AMENDMENT #2 TO AGREEMENT BY AND BETWEEN COUNTY OF MONTEREY & ASCENT ENVIRONMENTAL

THIS AMENDMENT is made to the PROFESSIONAL SERVICES AGREEMENT for the provision of TECHNICAL CONSULTING FOR THE CLIMATE ACTION PLAN by and between **ASCENT ENVIRONMENTAL** hereinafter "CONTRACTOR", and the County of Monterey, a political subdivision of the State of California, hereinafter referred to as "County".

NOW THEREFORE, the County and CONTRACTOR hereby agree to amend the AGREEMENT in the following manner:

- 1. Section 2., "PAYMENTS BY THE COUNTY" shall be amended by removing, "The total amount payable by County to CONTRACTOR under this AGREEMENT shall not exceed the sum of \$275,755." and replacing it with "The total amount payable by County to CONTRACTOR under this AGREEMENT shall not exceed the sum of \$544,105."
- 2. EXHIBIT A Scope of Services shall be amended by adding several additional items as per EXHIBIT A1 Revised per Amendment #3 attached hereto.
- 3. Paragraph 3, "TERM OF AGREEMENT", shall be amended by removing "The term of this Agreement is from 5/18/2021 to 5/30/2023, unless sooner terminated pursuant to the terms of this Agreement", and replacing it with "The term of this Agreement is from 5/18/2021 to 7/31/2025, unless sooner terminated pursuant to the terms of this Agreement".
- 4. Except as provided herein, all remaining terms, conditions and provisions of the AGREEMENT are unchanged and unaffected by this AMENDMENT and shall continue in full force and effect as set forth in the AGREEMENT.
- 5. A copy of this AMENDMENT shall be attached to the original AGREEMENT dated May 20, 2021.

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IN WITNESS WHEREOF, the parties have executed this AMENDMENT on the day and year written below.

MONTEREY COUNTY	CONTRACTOR
	By:
Contracts/Purchasing Officer	Signature of Chair, President, or Vice-President
Dated:	
4	Printed Name and Title
Approved as to Fiscal Provisions:	Dated:
Deputy Auditor/Controller	, n
Dated:	By: (Signature of Secretary, Asst. Secretary, CFO, Treasurer or Asst. Treasurer)*
Approved as to Liability Provisions:	
	Printed Name and Title
Risk Management	Dated:
Dated:	
Approved as to Form:	
Deputy County Counsel	
Dated:	

*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

EXHIBIT-A1

To Agreement by and between CAO hereinafter referred to as "County" AND

Ascent Environmental hereinafter referred to as "CONTRACTOR"

Scope of Services / Payment Provisions

A. SCOPE OF SERVICES

A.1 CONTRACTOR shall provide services and staff, and otherwise do all things necessary for or incidental to the performance of work, as set forth below:

Activity 1: Emissions Forecasting

Task 1.5: Prepare Business-as-Usual Forecast

The Ascent team will revise the legislative-adjusted business-as-usual (BAU) forecasts of emissions by sector for 2030 and 2045 to tie in with Senate Bill 32 and Assembly Bill 1279, respectively, for the 2030 MCAP and CCAAP. The legislative-adjusted BAU forecasts will consider additional regulatory changes at the federal, State, and local levels that were not contemplated at the time the forecast was prepared. These include the Advanced Clean Cars II regulation, the Advanced Clean Fleets regulation, the 2025 Title 24 program, and the Central Coast Regional Water Quality Control Board's Ag Order 4.0. The Ascent team will calculate the impact that these regulations will have on 2030 and 2045 emissions levels for both the unincorporated area and County operations and produce forecasts that will provide an accurate picture of future emissions growth. We will present these findings as the revised draft GHG Emissions Forecasts and Reduction Targets Technical Memorandum.

Deliverables

Revised draft and final GHG Emissions Forecasts and Reduction Targets Technical Memorandum (electronic)

County Responsibilities

▶ One consolidated, nonconflicting set of comments on revised draft GHG Emissions Forecasts and Reduction Targets Technical Memorandum in strikethrough/underline (electronic)

Activity 2: Technical Analyses of Mitigation Efforts and Monitoring of Efforts for both the 2030 MCAP and CCAAP

Task 2.1: Identify and Evaluate GHG Reduction Measures

Based on feedback received on draft GHG reduction and climate adaptation measures from County departments, Ascent will revise the gap analysis memo, inclusive of GHG reduction quantification. After confirmation of the GHG reduction measures to include in the CCAAP and 2030 MCAP, Ascent will prepare a list of key performance indicators to support effective implementation of both plans after adoption. Ascent will submit a revised Gap Analysis Technical Memorandum and Excel workbook detailing the quantification data, assumptions, and results.

Contents of the revised Gap Analysis Technical Memorandum, including the GHG reduction and climate adaptation measures, will be workshopped with stakeholders, the AEE Committee, and members of the public, described further under Task 4.9. Based on input provided through community and stakeholder feedback, Ascent will submit a final Gap Analysis Technical Memorandum to the County.

Deliverables

Quantification details of GHG reduction measures in Microsoft Excel workbook (electronic)

Revised draft and final Gap Analysis Technical Memorandum (electronic)

County Responsibilities

 One consolidated, nonconflicting set of comments on the revised Gap Analysis Technical Memorandum (electronic)

Task 2.3: Develop Prioritization Matrix

The Ascent team will develop the full list of the GHG reduction and climate adaptation measures to include the prioritization criteria previously identified: GHG reduction potential, climate resilience benefits, feasibility, and co-benefits. These metrics will be used to prioritize implementation of actions included in the 2030 MCAP and CCAAP through a scoring exercise.

This analysis will be presented in two user-friendly matrices (unincorporated area and County operations) for the County to provide to departments that would be responsible for implementing or overseeing actions for their input and buy-in before incorporating the finalized suite of actions into the 2030 MCAP and CCAAP.

Deliverables

▶ Draft and final prioritization matrices for 2030 MCAP and CCAAP in Microsoft Excel (electronic)

County Responsibilities

One consolidated, nonconflicting set of comments on draft prioritization matrices in Microsoft Excel (electronic)

Activity 3: CEQA Compliance

Task 3.2: Develop CEQA Thresholds

The Ascent team will work with the County to develop and adopt CEQA thresholds of significance for GHGs that are intended to help discretionary projects within the County's jurisdiction comply with State CEQA Guidelines regarding the evaluation of impacts from GHG emissions. The Board of Supervisors would adopt the thresholds at the same time as the CCAAP and 2030 MCAP.

Ascent proposes a tiered threshold structure to maximize applicability. The first tier would consist of a mass emissions threshold based on future development trends in the unincorporated county and an appropriate emissions capture rate. A bright line threshold is appropriate as a first tier as it is easy to understand and apply consistently across multiple project types. It also allows the County to screen out smaller projects that are unlikely to result in a cumulatively considerable contribution to climate change.

Ascent will obtain the historic development permit information from the County to assess the distribution of project sizes and types processed by the County in the last 10 years. This information, in conjunction with CCAAP growth forecasts will be used to create a reasonable estimate of how projected growth may occur in unincorporated Monterey County by 2030 and beyond in terms of size, scale, and frequency.

It is understood that the County will provide information on final discretionary approvals for residential and non-residential projects for the last 5-10 years. Ascent will also request data regarding the level of CEQA analysis for each project (if any) and quantified GHG emissions in the CEQA analysis, if available. If needed, Ascent will supplement project-level emissions data collected from previous CEQA documents with emissions data for sample development projects (e.g., residential, commercial, retail, industrial) using CalEEMod. Model runs will be performed for up to four sample development projects. Ascent will coordinate with County staff to identify appropriate project types and characteristics for sample projects prior to modeling. The goal of this task is to ensure evaluation of each permit approval in the county and develop substantial evidence for excluding CEQA-exempt and ministerial actions from eventual threshold application. Specifically, Ascent will use the permit and growth forecast information to project GHG emissions resulting from new development in the unincorporated county through 2030. Ascent anticipates that 10 years of data will be adequate for this analysis. The analysis under this task will exclude industrial stationary sources.

The next step in the analysis will be to establish the appropriate capture rate of the interim thresholds. The goal of this exercise is to develop interim thresholds to capture proposed projects that are large enough to contribute to cumulative

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statewide GHG emissions and the County's 2030 GHG emissions reduction goal, while excluding small projects that are unlikely to contribute emissions or whose incremental contribution is not cumulatively considerable. Most existing bright line thresholds across the state have been developed using a 90 percent emissions capture rate to align with the 2020 GHG reduction targets. It should be noted that the capture rates have not been directly correlated with state goals quantitatively, but rather have been focused on capturing a "substantial fraction" of future emissions to allow meaningful capture and mitigation of GHG emissions from new development. The bright line threshold represents an opportunity for the County's CCAAP update in that regard, setting up the potential to not only analyze emissions from new projects based on capture rate but also to assess how collective mitigation from captured projects would meet the County's reported reductions from new development in the CCAAP. Ascent will prepare a preliminary analysis to this effect, using existing emissions reduction measures in the CCAAP. In other words, the bright line threshold analysis will be done to align with anticipated CCAAP measures to minimize the perceived arbitrariness of the chosen capture rate. This analysis is set up in an iterative manner so that Ascent would be able to easily demonstrate changes in the bright line threshold based on varied capture rates once the analysis is fully set up.

Based on the identified mass emissions threshold, we will develop land use-based screening criteria for Monterey County that are easy to understand and can be applied consistently across multiple project types. These criteria would allow the County to screen out smaller projects that are unlikely to result in a cumulatively considerable contribution to climate change. For example, the screening criteria will specify that X number of single-family homes or Y square feet of a restaurant use would be below the screening level and would not need to provide quantified GHG emissions or a detailed analysis. This would help streamline project applications and County review. The criteria will be developed based on CCAAP GHG reduction goals, State goals, and anticipated growth in the county.

Ascent recommends that the County explore multiple approaches to developing thresholds for determining whether the contribution of a project's GHG emissions to climate change would be cumulatively considerable. To this end, we propose a set of second-tier thresholds of significance for County consideration. The benefit of a tiered approach is that projects that exceed the bright line threshold, but which may otherwise be consistent with the County's vision in the CCAAP would not be penalized based on size and would have an alternative mechanism to show compliance with the County's GHG reduction goals. The bright line threshold as a first tier would offer the benefit of minimizing analysis requirements for smaller projects. A few options for a second-tier threshold are presented in this section. The County may choose to include more than one of these options based on threshold testing across the range of projects in the county. Ascent will work with the County to identify which approaches should be assessed in the greatest depth and fully developed and substantiated.

Efficiency-Based Metric. The concept presented in this task would be based on the County's locally specific goals in the CCAAP. The threshold under this option could be developed on a per capita basis to capture residential projects, a per employee basis for nonresidential projects, a service population basis for mixed-use projects, or a combination of these metrics as determined appropriate. To summarize, the Ascent team can develop a tiered system of GHG analysis for County consideration. Projects that exceed the screening criteria discussed above may use a threshold option from the next tier. This would include an efficiency metric (per capita or per service population). The quantitative thresholds would be used for screening smaller projects or providing potential pathways for projects that do not neatly fit within the growth projections of the CCAAP. This would also reduce the amount of discretion necessary in choosing a threshold and developing and reviewing a quantitative GHG analysis for both County staff and project applicants. The GHG reduction measures included in the CCAAP will inform potential mitigation measures that can be used for projects that exceed the quantitative GHG thresholds.

To prepare the thresholds for adoption, Ascent will prepare an accompanying notice of exemption (NOE). The scope for this task assumes the thresholds may qualify for a Class 8 Categorical Exemption (CEQA Guidelines Section 15308, Actions by Regulatory Agencies for Protection of the Environment). If the County determines that an NOE is the appropriate CEQA document for this project, Ascent will draft the NOE, which will include evidence supporting the exemption.

Deliverables

- ▶ Draft and final Technical Memorandum on proposed thresholds and screening criteria (electronic)
- Draft and final NOE (electronic)

County Responsibility

- ▶ One consolidated, nonconflicting set of comments on draft Technical Memorandum in strikethrough/underline (electronic)
- ▶ One consolidated, nonconflicting set of comments on draft NOE in strikethrough/underline (electronic)

Activity 4: Plan Drafting and Branding

Task 4.1: Administrative Draft 2030 MCAP and CCAAP

The Ascent team will prepare comprehensive administrative drafts of the 2030 MCAP and CCAAP for review by County staff. This effort will include assembly and integration of the work and products of prior tasks into the 2030 MCAP and CCAAP. The organization and format of the administrative draft of the CCAAP is anticipated to include the following chapters and will provide details such as specific sources and subheadings:

- Executive Summary
- ▶ Chapter 1. Introduction to CCAAP, including an overview of climate change issues and the purpose/goals of the CCAAP and a **summary of the CCAAP process**. This section will include a discussion of the requirements of the CCAAP development and community engagement processes.
- ▶ Chapter 2. Background information section, describing the science underlying climate change and the impacts anticipated for the County. This section will also describe existing federal and State regulations related to GHG emissions and climate change, regional coordination including transportation planning, and other regional planning efforts related to the CCAAP.
- ▶ Chapter 3. **GHG inventory, forecasts, and targets** section, reporting the updated GHG emissions inventory and projected emissions by sector. This chapter will include the BAU forecast and legislatively adjusted forecast, accounting for federal and State measures that result in lower GHG emissions in the unincorporated County. The inventory, forecasts, and targets will be graphically depicted to allow visualization of the local context.
- ► Chapter 4. **GHG reduction measures**, which will be presented by emissions sector and will include the level of GHG reduction anticipated, co-benefits, equity impacts, and other metrics identified in the prioritization matrix for each action.
- ► Chapter 5. **Adaptation chapter**, which identifies the climate change vulnerabilities in Monterey County, as well as an approach to address the county's adaptive capacity.
- Chapter 6. Implementation and monitoring, using an adaptive management approach, which identifies and prioritizes how actions will be implemented, including the level of implementation (mandatory or voluntary), responsible staff or agency for implementation, near-term and long-term steps, key performance indicators, and monitoring metrics.
- ► Chapter 7. **Funding and financing opportunities**, which identifies funding opportunities afforded through grants, local utility providers, and State agencies to implement the GHG reduction measures.
- ► Chapter 8. Works cited, which will cite all work, protocols, agencies, or persons contacted in the development of the CCAAP.
- Appendices. A detailed methodology and assumptions sector to document and provide transparency in how the inventory, forecasts, and reduction were calculated.

The outline shown here is one example of how information could be presented, (subheadings and chapters are subject to change to meet the needs of County staff). The 2030 MCAP can follow the same structure, removing nonapplicable sections (e.g., adaptation chapter). The Ascent team will work with the County to understand expectations to tailor this outline and confirm tone and format, GHG measure framework, balance between information presented in chapters and appendices, and overall design of the document. The Ascent team has a strong graphics and design team who can develop a project logo, templates, and color schemes that can be used for CCAAP branding in coordination with County staff.

Development of the CCAAP will cover all facets of equity (i.e., procedural, distributional, and structural). As a long range, far-reaching County planning document that transcends multiple topics, the CCAAP will be a valuable resource to begin

advancement towards **structural equity** in Monterey County. Structural equity involves making planning decisions that recognize and address the underlying structural and institutional systems that are at the root of economic, social, and racial inequities. An approach based on structural equity examines whether planning decisions to achieve climate resilience also eliminate poverty, create workforce development opportunities, address racism, increase civic participation and social cohesion, protect housing availability and affordability, increase educational outcomes, and improve public health outcomes.

Upon confirmation of the outline for the 2030 MCAP and CCAAP, we will prepare administrative draft documents and submit them to the County for review and comment. This version will not include the final graphic design; the goal will be to receive County feedback and approval on content.

Deliverables

▶ Administrative draft 2030 MCAP and CCAAP in Microsoft Word (electronic)

County Responsibilities

▶ One consolidated, nonconflicting set of comments on the administrative draft 2030 MCAP and CCAAP in strikethrough/underline (electronic)

Task 4.2: Public Draft 2030 MCAP and CCAAP

Following receipt of County comments on the administrative draft 2030 MCAP and CCAAP, the Ascent team will prepare public draft versions which will incorporate modest graphic design. Both the 2030 MCAP and CCAAP will be tailored to the County's preferred format and place an emphasis on providing information visually using maps, graphics, tables, and matrices. Explanatory text will read clearly and concisely.

Deliverables

- Public draft 2030 MCAP and CCAAP in Microsoft Word (electronic)
- ▶ Public draft graphic summary document in English and Spanish (electronic)

Task 4.3: Review and Incorporate Comments into 2030 MCAP and CCAAP

Following public review, County staff review, and input provided by the Board of Supervisors, Planning Commission, and Alternative Energy and Environment Committee (AEEC), the Ascent team will work with County staff to review comments received and identify any potential changes needed to the public draft 2030 MCAP and CCAAP. We assume County staff will be responsible for tracking and organizing public comments received on the two plans and written responses to public comments. The Ascent team will provide technical support on preparation of responses to comments on the 2030 MCAP and CCAAP, if desired. The County will provide direction to the Ascent team for appropriate revisions to the two plans in response to public comments. We will provide an administrative final CAP to the County for review and comment. Because the scope and scale of comments is currently unknown, this scope of work assumes up to 88 staff hours to review and incorporate comments into the 2030 MCAP and CCAAP. Ascent will alert the County if level of effort is anticipated to exceed this estimate based on comments received. For a non-qualified plan, one approach may be to provide targeted master responses based on themes raised in public comments.

Deliverables

- Administrative final 2030 MCAP and CCAAP (electronic)
- ▶ Technical responses to public comments, as needed, subject to level of effort defined above (electronic)

County Responsibilities

- ▶ Tracking and organizing public comments, written responses to public comments
- One consolidated, nonconflicting set of comments on the administrative final CAP in strikethrough/underline (electronic)

Task 4.4: Prepare Final 2030 MCAP and CCAAP

Based on comments on the administrative final 2030 MCAP and CCAAP and upon final direction of County staff, the Ascent team will prepare the final 2030 MCAP and CCAAP, including full graphic design, for a Planning Commission

hearing, a Board of Supervisors hearing and adoption, and for distribution to the public and posting on the County's website. The final 2030 MCAP and CCAAP documents will be provided in Microsoft Word so the County can easily update the documents.

Deliverables

- ► Final 2030 MCAP and CCAAP in Microsoft Word (electronic)
- Final graphic summary document in English and Spanish (electronic)

County Responsibilities

Post final 2030 MCAP and CCAAP on County's website

Task 4.5: Graphic Summary Document

The Ascent team will prepare a visually cohesive and user-friendly graphic summary document that incorporates the primary GHG reduction measures that will result in the County achieving its 2030 GHG reduction target. The graphic summary document will include co-benefits, key performance indicators, and implementation considerations identified in Tasks 2.1 and 2.3.

Deliverables

▶ Draft and final graphic summary document in English and Spanish (electronic)

County Responsibilities

 One consolidated, nonconflicting set of comments on the graphic summary document in strikethrough/underline (electronic)

Task 4.6: Carbon Storage and Sequestration Integration

Ascent will incorporate technical work products compiled throughout the CCAAP development process into the CCAAP document. This includes a discussion of GWP* methodologies to quantify impacts related to the agricultural sector, as well as the results of the carbon storage and sequestration analysis. Ascent has estimated baseline carbon storage levels and sequestration rates based on the county's land cover types. Ascent will fold this analysis and into the CCAAP.

In addition, Ascent will develop carbon storage and sequestration forecasts to align with the forecast years of the GHG emissions inventory. Ascent will then develop sequestration goals that align with California's 2022 Scoping Plan and will be integrated with the GHG emissions reduction targets so that overall emissions sources and sinks can be compared. The results of the forecasts and goals will be presented in Chapter 3 of the CCAAP. As part of Chapter 4, measures that seek to enhance carbon sequestration potential will be quantified and included to show how the County is able to meet a 2030 target for both emissions reduction and sequestration.

Deliverables

Integrated into CCAAP chapters (electronic)

Task 4.7: Cost Analysis of Near-Term Actions

The Ascent team will prepare an analysis of estimated implementation costs of near-term CCAAP actions. The analysis will inform County staff and decisionmakers regarding estimated County costs associated with staffing, other program operational costs, and general order-of-magnitude capital costs where applicable, for the near-term actions.

- ▶ The analysis will build on the outcomes of technical analyses completed under Activity 2 (Technical Analyses of Mitigation and Monitoring Efforts), including implementation assumptions established under Tasks 2.1 and 2.2, near-term priorities identified through the prioritization matrix developed under Task 2.3, and the staffing analysis developed under Task 2.6.
- The cost analysis will be prepared based on available data, as well as cost estimation parameters and other assumptions that will be discussed and verified with County staff.
 - <u>Data collection</u>: The Ascent team will review all near-term actions and associated data used to quantify or characterize implementation outcomes, and identify any additional data needed to support calculation of estimated costs. The Ascent team will submit a data request to the County.

- Confirm cost estimation parameters: The Ascent team will develop a list of cost estimation parameters (e.g., staffing costs per full-time equivalent [FTE] staff position, unit infrastructure costs, or other parameters based on existing research or cost studies) that should be used to guide cost estimation and submit it to the County for review and confirmation prior to calculating cost estimates.
- ► The cost analysis will also include an assessment of the cost effectiveness for GHG reduction measures, expressed as dollars per metric ton of CO₂e equivalent (\$/MTCO₂e) reduced. Additional cost effectiveness metrics may be considered (subject to discussion with County staff) that address direct benefits or co-benefits of near-term actions based on available data, such as potential jobs or revenue generated.

Subtask 4.7.1: Funding and Financing Strategy for Near-Term Actions

The Ascent team will develop a funding and financing strategy for implementation of near-term actions. The strategy will include potential external funding sources and financing mechanisms that could be available in addition to local County funding to support full implementation of near-term actions. The analysis will include the following:

- ▶ Identify options for structuring local County funding to prioritize and sustain ongoing internal staff capacity to deliver on the CCAAP's overall commitments (particularly staffing to support ongoing implementation, monitoring, reporting, updates, etc.), as well as program-level costs to deliver the implementation of specific near-term programs or projects.
- ldentify potential external funding sources, such as grants, loans, or other types of funding programs from regional, state, or federal agencies, or philanthropic sources. Appropriate external sources will be matched to the near-term actions identified and based on the latest information available, with the understanding that external funding sources are dynamic and would likely need to be reviewed and updated regularly as part of monitoring & implementation and future CCAAP updates.
- ▶ To the extent that some potential funding or financing options could benefit both near- and longer-term implementation (e.g., establishing a <u>Climate Resilience District pursuant to SB 852</u>), the analysis will identify potential near-term costs and benefits for such options, while understanding that the full scope of likely costs and benefits from setting up such a mechanism may not be known prior to CCAAP adoption and would require a more detailed/separate feasibility study.

Deliverables

▶ Draft and final Near-Term Cost Estimates Technical Memorandum, including the results of the funding and financing strategy analysis

County Responsibilities

- ▶ Responses to data collection and cost estimation parameter confirmation requests
- ▶ One consolidated, nonconflicting set of comments on the draft Near-Term Cost Estimates Technical Memorandum in strikethrough/underline (electronic)

Task 4.8: Project Management, Meetings, and Coordination

The Ascent project management team will support County staff in presentations and meetings with County departments, stakeholders, and decisionmakers to support the adoption of the 2030 MCAP and CCAAP. The Ascent project management team will continue to hold biweekly check-in meetings with County staff to discuss deliverables, upcoming tasks or milestones, and project schedule.

Task 4.9: Community and Stakeholder Engagement

The Ascent team will lead the facilitation of one sector working group meeting and one virtual community event. We will work with County staff to develop agendas to ensure that feedback received during these meetings is aligned with the scope of the project, project milestones, and overall project objectives. The Ascent team will support County staff with technology, invitations, reminders, and create materials for the sector working group meetings and the virtual community event.

The Ascent team will prepare and lead up to three (3) presentations for the Alternative Energy and Environment Committee (AEEC), Planning Commission, and the Board of Supervisors and present the final 2030 MCAP and CCAAP for

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adoption by the Board of Supervisors. Up to three members of the Ascent team will attend each advisory body meeting/hearing, as well as provide support to County staff.

Deliverables

- One virtual community event agenda, facilitation plan, materials, and summary
- One sector working group meeting agenda, facilitation plan, and associated materials (electronic)
- Presentation development and meetings support for up to 3 meetings with AEEC, Planning Commission, and the Board of Supervisors (up to three Ascent team members will attend each meeting