



BID RESPONSE

Responding To:

Bid/Project Number: RFP 10854-24

Bid/Project Title: Wellness Coordinator Peer Support Program Administrator

Closing Date: 1/9/2025 at 2:00PM PST

Submitted By:

Name of Company Submitting Response:

LEPS-PSS, PLLC DBA Public Safety Psychological Services

Printed Name of Person Submitting Response:

Cerise M Vablais

Email:

help@psspc.net

Signature of Person Submitting Response:

Signed by:
Cerise M Vablais
41E521EC0FAF4CE...

Date:

1/9/2025

Attach Your Bid/Proposal:

Remember to sign your bid/proposal



Attach all pages of your response here



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036
Fax (425) 527-0466 help@psspc.net

PROPOSAL TO PROVIDE WELLNESS COORDINATOR & PEER SUPPORT ADMINISTRATOR

RFP No: 10854-24

**Submitted by LEPS-PSS, PLLC
DBA Public Safety Psychological Services**

**Proposal Submission Date:
January 8, 2025**

This proposal is valid for 280 days from the original submission date.



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036
Fax (425) 527-0466 help@psspc.net

January 8th, 2025

To whom it may concern:

This proposal is being submitted by LEPS-PSS, PLLC (DBA Public Safety Psychological Services [PSPS], a Washington Professional Limited Liability Corporation) in response to RFP 10854-24 provide Wellness Coordination and Peer Support Coordination to the city of Redmond.

Our office is located at:

20818 44th Ave W Suite 150
Lynnwood, WA 98036

Cerise M. Vablais, MBA, Ph.D., ABPP is our managing partner. She may be reached via email at cvablais@psspc.net.

LEPS-PSS, PLLC (DBA Public Safety Psychological Services) understands and agrees to the terms and conditions as stated in the solicitation.

Cerise M. Vablais, MBA, Ph.D.,
ABPP
Board Certified in Police and
Public Safety Psychology
PSPS, Owner

Ryan Roberts, J.D., Ph.D.
PSPS, Owner

Michael D. Roberts, Ph.D., ABPP
Board Certified in Clinical Psychology
Board Certified in Police and
Public Safety Psychology
PSPS, Owner



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Introduction

Dr. Ryan Roberts and Dr. Michael Roberts, owners of Law Enforcement Psychological Services (incorporated in California, 1978), formed LEPS-PSS, PLLC dba Public Safety Psychological Services (PSPS) with Dr. Cerise Vablais (incorporated in Washington state, 2018) in recognition of her experience and expertise and to expand our services to public safety agencies across the country, including an Officer Wellness program, Critical Incident Debriefing, and Fitness for Duty Evaluations. A detailed description of our business structure is found below.

Understanding of the Requirements

PSPS understands the City of Redmond's requirements and scope of work as described in the RFP and is prepared to provide wellness and peer support coordination as requested. We are eager and capable of managing a project as described in the RFP, and we have adopted strategies and tools to ensure the required services are provided by our firm in a timely and professional manner.

Treatment of the Issues:

We are able to perform all tasks as described in the RFP. We develop training materials in conjunction with departments after assessing their needs. General information is provided to all officers during wellness visits that provide psycho-educational support in the areas of physical, emotional, and existential/spiritual wellness.

Statement of Qualifications:

PSPS is well qualified to provide the requested services. Our principal, Dr. Vablais, has worked with first responders in varying capacities since 2007. Drs. Michael Slack and Dr. Diana Johnson both have over 10 years of experiencing directly supporting the wellness needs of first responders. All three are fully licensed as psychologists. In addition to our direct services, Drs. Slack, Roberts and Vablais have provided trainings to law enforcement agencies on the topic of standing up wellness programs, most recently at the International Association of Chiefs of Police Midsize Agencies Conference in March 2024.

Offeror Experience, Qualifications, and Financial Stability

LEPS-PSS, PLLC (DBA Public Safety Psychological Services ["PSPS"]): In 2018, Dr. Ryan Roberts and Dr. Michael Roberts formed LEPS-PSS, PLLC dba Public Safety Psychological Services (PSPS) with Dr. Cerise Vablais in recognition of her experience and expertise and to expand our services to public safety agencies across the country, including an Officer Wellness program, Critical Incident Debriefs, and Fitness for Duty Evaluations. Although PSPS represents the same core psychological team as LEPS and PSS, we have agreed to jointly partner in our efforts to expand our practice.



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Qualifications and Organizational Structure

LEPS is a psychological corporation owned by Drs. Mike and Ryan Roberts. It was incorporated in California in 1978 but had been functioning as a sole proprietorship since 1971. Our organization includes Board Certified Police and Public Safety Psychologists as well as doctorate-level licensed psychologists who have specialized education and training in providing a variety of services to the law enforcement and the public safety community. Our primary practice area is in the entry-level psychological assessment of applicants to public safety positions such as police officer, deputy sheriff, trooper, probation officer, corrections officer, communications dispatcher, and firefighter. In addition, several members of our staff have developed expertise in the areas of forensic fitness-for-duty evaluations (FFDEs); special unit selection (SWAT, narcotics, etc.); weapon carrying positions (probation, arson investigator), and promotional suitability. Finally, we have considerable experience in providing psychotherapy, debriefing services to officers involved in traumatic incidents, training for officers in areas such as field training programs, and executive development.

LEPS currently provides psychological screening services to more than 70 agencies nationwide. A number of the agencies to whom LEPS currently provide services (including the New York State Department of Correctional Services, Washington D.C. Department of Corrections, San Francisco Police Department, San Jose Police Department, Chicago Police Department, New York State Police, Alaska State Troopers and the Washington DC Metro Police Department) have applicant flow and administrative requirements that are similar to those of the proposed contract.

PSS is a professional corporation established in 2002 by James Tracy, Ph.D. Prior to that time, Dr. Tracy had been providing pre-employment psychological screening services to police and other public safety agencies in the State of Washington for over 30 years. PSS is now owned by Drs. Mike and Ryan Roberts, with Dr. Cerise Vablais, ABPP serving as a Managing Partner.

PSPS represents the expansion of a team of nearly two dozen licensed clinical psychologists across the country, supported by a dozen full and part-time administrative staff. Our team has addressed the requested scope of services for over four decades.

PSPS has extensive experience providing officer wellness, pre-employment and fitness-for-duty evaluations to public safety agencies in Washington, Oregon, Alaska, Idaho, Virginia, and the District of Columbia. Some of our agencies, such as Seattle Fire Department, Capital City Fire (Juneau, Alaska), Arlington County Sheriff's Office, Arlington County Fire Department and Eugene Department of Public Safety (Eugene, Oregon) have received contracted services from our management team for five or more years. Washington D.C. Police & Fire Clinic has been a client for over 25 years.

Outline your proposed approach and cost to developing a wellness and peer support program for RPD, including specific methodologies for ensuring cultural competence and trauma-informed practices.

This proposal is valid for 280 days from the submission date.

Upon award of the contract, we propose a series of meetings with all stakeholders to define the high level goals and parameters for program development. We envision meetings with command staff, line level staff, and any internal EAP and HR resources to better understand resources already available to Redmond Police Department employees. We also suggest that we administer an anonymous survey to stakeholders to better understand their desired components of



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wellness offerings. We will present national best practices to the groups and offer several options of programming to the decision makers for their review. Once programs have been vetted, we will work with the team to implement the programs in a timely manner. We will provide timelines including milestones on a monthly basis.

Throughout the review and implementation phase, we will include research and information related to culturally competent and trauma-informed practices. We will also ensure that all recommendations are aligned with International Association of Chiefs of Police guidelines.

We propose to bill this project on an hourly basis with a detailed invoice submitted monthly.

Service	Cost
Senior psychologist, Dr. Cerise Vablais or Dr. Ryan Roberts	\$375/hour
Staff/Contract psychologists – doctoral level	\$300/hour
Master's level therapists and clinicians	\$250/hour
Administrative team support	\$40/hour

Additional Details:

1. Needs Assessment

- **Objective:** Understand the unique needs of RPD personnel regarding wellness and peer support.
-
- **Activities:**
 - Conduct surveys and focus groups with officers and staff to identify stressors and challenges.
 - Review existing wellness initiatives (if any) to determine gaps.
 - Engage with stakeholders, including leadership, union representatives, and mental health professionals.

2. Program Design

- **Components:**
 - **Peer Support Team:**
 - Train a diverse group of officers as peer supporters.
 - Emphasize confidentiality and boundary-setting.
 - **Mental Health Resources:**
 - Partner with culturally competent counselors and therapists.
 - Include 24/7 helplines and access to therapy sessions.
 - **Wellness Activities:**
 - Offer fitness programs, mindfulness training, and nutrition education.
 - Create periodic wellness workshops.
 - **Trauma-Informed Training:**
 - Provide training for all staff to recognize signs of trauma in themselves and others.
 - Equip supervisors to handle wellness concerns empathetically.



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3. Ensuring Cultural Competence

- Recruit trainers and therapists who reflect the community and department's diversity.
- Offer cultural humility training to all involved professionals.
- Regularly review the program for inclusivity through feedback loops with officers from different backgrounds.

4. Implementation

- **Phased Rollout:**
 - Pilot the program with small groups (perhaps one shift) before expanding.
 - Use the pilot to refine methods and address unforeseen challenges.
- **Regular Communication:**
 - Share program updates via newsletters, intranet, and leadership briefings.
 - Reinforce the importance of wellness in organizational culture.

5. Evaluation and Sustainability

- Track participation rates, satisfaction surveys, and changes in key metrics (e.g., absenteeism, use of sick leave, reports of burnout).
- Adjust the program based on feedback and data.

Cost Breakdown Estimates¹

- **Initial Needs Assessment:** \$10,000–\$15,000
- **Training and Development:**
 - Peer Support Training: \$5,000–\$7,000
 - Trauma-Informed Training: \$7,000–\$10,000
- **Mental Health Resources:**
 - Contracts with therapists: \$15,000–\$25,000 annually
 - Wellness workshops: \$3,000–\$5,000 per session
- **Ongoing Program Administration:**
 - 3-5 hours per month - \$10,800 - \$18,000 annually

Staffing Plan:

Drs. Slack, Johnson and Vablais will offer appointments on a weekly basis to support the wellness needs of the Department. These appointments will be primarily between the hours of 0900 and 1700 Monday to Friday Eastern time; however, we understand the nature of first responder scheduling and can offer evening, early morning and weekend appointments when needed. While the RFP mentions annual, proactive wellness visits, our staff is also available for acute, critical incident debriefs on an as needed basis. We can begin seeing officers for their wellness appointments within seven (7) business days after the contract is finalized.

¹ Cost Breakdown Estimates are based on projected hourly costs. We are willing to negotiate flat rate versus hourly rate. Once the scope of work has been further defined, we can modify these estimates.



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References

Tukwila Police Department
Commander Phil Glover
Patrol Division/Valley SWAT Team
Desk 206.431.3893
p.glover@tukwila.gov

San Juan County Sheriff's Office
Undersheriff Mike Hairston
Office 360.378.4151
mikeh@sanjuancountywa.gov

Juneau Police Department
Commander Jeremy Weske
Wellness Program Coordinator and Peer Support Team member
Desk 907.500.0618
JTWeske@juneaupolice.com

Business license

PSPS has applied for a city of Redmond business license and expects it to be active prior to the award of this RFP. Attached is a proof of application.

**page 2 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

THIS AGREEMENT is entered into on _____, 20__ between the City of Redmond, Washington, hereinafter called "the CITY", and the above person, firm or organization, hereinafter called "the CONSULTANT".

WHEREAS, the CITY desires to accomplish the above-referenced project; and

WHEREAS, the CITY does not have sufficient staff or expertise to meet the required commitment and therefore deems it advisable and desirable to engage the assistance of a CONSULTANT to provide the necessary services for the project; and

WHEREAS, the CONSULTANT has represented to the CITY that the CONSULTANT is in compliance with the professional registration statutes of the State of Washington, if applicable, and has signified a willingness to furnish consulting services to the CITY, now, therefore,

IN CONSIDERATION OF the terms and conditions set forth below, or attached and incorporated and made a part hereof, the parties agree as follows:

1. Retention of Consultant - Scope of Work. The CITY hereby retains the CONSULTANT to provide professional services as defined in this agreement and as necessary to accomplish the scope of work attached hereto as Exhibit A and incorporated herein by this reference as if set forth in full. The CONSULTANT shall furnish all services, labor and related equipment necessary to conduct and complete the work, except as specifically noted otherwise in this agreement.

2. Completion of Work. The CONSULTANT shall not begin any work under the terms of this agreement until authorized in writing by the CITY. The CONSULTANT shall complete all work required by this agreement according to the schedule attached as Exhibit B and incorporated herein by this reference as if set forth in full. A failure to complete the work according to the attached schedule, except where such failure is due to circumstances beyond the control of the CONSULTANT, shall be deemed a breach of this agreement. The established completion time shall not be extended because of any delays attributable to the CONSULTANT, but may be extended by the CITY, in the event of a delay attributable to the CITY, or because of unavoidable delays caused by circumstances beyond the control of the CONSULTANT. All such extensions shall be in writing and shall be executed by both parties.

3. Payment. The CONSULTANT shall be paid by the CITY for satisfactorily completed work and services satisfactorily rendered under this agreement as provided in Exhibit C, attached hereto and incorporated herein by this reference as if set forth in full. Such payment shall be full compensation for work performed or services rendered and for all labor, materials, supplies, equipment, and incidentals necessary to complete the work specified in the Scope of Work attached. The CONSULTANT shall be entitled to invoice

**page 3 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

the CITY no more frequently than once per month during the course of the completion of work and services by the CONSULTANT. Invoices shall detail the work performed or services rendered, the time involved (if compensation is based on an hourly rate) and the amount to be paid. The CITY shall pay all such invoices within 30 days of submittal, unless the CITY gives notice that the invoice is in dispute. In no event shall the total of all invoices paid exceed the maximum amount payable set forth above, if any, and the CONSULTANT agrees to perform all services contemplated by this agreement for no more than said maximum amount.

4. Changes in Work. The CONSULTANT shall make such changes and revisions in the complete work provided by this agreement as may be necessary to correct errors made by the CONSULTANT and appearing therein when required to do so by the CITY. The CONSULTANT shall make such corrective changes and revisions without additional compensation from the CITY. Should the CITY find it desirable for its own purposes to have previously satisfactorily completed work or parts thereof changed or revised, the CONSULTANT shall make such revisions as directed by the CITY. This work shall be considered as Extra Work and will be paid for as provided in Section 5.

5. Extra Work.

A. The CITY may, at any time, by written order, make changes within the general scope of the agreement in the services to be performed. If any such change causes an increase or decrease in the estimated cost of, or the time required for, performance of any part of the work or services under this agreement, whether or not changed by the order, or otherwise affects any other terms or conditions of the agreement, the CITY shall make an equitable adjustment in the (1) maximum amount payable; (2) delivery or completion schedule or both; and (3) other affected terms, and shall modify the agreement accordingly.

B. The CONSULTANT must submit any "proposal for adjustment" under this clause within 30 days from the date of receipt of the written order to make changes. However, if the CITY decides that the facts justify it, the CITY may receive and act upon a proposal submitted before final payment of the agreement.

C. Failure to agree to any adjustment shall be a dispute under the Disputes clause of this agreement, as provided in Section 13. Notwithstanding any such dispute, the CONSULTANT shall proceed with the agreement as changed.

D. Notwithstanding any other provision in this section, the maximum amount payable for this agreement shall not be increased or considered to be increased except by specific written amendment of this agreement.

**page 4 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

6. Ownership of Work Product. Any and all documents, drawings, reports, and other work product produced by the CONSULTANT under this agreement shall become the property of the CITY upon payment of the CONSULTANT'S fees and charges therefore. The CITY shall have the complete right to use and re-use such work product in any manner deemed appropriate by the CITY, provided, that use on any project other than that for which the work product is prepared shall be at the CITY'S risk unless such use is agreed to by the CONSULTANT.

7. Independent Contractor. The CONSULTANT is an independent contractor for the performance of services under this agreement. The CITY shall not be liable for, nor obligated to pay to the CONSULTANT, or any employee of the CONSULTANT, sick leave, vacation pay, overtime or any other benefit applicable to employees of the CITY, nor to pay or deduct any social security, income tax, or other tax from the payments made to the CONSULTANT which may arise as an incident of the CONSULTANT performing services for the CITY. The CITY shall not be obligated to pay industrial insurance for the services rendered by the CONSULTANT.

8. Indemnity. The CONSULTANT agrees to hold harmless, indemnify and defend the CITY, its officers, agents, and employees, from and against any and all claims, losses, or liability, for injuries, sickness or death of persons, including employees of the CONSULTANT, or damage to property, arising out of any willful misconduct or negligent act, error, or omission of the CONSULTANT, its officers, agents, subconsultants or employees, in connection with the services required by this agreement, provided, however, that:

A. The CONSULTANT's obligations to indemnify, defend and hold harmless shall not extend to injuries, sickness, death or damage caused by or resulting from the sole willful misconduct or sole negligence of the CITY, its officers, agents or employees; and

B. The CONSULTANT's obligations to indemnify, defend and hold harmless for injuries, sickness, death or damage caused by or resulting from the concurrent negligence or willful misconduct of the CONSULTANT and the CITY, or of the CONSULTANT and a third party other than an officer, agent, subconsultant or employee of the CONSULTANT, shall apply only to the extent of the negligence or willful misconduct of the CONSULTANT.

9. Insurance. The CONSULTANT shall provide the following minimum insurance coverages:

A. Worker's compensation and employer's liability insurance as required by the State of Washington;

**page 5 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

B. General public liability and property damage insurance in an amount not less than a combined single limit of two million dollars (\$2,000,000) for bodily injury, including death, and property damage per occurrence.

C. Professional liability insurance, if commercially available in CONSULTANT's field of expertise, in the amount of two million dollars (\$2,000,000) or more against claims arising out of work provided for in this agreement.

The amounts listed above are the minimum deemed necessary by the CITY to protect the CITY'S interests in this matter. The CITY has made no recommendation to the CONSULTANT as to the insurance necessary to protect the CONSULTANT'S interests and any decision by the CONSULTANT to carry or not carry insurance amounts in excess of the above is solely that of the CONSULTANT.

All insurance shall be obtained from an insurance company authorized to do business in the State of Washington. Excepting the professional liability insurance, the CITY will be named on all insurance as an additional insured. The CONSULTANT shall submit a certificate of insurance to the CITY evidencing the coverages specified above, together with an additional insured endorsement naming the CITY, within fifteen (15) days of the execution of this agreement. The additional insured endorsement shall provide that to the extent of the CONSULTANT's negligence, the CONSULTANT's insurance shall be primary and non-contributing as to the City, and any other insurance maintained by the CITY shall be excess and not contributing insurance with respect to the CONSULTANT's insurance. The certificates of insurance shall cover the work specified in or performed under this agreement. No cancellation, reduction or modification of the foregoing policies shall be effective without thirty (30) days prior written notice to the CITY.

10. Records. The CONSULTANT shall keep all records related to this agreement for a period of three years following completion of the work for which the CONSULTANT is retained. The CONSULTANT shall permit any authorized representative of the CITY, and any person authorized by the CITY for audit purposes, to inspect such records at all reasonable times during regular business hours of the CONSULTANT. Upon request, the CONSULTANT will provide the CITY with reproducible copies of any such records. The copies will be provided without cost if required to substantiate any billing of the CONSULTANT, but the CONSULTANT may charge the CITY for copies requested for any other purpose.

11. Notices. All notices required to be given by either party to the other under this Agreement shall be in writing and shall be given in person or by mail to the addresses set forth in the box for the same appearing at the outset of this Agreement. Notice by mail shall be deemed given as of the date the same is deposited in the United States mail, postage prepaid, addressed as provided in this paragraph.

**page 6 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

12. Project Administrator. The Project Administrator shall be responsible for coordinating the work of the CONSULTANT, for providing any necessary information for and direction of the CONSULTANT's work in order to ensure that it meets the requirements of this Agreement, and for reviewing, monitoring and approving the quality and quantity of such work. The CONSULTANT shall report to and take any necessary direction from the Project Administrator.

13. Disputes. Any dispute concerning questions of fact in connection with the work not disposed of by agreement between the CONSULTANT and the CITY shall be referred for resolution to a mutually acceptable mediator. The parties shall each be responsible for one-half of the mediator's fees and costs.

14. Termination. The CITY reserves the right to terminate this agreement at any time upon ten (10) days written notice to the CONSULTANT. Any such notice shall be given to the address specified above. In the event that this agreement is terminated by the City other than for fault on the part of the CONSULTANT, a final payment shall be made to the CONSULTANT for all services performed. No payment shall be made for any work completed after ten (10) days following receipt by the CONSULTANT of the notice to terminate. In the event that services of the CONSULTANT are terminated by the CITY for fault on part of the CONSULTANT, the amount to be paid shall be determined by the CITY with consideration given to the actual cost incurred by the CONSULTANT in performing the work to the date of termination, the amount of work originally required which would satisfactorily complete it to date of termination, whether that work is in a form or type which is usable to the CITY at the time of termination, the cost of the CITY of employing another firm to complete the work required, and the time which may be required to do so.

15. Non-Discrimination. The CONSULTANT agrees not to discriminate against any customer, employee or applicant for employment, subcontractor, supplier or materialman, because of race, creed, color, national origin, sex, religion, honorable discharged veteran or military status, familial status, sexual orientation, age, or the presence of any sensory, mental, or physical disability or the use of a trained dog or service animal by a person with a disability, except for a bona fide occupational qualification. The CONSULTANT understands that if it violates this provision, this Agreement may be terminated by the CITY and that the CONSULTANT may be barred from performing any services for the CITY now or in the future.

16. Compliance and Governing Law. The CONSULTANT shall at all times comply with all applicable federal, state, and local laws, rules, ordinances, and regulations. This Agreement shall be governed by and construed in accordance with the laws of the State of Washington.

**page 7 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

17. Subcontracting or Assignment. The CONSULTANT may not assign or subcontract any portion of the services to be provided under this agreement without the express written consent of the CITY. Any sub-consultants approved by the CITY at the outset of this agreement are named on separate Exhibit attached hereto and incorporated herein by this reference as if set forth in full.

18. Non-Waiver. Payment for any part of the work or services by the CITY shall not constitute a waiver by the CITY of any remedies of any type it may have against the CONSULTANT for any breach of the agreement by the CONSULTANT, or for failure of the CONSULTANT to perform work required of it under the agreement by the CITY. Waiver of any right or entitlement under this agreement by the CITY shall not constitute waiver of any other right or entitlement.

19. Litigation. In the event that either party deems it necessary to institute legal action or proceedings to enforce any right or obligation under this agreement, the parties agree that such actions shall be initiated in the Superior Court of the State of Washington, in and for King County. The parties agree that all questions shall be resolved by application of Washington law and that parties to such actions shall have the right of appeal from such decisions of the Superior Court in accordance with the law of the State of Washington. The CONSULTANT hereby consents to the personal jurisdiction of the Superior Court of the State of Washington, in and for King County. The prevailing party in any such litigation shall be entitled to recover its costs, including reasonable attorney's fees, in addition to any other award.

20. Taxes. The CONSULTANT will be solely responsible for the payment of any and all applicable taxes related to the services provided under this agreement and if such taxes are required to be passed through to the CITY by law, the same shall be duly itemized on any billings submitted to the CITY by the CONSULTANT.

21. City Business License. The CONSULTANT has obtained, or agrees to obtain, a business license from the CITY prior to commencing to perform any services under this agreement. The CONSULTANT will maintain the business license in good standing throughout the term of this Agreement.

22. Entire Agreement. This agreement represents the entire integrated agreement between the CITY and the CONSULTANT, superseding all prior negotiations, representations or agreements, written or oral. This agreement may be modified, amended, or added to, only by written instrument properly signed by both parties hereto. These standard terms and conditions set forth above supersede any conflicting terms and conditions on any attached and incorporate exhibit. Where conflicting language exists, the CITY'S terms and conditions shall govern.

**page 8 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

**IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the
day and year first above written.**

CONSULTANT:

CITY OF REDMOND:

By: _____
Title: _____

Angela Birney, Mayor
DATED: _____

ATTEST/AUTHENTICATED:

City Clerk, City of Redmond

APPROVED AS TO FORM:

Office of the City Attorney

RFP 10854-24
Wellness Coordinator & Peer Support Program Administrator
Attachment B - Option for Renewal

The City intends to enter into an initial one-year agreement. The City reserves the right to renew this contract for one (1) additional one-year term, for a potential maximum total term of two (2) years, upon serving notice to the Consultant within thirty (30) calendar days prior to expiration. If renewal provision is exercised, all terms and conditions of original contract shall remain in full force and effect. A renewal will be accomplished through a separate contract with reference to the original contract. Acceptance of a renewal offer will be by mutual agreement of both parties. The Mayor or designee is authorized to exercise this renewal option.

Should the City exercise a renewal option, the City and Consultant may discuss any necessary changes to services and will confirm prices/rates prior to each renewal. Consultant shall notify the City in writing at least thirty (30) days prior to a proposed price adjustment. Acceptance of such a request will be at the sole discretion of the City. Any approved price adjustment shall remain unchanged for the duration of the renewal period.





STATE OF WASHINGTON
BUSINESS LICENSING SERVICE

Thank you for filing online

Our processing time generally takes up to 10 business days. Some endorsements may take more time for state or city approval. You will receive your business license with approved endorsements in the mail. An updated business license will be mailed to you when additional endorsements are approved.

Confirmation Number: 0-044-579-135 **Filing Date and Time:** 01/07/2025 10:46:47 AM

Payment Method: Bank Account

Business Entity Information

Entity Type: Limited Liability Company
Name of Entity: LEPS-PSS PLLC
Account ID: 604379931-001-0001
Firm Name: PUBLIC SAFETY PSYCHOLOGICAL SERVICES

Endorsement(s) Applied For	Begin	End	Count	Fee
Redmond General Business - Non-Resident	01/07/2025	01/31/2026	1	\$0.00
				<hr/> \$0.00
Fee Type	Begin	End	Count	Fee
BLS Processing Fee	01/07/2025		1	\$0.00
Redmond Empl Fee	01/07/2025		1	\$153.00
				<hr/> \$153.00
Grand Total:				\$153.00

CERISE M. VABLAIS, MBA, PhD, ABPP

cvablais@psspc.net 425.775.4477

SUMMARY OF QUALIFICATIONS

- Board Certified Specialist in Police and Public Safety Psychology
- Primary agency contact for team of psychologists providing assessment and wellness services to over 200 agencies across the United States
- FBI/CISM Level 1, 2 and 3 Trained Crisis/Hostage Negotiator
- Licensed in Maryland, Virginia, Washington, D.C., Alaska, Washington, Oregon, California Idaho, North Dakota, PsyPact APIT Mobility Credential
- Extensive experience testifying as a forensic expert for competency and criminal responsibility evaluations
- Current General Chair and Executive Board Member – International Association of Chiefs of Police – Police Psychological Services Section
- 20+ years experience managing corporate teams (4 team members – 180 team members) and budgets (\$10,000 to > \$4,000,000)

EDUCATION

Fielding Graduate University, Santa Barbara, CA

Ph.D. in Clinical Psychology

Dissertation: *“Toward a new model of psychopathy in women: A qualitative analysis of the PCL-R and the construct of psychopathy in female offenders.”*

MBA, Executive Program, University of Washington, Seattle, WA

BA in English, University of Nebraska at Kearney

WORK EXPERIENCE (Complete resume available)

Public Safety Psychological Services, PLLC, Owner/Managing Partner (2015-present)

- Responsible for day to day operations of both companies, including managing staffing, developing and maintaining client relationships
- Supervise the work of employee and contract psychologists
- Complete pre-employment and fitness for duty psychological evaluations for public safety candidates
- Provide consultation and training on law enforcement, public safety and mental health topics to agencies and other mental health providers
- Provide critical incidents and wellness services to first responder agencies
- Develop and maintain training materials for contract psychologists to assess for inter-rater reliability
- Responsible for day to day operations of both companies, including managing staffing, developing and maintaining client relationships

Central Clinic Behavioral Health, Cincinnati, Ohio, Forensic Evaluator (2022-2023)

- Complete competency and criminal responsibility evaluations for defendants on a contract basis

CERISE M. VABLAIS, MBA, PhD, ABPP

cvablais@psspc.net 425.775.4477

Critical Response Associations, Consultant (2021-present)

- Provide risk and threat assessment to corporations on an as needed basis
- Complete fitness for duty/IMEs as requested

North Sound Metro SWAT CNT Team, King/Snohomish County (2017-present)

- Respond to call-outs with team members for various crisis situations
- Provide quarterly training to team members on various mental health related subjects.
- Participate with team in annual competition at Western States Hostage Negotiator's Association Conference
- Completed Levels I, II and III Crisis Negotiations Training

Fairfax Hospital, Director of Clinical Training, Assessment, Referral & Social Services (2011-2015)

- Managed team of 180 staff for 200-bed free-standing psychiatric hospital
- Managed social services team who provided full range of therapy, case management and discharge planning services for patients in an acute crisis stabilization environment
- Managed Involuntary Treatment Commitment team and Partial Hospitalization program
- Member of executive leadership team providing input into hospital's strategic plan
- Primary executive team liaison with Kirkland Police Department to collaborate on joint patient issues

Anne Arundel County Detention Facilities/Corizon Medical (2007-2011)

- Managed the delivery of mental health services and programs for two-facility, 1200-bed detention center in accordance with Departmental policies and procedures
- Developed and offered training on suicide prevention and other mental health related topics to staff.
- Training director for internship and externship programs offered
- Offered risk assessment and risk management plans. Led interdisciplinary team coordinating and offering services to inmates housed in mental health unit.

RESEARCH AND PUBLICATIONS

- Vablais, C. M., Roberts, R. & Roberts, M. (2021). Practical guidance for remote psychological test administration and interviewing, *The Specialist, Volume 48*.
- Vablais, C. M. (2007). Toward a new model of psychopathy in women: A qualitative analysis of the PCL-R and the construct of psychopathy in female offenders. Dissertation research using grounded theory qualitative analysis. Fielding Graduate University.
- Vablais, C. (1998). The Web's Oldest Profession: Psychology of Sex on the Internet. In Cerise Vablais & Tony Leininger (Eds.) *How the Web Was Won: Conquering the Digital Frontier* (pp 39-47). Redmond, WA: Microsoft Press.
- Vablais, C. (1996). Treasure Quest. [Computer Software-CD-ROM Game]. Scottsdale, AZ: Sirius Publications.

CERISE M. VABLAIS, MBA, PhD, ABPP

cvablais@psspc.net 425.775.4477

WORKSHOPS & PRESENTATIONS DELIVERED (Complete list available)

- Speaker, IACP Mid-Year Division Meeting; Safety and Wellness: Fitness for Duty Evaluations (March 2024)
- JRA Conference Speaker (October 2023)
- Panelist, Public Safety Testing Business Meeting/Washington Civil Service Conference, “Bias and Racism in the Hiring Process”: What we Know, What We Don’t and What We Need” (October 2020)
- Keynote Speaker, Selecting and Maintaining a Resilient Work Force: Alaska Fire Chiefs’ Association Conference (February 2020)
- The P.O.S.T. Dimensions and Cultural Competence in Policing: Diverse Chiefs’ Experience from the Field: International Association of Chiefs of Police Conference (October 2019)
- Reefer Madness: Legalization of Marijuana and Its Impact on Public Safety Hiring Practices: Idaho Chiefs of Police Association (October 2019); National Sheriff’s Association Conference (June 2018); International Association of Chiefs of Police Conference, Philadelphia, Pennsylvania (October 2017).
- You did WHAT: Generational Shifts in Attitudes Towards Sex and Drugs and Implications for Public Safety Hiring Processes /Johnson & Roberts Pre-Conference at IACP. San Diego, California (October 2016). Public Safety Testing Business Meeting/35th Annual State Civil Service Conference (September 2016).
- Admissions of viewing child pornography in law enforcement applicants. Johnson, Roberts & Associates pre-conference/IACP. Chicago, Illinois. (October 2015).

Vitae

Michael A. Slack, Psy.D

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License/Certification

Psychologist License(s) – Washington State PY60629403 (Expires 04/13/2022)
State of Alaska 134346 (Expires 06/30/2021)
State of Idaho PSY203271 (Expires 04/13/2022)
State of Virginia 0810007402 (Expires 06/30/2022)

Education

2005 – 2013 Washington School of Professional Psychology
Doctorate in Clinical Psychology (Psy.D) (G.P.A. 3.99/4.0)
Master's degree conferred en route - October, 2008.

2001 – 2005 Northern Michigan University
Bachelor's degree in Graduate Prep Psychology (G.P.A. 3.45/4.0)

Graduate Courses

Clinical

Clinical Skills I: Humanistic Therapy
Clinical Skills II: Cognitive Behavioral Therapy
Clinical Skills III: Family Therapy
Clinical Skills IV: Narrative Therapy
Clinical Interviewing
Cognitive and Affective Bases of Behavior
Consultation and Supervision
Dissertation seminar
Interventions I
Introduction to Psychophysiology
Introduction to Psychopharmacology
Introduction to Neuropsychology
Motivational Interviewing
Neuropsychological Assessment
Professionalization Seminar I
Professionalization Seminar II
Practicum Supervision I
Practicum Supervision II
Psychopathology II: Adult Psychopathology
Psychopathology I: Childhood & Adolescence

Theoretical

Adult Development and Aging
Child Development
Diverse Populations
Ethics
Social Psychology

Assessment

Cognitive Assessment
Integrative Assessment
Objective Assessment
Psychometrics & Test Theory

Research

Qualitative Research Methods
Quantitative Research Methods

Doctoral Dissertation

A Qualitative Study of Pro Bono Service Practices of Psychologists in Washington State
April - 2013

Ten independently practicing psychologists from across Washington State were recruited to discuss how they defined and delivered pro bono service, as well as the past experiences that shaped their current understanding of pro bono service. Semi-structured telephone interviews were conducted with each participant. A qualitative methodology utilizing thematic analysis was applied to each transcribed interview. Six separate themes were identified. Definitions of pro bono services generally fell within two categories: services delivered at a lesser rate than full fee, and non-recompensed services. Within these two categories, variability among delivery methods was notable. Participants endorsed a variety of activities as pro bono service, and the financial well-being of the participants' practices was notable as it pertained to the importance of fees in therapy.

Post-Doctoral Residency

January 2014 – July 2015 Integrative Psychological & Social Services - Marysville, WA

Completed a 2,000-hour postdoctoral experience through a non-profit mental health agency located in Marysville, Washington. The postdoc position served a low-income population and was structured using an outpatient private practice model. Postdoc responsibilities included maintaining a caseload of ongoing individual therapy clients, and supervising doctoral level interns and practicum students. Cognitive and neuropsychological evaluations were conducted as needed. Didactic training occurred on a monthly basis. Three hours of weekly clinical supervision was received from two licensed clinical psychologists in the State of Washington.

Doctoral Internship

August 2010 – July 2011 St. Anthony's Point Oil City, PA

This 2,000 hour, APPIC approved internship was located in rural Pennsylvania, in the town of Oil City. St. Anthony's Point served the immediate community and surrounding townships. A major emphasis of internship training was in the development of skills in providing treatment to children and families through a wrap-around community service delivery model. Treatment for the family and child was generally offered from one to five hours per week in the home, community, and/or classroom. This intern was responsible for all aspects of wrap-around cases, which included supervisory duties of therapeutic support staff. Significant training was also received in the treatment of a variety of mental health diagnoses for clients generally seen on an outpatient basis. Hospital privileges were granted to this intern to allow for consultation with physicians and psychiatrists, as well as the psychological assessment of clients admitted to the hospital's emergency room. This intern also received specialized training in providing psychological evaluations for gastric bypass surgery and spinal stimulation surgery.

Practicum I

September 2007 – July 2008 Western State Psychiatric Hospital Steilacoom, WA

Practicum (I) at Western State Psychiatric Hospital included experiences in several specialized domains. Training was focused on gaining experience in the treatment of sex offending populations, as well as in conducting forensic competency to stand trial evaluations. These evaluations often included the administration of a variety of cognitive measures. I also held regularly scheduled therapy appointments with clients in forensic and clinical settings.

Practicum II

September 2008 – July 2009 The OASIS Program at NAVOS Mental Health Seattle, WA

Practicum (II) at the OASIS program at NAVOS Mental Health offered me the opportunity to work with the geriatric population. I participated in individual and group therapy on a weekly basis with a steady caseload of approximately 15 clients between the ages of 60 to 95. Supervised neuropsychological evaluations were provided for the assessment of cognitive functioning and dementia screening. Additionally, I maintained case management clients in the community, which allowed firsthand exposure to many of the difficulties that geriatric populations experience on a daily basis.

Professional Experience

2017 – **Public Safety Psychologist Evaluator**
Current Public Safety Psychological Services Lynnwood, WA

Contracted evaluator responsible for conducting pre-employment suitability evaluations for law enforcement, firefighters, and other public safety employees throughout Washington State. These evaluations are consistent with Peace Officer Standards and Training (POST). The primary responsibilities associated with this position include interviewing, psychological testing, report writing, and the communication of evaluation results to department stakeholders.

2016 – **Contracted Psychologist Evaluator**
Current AMCE Physicians Group Washington State

Per diem contracted evaluator responsible for conducting social security disability evaluations at multiple locations throughout the State of Washington. This position serves primarily low-income or homeless populations experiencing various mental health concerns to include severe and persistent mental illness. Responsibilities include interviewing, evaluating, and report writing.

2015 - Current	Staff Psychologist – Northwest Region Washington State Department of Corrections Monroe, WA
	<p>The position of staff psychologist is unique to the Washington State Department of Corrections. Responsibilities for this position include conducting pre-employment psychological evaluations for new corrections officers, responding to the mental health needs of over 1,500 correctional staff, and consultation with department executives regarding organizational change and agency wide policy. Additionally, this position is responsible for the clinical management and operational oversight of a regional Critical Incident Stress Management (CISM) team.</p>
2012 – 2014	Aftercare Therapist & Historian Amen Clinic – Bellevue Bellevue, WA
	<p>This position required me to provide outpatient therapy to teens and young adults, as well as conduct intake assessments. Assessment data was integrated into a report format, which was then presented to treating physicians. Additional responsibilities associated with this position included timely documentation of clinical notes and reports, coordination of care between physicians, and consultation regarding client mental health treatment.</p>
2006 – 2012	Behavioral Intervention Specialist & Psychometrician Northwest Neuropsychology Bellevue, WA
	<p>Northwest Neuropsychology allowed me to participate as a treatment team member providing neuropsychological assessments for adolescents and young adults experiencing a range of brain injuries and/or neuropsychological deficits. Duties associated with this position included the administration and scoring of neuropsychological evaluations, case management, treatment planning, academic coaching, and consulting on the development of Individualized Education Plans. Furthermore, I was instrumental in the development of a mentoring program for clients requiring intensive intervention and coaching.</p>
2009- 2010	Clinical Externship Samaritan Center Seattle, WA
	<p>This opportunity offered me the ability to provide supervised individual therapy with a variety of clients in an outpatient, low fee mental health clinic. This experience was constructed using a practicum model. Two hours of weekly supervision was received by one doctoral level psychologist and one master's level clinician. Group didactic trainings were participated in on a monthly basis.</p>

- 2006 – **Founder & President** Seattle, WA
2010 Psychological Connections
- Developed a non-profit organization dedicated to assisting individuals in finding low cost, and pro bono mental health services throughout the United States. Duties included the oversight of organizational development and implementation of operational programs and goals. This organization has been featured in Washington Psychologist and Grad Psych magazines.
- 2006 – **Clinical Case Manager**
2010 Downtown Emergency Service Center Seattle, WA
- The function of this position was to serve the homeless population in a respite program through intensive case management and assistance in finding appropriate long-term housing. My duties included the assessment and intake of clients entering the program, as well as providing both emergency and non-emergency counseling.
- 2009 – **Psychometrician & Report Writer**
2009 Private Practice – Dr. Allison Schechter Bellevue, WA
- Contracted position with a local clinical and forensic psychologist to administer and score psychological assessments for social security and forensic evaluations. Additionally, I integrated data from assessments and questionnaires into report format for my supervisor. The client population served was diverse, and primarily presented with low socioeconomic status.
- 2006 – **Psychometrician**
2007 Elliot Bay Behavioral Health Seattle, WA
- Conducted cognitive and neuropsychological assessments. This work served clients from a variety of socioeconomic, racial and ethnic backgrounds. Assessments were supervised by Dr. Alan Breen.
- 2006 – **Crisis Respite Counselor**
2007 Downtown Emergency Service Center Seattle, WA
- Provided emergency and non-emergency interventions and counseling with the homeless population. Clientele are low income and racially and ethnically diverse, between the ages of 18 and 65.

2006 – **Community Resource Guide Developer**
 2006 Seattle Neighborhood Group White Center, WA

Contract position with duties including interviewing community members regarding concerns about drug and alcohol abuse in White Center, Washington. I developed a community resource guide comprised of prevention resources as well as local chemical dependency treatment facilities for those seeking treatment in White Center, Washington.

Volunteer Experience

2010 – **Rescue Technician – Team Leader**
 Current King County Search and Rescue King County, WA

Volunteer participation as a Team Leader for King County Search and Rescue. This all volunteer team is the oldest search and rescue organization in the United States. Extensive training was provided in team leadership and management, land navigation, first aid, and rescue techniques. Recognized for “Top Responder” during the years of 2010-11 and 2013-14. Member of technical rescue team and instructor for evacuation.

2009 – **Washington State Psychological Association**
 2010 Social Issues & Human Right’s Committee – Member WA

I was invited to participate in the development of a Probono Initiative through a subcommittee of the Washington State Psychological Association. The Washington State Psychological Association will be supporting a program for all of King County to assist individuals of low income to find psychologists offering pro bono services.

2002 – **First Responder/Rescue Technician**
 2005 Marquette County Sheriff’s Search & Rescue Marquette, MI

I assisted in the rescue and extraction of individuals who required assistance throughout the Upper Peninsula of Michigan. This was an all volunteer rescue team comprised of 35 well trained individuals through the Marquette County Sheriff’s Department.

2003 – **Research Assistant**
 2005 Northern Michigan University Marquette, MI

Our team conducted long term research under the supervision of doctoral level professors/psychologists about gender stereotypes. During this experience I was exposed to the direct RT computer software program, as well as issues pertinent to psychological research.

2004 – **Undergraduate Internship**
 2004 Northwest Community Healthcare Arlington Heights, IL

Internship opportunity within a 12 Step chemical dependency treatment facility for minors. Duties included assisting in recreational and group therapy, supervising clients throughout their daily activities, as well as participating in family interventions.

Testing Experience

Number Administered

BASC	49
Beck Depression Inventory	88
Boston Naming Test	3
Categories Test	43
California Psychological Inventory	1555
California Verbal Learning Test	5
Children's Memory Scale	68
Cognitive Assessment System	35
Dementia Rating Scale	2
Geriatric Depression Scale	3
Grey Oral Reading Test	36
Hare Psychopathy Checklist	1
Inwald Personality Inventory	270
Millon Clinical Multi-Axial Interview – III	3
Minnesota Multiphasic Personality Inventory	22
Nelson Denny Reading Test	38
Personality Assessment Inventory	1505
PSYQ	1549
Rey Complex Figure Test	5
SCID	13
SMALSI	38
Structured Interview of Reported Symptoms	2
Test of Everyday Attention – Children	62
Test of Everyday Attention – Adult	53
Test of Memory Malinger	9
Trails A & B	103
Trauma Symptom Inventory	7
Weschler Adult Intelligence Scale – III	50
Weschler Adult Intelligence Scale – IV	117
Weschler Individual Achievement Test	51
Weschler Intelligence Scale Children – IV	72
Weschler Memory Scale – III	39
Weschler Memory Scale – IV	67
Wisconsin Card Sort Test	38
Woodcock Johnson Test of Cognitive Abilities	42

Research Experience

Personality Variables and Academic Achievement in a Mixed Clinical Sample.

November 2008 – April 2009

This research was designed to identify whether any of the clinical scales of the PAI predicted achievement on the WRAT. The researchers utilized archival data from 227 participants referred for outpatient neuropsychological evaluation. Correlational and multiple regression analyses were performed to identify significant relationships.

Responsibilities: Research design, analyzing data through SPSS, identifying conclusions, poster design and construction

Supervised by: Douglas Whiteside, Ph.D, ABPP

Couples Experiences of Marital Infidelity and Reconciliation.

January 2008 – March 2008

This study was a qualitative research design for a doctoral dissertation. The researcher interviewed ten couples who experienced marital infidelity to examine their perceptions of the event, as well as how it affected their marriage, and how they believe their relationship(s) endured.

Responsibilities: Coding data for themes and similarities amongst the research participants.

Doctoral candidate: Dr. Jennifer Love Crowell.

Dissertation supervisor: Dr. Dana Waters, American School of Professional Psychology, Argosy University.

Memory Distortion of Gender-stereotype-inconsistent Pictures: The Role of Stereotype Typicality.

August 2003 - June 2005

Through the use of Direct RT computer software, this research group tested subjects' memory for pictures of people performing actions considered to be gender-stereotype-consistent, gender-stereotype-inconsistent, and gender-neutral. It was our hypothesis that very unusual stereotype-inconsistent pictures would be remembered correctly.

Responsibilities: Research lab design, testing subjects, data collection, lab construction

Supervised by: Dr. Maya Sen, Department of Psychology, Northern Michigan University, msen@nmu.edu

Presentations and Publications:

Slack, M. (2018). Generational Differences. Oral presentation to the Washington State Department of Corrections – Community Corrections leadership meeting, May 2018, Olympia, Washington

Slack, M. (2017). Stress Management. Oral presentation to the Washington State Department of Corrections - Human Resources Department, July 2017, Gig Harbor, Washington.

Slack, M. (2013). A Qualitative Study of Pro Bono Service Practices of Psychologists in Washington State. Dissertation defense at the Washington School of Professional Psychology, April 2013, Seattle, Washington.

Slack, M., Goodnature, D., Whiteside, D.M., Hellings, J., & Goldov, N. (2009). Personality variables and academic achievement in a mixed clinical sample. Presentation submitted to the *American Academy of Clinical Neuropsychology conference*, June 2009. San Diego, California.

Sen, M.G., Wieser, J., & Slack, M (2004). Memory Distortion of Gender-Stereotype-Inconsistent Pictures: The Role of Stereotype Typicality. Presented at the *American Psychological Society 16th Annual Convention*, May 2004, Chicago, Illinois.

Teaching Experience:

PP 8704: Neuropsychological Assessment. Teacher's Assistant. August 2009 – April 2010.

Responsibilities: Assisting with test administration instruction, scoring test protocols, scoring reports, presenting clinical cases, and facilitating study sessions.

Supervised by: Dr. Douglas Whiteside, Psychology Department, American School of Professional Psychology at Argosy University of Seattle, dwhiteside@argosy.edu

PY 235: The Psychology of Gender. Teacher's Assistant. August-December 2004.

Responsibilities: Assisted in mock debates, grading examinations and assignments, organizing student records, maintaining office hours, and individually tutoring students when deemed necessary.

Supervised by: Dr. Maya Sen, Department of Psychology, Northern Michigan University, msen@nmu.edu

Honors & Awards

Excellence in Service – Washington State Department of Corrections

Recognition for service delivered to the Department on behalf of staff; recognized by the Secretary of the Department and Governor of the State of Washington (2020).

Top Responder – King County Search and Rescue

Recognition as a Team Leader responding to the most missions during 2011-12 and 2013-14.

Merit Scholarship Award – Washington School of Professional Psychology

This scholarship is presented to those students who demonstrate exceptional academic performance and present a minimum GPA of 3.5 or higher.

Northern Michigan University Dean's List

Recognition is given on a per-semester basis for achieving a GPA of 3.2 and above. This was attained for a period of three years while attending Northern Michigan University.

Honorary Appreciation for Selfless Acts - Marquette County Sheriff's Office

December 2002; February 2003; December 2004. These awards are presented "to those whose unselfish acts are recognized by the county and citizens of Marquette County."

Clinical Interests

Adults; Forensic Psychology; Corrections; Public Safety Psychology; Public Safety Evaluation; Geriatrics; Probono Service; Organizational Psychology; Staffing; Rural Community Mental Health; Grief & Loss; Eating Problems; Depression; Grief & Loss; Anxiety Related Disorders; Death & Dying; Life Transitions; Homelessness; Social Justice.

Professional Affiliations

National Register of Health Service Psychologists
Psi Chi National Honor Society for Psychology
International Association of Chiefs of Police

Diana Johnson, Psy.D.

Licensed Clinical Psychologist

PY60388638

18865 NE Meadow Run Dr. Poulsbo, WA 98370

Phone 206-462-0998 C – E-mail Diana.Horowitz1@gmail.com

Website www.DianaHorowitzPsyD.Com

Curriculum Vitae

Education

- 08/2020 – 10/2022 **Fairleigh Dickinson University, New Jersey**
Post-Doctoral Master's in Clinical Psychopharmacology conferred 10/2022
- 9/2005 – 7/2011 **American School of Professional Psychology**
San Francisco Bay Area, CA
Argosy University
Psy.D. in Clinical Psychology conferred 7/2011
Master's in Clinical Psychology conferred 5/2007
- 9/1999 – 12/2003 **Sierra Nevada College, Incline Village, NV**
Bachelor of Arts Degree in Psychology conferred 12/2003
Magna cum Laude

Clinical Experience

- 07/2022 to Present **Public Safety Psychological Services**
Lynnwood, WA
Contract Psychologist
Complete Post-Conditional Offer Psychological Evaluations for Law Enforcement and Fire Service. Complete Suitability Assessment Reports. Complete individual Critical Incident Debrief appointments with first responders. Offer annual in-service training to staff members of Public Safety Departments regarding individual wellness. Offer annual and semi-annual Officer Wellness Appointments to staff members of Public Safety Departments.
- 07/2022 – Present **Washington State Department of Corrections**
Puget Sound Region
Psychologist 4 – Staff Psychology Program

Provide individual therapeutic services, crisis support, consultation, and coaching for staff members, supervisors, and leadership.

02/2015 – 07/2022

Washington State Department of Corrections

Mission Creek Corrections Center for Women

Belfair, WA

Psychologist 4 – Health Services Division

Supervise 4 master's level therapists across 4 separate facilities. Carry a patient caseload assessing and treating incarcerated women in a minimum-security camp setting. Conduct intake assessments, ongoing group and individual therapy, and case management with a focus on reentry into the community. Work together with mental health, medical and psychiatric staff on and off site to coordinate best treatment practices. Develop relationships throughout the facilities to include unit staff, classification, worksite supervisors and correctional program managers to help support patients' success as well as safety and security of prison and staff.

10/2013 – Present

Private Practice

Seattle, WA

www.DianaHorowitzPsyD.com

Provide individual and couples therapy in my small Seattle private practice. I work with people of diverse backgrounds and an array of presenting concerns including anxiety, depression, life transitions, and LGBT identity/relationships. My work is strength-based in nature and informed by relational, psychodynamic, attachment and sociocultural theories.

3/2013 – 10/2013

Sharper Future

Colton, CA

Staff Psychologist

Evaluate and assess newly paroled, convicted sex offenders for mandated treatment. Conduct intake interviews including various required risk assessment instruments before completing a detailed forensic report that is submitted to the California Department of Corrections. Develop, plan and facilitate multiple ongoing High-Risk Sex Offender treatment groups. Facilitate a Federal Substance Abuse and Relapse Prevention group for clients newly released from federal prison. Maintain 10-20 weekly individual clients. Consult with law enforcement and psychiatric and medical professionals to best meet the needs of the client. Supervise postdoctoral residents conducting individual and group treatment. Participate and co-facilitate weekly didactic and group supervision with practicum and postdoctoral level staff.

- 8/2011 – 5/2012 **Humboldt State University**
Arcata, CA
Postdoctoral Resident
Maintained a caseload of 15 to 20 clients and couples, using a brief therapy model. Co-facilitated two on-going therapy groups, one for socially anxious students, and a Social Skills group for students with an Autism spectrum diagnosis. Provided up to 10 hours per week of crisis and drop-in appointments during on-call hours. Provided outreach programs to the campus community. Consulted with faculty, staff, students and parents as needed.
- 8/2010 – 5/2011 **Mount Saint Mary's College**
Los Angeles, CA
Psychological Intern, Half-time Capic Internship
Conducted short-term brief therapy with a caseload of 10 to 12 clients, and maintained one long-term client. Held crisis appointments and consultations. Conducted intake interviews, assessing for severity of pathology and possible fit for the counseling centers brief therapy model. Created and presented outreach programs and workshops for the campus community. Clients were diverse in ethnicity, cultural background, sexual orientation, and economic status, as well as clinical presentation. Made report with client to DCFS for childhood sexual abuse. Utilized suicide contracts and consulted with law enforcement and outside assessment teams on a client's danger to self and others.
- 8/2008 – 5/2009 **Mills College**
Oakland, CA
Psychological Intern, Half-time Capic Internship
Completed over 900 total training hours, maintaining a caseload of 10 brief therapy clients and 1 long-term client. Held weekly crisis drop-in hours open to all students. Presented formal case presentations to clinical staff and outside experts in the field. Clients came from very culturally, as well as financially diverse backgrounds and represented a wide range of presenting problems including mild to severe eating disorders, PTSD and childhood sexual abuse, mood disorders, struggles with attachment and individuation, depression, coming out, and questioning gender identity.
- 8/2007 – 7/2008 **Pacific Center for Human Growth**
Berkeley, CA
Psychological Trainee, LGBT Community Clinic
Completed 20 hours per week of trainings, supervision, meeting with individual clients and co-facilitating a Grief Therapy Group. Conducted brief phone screens to assess for severity of pathology

and/or addiction and conduct diagnostic and assessment evaluations through intake interviews. Clients were of the lesbian, gay, bisexual and transgender community. Presenting issues included gender identity disorder, mood disorders, substance abuse, anger, coming out, and sexual problems.

8/2006 – 8/2007

Marin Treatment Center

San Rafael, CA

Psychological Trainee, Methadone Clinic

Maintained a case load of 10 clients whose afflictions surpass that of drug abuse and dependence. Clients included homeless, disabled, elderly and adolescents with diagnosis ranging from mild Depression to PTSD and Paranoid Schizophrenia with sensory hallucinations. Responsibilities consisted of weekly counseling sessions to stabilize and support clients psychologically and in their recovery, as well as managing case files and communicating with other medical and psychiatric personnel in order to maintain an effective treatment plan.

1/2004 – 6/2005

Colorado Timberline Academy

Durango, CO

Counselor, Mediator, Dorm Parent, Activities Coordinator

Worked and lived at private-secondary boarding school, providing counseling and supervision for youth aged 14-19. The youth ranged from fully functioning to severely learning disabled, and youth with mild to moderate psychological diagnosis including Autism, Asperger's syndrome, ADD/ADHD, Bipolar, Depression, Eating Disorders, Narcolepsy, OCD, Oppositional Defiant Disorder, and Schizophrenia among others. Assigned five female students for 24-hour care in on-campus housing. Counseled all youth on campus in personal and educational issues. As activities coordinator I planned and implemented age and ability appropriate recreational activities for 45 youth.

2/2004 – 7/2004

Alternative Horizons Center for Domestic Violence

Durango, CO

Domestic violence advocate and 24-hour hotline volunteer

Received 30 hours of training on a variety of different techniques, services and resources. Worked on hotline providing victims of DV with resources as well as a person to talk to in time of crisis. Worked as an advocate bringing victims of DV to court to request restraining orders, and meeting victims in the emergency room in order to help with and instruct them of their resources and transporting them to safe houses.

3/2004 – 7/2004

Rape and Crisis Intervention Hotline

Durango, CO

Hotline volunteer for rape and crisis calls including suicide

Received 35 hours of training on suicide assessment and crisis techniques as well as basic counseling methods for hotline use.

Provided victims with resources as well as a supportive person to talk to when in need.

Related Professional Experience

2/2006 – 9/2006

Personnel Decisions International

San Francisco, CA

Associate Consultant

Personnel assessment and evaluations, conducted structured behavioral interviews, integrating scores from the California Personality Inventory (CPI) in order to generate and report recommendations for an individual's promotion within a company or corporation.

Research Experience

1/2010 - 7/2011

Body Shame: A Comprehensive Survey of the Literature and Development of an Integrative Framework for Understanding and Treating Body Shame (Doctoral Dissertation)

9/2003 – 12/2003

Meta-Analysis of Treatment Programs for Post Traumatic Stress Disorder (Undergraduate Senior Project)

Completed a literature review which went in depth researching different treatment techniques and programs for PTSD from five different psychological schools/approaches.

9/2002 – 12/2002

Sexism Toward Women in the Car Buying Industry

Completed a phenomenological field study in the new car industry on whether or not female consumers are met with sexism from sales people in the industry.

4/2003

Presented at the Western Psychology Association for Undergraduate Research

Santa Clara, CA

“Sexism Toward Women in the Car Buying Industry

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