to schedule and complete pre-employment exams within five (5) working days or less of request. Special or emergency requests will need a quicker response time. What is the completion time your firm will need to schedule, complete and provide report to the County of Fresno.

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7. Every effort is made to ensure the candidates keep their scheduled polygraph appointments, however the no-show rate for approximately 500 exams was still at 10%. Does your firm charge for no-show? If so, describe.

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8. Must be willing to conduct exams at the Sheriff Office, District Attorney Office, Probation Department or other approved location within the County of Fresno. All costs for travel should be included in the cost for the test. Indicate your compliance.

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9. Must adhere to the established ethics, standards and practices of The American Polygraph Association (APA) or the California Association of Polygraph Examiners (CAPE) or the National Polygraph Association (NPA). Indicate your compliance.

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10. Does your firm provide verbal communication with results of examination within twenty four (24) hours of examination?

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11. What type of advance scheduling does your firm require for polygraph testing? Please note days/hours.

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12. The successful bidder(s) shall furnish satisfactory proof of the maintenance of insurance as specified within this Request for Qualification.

Name of Insurance Carrier:

- A. Commercial General Liability: \_\_\_\_\_ Expires: \_\_\_\_\_
- B. Worker's Compensation: \_\_\_\_\_ Expires: \_\_\_\_\_
- C. Professional Liability \_\_\_\_\_ Expires \_\_\_\_\_

Such insurance shall not be cancelled or changed without thirty (30) days advance written notice given to the County

13. The bulk of the Sheriff's Department polygraph exams are cyclical, to correspond to testing dates. The Sheriff's Department is looking for a company that can handle up to 20 or 30 exams a week, for two week periods, 4 to 5 times a year. The bulk of the Probation Department's polygraph exams will correspond to testing dates. However, due to the randomness of the testing dates and departmental needs, the only estimate the Department is able to provide at this time is 200-300 pre-employment exams per year.

Indicate your compliance with this requirement and address any concerns or problems.

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Lieutenant [REDACTED]  
Fresno County Sheriff's Department  
2200 Fresno Street  
Fresno, California 93721

Dear Lt. [REDACTED]

On April 23, 2012 [REDACTED] participated in a pre-employment polygraph examination and interview for the position of **Identification Technician** conducted at [REDACTED]. The test was conducted using a Lafayette LX4000, four-channel polygraph that is above standard in the field. The applicant's PHS was reviewed before her examination. *Deceptive results on a pre-employment polygraph test should not be used as the sole basis for rejecting any applicant.*

**General:**

The applicant's date of birth is [REDACTED] with a home address of [REDACTED]. The applicant has lived at this address since 03/11 with her boyfriend and roommate.

She has never been married and has no children.

She has been dating [REDACTED] for 1 year. [REDACTED] is 31 years old and he is a Bar Tender. He was arrested over 5 years ago for a DUI and he does not use illegal drugs.

The applicant previously dated [REDACTED] for over 4 years and they broke up in 04/10. He did not have a criminal history and he did not use illegal drugs.

**Education:**

1. [REDACTED] High School, 2002-2005, graduated
2. [REDACTED] College, 09/05-12/08, 65 units
3. CSU [REDACTED] 2009 to present, 33 units

**Employment History:**

The applicant's employment history was reviewed and she stated there are no errors or omissions. The applicant denied ever being terminated from any job or having to resign in lieu of termination.

The applicant is currently employed as a part time Library Assistant for the Fresno County Library and has been since 05/11. She has not been disciplined by this employer.



The applicant worked as a full time Office Assistant for the [REDACTED] County DA from 04/07-05/11 and listed the reason for leaving as, "Needed more flexible hours."

She said she was off of work at the DA's Office sporadically for about 12 weeks and continuously had to take time off after returning from FMLA. She said she was still having medical issues and always provided a doctor's note when she missed work but her supervisors called her in and spoke to her about this issue.

During the interview she told me that her doctors told her she needed a job that was more flexible so the DA's Office allowed her to transfer to her current position in lieu of discipline. She had never been disciplined and left on good terms.

The applicant listed 3 jobs in her PHS.

She said she started working for The Sober Guys Inc. on 04/07/12 advertising for them at bars and did not list this job on her PHS.

The applicant said there should not be any other employment history concerns.

**Prior Experience:**

None

**Applications:**

1. [REDACTED] County DA, OA, 2007-background, hired
2. [REDACTED] Dispatcher, 2012-application, written, no further

**Military:**

The applicant has not served in any branch of the United States Armed Forces.

**Employment theft:**

The applicant denied any significant theft from employers.

**Financial:**

Collections:	None
Bankruptcy:	None
Reposessed property:	None
Delinquent taxes:	None
Garnished Wages:	None

**Legal:**

The applicant has never been named in any civil cases.

**Alcohol:**

The applicant stated she drinks a glass of wine with dinner 1-2 times a week and 2-3 beers twice a month. She has never been involved in any alcohol related incidents.

**Motor Vehicle Operation:**

The applicant has a valid California Driver's License, # [REDACTED] which expires in 06/12 and has automobile insurance as required by law.

Other States:	None
Other Names:	None
Suspensions:	None
FTA/FTP:	None
Citations:	None
Collisions:	2004, not @ fault, FPD rpt. 2008, @ fault, no rpt.

**Use of Illegal Drugs:**

The applicant said she ate some cookies that had Marijuana when she was 18 years old. Her friends told her 2 hours later.

She denied ever using or trying any other illegal drugs. She denied ever buying or selling illegal drugs for profit or associating with anyone who does.

Her last exposure was 2 months ago when one of her friends smoked Marijuana. She said she has a lot of friends that use Marijuana and some have a medical card but others do not.

The applicant said her roommate [REDACTED] burns incense in his room and is very private so she is not sure if he uses illegal drugs. She said she feels he is entitled to his privacy.

I told the applicant that as a member of the [REDACTED] Department she better know more about her roommates and especially if she is the home owner as she is.

**Comments:**

The applicant denied being involved in any undetected misdemeanor or felony crimes and she was on time and dressed appropriately for the polygraph examination.

The applicant said she has not ingested alcohol or illegal drugs in the last 24 hours. She had 8 hours of sleep last night. She has never submitted to a polygraph.

**Polygraph Test Results:**

The applicant voluntarily submitted to a "Standard Law Enforcement Pre-employment Examination." After careful review of the charts produced during the examination, I have concluded that the applicant reacted to the following questions:

1. Have you deliberately withheld any information from me today or lied about anything? Answer: No.



The applicant said she has not lied about anything or withheld any information from me today about her background.

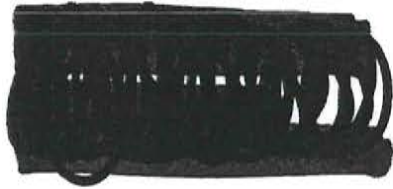
The results of this test are based on the assumption that the applicant is medically and psychologically fit. There are factors that can affect the reliability of a polygraph test including the ingestion of certain medications and the presence of certain physical or psychological conditions. This applicant was not asked questions about these factors due to limitations imposed by the *Americans with Disabilities Act*.

Areas of Concern:

This examiner noted the following areas of concern:

1. The applicant has been verbally warned for attendance at the DA's office after she had been off of work for over 12 weeks.
2. The applicant left her job at the DA's Office for a part time job at the library because she needed flexible hours and was given the opportunity to do so by the DA's Office. (I believe it was in lieu of termination or discipline but due to limitation imposed by ADA I could not ask her specifics as to why she needed a job with flexible hours)
3. The applicant said that the job with FSD as an ID Tech will be very flexible.
4. The applicant said she does not know too much about her roommate/tenant whom she rent to. She said he used to work with her boyfriend [REDACTED].
5. The applicant said she was arrested when she was 13 years old for shoplifting and it was later expunged.
6. The applicant said she lived with her ex-boyfriend [REDACTED] and after they broke-up in 04/11 he moved out. He ended up coming in one night with the key he still had and attacked her friend [REDACTED]. She said [REDACTED] did not want to pursue charges.
7. The applicant said her half-brother [REDACTED] was arrested in Oregon for possession of 11 pounds of Marijuana but she does not associate with him or anyone else who has been on parole. She said a lot of her friends have been on probation for DUI.
8. The applicant said the police have been to her residence for noise complaints but not for anything else.
9. The applicant later told me she was a victim of lewd acts by an elderly man who was convicted. Noted for background only

10. The applicant minimized a lot of her actions and omitted information such as having to leave the job with the DA's Office, 2 collisions not on her PHS, the arrest as a juvenile, her father's information who happens to have a criminal history and other things during her interview.
11. The applicant has a Face Book profile. She does not view porn on the internet and has never used the internet for illegal purposes. Noted for background only





Lieutenant [REDACTED]  
Fresno County Sheriff's Department  
2200 Fresno Street  
Fresno, California 93714

Dear Lt. [REDACTED]

On January 20, 2012 [REDACTED] participated in a pre-employment polygraph examination and interview for the position of **Correctional Officer** conducted at [REDACTED]. The test was conducted using a Lafayette LX4000, four channel polygraph that is above standard in the field. Prior to the test, I reviewed the Personal History Statement provided for this applicant. *Deceptive results on a pre-employment polygraph test should not be used as the sole basis for rejecting any applicant.*

*This applicant was examined in June 2006 for the [REDACTED] Police Department for the position of Police Cadet I. Her PHS has been updated and any new information will be noted in bold italics.*

*This applicant was last examined in 08/07 for the [REDACTED] Police Department for the position of Police Cadet I. her PHS has been updated and any new information will be noted in red bold italics at the end of each heading.*

**General:**

The applicant's date of birth is [REDACTED]; with a home address of [REDACTED]. She has resided at this address since June 2007 with her daughter and [REDACTED] new boyfriend. She has been dating him since 09/06. She said he is 28 years old and works at a group. She added that he was also in the USMC for 4-5 years. The applicant her father and sister now live with her older sister.

Prior to that, she resided at [REDACTED]. The applicant has lived at this address with her father, who stays with her, her 16 year old sister who she has power of attorney for, and the applicant's daughter since 11/05. The applicant has listed over 14 other addresses in her personal history statement that were reviewed with her. See Personal History Statement.

The applicant has never been married and has one child with [REDACTED] who she dated five years ago. The applicant is presently dating [REDACTED] and has been since 02/06. She has known [REDACTED] since 2001.

[REDACTED]

It should be noted that her daughter's father is in prison for robbery and has been since 03/03/06. The applicant recently took her daughter to visit her father in prison.

It should also be noted that her mother [REDACTED] is in prison for a 2001 robbery/homicide and will remain in prison until at least 2012.

The applicant stated that her father [REDACTED] is a parolee, and was in prison for sales of narcotics and has been in and out of prison for many years. She stated that [REDACTED] recently got out of prison on 05/31/06, after being violated on parole. She stated that [REDACTED] has lived with her the majority of the time while he has been in and out of prison.

*On 01/20/12 the applicant said she now resides at [REDACTED] and has since 10/11. She lives with her father and husband [REDACTED]*

*She has been married to [REDACTED] since 02/14/10. He is 31 years old and he is an Alarm Technician. He was been arrested for Domestic Violence in 2007/2008. He does not use illegal drugs.*

**Education:**

1. [REDACTED] High School in 2000-graduated
2. Youth Fair Chance formerly and now the Ted C. Wills Center for additional credits because she had fallen behind after transferring from [REDACTED] High School in [REDACTED] in 1996.
3. [REDACTED] College-2000 to 2001/2003-2005, earning a total of 28 units of credit.
4. [REDACTED]-08-2007 to present

*No additional education noted on 01/20/12.*

**Employment History:**

The applicant's employment history was reviewed and she stated there are no errors or omissions.

The applicant stated that as a youth she quit Rally's and Pacific Bell without giving notice because she did not know she had to give a two week notice.

The applicant was terminated from Table Mountain Casino due to her poor attendance and tardiness on more than one occasion due to the commute.

The applicant stated while working for Bank of America from 03/01 to 10/04, she was terminated after she and other employees decided that they would confront her supervisor because their supervisor was being very unprofessional and unappreciative of their hard work.

The applicant stated that all the employees decided the applicant would be the spokes person for the group to go talk to the supervisor's boss, the bank manager. She stated

that she had also spoken to her immediate supervisor and told her that she was going to go to the bank manager to complain about her so it was not any surprise to the supervisor.

The applicant went to the bank manager and complained but it did not do any good and shortly thereafter, while on bereavement leave she received a phone call from her supervisor telling the applicant she had the discretion of how long she had to grieve and called her back to work.

The applicant stated she was very angry at the fact that she had to return to work so soon after being off one day and having been approved for more time off. She stated that a day later she was terminated. The applicant stated that she was very angry because of the way the termination was conducted and she lost her temper.

She stated that she screamed and yelled at her supervisor stating the following: "You are an evil devil bitch, what comes around, goes around, God don't like ugly!" The applicant stated that she regrets doing this to this day but stated that she had worked hard and her supervisor was vindictive and paid her back for complaining to the bank manager.

The applicant stated the other employees did not support her and did not ever say anything like they had promised to.

*The applicant has not been written up or verbally reprimanded at any job since her last exam.*

*On 01/20/12 the applicant said she was hired as a Program Coordinator by Fresno Housing Authority in 03/10. She has not been disciplined by this employer.*

*She also works part time for We Be Sober and has since 09/10. She has never been disciplined by this employer.*

**Prior Experience:**

The applicant has no prior experience in law enforcement.

*None noted on 01/20/12.*

**Applications:**

The applicant has applied with the following law enforcement agencies:

1. California Department of Corrections, 06/05 – disqualified until 12/06 due to the fact that she had been terminated from Table Mountain one year prior to the date of hire. *Re-applied in 12/06, written, agility, background in progress...*
2. [REDACTED] Police Department-2006, oral, polygraph, background, disqualified...
3. [REDACTED] County Probation-06/07, application, background started...

*On 01/20/12 the applicant said she was not selected after her last exam in 2008.*

**Military:**

The applicant has not served in any branch of the United States Armed Forces.

*No new information noted on 01/20/12.*

**Employment theft:**

The applicant denied any significant theft from any employer.

*No concerns noted on 01/20/12.*

**Financial:**

The applicant has medical bills, a cable bill and a telephone bill that was sent collections in 2004, and others that she is disputing because of possible identity theft. She has never filed for bankruptcy, she has never been delinquent in paying taxes, never had her wages garnished and has never had any property repossessed.

*No additional financial concerns...*

*On 01/20/12 the applicant listed the following on her PHS:*

- 1. Credit Management for medical bills, 2011*
- 2. E.R.C. telephone bill, 2009*
- 3. HSBC, 2006*
- 4. Midland Credit, 2007*
- 5. PG&E, 2001*

**Legal:**

The applicant was a respondent on an eviction in 2004, due to the fact that her father had gone out to investigate after her little sister had told them that someone had hit her. She stated her father went to talk to the child's mother and the mother went crazy and slapped the father which resulted in FPD arriving and the arrest of her father because he was on parole. The applicant was evicted improperly and was awarded judgment but later moved out because they were selling the property.

*No new civil cases other than custody hearing in June 2006 where she was granted sole custody of her daughter.*

*No new concerns noted on 01/20/12.*

**Alcohol:**

The applicant stated that she consumes alcohol once or twice a month and has two drinks if any at all. She has never been involved in any alcohol related incidents.

*No new information or concerns...*



*No concerns noted on 01/20/12.*

**Motor Vehicle Operation:**

The applicant has a valid California Driver's License, # [REDACTED]; which expires in 12/08. The applicant has automobile insurance as required by law, but she did not have insurance due to financial hardship early on.

The applicant has never had a driver's license in any other state or under any other name. The applicant's license was on probation in 2004 for points warning for one year due to the number of citations she has received. She also has a child endangerment citation on her record that belongs to her sister and was resolved in the courts and can provide evidence if necessary. She has no failures to appear or failures to pay.

The applicant has been issued seven citations in the last seven years and has been involved in two traffic collisions, not at fault and documented by the Fresno Police Department.

*Fix-it ticket for taillight corrected and cleared. No new collisions...*

*On 01/20/12 the applicant said her CDL was renewed and now expires in 12/13. There were no new cites or collisions noted.*

**Illegal use of Drugs:**

The applicant admitted to smoking marijuana for the first time at age 15, with the last time being in 10/04. She stated she also smoked marijuana in 10/03, when she was with a friend named [REDACTED], who she no longer associates with for this reason. She stated that with regard to exposures and drug culture, she had been exposed to drug sales, prostitution and every illegal act one could imagine with both her parents being drug addicts and drug dealers growing up as a child.

She could recall her parents having her run drugs to certain people and pick up drugs from certain people. She stated that she could also recall that her mother would leave them alone to go do drugs and be on drug binges and would not come back all night long.

*No additional exposures or use. The applicant no longer lives with her father and does not associate with any known users or dealers...*

*On 01/20/11 the applicant said she smoked Marijuana in 07/09 with her neighbors on this one occasion only.*

*The applicant's father lives with her and he smokes Marijuana but never in her home or around her or her children.*

**Comments:**

The applicant denied being involved in any undetected misdemeanor or felony crimes and was on time and dressed appropriately for the polygraph examination.

*On 01/20/12 the applicant said she has not ingested any medication, alcohol or illegal drugs in the last 24 hours. She has not submitted to any other polygraphs since 2008 and she has 4 ½ hours of sleep last night.*

**Polygraph Test Results:**

The applicant voluntarily submitted to a "Standard Law Enforcement Pre-employment Examination." After careful review of the charts produced during the examination, I have concluded that the applicant answered **truthfully** to all the relevant questions.

*On 08/21/07 the applicant answered truthfully.*

*On 01/20/12 the applicant answered truthfully.*

The results of this test are based on the assumption that the applicant is medically and psychologically fit. There are factors that can affect the reliability of a polygraph test including the ingestion of certain medications and the presence of certain physical or psychological conditions. This applicant was not asked questions about these factors due to limitations imposed by the *Americans with Disabilities Act*.

**Areas of Concern:**

The following areas of concern were noted by this examiner:

1. The applicant has a mother who is presently in prison for accessory to robbery/homicide.
2. The applicant's ex-boyfriend [REDACTED] is in prison for robbery that also involved the applicant. She stated that [REDACTED] cousin named [REDACTED] had asked to borrow her rented vehicle because her personal vehicle had been stolen.

She stated she loaned him her vehicle on more than one occasion to run errands and his clothing to and from relatives' homes to wash his clothes. [REDACTED] took her vehicle to Roseville, CA. where [REDACTED] was also present and they robbed a bank with another individual named [REDACTED] who is [REDACTED]'s cousin. The fourth person involved is unknown to this day. The applicant was interviewed regarding this robbery due to the fact that the vehicle was in fact, rented by the applicant and stated that she cooperated with law enforcement.

3. The applicant's father is a parolee and was in prison for drug sales. He was recently released on 05/31/06, and is again living with the applicant. He has lived with the applicant off and on throughout the last few years.



4. The applicant was terminated from Bank of America.
5. The applicant was rejected by the California Department of Corrections due to the termination from Table Mountain.
6. The applicant has credit cards, medical bills and other bills presently in collections from 2004.
7. The applicant was evicted from a home which was overturned.
8. The applicant has had seven citations in the last seven years and her license was placed on probation for a one year period from 2004 through 2005.
9. The applicant was arrested for PC 415, PC 242 battery against a female in 1996. She stated that 1996 was the original date and she was only 15 years of age. She stated that when she was 15 years old and moved back from [REDACTED] her little sister told her that a female picked on her, beat her up and stole her money.

The applicant went to the bus stop and beat this girl up and left. She was never contacted or interviewed regarding the incident but the family was. She stated that in 1998 unbeknownst to her, a warrant had been issued and while on a warrant sweep, the [REDACTED] Police Department arrested her on that old warrant.

She appeared in court, attended anger management classes and the case was dismissed with prejudice 6-8 months later. She was also placed on house arrest.

10. The applicant stated that again in 2000, she was at [REDACTED] College registering for classes when three girls harassed her according to witnesses. She stated that there was a witness who was a teacher when she had to defend herself against this female and fought her. The applicant stated that two females ran but one was arrested for assault and battery upon the applicant and she was issued a citation for disturbing the peace at age 17. The applicant stated that her father's girlfriend at the time handled the entire incident and she did not have to appear in court.
11. The applicant stated that her entire household is very dysfunctional ranging from drug sales to prostitution and many other crimes such as possession of stolen property and stealing property as she was growing up. She recalled her mother and father shoplifting from stores having the applicant and younger sisters push the stroller throughout the store so that the items in the stroller would not be detected. She stated they would use her baby sister to hide things under her and push the stroller out the door.
12. The applicant stated she purchased clothing for her daughter from a lady down the street in her neighborhood who frequently sold things the applicant believes to be stolen in the summer of 2004.

13. The applicant stated between 11 and 12 years of age, her mother left with a male when she would go out on her drug binges. She stated that the male tried to molest her but she would not let him but he did touch and fondled her on at least three occasions.
14. The applicant stated that she flashed her boyfriend in 2006, during Mardi Gras exposing her breasts to him but not to the public. She explained that she was at a bar when she flashed her boyfriend and allowed him to see her breasts.
15. The applicant stated between 19 and 20 years of age, she and her sister were involved in a heated argument when her sister punched her so the applicant punched back until their father stopped the fight.
16. *The applicant said that in May 2007 her daughter was with her father and she was helping [REDACTED] by sitting in at [REDACTED]'s group home. Her father was arrested by the [REDACTED] Police Department for violation of parole. They contacted her to advise her and to make arrangements for her daughter. The applicant immediately sent [REDACTED] to pick her up.*  
  
*The applicant said that this was what helped her decide that she needed to move out and away from her father.*
17. *On 01/20/12 the applicant said her father lives with her and he uses Marijuana. He has not been in trouble or been arrested since he was released in 2006/2007.*
18. *On 01/20/12 the applicant said her daughter's biological father is out of prison now and has had contact with her and their daughter. She allowed him to see her the first 3 months after he paroled. He stopped visiting her then came around again in 12/09. He stopped visiting her again and last saw her in 01/10.*
19. *The applicant said her daughter's father [REDACTED] alleged that her husband [REDACTED] physically abused their daughter. [REDACTED] PD investigated these allegations and it was unfounded. He had also tried to rally his friends to beat up [REDACTED] but his friends told her what he was planning and she told the police.*
20. *On 01/20/12 I noted that although the applicant has sole custody of her daughter and the fact that [REDACTED] committed an armed robbery and used her car, she still allowed him back into her daughter's life when he paroled.*

[REDACTED]