

Fauquier County. a Political Subdivision of the Commonwealth of Virginia
Contract # 1-24sbc, Psychological Testing and Evaluation
(Rider, Prince William County Contract 900292-23)

This Agreement is made and entered into this 4th day of August 2023, by Fauquier County, a political subdivision of the Commonwealth of Virginia, hereinafter referred to as “Owner” and **Thinkblot Behavioral Sciences, PLLC** having its principal place of business at: **1856 Old Reston Ave. Suite 203 Reston, Va. 20190** hereinafter referred to as “Contractor”.

WITNESSETH that the Contractor and the Owner, in consideration of the mutual covenants, promises and agreements herein contained, agree as follows:

SCOPE OF SERVICES: The Contractor shall provide Psychological Testing and Evaluation Services in accordance with the specifications stated to the Owner as set forth in the Contract Documents. Owner primary point of contact for this Contract is the Human Resources Risk Manager.

INSURANCE: By signing this contract, the Contractor agrees they will have the insurance coverage specified on the attached Insurance Checklist at the time the work commences. Additionally, the Contractor certifies that it will maintain all required insurance coverage during the entire term of the contract and that all insurance coverage will be provided by insurance companies authorized to sell insurance in Virginia by the Virginia State Corporation Commission. The Contractor shall furnish the certificate of insurance for the coverage required within five business days of full contract execution, and shall continue to provide compliant insurance certificates throughout the term of the contract.

COMPENSATION: The Owner will pay and the Contractor will accept in full consideration for the performance during the contract term the fees as set forth within the referenced PWC contract and noted herein: \$ 495 per case, for Entry and Special Duty Screening, and \$ 1,950 per case, for Fitness for Duty Evaluation, with payment terms of Net 30 days.

CONTRACT TERM: February 1, 2023 through January 31, 2024 with the option to renew for four (4) additional one (1) year periods by mutual agreement of all parties.

The contract shall consist of and in the event of conflict or ambiguity, shall be interpreted in the following order of priority::

- (1) This signed form inclusive of the Fauquier County Insurance Checklist;
- (2) Fauquier County's General Terms & Conditions & No Crimes Against Children Certification;
- (3) Prince William County Contract 900292-23 dated February 6, 2023, based on Prince William County RFP 700125-23,2 dated November 7, 2022 and the Contractor’s Response dated December 9, 2022.

IN WITNESS WHEREOF, the parties have caused this Contract to be duly executed intending to be bound thereby.

Thinkblot Behavioral Sciences, PLLC

County of Fauquier, a political subdivisions of the Commonwealth of Virginia

By: _____

By: _____
Jeff Campbell

Title:_____

Title: Procurement Manager _____

Date:_____

Date:_____

1.0 COST AND PRICING DATA (II.5.B)

Thinkblot is committed to quality service. Our team is dedicated to making a difference in assuring that Prince William County obtains the very best consultation that the science of psychology can provide. To ensure the delivery of superior service, we propose active, frequent communication as an essential element of the work itself and as a bonus add to the Prince William County Psychological Testing and Evaluation Services contract. We do not charge a fee for this communication as it is part of Thinkblot's business practice of providing quality assurance and customer satisfaction.

Fee for Services. Our hourly fee is rarely charged for pre-employment screening services. Please note that our hourly fee for service is included in the unit cost, which in the final analysis makes the service price out for even less per candidate than the per evaluation fee suggests. For example, we routinely discuss cases with the departments we serve, write supplemental reports to account for updated information, and conduct ongoing validation research, all without additional charge. Our standards for care require that these components be a routine part of what is offered so we do not consider such necessities to be an additional expense. Additionally, we do not charge for the time our psychologists spend meeting with your staff for orientation, to provide feedback regarding cases, or orientation to our evaluation approach.

1.1 Compensation Schedule for Services Provided

We will invoice for services on the 1st business day of the calendar month following the month when services were delivered. Payment terms are net thirty days from date of receipt of invoice.

1.2 Conditions that Might Impact Proposed Pricing

Our service prices are firm fixed fees for the first year of the Prince William County Psychological Testing and Evaluation Services contract, but potential adjustments in subsequent contract years may occur. Changes in fees are based on the federal Consumer Price Index for All Urban Consumers and other market values. If the County elects to exercise the option to renew the Contract for an additional one-year period, the Contract price(s) for the subsequent renewal period shall not exceed the Contract price(s) of the previous renewal period increased/decreased by no more than the percentage increase/decrease of the applicable category of the CPI-U section of the Consumer Price Index of the United States Bureau of Labor Statistics for the latest 12 months for which statistics are available." For any cost adjustments, Thinkblot will formally submit a request for change to Prince William County for each one-year contract renewal period. We understand that price increases are not guaranteed and are only granted at the discretion of the assigned Purchasing Agent.

1.3 Detailed Basis for Proposed Pricing of Services

Thinkblot provides a price breakdown for our services for the Prince William County Psychological Testing and Evaluation Services contract. The following sections detail the breakdown for pre-employment and special duty screening, as well as Fitness for Duty evaluations. The service fee for special duty screenings is the same as that for pre-employment



assessment. Overhead for expendable supplies, office space, insurance, and any other applicable expenses are prorated as inclusions in the breakouts that follow.

The proposed pricing represents a modest increase in the cost Prince William County is paying on the current contract for these services. This change reflects increased costs associated with both labor (clinical psychologists and administrative staff) as well as psychological testing materials and ensures that Thinkblot is able to continue to provide the same level of service in the face of a competitive labor market and ongoing inflation. Given that Thinkblot has not requested a price increase since 2019 in spite of these growing market pressures, we hope that the proposed increase in price is perceived as both justifiable and reasonable.

Entry/Pre-Employment & Special Duty Psychological Screening

Price Breakdown for Entry/Pre-Employment & Special Duty Psychological Screening	
Testing & Interview Scheduling	\$35
<i>Includes Labor Cost for Administrative Staff Support</i>	
In-person Psychological Test Administration (Personality and Intelligence)	\$51
<i>Shipley Institute of Living Scale - 2</i>	\$5
<i>16 Personality Factor Test (16PF)</i>	\$12
<i>Minnesota Multiphasic Personality Test - 2 (MMPI-2)</i>	\$11
<i>Sentence Completion</i>	\$1
<i>Paper Consent and Verification Forms</i>	\$2
<i>Labor Cost for Administrative Staff Support</i>	\$20
Test Scoring	\$67
<i>Test Report Generation</i>	\$46
<i>Labor Cost for Administrative Staff Support</i>	\$21
Review of Test Results	\$50
<i>Includes Labor Cost for Clinical Psychologists</i>	
In-person Psychological Interview	\$125
<i>Includes Labor Cost for Clinical Psychologists (structured human reliability interview, exploration, discussion of reason for referral, detailed review, interpretation, discussion of psychometric test results (average thirty minutes to an hour), brief developmental, educational and employment histories, reliability elements)</i>	
Report writing	\$20
<i>Includes Labor Cost for Clinical Psychologists (review of psychometric results and final recommendation)</i>	
Quality Control and Report Submission	\$47
<i>Labor Cost for Clinical Psychologists</i>	\$23
<i>Labor Cost for Administrative Staff Support</i>	\$24
Administrative, Oversight, and Overhead	\$100
<i>Includes Miscellaneous Administrative and Overhead Costs for Entire Set of Services (contract administration, service oversight, insurance, expendable supplies, mail/fax expenses, leasing costs, and transcription)</i>	
TOTAL (complete cost per examinee)	\$495



Note: There are no additional fees for telephone or email discussions of findings and with departmental representatives or meeting again with the applicant, if requested. Meetings to orient departmental staff, or to periodically update cases, are also conducted as part of the included service. Likewise, reports revised because of manipulation or deceit by a candidate are a part of our service and do not incur additional cost.

Though not directly stated as a required service in the Prince William County Psychological Testing and Evaluation Services solicitation, Thinkblot at present provides Fitness for Duty evaluation services on the current Prince William County contract. Thinkblot has the capability to provide this additional set of testing from day one of the contract and, as an optional add-on, includes the pricing for these services below.

Fitness for Duty Psychological Screening

Price Breakdown for Entry/Pre-Employment & Special Duty Psychological Screening	
Testing & Interview Scheduling	\$35
<i>Includes Labor Cost for Administrative Staff Support</i>	
In-person Psychological Test Administration (Personality and Intelligence)	\$131
<i>Shipley Institute of Living Scale- 2</i>	\$5
<i>16 Personality Factor Test (16PF)</i>	\$12
<i>Minnesota Multiphasic Personality Test - 2 (MMPI-2)</i>	\$11
<i>MCMI-III</i>	\$10
<i>Sentence Completion</i>	\$1
<i>Paper Consent and Verification Forms</i>	\$2
<i>Labor Cost for Administrative Staff Support</i>	\$90
Test Scoring	\$134
<i>Test Report Generation</i>	\$86
<i>Labor Cost for Administrative Staff Support</i>	\$48
Review of Test Results	\$365
<i>Includes Labor Cost for Clinical Psychologists</i>	
In-person Psychological Interview	\$800
<i>Includes Labor Cost for Clinical Psychologists (structured human reliability interview, which involves exploration and discussion of reason for referral, detailed review, interpretation, mental status examination and review of psychometric test results (typically takes in excess of two hours))</i>	
Report writing	\$185
<i>Includes Labor Cost for Clinical Psychologists (developmental, educational and employment histories, reliability elements, review of psychometric results, discussion of Americans with Disabilities Act issues and recommendation (six pages minimum))</i>	
Quality Control and Report Submission	\$200
<i>Labor Cost for Clinical Psychologists (Case review and one-page cover letter (executive summary) summarizing findings and recommendations)</i>	\$160
<i>Labor Cost for Administrative Staff Support</i>	\$40



Administrative, Oversight, and Overhead	\$100
<i>Includes Miscellaneous Administrative and Overhead Costs for Entire Set of Services (contract administration, service oversight, insurance, expendable supplies, mail/fax expenses, leasing costs, transcription, and any communication with the department to include collateral interviews)</i>	
TOTAL (complete cost per examinee)	\$1950

Additional psychiatric consultation is available on a requested, as needed basis at an additional hourly rate of \$250/hour. For any file review that requires additional or extensive review, the hourly rate of \$250/hour will also be applied. Thinkblot employs the use of qualified and expert consultants based on the needs of the Prince William County personnel. In combination, our psychological Fitness for Duty examination and consultants' psychiatric services constitutes the same comprehensive process enjoyed by dozens of federal law enforcement agencies, to include the U.S. Secret Service, Department of Homeland Security, Department of Defense, Federal Air Marshal Service, and Federal Bureau of Investigation.

Training & Professional Development

As a potential additional service, prices for training & professional development are to be determined based on the scope of services requested. If Prince William County requires this service on the contract, we will work closely with the County to provide accurate pricing details.

Wellness Checks

As a potential additional service, prices for wellness checks are to be determined based on the scope of services requested. If Prince William County requires this service on the contract, we will work closely with the County to provide accurate pricing details.

