

RESOLUTION NO. .

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION AUTHORIZING AN AMENDMENT TO THE CONTRACT WITH CREATIVE SECURITY, INCREASING THE TOTAL CONTRACT AMOUNT FROM \$198,000 TO \$368,000

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, the Sheriff's Office has faced a significant staffing crisis, with over 100 vacancies in the past year; and

WHEREAS, given the volume of hiring, the Sheriff's Office utilizes both in-house and contracted background investigators; and

WHEREAS, Creative Security, a leading organization in pre-employment screening and law enforcement background checks, was originally awarded a \$75,000 contract on July 1, 2023, following a Request for Proposals (RFP) process; and

WHEREAS, in July 2024, due to the unprecedented number of background investigations required, the contract was amended to increase the amount to \$198,000 to meet the increased demand; and

WHEREAS, among the more than 20 background investigation firms the Sheriff's Office contracts with, Creative Security has the most resources and the largest team of investigators; and

WHEREAS, since July 1, 2023, the Sheriff's Office has conducted 888 background investigations as of February 2025; and

WHEREAS, of these, Creative Security completed 143 background investigations at a cost of \$1,800 per completed file; and

WHEREAS, due to the unprecedented hiring needs and rapid pace of background investigations, Creative Security exhausted their contract funds sooner than anticipated; and

WHEREAS, approval of this amendment will allow the Sheriff's Office to pay outstanding invoices, cover exceeded expenditures and ensure continued background investigation services through June 30, 2026; and

WHEREAS, the requested contract amendment totals \$170,000, bringing the revised contract amount to \$368,000 to ensure uninterrupted service and compliance with hiring mandates; and

WHEREAS, both parties now wish to amend the agreement and increase the amount by \$170,000 for a new contract amount not to exceed \$368,000 allowing for continuity of services;

WHEREAS, this Board has been presented with a form of such amendment and has examined and approved it as to both form and content and desires to enter into the amendment.

NOW THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the President of the Board of Supervisors be, and is hereby authorized and directed to

execute said amendment for and on behalf of the County of San Mateo, and the Clerk of the Board shall attest the President's signature thereto.

BE IT FURTHER RESOLVED that the Sheriff or Sheriff's designee is authorized to execute contract amendments and minor modifications to this agreement not to exceed an aggregate of \$25,000, and/or modify the contract term and/or services so long as the modified term or services is/are within the current or revised fiscal provisions.

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