

CONTRACT / AGREEMENT BETWEEN THE CITY OF GREENSBORO, NORTH CAROLINA AND THE FMRT GROUP FOR THE PSYCHOLOGICAL ASSESSMENT AND ASSISTANCE PROGRAM FOR THE GREENSBORO POLICE DEPARTMENT

This contract is made and entered into as of the 1st day of July 2018, by the City of Greensboro (“City”) and Law Enforcement Services Group, PLLC, d/b/a The FMRT Group (“Contractor”), a professional limited liability company organized and existing under the laws of the State of North Carolina.

Sec. 1. Background and Purpose. The City is regularly in the process of recruiting new police officers and requires the services of the Contractor to administer pre-employment and post-offer psychological examinations to assist the City in assessing the suitability of applicants. Additionally, the City requires continuous psychological services from the Contractor throughout the lifetime of an officer’s career.

As a result the City desires the Contractor to provide psychological / medical services for pre-screening (for employment) psychological evaluations, post-offer of employment psychological evaluations, fitness for duty evaluations, critical incident evaluations, critical incident and trauma peer training, risk of violence assessments, and supervisory consultation and training.

Sec. 2. Services and Scope to be Performed. During the term of this contract, the Contractor shall provide the City with psychological services as desired by the City within the following terms and conditions:

A. Pre-Screening Psychological Evaluations

- a. The City will cause applicants to complete the necessary screening assessments, including administration of the NDRT (unless otherwise specified) under standardized conditions.
- b. The City will direct applicants to complete online assessments (www.ncf3.com) NC F3, *BRAINS*[™], and other assessments as warranted).
- c. Contractor will review all pre-screening assessment procedures for each applicant, and then issue a written report (“suitable for progression” / “provisionally suitable for progression” / “not suitable for progression”) via FMRT Online.

B. Post-Conditional Offer Psychological Evaluations

- a. Contractor will provide post-offer psychological evaluation services that meet or exceed IACP standards.
- b. Contractor will provide appointments to applicants within three (3) to five (5) business days of a request by the City.
- c. Contractor will ensure that any documentation or information provided to the applicant indicates that the City is the client for purposes of the examination and, as such, any and all examination materials and results shall be provided exclusively to the City, and not the applicant, unless otherwise required by law.
- d. Contractor will administer comprehensive testing and clinical interviews designed to determine suitability for law enforcement employment.
 - i. Tests administered are among those customarily employed to determine cognitive abilities, personality characteristics, and other aspects of work-related performance, validated, and nondiscriminatory.

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- ii. Clinical interviews with applicants after testing use structured, semi-structured, and job-related interview formats for all applicants, and are scheduled to allow for sufficient time to cover appropriate background and test results verification.
- e. Contractor will provide a verbal recommendation (“Suitable” / “Not Suitable” or “Deferred”) to the City within (1) business day, unless additional documentation is required of the applicant and / or any treatment provider.
- f. Contractor will provide a written report concerning the recommendation to the City within (5) business days after the completion of a post-offer psychological examination via FMRT Online, unless additional documentation is required of the applicant and / or any treatment provider.
- g. Written reports and recommendations, and to the extent requested, examination materials and examination responses, are to become, upon receipt by the City, the exclusive property of the City.
- h. Contractor will maintain copies of all materials, questions, responses, reports, recommendations, data, and any and all communications created or received pursuant to this contract in a secure area for a minimum of five years from the date the material, question, response, report, recommendation, data or communication was created or received.

C. Fitness for Duty Evaluations

- a. Contractor will provide Fitness for Duty evaluations which meet or exceed IACP standards, and include clinical consultation and mental status examination with employee, review of relevant records, and relevant psychological and/or laboratory testing.
- b. Fitness for Duty evaluations are traditionally needed when:
 - i. An employee desires to return to work after an extended (non-FMLA) leave or short term disability; or
 - ii. An employee has experienced medical, psychological, or behavioral job related difficulties.
- c. Verbal results from Fitness for Duty evaluation (“Fit” / “Not Fit”) will be provided within (1) business day, unless additional documentation is required of the employee and / or any treatment provider.
- d. A written report including findings will be provided within (5) business days via FMRT Online unless additional documentation is required of the employee and / or any treatment provider.

D. Critical Incident Appointments

- a. Contractor will provide psychological appointment for affected officers.
- b. City and Contractor will coordinate via telephone or email to set up critical incident appointment / psychological first aid evaluations.
- c. Contractor will provide services on an emergent basis or within (5) business days of the critical incident.

E. Critical Incident / Psychological First Aid and Trauma Peer Support Training

- a. Contractor will train City selected officers to become peer counselors.
- b. City selected officers will complete (3) online assessments and then participate in an initial training by the Contractor.
- c. Contractor will be available for telephone consultation to peer counselors on an as-needed basis.

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- d. Contractor will provide quarterly training events for peer counselors.
- e. Examples of possible Peer Support training topics are in Attachment B.

F. Supervisory Consultation and Training

- a. Consultation/Participation in Department Activities: Contractor will provide the City with consultation and participation in authorized activities as authorized by the Chief of Police.
- b. Training: Contractor will provide the City with training per the City's request.

G. Use of confidential information. Each party agrees that with respect to the confidential information of the other party, during the term of this Agreement and thereafter, shall at all times maintain the confidentiality of the information and shall not disclose to any third party any such confidential information. Each party shall ensure its employees, contractors, agents and/or representatives, who have access to such confidential information to maintain the confidentiality of all confidential disclosed hereunder, except as may be required to be disclosed pursuant to law. Except as otherwise authorized by the GPD in writing or under this Agreement, Company agrees that it will:

- a. Acknowledge the privacy of any information of employees to the City under NC General Statute § 160A-168;
- b. Take all necessary steps to protect such confidential information;
- c. Refrain from disclosing or disseminating any such confidential information to a third party or parties;
- d. Refrain from disclosing or disseminating general information about the purpose and nature of his services in utilizing the confidential information to a third party or parties;

Sec. 3. Term of Agreement. The term of this Agreement shall commence upon the date the contract is fully executed and shall terminate after (36) months. If both parties agree, the contract may be renewed for one additional three year period.

Sec. 4. Complete Work without Extra Cost. Except to the extent otherwise specifically stated in this contract, the Contractor shall obtain and provide, without additional cost to the City, all labor, materials, equipment, transportation, facilities, services, permits, and licenses necessary to perform the Work.

Sec. 5. Compensation. The City shall compensate the Contractor for services at the rates shown in Attachment A.

Sec. 6. Contractor's Billings to City. The Contractor shall send invoices to the City on a monthly basis for the amounts to be paid pursuant to this contract. Each invoice shall document and describe, to the reasonable satisfaction of the City, the date(s) of each service with applicant / employee identifying information and the specific fee charged per the service rendered.

Within thirty days after the City receives an invoice, the City shall send the Contractor a check for payment in full of all undisputed amounts contained in the invoice.

Sec 7. Non-Discrimination. Contractor will take affirmative action not to discriminate against any employee or applicant for employment or otherwise illegally deny any person participation in or the benefits of the program which is the subject of this agreement because of race, creed, color, sex, sexual preference, age, disability, or national origin. To the extent applicable, Contractor will comply with all provisions of Executive Order No. 11246, the Civil Rights Act of 1964, (P.L. 88-352) and 1968 (P.L. 90-284), designations and other directives promulgated to prohibit discrimination. Violation of this

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provision, after notice, shall be a material breach of this agreement and may result, at the City's option, in a termination or suspension of this agreement in whole or part.

Sec. 8. Termination. Either party may terminate this agreement for convenience upon thirty (30) days written notice to the non-terminating party.

Sec. 9. Amendments. This contract / agreement shall not be modified or otherwise amended except in writing and signed by the parties involved.

Sec. 10. General Conditions. This contract / agreement is made under, and in all respects shall be interpreted, construed, and governed by and in accordance with, the laws of the State of North Carolina. Venue for any legal action resulting from this contract / agreement shall lie in Guilford County.

Neither Party may assign any rights or obligations under this contract / agreement to any other party unless specific written permission from the other party of obtained.

The captions utilized in this contract / agreement are for the purposes of identification only and do not control or affect the meaning or construction of any of the provisions hereof.

This contract / agreement shall be binding upon and shall inure to the benefit of each or the parties and of their respective successors and permitted assigns.

This contract / agreement may not be amended, release, discharged, rescinded or abandoned, except by a written instrument duly executed by each of the parties hereto.

The failure of any party hereto at any time to enforce any of the provisions of this contract / agreement will in no way constitute or be construed as a waiver of such provision or of any other provision hereof, nor in any way affect the validity of, or the right thereafter to enforce each and every provision of this contract / agreement.

During the terms of this contract / agreement Contractor assure City that it is in compliance with Title VII of the 1964 Civil Rights Act, as amended, in that Contractor does not on the grounds of race, color, national origin, sex, age, disability or marital status, discriminate in any form or manner against the Contractor's employees or applicants for employment. The Contractor understands and agrees that this contract / agreement is conditioned upon the veracity of this statement of assurance.

The Contractor shall at times comply with all Federal, State and local laws, rules and regulations.

The invalidity or unenforceability of any particular provision of this contract / agreement shall not affect the other provisions hereof, and this contract / agreement shall be construed in all respects as if such invalid or unenforceable provisions were omitted.

Wherever provision is made in this contract / agreement for the giving, service or delivery of any notice, statement or other instrument, such notice shall be in writing and shall be deemed to have been duly given, served and delivered; if delivered by hand or mailed by United States certified mail or sent by facsimile, addressed as follows:

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Contractor:

City of Greensboro:

Jennifer Tharpe, MA	Wayne Scott, Chief of Police
CFO & Management Team Member	Greensboro Police Department
The FMRT Group	City of Greensboro
PO Box 279, East Bend, NC 27018	P.O. Box 3136 Greensboro, NC 27402-3136
336.761.0764 x20	336-373-2085
jennifer@fmrt.org	Wayne.scott@greensboro-nc.gov

Each party hereto may change its mailing address by giving to the other party hereto, by hand delivery, email, facsimile, or United States mail notice of election to change such address.

Sec. 11. Scope of Agreement. This contract / agreement is intended by the parties hereto to be the final expression of their contract / agreement, and it constitutes the full and entire understanding between the parties with respect to the subject hereof, notwithstanding any representations, statements, or agreements to the contrary heretofore made.

Now, therefore, this contract / agreement further witnessed, that the Contractor does hereby covenant and agree with the City to faithfully provide the professional support services as set forth in this document.

Sec. 12. Performance of Work by City. If the Contractor fails to perform the Work in accordance with this contract, the City may, in its discretion, in order to bring the project closer to the schedule, perform or cause to be performed some or all of the Work, and doing so shall not waive any of the City's rights and remedies. Before doing so, the City shall give the Contractor 30 days notice of its intention.

Sec. 13. Non Appropriation: Notwithstanding any other provisions of this contract, the parties agree that payments due hereunder from the City are from appropriations and monies from the City Council and any other governmental entities. In the event sufficient appropriations or monies are not made available to the City to pay the terms of this agreement for any fiscal year, this contract shall terminate immediately without further obligation of City of Greensboro.

Sec. 14. Default: In the event of substantial failure by Contractor to perform in accordance with the terms of this contract, City shall have the right to terminate agreement upon ten (10) days written notice in which event Contractor shall have neither the obligation nor the right to perform further services under this contract nor shall the City be obligated to make any further payment for work that has not been performed prior to notice being sent by the City of Greensboro.

Sec. 15 E-Verify: Contractor hereby acknowledges that "E-Verify" is the federal E-Verify program operated by the U.S. Department of Homeland Security and other federal agencies which is used to verify the work authorization of newly hired employees pursuant to federal law and in accordance with Article 2, Chapter 64 of the North Carolina General Statutes. Contractor further acknowledges that all employers, as defined by Article 2, Chapter 64 of the North Carolina General Statutes, must use E-Verify and after hiring an employee to work in the United States, shall verify the work authorization of the employee through E-Verify in accordance with N.C. Gen. Stat. § 64-26(a). Contractor hereby pledges, attests and warrants through execution of this contract that Contractor complies with the requirements of Article 2 of Chapter 64 of the North Carolina General Statutes and further pledges, attests and warrants that any subcontractors currently employed by or subsequently hired by Contractor shall comply with any and all E-Verify requirements. Failure to comply with the above requirements shall be considered a breach of this contract.

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Sec. 16 N.C. Iran Divestment Act Compliance: As mandated by N.C. Gen. Stat. § 147-86.59(a), Contractor certifies that it is not listed on the Final Divestment List created by the North Carolina State Treasurer pursuant to N.C. Gen. Stat. § 147-86.58. Contractor further certifies that in accordance with N.C. Gen. Stat. § 147-86-59(b) it shall not utilize any subcontractor found on the State Treasurer's Final Divestment List. Contractor certifies that the signatory to this Contract is authorized by Contractor to make the foregoing statement.

IN WITNESS WHEREOF, the City and the Contractor have caused this contract to be executed under seal themselves or by their respective duly authorized agents or officers.

ACCEPTANCE BY THE CITY OF GREENSBORO

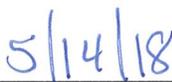
Name / Title for City

Date

ACCEPTANCE BY THE FMRT GROUP



Jennifer Tharpe, CFO, M.A.
Law Enforcement Services Group, PLLC
d/b/a The FMRT Group



Date

Psychological Assessment and Assistance Program Contract

Attachment A City of Greensboro Compensation to Contractor

Fee Schedule for Pre-Hire Services - 7/1/18 through 6/30/20

A. Pre-Screening Psychological Evaluations	
a. BRAINS™ Assessment	\$35.00
b. Screening Evaluation Report	\$100.00
B. Post-Conditional Offer Psychological Evaluations	\$350.00

Fee Schedule for Post Hire Services - 7/1/18 through 6/30/20

C. Psychological Fitness for Duty Evaluations	\$1,200.00
Follow-Up FFD Evaluations (when necessary)	\$575.00
Medical Fitness for Duty Evaluations	\$900.00
Follow-Up FFD Evaluations (when necessary)	\$485.00
Psychological & Medical Fitness for Duty Evaluations	\$1,700.00
Follow-Up FFD Evaluations (when necessary)	\$895.00
D. Post-Critical Incident Appointments	\$500.00
Cost includes one, recommended three-month follow-up appointment	
E. Critical Incident / Psychological First Aid and Trauma Peer Support Training	
• Pre-Training Candidate Self-Assessments at Cost: \$250	
• Initial Day-Long Training: \$4,200	
• Quarterly Half-Day Meetings / Trainings: \$1,500	
• On-Call / Supervision Between Trainings – No Charge	

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Attachment A, Continued City Compensation to Contractor

Fee Schedule for Pre-Hire Services - 7/1/20 through 6/30/21

A. Pre-Screening Psychological Evaluations	
a. BRAINS™ Assessment	\$35.00
b. Screening Evaluation Report	\$100.00
B. Post-Conditional Offer Psychological Evaluations	\$365.00

Fee Schedule for Post Hire Services - 7/1/20 through 6/30/21

C. Psychological Fitness for Duty Evaluations	\$1,200.00
Follow-Up FFD Evaluations (when necessary)	\$575.00
Medical Fitness for Duty Evaluations	\$900.00
Follow-Up FFD Evaluations (when necessary)	\$485.00
Psychological & Medical Fitness for Duty Evaluations	\$1,700.00
Follow-Up FFD Evaluations (when necessary)	\$895.00
D. Post-Critical Incident Appointments	\$500.00
Cost includes one, recommended three-month follow-up appointment	
E. Critical Incident / Psychological First Aid and Trauma Peer Support Training	
• Pre-Training Candidate Self-Assessments at Cost: \$250	
• Initial Day-Long Training: \$4,200	
• Quarterly Half-Day Meetings / Trainings: \$1,500	
• On-Call / Supervision Between Trainings – No Charge	

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Attachment B: Examples of Peer Support/ Supervisory Training Topics

The FMRT Group offers a number of trainings specific to safety-sensitive psychological and medical needs. Some of our training topics include:

- Biographical Information in Public Safety (The FMRT *BRAINS*[™] Assessment)
- Anxiety Disorders: Signs, Symptoms, and Severity
- Fitness for Duty Evaluations and Officer-Involved Shooting Interventions
- Recognizing Stress and Burnout: Putting Difficult Assignments into Perspective
- Communication and Culture
- Managing Generation Y
- Improved Decision-Making Skills and Ethics
- Managing Disordered Offenders
- Using Bio-Data Effectively
- Post-Shooting Trauma
- Community Policing
- Executive Coaching

Our team is also happy to develop customized trainings catering to the employer's needs. For example, in our peer support training, law enforcement coworkers are trained to recognize and address each other's needs, which create a healthy and supportive agency culture that decreases incidence of administrative actions. Peer-to-peer support also provides a network of response following critical incidents, line-of-duty deaths, and personal problems impacting work performance.

Workshop participants will:

- Learn about the peer support model
- Become aware of specific and personal work stressors
- Gain basic skills in understanding and addressing work stressors
- Receive resources for promoting peer support in their individual agency



Psychological and Medical Support
for Safety-Sensitive Employers

**Proposal for Psychological Services
for Greensboro Police Department**

Elizabeth Morris
Chief Executive Officer and Management Team Member

Jennifer Tharpe
Chief Financial Officer and Management Team Member

The FMRT Group
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April 11, 2018

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THE FMRT GROUP

Psychological and Medical Support
for Safety-Sensitive Employers

I. UNDERSTANDING OF SAFETY-SENSITIVE DEPARTMENT NEEDS

Like The FMRT Group's other safety-sensitive clients, Greensboro Police Department desires comprehensive psychological services to make the most informed hiring decisions possible and maximize its human capital investment.

FMRT sets the standard for safety-sensitive departments when it comes to:

- Scheduling applicants and employees in a timely manner by a culturally aware client services staff
- Spending quality time with our clients' applicants and employees
- Following the standards and guidelines set by the psychological services section of the IACP, under the supervision of a board-certified police and public safety psychologist
- Providing a telepsych option for clinical interviews
- Providing same-day verbal recommendations
- Delivering comprehensive written reports within five-to-seven business days
- Giving applicants and employees access to seven North Carolina offices and one South Carolina office
- Providing employers with an online database to access pre-hire evaluation reports

II. PRE-HIRE PSYCHOLOGICAL SERVICES

A. The FMRT *BRAINS*TM Assessment

BRAINS is an acronym for **Biographical Risks And IN**consistencies. It's an online, cost-effective, ADA-compliant assessment that is proprietary to The FMRT Group.

The *BRAINS* was designed for early identification of historical life events that range from commonplace to very serious, as well as applicant attitudes that are inconsistent with successful employment. In the *BRAINS*, the applicant must provide an accurate explanation of any potentially significant events and attitudes. Overall, the *BRAINS* was specifically designed to jump-start employment interviews and background investigations.

Authored by Drs. John F. Warren III and Gustavo R. Grodnitzky, the original *BRAINS* Assessment was introduced in 2007 following a pilot study within the applicant pool of a large, municipal police department in North Carolina. In addition to helpful content in the assessment report, we found that the use of the *BRAINS* in hiring results in time savings (interviews and background investigations) of nearly 50%!

More than 400 FMRT clients representing public safety, fire service, and EMS agencies now use the *BRAINS* Assessment. The process and report formats benefit from ongoing

updates by Dr. Warren. These changes involve the tweaking of particular *BRAINS* questions, revisions to the *BRAINS* administration website, and revisions to the report format. The secure agency website FMRT Online was developed as means of providing immediate and secure client access to their applicants' *BRAINS* reports.

Note: Both *BRAINS* and FMRT are trademarks of Law Enforcement Services Group, PLLC dba The FMRT Group.

Who Uses The FMRT *BRAINS* Assessment?

The original *BRAINS* was developed for use by public safety organizations. A *BRAINS-HC* is currently in planning stages for employee screening in health care organizations, and a *BRAINS-ED* has been proposed for academic environments.

Public safety, health care, and educational employers share the needs to hire with due diligence, and retain quality employees free from major biographical problems with time and economic efficiencies within a competitive hiring market. In other words, employers of public safety, emergency medical services, fire services, nursing, medical, and education applicants desire to hire employees who both further the goals of the organization and do not create foreseeable liabilities for the organization.

The *BRAINS* Assessment process and reports further these goals. As a screening tool, the *BRAINS* is most valuable when used at the onset of the hiring process, shortly after the initial application for employment. The information provided can be explored during employment interviews and during background investigations, and can be cross-checked with other sources of information such as certification agencies, court records, etc.

The *BRAINS* Assessment can also be used later in the hiring process, and it still has great value in making sure nothing is missed. However, we have found it is most valuable before initiating interviews and background investigations. This way, it saves staff time and effort, and also focuses the employment vetting process.

In addition to the above, *BRAINS* reports are excellent ways to gather and manage biographical/historical information provided by applicants.

Tool, Not Test

The *BRAINS* Assessment is not a “test,” but rather a valuable tool. The *BRAINS* information *informs your decisions* about your applicants.

BRAINS reports do not contain cut-off scores or hire/no-hire recommendations. Instead, it contains organized information that helps bring applicant history and attitudes out into the open. The information provided by the *BRAINS* also gives valuable insights, which you can put to immediate use in interviewing and investigating your applicant.

The *BRAINS* does not compromise our organization with regard to legal issues in hiring, such as Americans with Disabilities, Title VII, and GINA. The FMRT Group accepts the responsibility for the proprietary *BRAINS* process, and we have worked with specialists in personnel law to avoid or minimize any discrimination challenges and to prevent any successful challenge.

Bringing Information Out into the Open

There is real value in having transparent information when hiring employees who perform important, safety-sensitive, and highly scrutinized jobs with the public and/or vulnerable and dependent populations. Having *BRAINS* information early in the hiring process also provides you and your organization with a number of advantages.

Just as all public safety, health care, and education employees are not alike, no two organizations are identical. Depending on leadership, jurisdiction, roles, and organizational culture, applicants are more suitable in some positions with some organizations than in others.

Online *BRAINS* administration fosters better applicant disclosure than interviews alone. Today's applicants, especially those who are young, are very familiar and comfortable with using online resources. To them, the *BRAINS* assessment seems a natural, engaging, and non-threatening process. This applicant engagement leads to more complete and candid disclosures than written documents and even face-to-face interviews.

Inclusionary Focus

Overall, *the larger value of the BRAINS is the comprehensive survey of a breadth of historical events and attitudes that **informs decisions** about hiring, training, and ultimately retention.* The *BRAINS* is best conceptualized as an inclusionary (versus exclusionary) tool.

When developing the *BRAINS*, we specifically wanted to focus on “selecting in” adequate applicants, rather than “ruling out” inadequate ones. The inclusionary focus allows individual organizations to identify relative weaknesses in particular applicants, and then make the determination if those weaknesses can be successfully addressed through the organization's training, remediation, or other intervention tools.

While some applicants completing the *BRAINS* are identified with particularly serious life events that will lead to a cessation of the hiring process, most applicants reveal a breadth of normal and less serious issues that allow the inclusionary model of further inquiry. *BRAINS* information leads to better-focused organizational inquiry that ultimately best informs the hiring decision.

B. Pre-Employment Evaluations

Screening Evaluations

The FMRT screening evaluation results derive from biographical information, including the *BRAINS* Assessment and a personality assessment. The recommendation and results provided in the report are based on a data-driven matrix developed by FMRT's board-certified police and public safety psychologist, Dr. John F. Warren III.

Screening evaluation reports are delivered within five-to-seven business days after applicant completion of screening assessments. The results are accessed through a secure agency website (FMRT Online). All screening evaluation reports include one of the following recommendations: Suitable for Progression, Provisionally Suitable for Progression, or Not Suitable for Progression.

Post-Conditional-Offer Psychological Evaluation

Post-conditional-offer psychological evaluations are conducted by doctoral-level psychologists who have deep industry knowledge and cultural awareness.

An FMRT operational staff member will handle scheduling via phone or email, depending on employer preference. FMRT operational staff members are located at The FMRT Group's headquarters, which is in Winston-Salem, NC. Applicant or employee appointments are scheduled within the week of the initial request or the following week. The typical process for our post-conditional-offer psychological evaluation is as follows:

1. Prior to the clinical interview appointment, our psychologist will prepare for the interview based upon the important background data gathered from the applicant-completed assessments listed below:
 - The Online Personal History Statement (NC F-3 or PHS)
 - The FMRT *BRAINS*[™] Assessment
 - California Psychological Inventory 434 – Police and Public Safety Selection Report (CPI434-PPSSR)
 - Personality Assessment Inventory – Public Safety Selection Report (PAI-PSSR)
2. Prior to evaluation, designated personnel will:
 - Greet and check photo ID
 - Administer a test of cognitive abilities, review the FMRT psychological history questionnaire, and review the applicants' writing skills assessment
3. The clinical interview will consist of:
 - A mental status examination

- A structured interview
 - A discussion of any concerning/inconsistent data
4. After the interview:
- FMRT will provide the employer with a same-day verbal recommendation via email or phone, based on the employer's preference
 - Recommendations:
 - i. Suitable
 - ii. Not Suitable
 - iii. Deferred, pending staffing, testing, or records
 - Within five-to-seven business days, FMRT will deliver the final post-conditional-offer psychological report via secure website, www.fmrtonline.com. Each department has its own unique log-in information.

C. Assessment Descriptions

- Online Personal History Statement (NC F-3 or PHS)
The NC F-3, or Personal History Statement (which is like the NC F-3), collects standard background and demographic information. Once submitted, it is immediately available for agency access via FMRT Online.
- The FMRT BRAINS™ Assessment
The FMRT BRAINS Assessment may be used prior to background investigations, interviews, and other early hiring steps. This assessment allows employers to read the applicant's typed explanations of every event they endorse to be true. The FMRT BRAINS Assessment interacts with the online PHS, allowing employers to see any possible discrepancies.
- Online CPI434– Police and Public Safety Selection Report (CPI434-PPSSR)
The CPI is a self-report questionnaire designed to measure normal-range human behavior. It consists of 434 true/false items representing concepts (such as tolerance, responsibility, integrity, empathy, and self-control) that are commonly used to describe and understand human behavior. The CPI Police and Public Safety Screening Report is a specialized report designed for use by licensed psychologists for evaluations of applicants for police and other public safety positions. This report helps the evaluator assess the psychological suitability of the applicant to perform the functions required by the position.
- Personality Assessment Inventory – Public Safety Selection Report (PAI-PSSR)
This objective inventory of adult personality assesses psychopathological syndromes and provides information relevant for clinical diagnosis, treatment planning, and screening for psychopathology. The 344 PAI items constitute 22 non-overlapping scales covering the constructs most relevant to a broad-based

assessment of mental disorders: four validity scales, 11 clinical scales, five treatment scales, and two interpersonal scales. To facilitate interpretation, and to cover the full range of complex clinical constructs, 10 scales contain conceptually derived subscales. The public safety selection report is based on a normative sample of more than 18,000 public safety job applicants, and it supplements the basic PAI profile and other indices with several innovative features designed specifically to help make employment screening decisions in the public safety field.

III. POST-HIRE SERVICES

A. Service Categories

Psychological and Medical Fitness for Duty Evaluations

The two most common reasons for fitness for duty referrals include:

- The employee desires to return to work after extended leave
- The employee has experienced job-related difficulties

FMRT fitness for duty evaluations meet IACP standards. These evaluations include clinical consultation and mental status examinations with the employee, review of relevant records, and relevant psychological and/or laboratory testing. Fitness for duty evaluations ask and answer the question, “Is the employee able to perform/continue performing the job-related tasks as a law enforcement officer for the client agency, including the wielding of deadly force?”

- We provide upfront findings in a concise report.
- **Only** “Fit for Duty” **OR** “Not Fit for Duty” findings (*Unless more information is required, leading to an “Opinion Deferred Pending Further Information” finding*)

The FMRT Group recognizes the need for clear and straightforward opinions about your employee’s ***ability to safely perform essential job functions***.

As a result, our fitness for duty opinions spring from:

- Knowledge of the specific job functionalities
- Knowledge about department concerns regarding specific job-related issues
- Medical, Psychological, and behavioral findings during the time of the evaluation

As a result, you receive our concise, written report that addresses the specific question: *Is this employee able to safely perform essential job functions at this time?*

You may also request and receive telephone communication about our evaluation findings and/or our assessment of medical/psychological/behavioral options and alternatives for your formal disposition.

Fitness for duty evaluations are scheduled by contacting our company headquarters.

Critical Incident Evaluations

Critical Incident (CI) appointments are confidential opportunities for the employee to check in with a culturally-sensitive mental health professional. These appointments are typically scheduled within 24-72 hours, dependent upon agency needs.

The psychologist will explore:

- Responses/reactions to an event
- Availability of family, social, church and other support systems
- Knowledge of professional resources available to them through their work and/or community (family doc, EAP, private providers, etc.)

The employee also will receive psycho-educational material for reference, in addition to a three-month follow-up with the psychologist.

The agency will receive "Attended/Did Not Attend" as the only feedback.

Training

The FMRT Group offers a number of trainings specific to safety-sensitive psychological and medical needs. Some of our training topics include:

- Biographical Information in Public Safety (The FMRT *BRAINS*[™] Assessment)
- Anxiety Disorders: Signs, Symptoms, and Severity
- Fitness for Duty Evaluations and Officer-Involved Shooting Interventions
- Recognizing Stress and Burnout: Putting Difficult Assignments into Perspective
- Communication and Culture
- Managing Generation Y
- Improved Decision-Making Skills and Ethics
- Managing Disordered Offenders
- Using Bio-Data Effectively
- Post-Shooting Trauma
- Community Policing
- Executive Coaching

Our team is also happy to develop customized trainings catering to the employer's needs. For example, in our peer support training, law enforcement coworkers are trained to recognize and address each other's needs, which creates a healthy and supportive agency culture that decreases incidence of administrative actions. Peer-to-peer support also provides a network of response following critical incidents, line-of-duty deaths, and personal problems impacting work performance.

Workshop participants will:

- Learn about the peer support model
- Become aware of specific and personal work stressors
- Gain basic skills in understanding and addressing work stressors
- Receive resources for promoting peer support in their individual agency

In our team-building training, law enforcement agencies learn that success comes as much from team cooperation as from individual performance. Successful team formation and development is critical to achieving superior team performance. Team building focuses on developing specific team dynamics of trust, constructive conflict, commitment, accountability, and attention to achieve superior team performance.

B. Assessment Descriptions

- Symptom Checklist-90-Revised (SCL-90-R)

The SCL-90-R is a 90-item self-report symptom inventory developed by Clinical Psychometric Research. It is designed primarily to reflect the psychological symptom patterns of psychiatric and medical patients. The SCL-90-R is scored and interpreted in terms of nine primary symptom dimensions (somatization, obsessive compulsive, interpersonal sensitivity, depression, anxiety, hostility, phobic anxiety, paranoid ideation, and psychoticism) and three global indices of distress (global severity index, positive symptom distress index, and positive symptom total). Ultimately, the 90 is a measure of current, point-in-time, psychological symptom status.

- Minnesota Multiphasic Personality Inventory-2-Restructured Form (MMPI-2-RF)

Composed of 338 items, with the Restructured Clinical Scales at its core, the MMPI-2-RF builds on the strengths of the MMPI®-2 test to create a new standard. Psychometrically up-to-date, the MMPI-2-RF is linked to current models of psychopathology and personality. A comprehensive technical manual for the MMPI-2-RF reports empirical correlates of the scales in a range of settings, including mental health inpatient and outpatient clinics, substance abuse treatment centers, criminal court proceedings, personal injury and disability evaluations, and public safety employment evaluations.

- Personality Assessment Inventory (PAI)

This objective inventory of adult personality assesses psychopathological syndromes and provides information relevant for clinical diagnosis, treatment planning, and screening for psychopathology. The 344 PAI items constitute 22 non-overlapping scales covering the constructs most relevant to a broad-based assessment of mental disorders: four validity scales, 11 clinical scales, five treatment scales, and two interpersonal scales. To facilitate interpretation, and to cover the full range of complex clinical constructs, 10 scales contain conceptually derived subscales.

- Myers-Briggs Type Indicator (MBTI)

The MBTI helps individuals gain insight about themselves and how they interact with others while also helping improve how they communicate, learn, and work. It provides a powerful framework for building better relationships, driving positive change, harnessing innovation, and achieving excellence. The MBTI assessment makes Carl Jung's theory of psychological type both understandable and highly practical by helping individuals identify their preferences in four areas: where

individuals focus their attention, how they take in information, how they make decisions based on that information, and how they deal with the world.

- Fundamental Interpersonal Relations Orientation (FIRO-B)
The 54-item FIRO-B assessment measures interpersonal needs on three scales: inclusion, control, and affection. The FIRO-B reveals how interpersonal needs drive a person's behavior; shape a person's ability to build trust, influence others, and create productive relationships; facilitate the formation and reengagement of teams; and highlight perceptual gaps that may inadvertently derail relationships. It generates a variety of comprehensive interpretive reports to support applications.
- California Psychological Inventory (CPI434)
The CPI434 assessment is a powerful tool for both helping individuals improve their performance and enabling organizations to find and develop high-potential employees and leaders, resulting in the cultivation of a rich pool of talent for building organizational success. The CPI model helps individuals discover their orientations toward people and interpersonal experience, toward rules and values, and toward their inner feelings. It measures responses on scales covering social expertise and interpersonal style, maturity, achievement orientation, creative temperament, managerial potential, and tough-mindedness.
- PsychEval Personality Questionnaire with PsychEval Personality Questionnaire Interpretation (PEPQI)
The PEPQI assesses both normal and pathology-oriented personality traits to provide a multi-dimensional profile of your client. The combination of both domains in one assessment presents a unique perspective of your client's overall functioning. The report content contains normal personality traits, pathology-oriented personality traits, and occupational interests.
- Thomas-Kilmann Conflict Mode Instrument (TKI)
The TKI is a tool that helps people understand how different conflict-handling styles affect interpersonal and group dynamics—and empowers them to choose the appropriate style for any situation. The TKI assesses an individual's typical behavior in conflict situations, and describes it along the two dimensions of assertiveness and cooperativeness. It provides detailed information about how that individual can effectively use five different conflict-handling modes or styles.

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IV. EXPERIENCE AND QUALIFICATIONS

A. ORGANIZATIONAL CHART

The FMRT Group

Law Enforcement Services Group, PLLC
John F. Warren III, PA-C, PhD, ABPP, Senior Managing Member

Management Team Medical Team Psychology Team Research Team

Elizabeth Morris, M.A. Robert D. Rosen, MD Peter Schulz, Psy.D. Scott Stubenrauch, Psy.D.
Chief Executive Officer *Medical Director* *Lead Psychologist* *Michael Stowers, Ph.D.*
Management Team Member Anthony Perillo, Ph.D.
Jennifer Tharpe, M.A. John Helminski, PhD, ABPP
Chief Financial Officer *Deputy Chief Psychologist*
Management Team Member

Carrisa Nelson – *Chief Operating Officer*

Client Services Staff: Dana Dalton, Taylor Doomy, Donna Emmery, Haley Gingles, David Hammer, Amanda Hopkins, Jenna Kelly, Rebecca Kepley, Holly Lloyd, Ana Paterson, Kaci Presgraves, Tara Realbuto, Christina Rivera, Delonica Rogers, Stacy Simmons, Lynn Turner and Evan Warren

<u>Medical Staff</u>	<u>Psychology Staff</u>
Shelley Barry, NP-C	Dr. Christopher Baker
Jami Bell, NP-C	Dr. Janice Dodge
Kelly Brilliant, PA-C	Dr. Diane Gaskin
Tracey Cloninger, PA-C	Dr. Samuel Gray
Vanessa Cox, PA-C	Dr. John Helminski
Deonna Faucette, PA-C	Dr. Susan Leonard
Tara Greer, NP-C	Dr. Lisa Long
Theresa Hoffman, PA-C	Dr. Stephen McEachen
Sarah Johnson, NP-C	Dr. Sara Michelson
Yolanda Johnson, FNP-C	Dr. Todd Morton
Edgardo Jose, FNP-C	Dr. Christopher Neuenfeldt
Lindsey Lawrence, PA-C	Dr. Amanda Poundstone
Belinda McFee, PA-C	Dr. Monica Rivers
Joy Moretz, PA-C	Dr. Peter Schulz
Jessica Turner, NP-C	Dr. Peter Summer
Vidya Venkat, PA-C	Dr. Leigh Ann Tasillo

B. HISTORY AND ORGANIZATION ORIGIN

The founder and senior managing member of The FMRT Group is both a board-certified forensic and police and public safety psychologist. In 2005, The FMRT Group recognized a growing need for pre-hire and post-hire psychological services among North Carolina safety-sensitive employers. Today, The FMRT Group has culturally aware members, which include the following teams:

- Management
- Client Services
- Psychological
- Medical
- Research

The FMRT Group's psychology staff members represent the discipline of clinical psychology and doctoral-level training with APA-approved internships from strong programs enhanced by professional work experiences with diverse agencies ranging from the Minneapolis-St. Paul Police Department to the Federal Bureau of Prisons. All FMRT professionals receive peer support and mentoring by both our managing member Dr. John Warren III and lead psychologist Dr. Peter Schulz. FMRT psychologists attend two annual Category I APA CE training events to learn from each other and enhance evidence-based psychological evaluations for safety-sensitive employers within accepted legal and ethical guidelines. In addition, both management and FMRT psychologists attend the Psychological Services Section training at IACP annual conferences.

Complete curriculum vitae of all FMRT professionals are available upon request.

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V. SERVICE OPTIONS AND FEES

A. Pre-Hire Options and Fees

Pre-Screening Instrument: The FMRT <i>BRAINS</i> Assessment	\$35.00
Pre-Screening Evaluations – Assessments Only	\$100.00
Post-Conditional-Offer Psychological Evaluation	
07/01/2018 – 06/30/2020	\$350.00
07/01/2020 – 06/30/2021	\$365.00

B. Post-Hire Options and Fees

Psychological Fitness for Duty Evaluations	\$1,200.00
Follow-Up FFD Evaluations (when necessary)	\$575.00
Medical Fitness for Duty Evaluations	\$900.00
Follow-Up FFD Evaluations (when necessary)	\$485.00
Psychological & Medical Fitness for Duty Evaluations	\$1,700.00
Follow-Up FFD Evaluations (when necessary)	\$895.00
Post-Critical Incident Appointments	\$500.00
Cost includes one recommended three-month follow-up appointment	
Critical Incident / Psychological First Aid and Trauma Peer Support Training	
Pre-Training Candidate Self-Assessments at Cost	\$250.00
Initial Day-Long Training	\$4,200.00
Quarterly Half-Day Meetings / Trainings	\$1,500.00
On-Call / Supervision between Trainings	No Charge

Due to the nature of our services wherein no doctor-patient relationship is established, FMRT cannot file insurance claims/forms and must receive payment directly from the referring public safety agency.

Defense of Service Provided - Service Provider will provide unlimited consultation to the County free of charge in defense of any challenge to the testing procedure provided by the Company. A fee of two hundred and fifty dollars (\$250.00) an hour will be charged for deposition and/or trial testimony by Service Provider.

VI. ATTACHMENT**A. THE FMRT GROUP'S CLIENT LIST**

1. **A-B Technical Community College Police Department**
2. **Aberdeen Fire Department**
3. **Aberdeen Police Department**
4. **Ahoskie Police Department**
5. **Albemarle Police Department**
6. **Allied Universal Security Services**
 - a. **AUS – Charlotte**
 - b. **AUS – Raleigh**
 - c. **AUS – Winston-Salem**
 - d. **AUS – West Virginia**
 - e. **AUS – South Carolina**
7. **Andrews Police Department (SC Agency)**
8. **Angier Police Department**
9. **Anson County Sheriff's Office**
10. **Apex Fire Department**
11. **Apex Police Department**
12. **Appalachian Regional Healthcare System Police Department**
13. **Appalachian State University Police Department**
14. **Asheboro Police Department**
15. **ASG Private Police Agency**
16. **ASU Police Department**
17. **Asheville ABC LE Department**
18. **Asheville Airport Authority**
19. **Asheville Police Department**
20. **Asheville VA Medical Center Police Department**
21. **Atlantic Beach Police Department**
22. **Aulander Police Department**
23. **Aurora Police Department**
24. **Avery County Sheriff's Office**
25. **Ayden Police Department**
26. **Banner Elk Police Department**
27. **Beaufort County Community College Police Department**
28. **Beaufort County Sheriff's Office**
29. **Beaufort Police Department**
30. **Beech Mountain Police Department**
31. **Belhaven Police Department**
32. **Belmont Abbey College**
33. **Belmont University Campus Security**
34. **Bessemer City Police Department**
35. **Bethel Police Department**
36. **Beulaville Police Department**
37. **Biltmore Forest Police Department**
38. **Black Mountain Police Department**
39. **Blowing Rock Police Department**
40. **Blue Ridge Community College Police Department**
41. **Blue Ridge Public Safety**
42. **Boiling Springs Lake Police Department**
43. **Boone Police Department**
44. **Brevard Police Department**
45. **Brookford Police Department**
46. **Brunswick Community College Police Department**
47. **Brunswick County Sheriff's Office**
48. **Buncombe Co. Sheriff's Office**
49. **Burke County Sheriff's Office**
50. **Burlington Police Department**
51. **Butner Public Safety**
52. **Cabarrus County EMS**

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53. **Caldwell County Sheriff's Office**
54. **Camden County Sheriff's Office**
55. **Candor Police Department**
56. **Canton Police Department**
57. **Capitol Special Police Department**
58. **Carolina Beach Police Department**
59. **Carrboro Police Department**
60. **Carthage Police Department**
61. **Cary Police Department**
62. **Caswell Beach Police Department**
63. **Caswell County Sheriff's Office**
64. **Catawba Police Department**
65. **Chapel Hill Fire Department**
66. **Chapel Hill Police Department**
67. **Charlotte Fire Department**
68. **Charlotte-Mecklenburg Police Department**
69. **Cherokee Indian Police Department**
70. **Cherryville Police Department**
71. **Chester County Sheriff's Office (SC)**
72. **China Grove Police Department**
73. **Chowan University Police Department**
74. **Circle V Fire Department**
75. **Claremont Police Department**
76. **Clarendon County Sheriff's Office (SC)**
77. **Clayton Police Department**
78. **Cleveland County Sheriff's Office**
79. **Clinton Police Department**
80. **Clyde Police Department**
81. **Concord Fire Department**
82. **Concord Police Department**
83. **Conover Police Department**
84. **Conway Police Department (SC)**
85. **Cooleemee Police Department**
86. **Cornelius Police Department**
87. **Creedmoor Police Department**
88. **CSX Railroad/Transportation**
89. **Dare County Sheriff's Office**
90. **Davidson College Police Department**
91. **Davidson Police Department**
92. **Denmark Police Department (SC)**
93. **Denton Police Department**
94. **Developmental Associates**
95. **Dobson Police Department**
96. **Duck Police Department**
97. **Dunn Police Department**
98. **Durham County ABC Board**
99. **Duplin County Sheriff's Office**
100. **Durham Police Department**
101. **Eagle Eye Company Police**
102. **East Carolina Health Company Police**
103. **East Carolina University Police Department**
104. **East Spencer Police Department**
105. **Eden Police Department**
106. **Edenton Police Department**
107. **Edgecombe County Sheriff's Office**
108. **Elizabeth City Police Department**
109. **Elizabeth City State University Police Department**
110. **Elkin Police Department**
111. **Elon Police Department**
112. **Elon University Police Department**
113. **Emerald Isle Police Department**
114. **Enfield Police Department**
115. **Fairmont Dept of Public Safety**
116. **Farmville Police Department**

117. Fayetteville Police Department
118. Fayetteville State University
Police Department
119. Fletcher Police Department
120. Forest City Police Department
121. Forest Grove Police
Department
122. Forsyth County EMS
123. Forsyth County Fire
Department
124. Forsyth County Sheriff's
Office
125. Forsyth Medical Center
126. Forsyth Technical Community
College Police Department
127. Fountain Police Department
128. Village Police Department
129. Franklin County Sheriff's
Office
130. Franklin Police Department
131. Franklinton Police Department
132. Fremont Police Department
133. Fuquay-Varina Police
Department
134. Garner Police Department
135. Gaston County Police
Department
136. Gaston County Sheriff's Office
137. Gastonia Fire Department
138. Gastonia Police Department
139. Gibsonville Police Department
140. Goldsboro Police Department
141. Graham Police Department
142. Granite Falls Police
Department
143. Granite Quarry Police
Department
144. Greensboro Police Department
145. Greenville Fire & Rescue
146. Greenville Police Department
147. Greenwood Police Department
(SC)
148. Grifton Police Department
149. Guilford County Police
Department
150. Guilford County Sheriff's
Office
151. Guilford Technical
Community College Police
Department
152. Hamlet Police Department
153. Hampton County Sheriff's
Office (SC)
154. Hanover Police Department
155. Harnett Health System
156. Havelock Police Department
157. Haw River Police Department
158. Haywood County Sheriff's
Office
159. Henderson County Sheriff's
Office
160. Henderson Police Department
161. Hendersonville Police
Department
162. Hertford Police Department
163. Hickory Police Department
164. High Point Police Department
165. High Point University Police
Department
166. Highlands Police Department
167. Hillsborough Police
Department
168. Hoke County Sheriff's Office
169. Holden Beach Police
Department
170. Holly Springs Police
Department
171. Hope Mills Police Department
172. Hot Springs Police Department
173. Hudson Police Department
174. Huntersville Police Department
175. Iredell County Sheriff's Office
176. Jacksonville Police Department
177. Johnson C. Smith University
178. Jonesville Police Department
179. Kannapolis Police Department
180. Kernersville Fire Department

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181. Kernersville Police Department
182. King Police Department
183. Kinston Department of Public Safety
184. Kitty Hawk Police Department
185. Knightdale Fire Department
186. Knightdale Police Department
187. Lake Lure Police Department
188. Lake Royale Police Department
189. Landis Police Department
190. Laurinburg Police Department
191. Leland Police Department
192. LenoirCounty Sheriff's Office
193. Lenoir Memorial Hospital
194. Lenoir Police Department
195. Lewiston Woodville Police Department
196. Lexington Police Department
197. Liberty Police Department
198. Lillington Police Department
199. Linville Land Harbor Special Police
200. Locust Police Department
201. Loris Police Department (SC)
202. Louisburg College Police Department
203. Louisburg Police Department
204. Lowell Police Department
205. Madison Police Department
206. Maggie Valley Police Department
207. Manning Police Department (SC)
208. Manteo Police Department
209. Marion Correctional Institute
210. Marion Police Department
211. Marlboro County Sheriff's Office (SC)
212. Mars Hill Police Department
213. Marshville Police Department
214. Martin County Sheriff's Office
215. Matthews Fire Department
216. Matthews Police Department
217. Mayodan Police Department
218. Maysville Police Department
219. Mebane Police Department
220. Mecklenburg County Sheriff's Office
221. Meredith College Police Department
222. Mid-Atlantic Private Protective Services
223. Middlesex Police Department
224. Mint Hill Police Department
225. Misenheimer Police Department
226. Mission Hospital Police Department
227. Mocksville Police Department
228. Monroe Police Department
229. Montreat Police Department
230. Mooresville Police Department
231. Morganton Public Safety
232. Morrisville Police Department
233. Morven Police Department
234. Mount Airy Police Department
235. Mount Holly Police Department
236. Mount Olive Police Department
237. Mt. Gilead Police Department
238. Murfreesboro Police Department
239. Nags Head Police Department
240. Nash Community College Police Department
241. Nash County Sheriff's Office
242. Nashville Police Department
243. New Bern Police Department
244. New Hanover County Sheriff's Office
245. New Hanover County Regional Medical Center Police Department
246. Newland Police Department
247. Newport Police Department
248. Newton Police Department

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- 249. NC Alcohol Law Enforcement Department
- 250. NC Arboretum Campus Police Department
- 251. NC A&T State University Police Department
- 252. Department of Environment and Natural Resource
- 253. NC Department of Insurance
- 254. NC Department of Public Safety
- 255. NC Division of Forest Resources
- 256. NC General Assembly Police Department
- 257. NC Marine Patrol, Division of Marine Fisheries
- 258. NC State Capitol Police Department
- 259. NC State University Police Department
- 260. NC Wildlife
- 261. Night Hawk Company Police
- 262. Norlina Police Department
- 263. North State Company Police
- 264. North Topsail Beach Police Department
- 265. North Wilkesboro Police Department
- 266. Norwood Police Department
- 267. Oak Island Police Department
- 268. Oakboro Police Department
- 269. Old Dominion Security Department (Burlington)
- 270. Old Fort Police Department
- 271. Onslow County Sheriff's Office
- 272. Orange County Sheriff's Office
- 273. Oriental Police Department
- 274. Oxford Police Department
- 275. Parkton Police Department
- 276. Pender County Sheriff's Office
- 277. Phoenix Special Police
- 278. Pikeville Police Department
- 279. Pilot Mountain Police Department
- 280. Pinehurst Police Department
- 281. Pine Knoll Shore Fire and EMS
- 282. Pine Knoll Shore Police Department
- 283. Pinetops Police Department
- 284. Pineville Police Department
- 285. Pitt Community College Police Department
- 286. Pitt County Sheriff's Office
- 287. Pittsboro Police Department
- 288. Plymouth Police Department
- 289. Polkton Police Department
- 290. Pollocksville Police Department
- 291. Princeville Police Department
- 292. Raeford Police Department
- 293. Raleigh Fire Department
- 294. Raleigh-Wake Emergency Communications Center
- 295. Randleman Police Department
- 296. Red Springs Police Department
- 297. Reidsville Police Department
- 298. Rich Square Police Dept.
- 299. River Bend Police Department
- 300. Roanoke Rapids Police Department
- 301. Robersonville Police Department
- 302. Rockingham Co. Sheriff's Office
- 303. Rockingham Police Department
- 304. Rocky Mount Police Department
- 305. Rockwell Police Department
- 306. Rolesville Police Department
- 307. RowanCounty Sheriff's Office
- 308. Roxboro Police Department
- 309. Rutherford County Sheriff's Office

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310. Rutherfordton Police Department
311. Salisbury Police Department
312. Salisbury VA Medical Center
313. Sandhills Community College Police Department
314. Scotland County Sheriff's Office
315. Scotland Neck Police Department
316. Seven Devils Police Department
317. Sharpsburg Police Department
318. Shaw University Police Department
319. Siler City Police Department
320. Smithfield Police Department
321. South Carolina Department of Natural Resources (SC)
322. South Eastern Company Police
323. Southport Police Department
324. Southern Pines Police Department
325. Southern Pines Fire Department
326. Southern Shores Police Department
327. Spartanburg Community College (SC)
328. Spencer Police Department
329. Spindale Police Department
330. Spring Hope Police Department
331. Spring Lake Police Department
332. Stallings Police Department
333. Stanfield Police Department
334. Stantonsburg Police Department
335. State Special Police
336. Statesville Police Department
337. Stem Police Department
338. Stokes County Sheriff's Office
339. Stoneville Police Department
340. Sumter County Sheriff's Office (SC)
341. Sunset Beach Police Department
342. Sunstates Security Services
343. Surf City Police Department
344. Surry County Sheriff's Office
345. Swain County Sheriff's Office
346. Swansboro Police Department
347. Sylva Police Department
348. Tarboro Police Department
349. Taylorsville Police Department
350. Tega Cay Police Department (SC)
351. Texas Rangers Major League Baseball Team
352. Thomasville Police Department
353. Town of Aberdeen
354. Transylvania County Sheriff's Office
355. Travelers Rest Police Department (SC)
356. Trent Woods Police Department
357. Troutman Police Department
358. Troy Police Department
359. Tryon Police Department
360. Tyrrell County Sheriff's Office
361. Union County DSS
362. Union County Sheriff's Office
363. Union County Telecommunicators
364. UNC-Asheville Police Department
365. UNC-Chapel Hill Police Department
366. UNC-Charlotte Police Department
367. UNC-Greensboro Police Department
368. UNC-School of the Arts Police Department
369. UNC-Wilmington Police Department

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- 370. **USISS Agency, LLC**
- 371. **Valdese Police Department**
- 372. **Vance-Granville Community College Public Safety**
- 373. **Vanceboro Police Department**
- 374. **Vass Police Department**
- 375. **Vidant Medical Police Department**
- 376. **Wadesboro Police Department**
- 377. **WakeMed Campus Police Department**
- 378. **Wake Forest Baptist Medical Center Security**
- 379. **Wake Forest Police Department**
- 380. **Wake Forest University Police Department**
- 381. **Ware Shoals Police Department (SC)**
- 382. **Warrenton Police Department**
- 383. **Washington Fire Rescue EMS Services**
- 384. **Washington Police Department**
- 385. **Waxhaw Police Department**
- 386. **Wayne Community College Police Department**
- 387. **Waynesville Police Department**
- 388. **Weldon Police Department**
- 389. **Wendell Police Department**
- 390. **Westminster Police Department (SC)**
- 391. **Whispering Pines Police Department**
- 392. **Whitakers Police Department**
- 393. **Wilkes Community College Safety and Security Department**
- 394. **Wilkesboro Police Department**
- 395. **Williamston Police Department**
- 396. **Wilmington Police Department**
- 397. **Wilson County Sheriff's Office**
- 398. **Wilson Fire Department**
- 399. **Wilson Police Department**
- 400. **Wilsons Mills Police Department**
- 401. **Wingate Police Department**
- 402. **Winston-Salem Fire Department**
- 403. **Winston-Salem Police Department**
- 404. **Winthrop University Police Department (SC)**
- 405. **Winterville Police Department**
- 406. **Woodfin Police Department**
- 407. **Woodland Police Department**
- 408. **Wrightsville Beach Police Department**
- 409. **Yadkin County Sheriff's Office**
- 410. **Yadkinville Police Department**
- 411. **Yancey County Sheriff's Office**
- 412. **York Police Department (SC)**
- 413. **Zebulon Police Department**