

## EXHIBIT-A

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**To Agreement by and between  
County of Monterey, hereinafter referred to as “County”  
and**

**GEO Reentry Services, LLC, hereinafter referred to as “CONTRACTOR”**

### **Scope of Services / Payment Provisions**

#### **A. SCOPE OF SERVICES**

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

Exhibit B – Detailed FY Budget Breakdown (2025-2030)

Exhibit C – RFP#10947 dtd March 13, 2025, and Addendum 1 dtd April 16, 2025

Exhibit D – GEO Reentry Services, LLC Response to RFP #10947 dtd May 1, 2025

A.2 CONTRACTOR will perform, with our own organization, contract work amounting to at least 95% of the original total contract price, and not use any Subcontractors.

A.3 CONTRACTOR will develop an internal questionnaire to identify the needs, barriers, and strengths of program participants – and to align program content with criminogenic risk and needs. Additionally, CONTRACTOR will use Criminal Thinking Scales (CTS) instrument from Texas Christian University. The CTS measures criminal thinking domains such as antisocial cognitions and antisocial attitudes.

A.4 CONTRACTOR will use the County-provided “Programs Unit ADA Assessment and Referral Form” to assist the Jail in identifying disabilities and related needs, collaborate with management personnel at the Jail to appropriately respond to the needs identified by this assessment form.

A.5 CONTRACTOR will use Jail Transitions Form to identify participant reentry needs – including housing, stability, family reunification, substance use treatment, employment, and disability-related accommodations.

A.6 CONTRACTOR will help participants develop a personalized plan of action for successful community reintegration. The plan will include: strategies to address criminogenic needs; required accommodations for disability-related needs; and long-term goals for building support networks, pro-social behaviors, and life skills.

A.7 CONTRACTOR will collaborate with the Sheriff’s Office to assist program participants with referrals and access to community-based services. This includes coordination with AB109-funded services; Justice Partners; County services; and external non-profit organizations and will assist in referring participants with disabilities to resources that directly address ADA-specific needs.

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A.8 CONTRACTOR will continue to utilize evidence-based practices and a cognitive behavioral approach to assist participants in building resilience and coping skills. For participants with disabilities, CONTRACTOR will adapt program services as needed to support accessibility and provide the following:

- One (1) printer with software for braille translation
- Five (5) Chromebooks with zoom, screen reader, and speech-to-text capability
- Up to 120 licenses for The Change Companies curricula in electronic format

CONTRACTOR will work closely with the County to leverage any resources that the Jail may have onsite; in order to reduce duplicative costs and to meet the needs of deaf participants, CONTRACTOR will utilize the Jail's existing sign language interpreter services.

A.9 CONTRACTORs program services should be used to target each participant's identified criminogenic needs and to address the root causes of criminal behavior. This includes programming for anger management, trauma recovery, substance use, parenting, and life skills.

A.10 CONTRACTOR will collaborate with County offices, services, staff; participants and their families; visitors; other contractors; and guests of the County to enhance cooperation and promote inclusivity.

A.11 CONTRACTOR will conduct quarterly audits and program evaluations, as well as measure participant outcomes and fidelity to best practice and CONTRACTOR will share audit and evaluation results with the County.

A.12 CONTRACTOR will coordinate with internal and external entities to provide program participants with case management and continuity of care. CONTRACTOR will maintain comprehensive case files and document disability-related needs and accommodations provided through the program. CONTRACTOR will work with participants to create Transition Plans that address post-program needs.

A.13 CONTRACTOR will refer program participants to the vocational education programs and certified courses that currently operate within the jail and coordinate with the County to identify additional vocational education and training providers to enhance and expand the current offerings at the Jail and deliver job readiness training, resume building, and interview coaching.

A.14 CONTRACTOR will provide slower-paced, ad-hoc programming specifically for participants with mental health conditions and cognitive disabilities who are still capable of engaging in a group environment.

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A.15 CONTRACTOR will develop a Mentorship Program that pairs program participants with approved mentors and seek to develop partnerships with community-based organizations that can provide mentoring services onsite at the jail. This can include finding mentors who are trained to support individuals with disabilities.

A.16 CONTRACTOR's Transition Counselor will assist program participants with family reunification, when requested. This will include: outreach to participant family members to encourage jail visitations; inquiring about any specific reintegration needs; and researching and providing referrals to needed resources in the community.

A.17 CONTRACTOR will meet with Sheriff personnel on a quarterly basis to agree upon the programming content and delivery schedule across the Jail to help participants with a variety of life skills, to include but not limited to:

- Budgeting
- Time management
- Health and wellness
- Conflict resolution
- Stress management

A.18 CONTRACTOR will collaborate with the Sheriff's Office on Resource Fairs and other onsite events that foster positive relationships between participants and the local community. This can include connecting participants with volunteer work; community based projects; and other activities that promote positive engagement and reduced social isolation, however, it will be the responsibility of the providers that operate the community activities to ensure that their opportunities are accessible and inclusive for individuals with disabilities.

A.19 CONTRACTOR will provide its staff with regular, detailed training—to include how to properly deliver applicable ADA accommodations and fulfill our contracted requirements, as appropriate for the scope of our program operations.

A.20 CONTRACTOR will provide the County with annual reports that detail our provision of ADA accommodations and overall program effectiveness and solicit participant feedback for our annual reports. CONTRACTOR will collaborate with the County to discuss how the program can continuously improve, including accommodation of participants with disabilities.

A.21 CONTRACTOR will assist the County in compliance with the Hernandez litigation—as is appropriate within the scope of our contracted program operations. CONTRACTOR's staff will be responsible for conducting program services, as described in Exhibit C (GEO Reentry Services, LLC response to RFP#10947), and for making services as accessible as possible for all participants.

On a regular basis, CONTRACTOR will work with the County to review service delivery and receive assurance that our program services are in compliance with the requirements

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of the Hernandez litigation.

### **B. COUNTY RESPONSIBILITIES**

B.1 COUNTY shall audit CONTRACTOR and the overall contracted programs for ADA compliance and the effectiveness of the accommodations that are provided

B.2 COUNTY shall ensure contracted training providers programs are fully accessible to participants with disabilities, in accordance with ADA requirements.

B.3 COUNTY is responsible for providing CONTRACTOR with onsite program settings that are physically accessible to participants with ADA needs.

B.4 COUNTY shall audit CONTRACTORs programs.

B.5 COUNTY shall refer all PROGRAM offender participants to CONTRACTOR.

B.6 COUNTY shall reserve the sole right to set target population parameters.

B.7 COUNTY shall complete risk assessments on all offender participants referred to the PROGRAM by utilizing the Ohio Risk Assessment (ORAS) or similar assessment tool.

B.8 COUNTY shall refer offender participants assessed as moderate/high/ or high risk and deemed appropriate for the PROGRAM.

B.9 COUNTY shall provide CONTRACTOR the locations(s) to provide services within the JAIL and coordinate with other community and COUNTY services for the external services upon release from custody.

B.10 COUNTY shall provide water, sewer, electric, internet access, etc. when service delivery is provided at the JAIL.

B.11 COUNTY shall provide computers(s), projector(s) and projector screen(s) for PROGRAM delivery.

B.12 COUNTY shall provide CONTRACTOR a login to access the TracNet Case Management System and training for such program.

B.13 COUNTY shall create an area (tab) in TracNet to reflect PROGRAM provided data, stats, evaluations, etc.

B.14 COUNTY shall review all cost associated with service delivery at the JAIL to determine reasonableness.

### **C. COMPENSATION/ PAYMENT**

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GEO Reentry Services, LLC

Amount: \$2,258,958

Term: 07/01/2025 to 06/30/2030

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County shall pay an amount not to exceed \$2,258,958 for the performance of all things necessary for or incidental to the performance of work as set forth in the Scope of Work. CONTRACTOR'S compensation for services rendered shall be based on the following rates or in accordance with the following terms:

	Fiscal Year	Yearly Total
YR 1	7/1/2025-6/30/2026	\$ 427,680.00
YR2	7/1/2026-6/30/2027	\$ 439,941.60
YR3	7/1/2027-6/30/2028	\$ 450,551.44
YR4	7/1/2028-6/30/2029	\$ 464,619.75
YR5	7/1/2029-6/30/2030	\$ 479,165.16
		\$ 2,258,958

There will be no travel reimbursement for this Agreement.

CONTRACTOR warrants that the cost charged for services under the terms of this contract are not in excess of those charged any other client for the same services performed by the same individuals.

### C.1 CONTRACTORS BILLING PROCEDURES

Invoicing may occur at any time of the month or year, following completion of a maintenance pumping or emergency pumping event. It is preferable to submit invoices and statements electronically to the County's invoice tracking system at:

[230-sofiscal@countyofmonterey.gov](mailto:230-sofiscal@countyofmonterey.gov)

If CONTRACTOR lacks the ability to use this system, hard copy invoices will be accepted via mail addressed to the following location:

Monterey County Sheriff/Coroner's Office  
Attention: Fiscal Unit Accounts Payable  
1414 Natividad Road  
Salinas, CA 93906

All invoices for services provided in June of any year should be submitted by July 15<sup>th</sup> of that year to facilitate the County's year end close.

County may, in its sole discretion, terminate the contract or withhold payments claimed by CONTRACTOR for services rendered if CONTRACTOR fails to satisfactorily comply with any term or condition of this Agreement.

No payments in advance or in anticipation of services or supplies to be provided under this Agreement shall be made by County.

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County shall not pay any claims for payment for services submitted more than twelve (12) months after the calendar month in which the services were completed.

DISALLOWED COSTS: CONTRACTOR is responsible for any audit exceptions or disallowed costs incurred by its own organization or that of its subcontractors.