

SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA



ITEM: 3.19
(ID # 30462)

MEETING DATE:
Tuesday, June 09, 2026

FROM : SHERIFF-CORONER-PA

SUBJECT: SHERIFF-CORONER-PA: Approve Amendment No. 2 to the Professional Services Agreement with Nancy K. Bohl, Inc. dba The Counseling Team International for Psychological Evaluations, Counseling, Training, and Wellness Support Services without seeking competition to increase the annual compensation by \$100,000 from \$500,000 to \$600,000 through June 30, 2027. All Districts. [Total Cost \$600,000 with up to \$60,000 in additional compensation, 100% Sheriff General Fund, Pre-approved budget]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve Amendment No. 2 to the Professional Services Agreement with Nancy K. Bohl, Inc. dba The Counseling Team International for Psychological Evaluations, Counseling, Training, and Wellness Support Services without seeking competition to increase the annual compensation by \$100,000 from \$500,000 to \$600,000 through June 30, 2027; and authorize the Chair of the Board to sign three (3) copies of Amendment No. 2 on behalf of the County; and
2. Authorize the Purchasing Agent, in accordance with Ordinance No. 459, based on the availability of fiscal funding and as approved as to form by County Counsel to: (a) sign amendments to the agreement, including modifications of the statement of work that stay within the intent of the agreement; (b) and sign amendments to the compensation provisions that do not exceed \$60,000 in as-needed additional compensation; and
3. Authorize the Purchasing Agent in accordance with Ordinance No. 459, based on the availability of fiscal funding to issue Purchase Orders to The Counseling Team International for the contracted services that do not exceed the approved Board amount.


ACTION:Policy


Zachary Hall, ASSISTANT SHERIFF 5/29/2026

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Medina, seconded by Supervisor Perez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez, and Gutierrez
Nays: None
Absent: None
Date: June 9, 2026
xc: Sheriff

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 600,000	\$ 600,000	\$ 0
NET COUNTY COST	\$ 0	\$ 600,000	\$ 600,000	\$ 0
SOURCE OF FUNDS: 100% Sheriff's Budget			Budget Adjustment:	No
			For Fiscal Year:	26/27

C.E.O. RECOMMENDATION: Approve

BR# 26-088

BACKGROUND:

Summary

Recruiting, selecting, and retaining law enforcement officers continues to be one of the Sheriff Office's biggest challenges. With hiring people to staff the jails and other critical need positions throughout the County, the Department has aggressively ramped up their recruitment efforts. As we compete with surrounding agencies to attract a bigger pool of applicants in this very competitive environment, the Department needs to have the resources available to test and screen applicants for law enforcement positions. The pre-employment psychological testing of peace officers is mandated by Peace Officer Standards and Training (POST) and Government Code Section 1031 and as part of the application process, the Department conducts psychological exams of potential candidates to assess their judgment, behavior, integrity, and social competence to determine if a potential candidate can withstand the psychological demands inherent in the position. This important aspect of pre-screening will be outsourced as the Department plans to streamline the hiring process and cannot afford to lose potential candidates to long delays in scheduling and testing.

The other challenge the Department is faced with is retaining and maintaining a healthy workforce as the law enforcement profession is physically, emotionally, and mentally demanding. Due to the unique nature of police work and officers exposed to day-to-day demands and work-related stress, the Sheriff's Office wants to provide support programs for additional psychological and counseling services to employees. The necessary access to support network, resources, and mental health services will help Department personnel cope with the trauma they experience on the job or resolve any personal and emotional problems they face on the job.

Nancy K. Bohl dba The Counseling Team International (TCTI) has dedicated certified mental health professionals that are available to travel anywhere in the County to provide immediate support. Furthermore, TCTI's selection practices are founded on modern psychological research techniques and are professionally recognized as more accurately and successfully screening prospective law enforcement candidates.

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Impact on Residents and Businesses

The Sheriff's Office works hard to recruit the right people suited for law enforcement positions, and they also need to provide the resources and tools to ensure their personnel have the help and resources they need to effectively deal with stress and mental health challenges relating to their job. Offering this type of service is essential to ensure that officers can continue to protect and serve communities and respond to the needs of people living with mental illness as well. Also, by instituting a wellness program as preventative measures, this program may decrease Worker's Compensation claims and can be a cost saving to the County.

Price Reasonableness and Contract History

On January 28, 2025 (Minute Order 3.25), the Board approved the Professional Services Agreement with TCTI for \$500,000 annually through June 30, 2025. On July 1, 2025, the County and TCTI entered into Amendment No. 1, extending the agreement until June 30, 2026.

The Sheriff's Office and Purchasing Department have collaborated to negotiate updated pricing and consolidate the scope of work based on the previously approved SSJ No. 25-084 and Board Approval on January 28, 2025. The Sheriff's Office is requesting to amend SSJ No. 25-084 (to become SSJ No. 25-084a) to incorporate the newly negotiated pricing, which will allow the department to proceed with issuing a competitive solicitation.

TCTI specializes in serving public safety and high-trauma populations and provides 24/7 critical incident response, which is essential to the department's operational needs. Their pricing structure reflects the specialized nature of these services, including crisis response capabilities and rapid deployment.

Attachments

Amendment No. 2 to the Professional Services Agreement – 2 copies
Approved SSJ Amendment – 1 copy


Melissa Curtis, Deputy Director of Purchasing and Fleet

5/28/2026


Rebecca S. Cortez, Principal Management Analyst

6/3/2026


Aaron Gettis, Chief Deputy County Counsel

5/21/2026

COUNTY OF RIVERSIDE
AMENDMENT NO. 2 TO THE PROFESSIONAL SERVICES AGREEMENT
FOR PSYCHOLOGICAL EVALUATIONS, COUNSELING, TRAINING, AND
WELLNESS SUPPORT SERVICES WITH
NANCY K. BOHL, INC. dba THE COUNSELING TEAM INTERNATIONAL.

Original Contract Term:	07/01/2024 through 06/30/2026
Contract Term Extended To	06/30/2027
Effective Date of Amendment:	07/01/2026
Annual Maximum Contract Amount:	\$500,000
Amended Annual Maximum Contract Amount	\$600,000
Contract ID:	SHARC-94876-004-06/25

This Amendment No. 2 to the Professional Services Agreement for Psychological Evaluations, Counseling, Training, and Wellness Support Services is entered into by and between the County of Riverside, a political subdivision of the State of California, on behalf of its Riverside County Sheriff's Office ("COUNTY"), and Nancy K. Bohl, Inc. dba The Counseling Team International, a California corporation ("CONTRACTOR"), effective July 1, 2026 ("Effective Date"). COUNTY and CONTRACTOR are collectively referred to herein as the "Parties", and individually as the "Party".

RECITALS

WHEREAS, COUNTY and CONTRACTOR entered into that certain Professional Services Agreement for Psychological Evaluations, Counseling, Training, and Wellness Support Services (Contract ID # SHARC-94876-004-06/25) for a term of July 1, 2024 through June 30, 2025 ("Original Agreement") with an option to extend the term of the Agreement for up to one additional year through June 30, 2026 by way of written amendment;

WHEREAS, COUNTY and CONTRACTOR amended the Agreement effective July 1, 2025 to extend the period of performance to June 30, 2026 in that certain Amendment No. 1 to the Agreement ("Amendment No. 1");

WHEREAS, the Original Agreement and Amendment No. 1 are collectively referred to herein as the "Agreement"; and

WHEREAS, COUNTY and CONTRACTOR now desire to amend the Agreement to extend the period of performance through June 30, 2027 and amend the compensation amount to \$600,000.00.

NOW THEREFORE, in consideration of their mutual covenants, COUNTY and CONTRACTOR agree to amend the Agreement according to the terms and in the manner set forth herein:

1. The above recitals are true and correct, and are incorporated herein by reference.
2. Section 2.1 Period Of Performance-The first sentence of Section 2.1 is hereby deleted in its entirety and replaced with the following:
This Agreement shall be effective July 1, 2024 through June 30, 2027, unless terminated earlier.

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3. Section 3.1 Compensation- The Second Sentence of Section 3.1 is hereby deleted in its entirety and replaced with the following:
 Maximum payments by COUNTY to CONTRACTOR shall not exceed \$600,000 annually (per fiscal year July 1 through June30) including all expenses.
4. Exhibit B- 1.0 sentence should now be a cost of \$334.75 and the \$325.00 cost should be removed.
5. Exhibit B section 2.0 the first sentence \$13,000 per month for services should be deleted and replaced with \$ 16,250.00.
6. Exhibit B section 3.0 should be deleted in its entirety and replaced with the following
 3.0 PEER SUPPORT TRAINING

2 Day Supervisor training, POST Certified (basic critical incident course)	1	Per student	\$199
3 Day peer support, POST Certified (Location to be decided by the Sheriff's Department)	1	Per student	\$299
3 Day peer support, POST Certified (Location to be decided by the Sheriff's Department)	1	Per session	\$6,000
Other training (subject upon request)	1	Per hour	\$154.50 port to port
8 Hour stress management/wellness in the workplace POST Certified	1	Per student	\$106
Peer support meetings	1	Per hour	\$113.30 port to port
Peer support candidate interviews	1	Per hour	\$113.30 port to port
4 Hour developing peer support programs	1	Per student	\$60
2 Day Advanced Stress Incident Management, POST Certified	1	Per student	\$199
4 Hour Managing Line of Duty Death	1	Per student	\$55

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<p>5-Day Wellness Coordinator Course This course will cover the importance of a Wellness Coordinator as they advocate change and develop a comprehensive program. We will cover emotional wellness, suicide intervention, and review how to evaluate your department's overall wellness. Through interactive sessions, a group project, and a variety of activities, participants will learn about the 8 Dimensions of Wellness, which include occupational, intellectual, environmental, financial, social, physical, spiritual, and emotional.</p>	1	Per student	\$750.00
<p>Peer Support Team Retreat This retreat combines insight, education, and a fluid systemic approach designed to debrief, and to bring relief, peace, and purpose back into daily living. The goal is to guide you on to a path of self-care and realistic goals that will improve your life, your job, and your family. Minimum 10 attendees.</p>	1	Per Attendee	\$2,000.00 (3 Days, 2 Nights)
<p>Trauma and Resilience Retreat This retreat is designed to help those who have experienced traumatic events and/or have been affected by personal difficulties during their career through workshops, therapy, and experiential activities. The experience will address sensory overload, fear, shock, nightmare, anger, disbelief, sleep problems, frustration and other unresolved issues. Minimum 10 attendees.</p>	1	Per Attendee	\$3,000.00 (4 Days, 3 Nights)
<p>First Responder Spouses and Significant Others Retreat This retreat explores the cost and rewards of being the spouse/partner of a First Responder. This journey will help participants navigate the pride, confusion, fear, frustration, exhaustion, and lack of acknowledgment so often experienced for partners and spouses. The focus is to help guide participants on a path of self-care and realistic goals that will improve their life, marriage, and family by improving resiliency, conflict resolution skills, and personal restoration.</p>	1	Per Attendee	\$3,500.00 (4 Days, 3 Nights)
<p>Wellness and Team Building Experiencing stress and witnessing traumatic events have a lasting impact with symptoms that can linger for months or even years if not properly addressed. Whether you are a first responder, professional staff, or hold a leadership role such as a chief or captain, you may find that you tend to push down feelings and carry on as usual, even though you may be struggling to process high levels of stress, fear, guilt, and grief. In response, the brain sends out distress signals that create emotional, physical, and psychological symptoms</p>	1	Per Attendee	2,000.00 (3 Days, 2 Nights)

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that can negatively impact your overall health, concentration, emotional regulation, and more.			
Command Staff Resilience Retreat During your career you have experienced stress and witnessed traumatic events, with many having a lasting impact on your health and wellbeing. You may find that you tend to push down feelings and carry on as usual, even though you may be struggling to process high levels of stress, fear, guilt, and grief. This retreat brings together professionals in various leadership roles. Together, you can take the time to focus on personal and organizational resilience, while balancing assertiveness that fosters trust at all levels of your organization.	1	Per Attendee	2,500.00 3 Days, 2 Nights)

7. Effective Date. This Amendment No. 2 shall be effective as of July 1, 2026.
8. Miscellaneous. All other terms and conditions of the Agreement shall remain unchanged and in full force and effect.
9. USE OF ELECTRONIC SIGNATURES: This amendment may be executed in any number of counterparts, each of which will be an original, but all of which together will constitute one instrument. Each Party of this amendment agrees to the use of electronic or digital signatures, such as a digital signature that meets the requirements of the California Uniform Electronic Transactions Act (“CUETA”) Cal. Civ. Code §§ 1633.1-1633.17), for executing this amendment. The Parties further agree that the electronic or digital signatures of the Parties are intended to authenticate this writing and to have the same force and effect as manual signatures. Electronic signature means an electronic sound, symbol, or process attached to or logically associated with an electronic record and executed or adopted by a person with the intent to sign the electronic record pursuant to the CUETA as amended from time to time. The CUETA authorizes use of an electronic signature for transactions and contracts among parties in California, including governmental agencies. Digital signature means an electronic identifier, created by computer, intended by the Party using it to have the same force and effect as the use of a manual signature, and shall be reasonably relied upon by the parties. For purposes of this section, a digital signature is a type of "electronic signature" as defined in subdivision (h) of Section 1633.2 of the Civil Code.

[Signature page to follow]

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WELLNESS SUPPORT SERVICES WITH
NANCY K. BOHL, INC. dba THE COUNSELING TEAM INTERNATIONAL.

IN WITNESS WHEREOF, the Parties hereto have caused their duly authorized representatives to execute this Amendment No. 2.

COUNTY OF RIVERSIDE, a political
subdivision of the State of California

By: Karen S. Spiegel
Karen Spiegel
Chair of the Board of Supervisors

Dated: JUN 09 2026

ATTEST:
KIMBERLY A. RECTOR, Clerk
By: [Signature]
DEPUTY

APPROVED AS TO FORM:
Minh C. Tran
County Counsel

By: [Signature]
Amrit P. Dhillon
Deputy County Counsel

NANCY K. BOHL, INC., dba
The Counseling Team
International, a California
corporation

By: [Signature]
Stephen A. Odom (Apr 30, 2026 11:13:14 PDT)
Stephen A. Odom, Ph. D.,
President

Dated: 04/30/26

and

By: [Signature]
Julie Casto Koot,
CFO/Director of Operations

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AMENDED EXHIBIT B-1

PROGRAM OPERATIONS COST

Upon signing this Agreement between the Riverside County Sheriff's Office and The Counseling Team International (CONTRACTOR), CONTRACTOR shall provide the following services:

- A. Professional Short-Term Confidential Counseling - for approximately 4,000 sworn and non-sworn employees and their eligible dependents living within the home.
- B. Supervisor Referrals – provide consultations with supervisors regarding problem employees and/or any aspect of the Employee Support Services (ESS).
- C. Follow-up Sessions - for employees involved in Critical Incidents.

All services above will not exceed the monthly amount of \$16,250.00

Additional Services not included in the monthly amount.

Critical Incident Intervention - provide Stand-By-Status (SBS) 24/7/365 on-call Critical Incident Stress Management Services at the reduced rate of **\$231.75** per hour port-to-port

Pre-Employment Psychological Evaluations: CONTRACTOR will provide pre-employment psychological testing to Sworn and Non-Sworn personnel at the reduced rate of **\$334.75** per applicant.

Training –

2 Day Supervisor training, POST Certified (basic critical incident course)	1	Per student	\$199
3 Day peer support, POST Certified (Location to be decided by the Sheriff's Department)	1	Per student	\$299
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<p>Wellness and Team Building</p> <p>Experiencing stress and witnessing traumatic events have a lasting impact with symptoms that can linger for months or even years if not properly addressed. Whether you are a first responder, professional staff, or hold a leadership role such as a chief or captain, you may find that you tend to push down feelings and carry on as usual, even though you may be struggling to process high levels of stress, fear, guilt, and grief. In response, the brain sends out distress signals that create emotional, physical, and psychological symptoms that can negatively impact your overall health, concentration, emotional regulation, and more.</p>	1	Per Attendee	2,000.00 (3 Days, 2 Nights)
<p>Command Staff Resilience Retreat</p> <p>During your career you have experienced stress and witnessed traumatic events, with many having a lasting impact on your health and wellbeing. You may find that you tend to push down feelings and carry on as usual, even though you may be struggling to process high levels of stress, fear, guilt, and grief. This retreat brings together professionals in various leadership roles. Together, you can take the time to focus on personal and organizational resilience, while balancing assertiveness that fosters trust at all levels of your organization.</p>	1	Per Attendee	2,500.00 3 Days, 2 Nights)

All rates will be valid through July 1, 2026 through June 30, 2027












FIRST AMENDMENT TO THE AGREEMENT

Final Audit Report

2026-04-30

Created:	2026-04-28
By:	SAMUEL COX (SLCOX@RIVCO.ORG)
Status:	Signed
Transaction ID:	CBJCHBCAABAA_DvHDhi6Ty9uZImz-yDYJ4xFSj5dQ8rl

"FIRST AMENDMENT TO THE AGREEMENT" History

-  Document created by SAMUEL COX (SLCOX@RIVCO.ORG)
2026-04-28 - 7:21:31 PM GMT
-  Document emailed to Stephen A Odom (saodom@thecounselingteam.com) for signature
2026-04-28 - 7:21:44 PM GMT
-  Email viewed by Stephen A Odom (saodom@thecounselingteam.com)
2026-04-30 - 6:11:54 PM GMT
-  Document e-signed by Stephen A Odom (saodom@thecounselingteam.com)
Signature Date: 2026-04-30 - 6:13:14 PM GMT - Time Source: server
-  Document emailed to Julie Koot (jkoot@thecounselingteam.com) for signature
2026-04-30 - 6:13:16 PM GMT
-  Email viewed by Julie Koot (jkoot@thecounselingteam.com)
2026-04-30 - 6:25:27 PM GMT
-  Document e-signed by Julie Koot (jkoot@thecounselingteam.com)
Signature Date: 2026-04-30 - 6:30:02 PM GMT - Time Source: server
-  Document emailed to Amrit Dhillon (adhillon@rivco.org) for signature
2026-04-30 - 6:30:04 PM GMT
-  Email viewed by Amrit Dhillon (adhillon@rivco.org)
2026-04-30 - 6:44:03 PM GMT
-  Document e-signed by Amrit Dhillon (adhillon@rivco.org)
Signature Date: 2026-04-30 - 6:44:30 PM GMT - Time Source: server
-  Agreement completed.
2026-04-30 - 6:44:30 PM GMT



Riverside County Sheriff's Office
Chad Bianco, Sheriff-Coroner

4095 Lemon Street • Riverside • California • 92501
www.riversidesheriff.org

SSJ No.: 25-084

Amendment No.: 1

Date: Monday, April 6, 2026

From: Amanda Bennett, Deputy Director Admin Services

To: Board of Supervisors

Via: Ariana Guynes | Ben Clark Training Center (BCTC) | 951-486-2755

Subject: Request for approval of the Professional Services Agreement with The Counseling Team International (TCTI)

Supporting Documents: indicate which are included in the request from the list below.

- Supplier Quote Supplier Sole Source Letter Final draft agreement
 Final draft Form 11 H-11 approved by RCIT/TSOC Grant Agreement
 Other: _____ (i.e. CA Secretary
of State Business Entity Information, Dept. of Justice Registration Conformation for non-
profits, etc.)

1. Supplier Name: The Counseling Team International Supplier ID: 0000014121
2. Reason or Justification for the Amendment: The Riverside County Sheriff's Office (RSO) seeks to proactively extend its partnership with TCTI for an additional year, focusing on Psychological Evaluations, Counseling, Training, and Wellness Support services. This proactive extension will empower the department to diligently prepare for and initiate a comprehensive solicitation aimed at securing a robust, long-term solution.



Riverside County Sheriff's Office
Chad Bianco, Sheriff-Coroner

1095 Lemon Street • Riverside • California • 92501
 www.riversidesheriff.org

3. Please include the initial costs from the prior reviewed assigned SSJ in the table below:

Description:	FY 24/25	FY 25/26	Total
On-Going Costs:	\$500,000	\$500,000	\$1,000,000
<i>Pre-Employment Psychological Evaluations, Counseling, Training, and Support services</i>			
Other Costs: 10% Contingency	\$50,000	\$50,000	\$100,000
Total Costs	\$550,000	\$550,000	\$1,100,000

Note: Insert additional rows as needed

a. Amended goods and/or services costs must be identified below (If applicable):

Description:	FY 26/27	Total
On-Going Costs:	\$600,000	\$600,000
<i>Pre-Employment Psychological Evaluations, Counseling, Training, and Support services</i>		
Total Costs	\$600,000	\$600,000
Other Costs: 10% Contingency	\$60,000	\$60,000

Note: Insert additional rows as needed

4. Period of Performance: July 1, 2026 thru June 30, 2027

Ratify Start Date (if applicable): _____

Initial Term Start Date: 07/01/2026 End Date: 06/30/2027

Number of renewal options (please provide those options: (i.e., one year with an option to renew four additional one-year periods): _____

Aggregate Term/ End Date: 06/30/2027

5. Projected Board of Supervisor Date (if applicable): June 2, 2026

{Signatures on the following page



Riverside County Sheriff's Office
Chad Bianco, Sheriff-Coroner

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www.riversidesheriff.org

By signing below, I certify that all contractual and legal requirements to do business with the selected supplier has been fully vetted and approved.

Misty Reynolds signature, MISTY REYNOLDS, 4/9/26
Chief Deputy Signature, Print Name, Date
(or designee)

Herman Lopez signature #204, HERMAN LOPEZ, 04/15/26
Assistant Sheriff Signature, Print Name, Date
(or designee)

Amanda Bennett, Amanda Bennett, 4/17/26
Print Name, Department Head Signature, Date
(Executive Level Designee)

PCS Reviewed:

Samuel Cox, SAMUEL COX, 04/06/2026
Print Name, Signature, Date

Note: Once signed by the Department Head and PCS (signature lines above), the PCS will e-mail completed SSJ form with supporting documents to psolesource@rivco.org, and cc: Supervising PCS. Please reach out to your assigned PCS with any questions.

The section below is to be completed by the Purchasing Agent or designee.

Purchasing Department Review and Comments: _____

Stacy Orton, 4/28/2026, 25-084a
Purchasing Agent Signature, Date, Tracking Number
(Reference on Purchasing Documents)