

# Evidence-Based Practices Reentry Services Program

RFP # 10947

Prepared by GEO Reentry Services, LLC  
for the County of Monterey Sheriff's Office, California





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## Section 1—Requirements

### Cover Letter—Two Page Limit

May 1, 2025

Susana Macias  
Deputy Purchasing Agent  
1488 Schilling Place  
Salinas, California 93901

**Re: County of Monterey Sheriff's Office Request For Proposals (RFP) # 10947  
for Evidence-Based Practices Reentry Services Program  
Proposals Due: May 1, 2025 by 3:00 p.m. Pacific Time**

Dear Ms. Macias,

GEO Reentry Services, LLC (GEO Reentry) is pleased to present a formal response to the Monterey County Sheriff's Office (the County) Request For Proposals (RFP) for Evidence-Based Practices Reentry Services. We are excited to continue collaboration with the Sheriff's Office at the Monterey County Jail—where we have operated the Reentry Services program since 2017. Our program model is specifically designed to address the diverse needs of incarcerated individuals. Additionally, as the incumbent service provider, we are experienced in—and re-assert our commitment to—assisting the County, as applicable, with solutions to address *Hernandez* litigation stipulations and Americans with Disabilities Act (ADA) guidelines.

In addition to the Reentry Services program at the Jail, we currently operate the Monterey County Adult Day Reporting Center (DRC). Through both of these programs, our local staff work directly with participants to establish new ways of thinking, pro-social behaviors, and skills for community reintegration. We have seen first-hand the positive effects of helping at-risk individuals reenter society and develop a pathway out of the justice system.

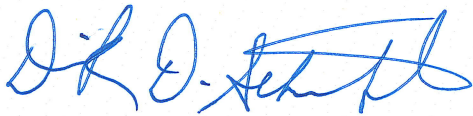
Across Monterey County, we maintain strong connections with the community and other local providers that offer valuable resources for program participants. We understand that the Monterey programs require a multidisciplinary approach, and we are experienced in collaborating with the Sheriff's Office, Probation, Behavioral Health, the Office of Education, and other community partners.

In accordance with **RFP Page 16 of 36, Section 1**, this *Cover Letter* contains the following information:

- **Contact Information.** Our primary contact person during the solicitation process—including through to potential contract award—is:  
  
Derrick D. Schofield, Ph.D., Vice President, Reentry Services  
4955 Technology Way, Boca Raton, Florida 33431  
Telephone: (561) 999-8151  
Fax: (561) 443-1893
- **Firm Information.** GEO Reentry Services, LLC is a wholly-owned subsidiary of The GEO Group, Inc. (GEO). Collectively, our organization has operated in the criminal justice industry for more than 40 years.

We appreciate this opportunity to expand our valued partnership with Monterey County through our continued operation of the Jail's Reentry Services program, in accordance with RFP requirements. If any clarification or additional information is needed, please do not hesitate to contact me.

Sincerely,



Derrick D. Schofield, Ph.D., Vice President, Reentry Services

Tel: 561.999.8151 | Fax: 561.443.1893 | [dschofield@geocareinc.com](mailto:dschofield@geocareinc.com)



## Signed Signature Page

Please see the immediately following page for our signed *Signature Page*.

## SIGNATURE PAGE

COUNTY OF MONTEREY  
CONTRACTS/PURCHASING DIVISION

RFP # **10947**  
ISSUE DATE: March 13, 2025



RFP TITLE: REENTRY SERVICES FOR THE COUNTY OF MONTEREY SHERRIF'S OFFICE

ELECTRONIC PROPOSALS ARE DUE AT THE FOLLOWING LINK BY  
3:00 P.M., LOCAL TIME, ON April 24, 2025:  
<https://www.countyofmonterey.gov/government/departments-a-h/administrative-office/contracts-purchasing/solicitation-center>

**MAILING ADDRESS:**  
COUNTY OF MONTEREY  
CONTRACTS/PURCHASING OFFICE  
SUSANA MACIAS  
1488 SCHILLING PLACE  
SALINAS, CA 93901

QUESTIONS ABOUT THIS RFP SHOULD BE DIRECTED TO  
SUSANA MACIAS, MACIASSE@COUNTYOFMONTEREY.GOV, (831) 755-4921

CONTRACTOR MUST INCLUDE THE FOLLOWING IN EACH PROPOSAL (Electronic submissions):

☒ ALL REQUIRED CONTENT AS DEFINED PER SECTION 8.1 HEREIN

This Signature Page must be included with your submittal to validate your proposal.  
**Proposals submitted without this page will be deemed non-responsive.**

☒ **CHECK HERE IF YOU HAVE ANY EXCEPTIONS TO THIS SOLICITATION.**

CONTRACTOR MUST COMPLETE THE FOLLOWING TO VALIDATE PROPOSAL

I hereby agree to furnish the articles and/or services stipulated in my proposal at the price quoted, subject to the instructions and conditions in the Request for Proposal package. I further attest that I am an official officer representing my firm and authorized with signatory authority to present this proposal package.

Company Name: GEO Reentry Services, LLC Date April 24, 2025

Signature:  Printed Name: Derrick D. Schofield, Ph.D., Vice President, Reentry Services

Street Address: 4955 Technology Way

City: Boca Raton State: Florida Zip: 33431

Phone: ( 561 ) 999-8151 Fax: ( 561 ) 443-1893 Email: dschofield@geocareinc.com

License No. (If applicable): N/A

License Classification (If applicable): N/A



## Signed Addenda

Please see the immediately following pages for our *Signed Addenda*.

**COUNTY OF MONTEREY**

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County Administrative Office  
Contracts & Purchasing Division



**DATE: April 16, 2025**

**PROJECT: RFP #10947 – Evidence-Based Practices Re-entry Services Program  
for Monterey County Sheriff's Office.**


**ADDENDUM #1**

**TO: All Interested Proposers**

**SUBJECT: Changes to Section 3.0 – Calendar of Events, Section 6.0 – Contract  
Term, and Responses to Questions Submitted Prior to the Written Question  
Deadline.**

A signed copy of this addendum must be submitted along with your original bid  
proposal package to verify receipt of this Addendum #1.

**Susana Macias**  
**Deputy Purchasing Agent**  
County of Monterey - County Administrative Office  
1488 Schilling Place, Salinas CA 93901  
Phone: (831) 755-4921  
MaciasSE@countyofmonterey.gov

  
Derrick D. Schofield, Ph.D., Vice President, Reentry Services  
Company Representative

April 24, 2025

Date



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## Section 2—Proposed Scope of Work

*Contractor shall include their PROPOSED SCOPE OF WORK as outlined in Section 5.0 SCOPE OF WORK, herein.*

GEO Reentry Services, LLC (GEO Reentry) is pleased to present this proposal for our continued partnership with the Monterey County Sheriff's Office. *Since 2017, GEO Reentry staff have delivered an array of contracted services and evidence-based interventions at the Monterey County Jail.* Accordingly, our proposed service model is based on first-hand experience. We provide the Sheriff's Office with robust programming capacity and the flexibility to adjust specific interventions to the needs and in-custody housing locations of referred populations.

### Research-Based Fundamentals

Our program services target individual criminogenic risk and needs and deliver corresponding behavior change programming in alignment with evidence-based practices distilled from validated research. This includes the following interventions and strategies that research has found to be effective when working with justice involved populations.

- **Structure**—Programs should be highly structured, with consistent accountability and service delivery.
- **Cognitive Behavioral Interventions**—Specific skill building exercises with a cognitive basis are the most effective interventions.
- **Address Multiple Factors**—Comprehensive programs that target multiple criminogenic needs are the most effective.
- **Engage Ongoing Support**—Programs should emphasize connecting participants to community resources.
- **Measure Processes and Practices**—Quality assurance processes are critical to ensuring program fidelity to foundational principles, as well as data collection and outcome reports to determine program effectiveness.

### Program Model

GEO Reentry currently operates a flexible program that accommodates the scheduling availability and identified needs of participants assigned to specific housing blocks, pods, and dorms within the Monterey County Jail. In addition to our delivery of programming curricula, we work closely with assigned participants to promote engagement and equal access to program materials; ensure documentation of earned milestone credits; and address transitional reentry needs.

Our program model consists of four main components, as detailed in the *Figure* below.

## PROGRAM OVERVIEW



### Group Programming

10-week group sessions incorporating a variety of curricula.



### Wellness Groups

Group sessions to address mental health and cognitive needs.



### Self-Directed

Using the Jail mail system, participants independently complete curricula workbooks and GEO Reentry staff review their work.



### Transition Planning

Staff provide participants with information on available community resources, in accordance with self-identified needs and specific county of release.

**Figure 1. Overview of GEO Reentry Program Model**

On a quarterly basis, GEO Reentry will coordinate with Sheriff personnel to determine the specific curricula materials that will be authorized for use over the next quarter; the housing areas of the Jail that will receive in-person programming; and the programming schedule. Both the County and GEO Reentry will sign-off stating that the programming agreed upon for the quarter is in compliance with the requirements of the *Hernandez* litigation.

Under an award from the RFP, we will continue to collaborate with the Sheriff's Office to evolve the program in a responsive, practical, and engaging manner. This can include:

- Implementation and facilitation of new curricula—to account for specific groups and topics that participants may have already completed, as well as to offer the most responsive programming for evolving participant needs.
- Continued efforts to increase programming access for all participants, using an array of alternative interventions and assistive technologies. This can include audio materials; curricula in electronic formats; participant devices with screen reading and speech-to-text technology; and one-on-one sessions. We propose to leverage the County's existing services and to directly provide certain technologies—as further detailed by *RFP Scope of Work*, starting on page 16.

## 10-Week Group Programming

GEO Reentry staff facilitate 10-week in-person groups, using evidence-based curricula to address an array of criminogenic risks and needs. These evidence-based interventions include, but are not limited to, the following:

- Addiction Behaviors
- Relationships & Communication
- Family
- Responsible Behavior
- Handling Difficult Feelings
- Victim Awareness
- Individual Change Plan
- What Got Me Here?

Participants earn a milestone credit for each 10-week group they complete, which allows days to be taken off the individual's jail sentence. Our staff assist with the milestone credit process by maintaining weekly attendance rosters for the groups and then submitting final documentation to Sheriff personnel.

On a quarterly basis, we coordinate with Sheriff personnel to determine which housing areas of the Jail will be served by the next 10-week cohort(s), as well as the specific curricula materials that will be utilized.



**Figure 2. GEO Reentry Conducts In-Person Groups at the Jail**

*Photo Source: KSBW Action News 8*



## Wellness Groups

Wellness Group sessions were specifically designed with the County to adapt our group programming model for individuals with mental health and cognitive needs. These participants have specialized needs that generally preclude them from engaging in the formal, more structured 10-week group component. During each group session, the GEO Reentry facilitator focuses on a single topic and tailors content to the specific abilities and needs of participants. Wellness Groups address topics such as:

- Anger
- Love
- Healthy Relationships
- Communication Skills
- Active Listening
- Feelings
- Coping Skills
- Substance Abuse
- Boundaries
- "I" Statements

Wellness Group participants can earn a milestone credit by completing 10 group sessions.

## Self-Directed

In this program component, participants independently complete curricula workbooks. Participants have successfully finished a variety of workbooks, including the following:

- Anger
- Coping Skills
- Family & Relationships
- Recovery Maintenance
- Life Management
- Substance Use
- Denial
- Social Values
- Victim Awareness
- Finances
- Feelings
- Spanish language workbooks

Through use of the Jail mail system, participants send their work to GEO Reentry for review and confirmation of completion. Additionally, our staff further engage with participants by providing specific feedback and asking follow-up questions.

## Proposed Curricula

Under a new contract award, GEO Reentry intends to use the following curricula within the Jail program:

### The Change Companies

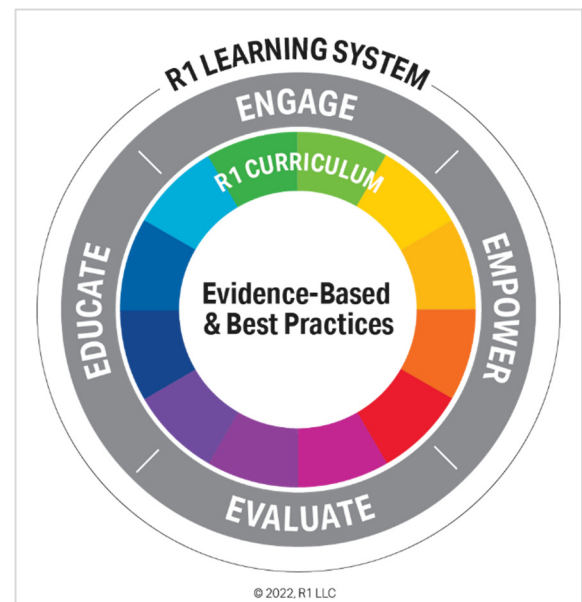
For more than 30 years, The Change Companies (TCC) has delivered behavior change tools for addiction treatment and justice services. TCC's Interactive Journaling® concept incorporates the latest research and evidence-based practices. This includes expressive writing, motivational interviewing, cognitive behavioral therapy, and the transtheoretical model of behavior change.

Interactive Journaling is a goal-directed, participant-centered model designed to motivate individuals toward positive change. In each curriculum, participants learn about specific topics and are guided in applying the information to their own life experiences. Workbooks include non-confrontational questions to assist participants in thinking, and then writing, about their behaviors. Participants explore options and develop a plan with behavior-based goals and a timeline for achieving their goals.

### R1 Learning System

The R1 Learning System incorporates evidence-based and best practices such as Motivational Interviewing and Cognitive Behavioral Therapy. The curriculum draws from researched content, theories, and models of behavioral health. Sources include the World Health Organization (WHO); Maslow's Hierarchy of Needs; the SAMHSA National Center for Trauma-Informed Care (NCTIC); the Diagnostic and Statistical Manual of Mental Disorders; the Holland Model (RIASEC Codes); and the work of leading experts in psychology, mental health, wellness, addiction, and recovery.

The curriculum is designed with flexibility. This allows service providers to adapt programming in accordance with staff qualifications and experience, as well as the specific needs, diverse backgrounds, and learning styles of participant populations.



**Figure 3. R1 Curriculum is Curated from Leading Research, Experts, and Behavioral Health Models**

R1 Discovery Cards incorporate a simple, practical, and impactful approach to programming—with an interactive design that increases participant engagement. Available curriculum includes: Life Skills; Healthy Boundaries; Consequences of High-Risk Behavior; Substance Use; Career Interests; Emotions & Feelings; Emotional Triggers; Phases of Addiction; and Stages of Change.

Each curriculum uses a specific Discovery Card deck. The cards are behavior-based and color-categorized to identify key areas of the curriculum. This hands-on, concrete approach enables participants to learn new concepts and apply the material to real-life situations. By helping participants internalize learned information, the curriculum motivates individuals to change and reach their full potential.

### **Thinking for a Change (T4C)**

As a cognitive behavioral intervention, T4C is designed to help participants change their behavior by changing their thinking. Developed by the National Institute of Corrections (NIC), T4C confronts problematic thought patterns and emphasizes the development of interpersonal communication development. The curriculum consists of three components:

- ***Cognitive Self-Change*** provides a process for self-reflection. Lessons focus on uncovering anti-social thoughts, feelings, attitudes, and beliefs.
- ***Social Skills*** help participants engage in pro-social interactions. Lessons help participants build self-understanding and an awareness of the impact that actions have on others.
- ***Problem Solving Skills*** integrates concepts from the two T4C components above, assisting participants with a step-by-step process for addressing challenges and stressful situations.

### **Therapist Aid**

Therapist Aid provides expertly designed, research-based tools for service professionals to deliver and support mental health interventions. The issues and treatment needs addressed by Therapist Aid materials include the following:

- Anger
- Grief
- Anxiety
- Relationships
- Communication
- Self-Esteem
- Depression
- Stress

- Emotions
- Substance Use
- Goal Setting
- Parenting and Behavior
- Positive Psychology
- Relaxation
- Values

To assist participants in exploring the various topics, Therapist Aid provides worksheets, art tools, guided audio activities, videos, educational stories, and digital activities.

### Transition Planning

It is critical that individuals return to the community with knowledge of available resources for needs such as housing, food, transportation, social services, employment, education, medical services, and mental health. Our program is designed to emphasize continuity of care by helping participants establish themselves and reintegrate in the community. Our current staffing includes a Transitional Case Manager who works with participants to create Transition Packets specific to the county where the individual will release to.

**Resource Fairs.** The Sheriff's Office typically hosts two onsite Resource Fairs each year. Both Sheriff personnel and GEO Reentry staff connect with community-based organizations to bring providers into the jail. During the Resource Fairs, there is often a guest speaker, and participants can collect information from the various provider booths. GEO Reentry also has a booth to share about our program operations.



**Figure 4. Sheriff Personnel and GEO Reentry Coordinate to Share Information with Participants During Resource Fairs**



## Equal Access to Program Materials

Having operated the Jail program since 2017, GEO Reentry understands that compliance with Americans with Disabilities Act (ADA) accessibility standards is a top priority for the Sheriff's Office. Within the program, we coordinate with Jail personnel to help ensure that ADA barriers are addressed. This includes the following:

- GEO Reentry staff provide program participants with an ADA Form that asks the individual to identify special needs that require assistance.
- The Jail provides our staff with an inventory of vision magnifiers, which we distribute to participants as needed. For participants in need of eyeglasses, we coordinate with the facility to help ensure this need is fulfilled.
- The Jail provides our staff with access to onsite hearing amplifiers. Upon participant request, we check out amplifiers for use within the program.
- GEO Reentry staff notify Jail personnel if we feel that a participant should be assessed for learning disabilities.
- GEO Reentry staff are trained to be responsive and to adjust their delivery of program services in accordance with individual abilities—for example, simplifying and repeating information; providing extra time to process information; and giving participants more one-on-one attention as needed.

We create a weekly report for the Sheriff's Office that details ADA-related data such as: the number of magnifiers on hand for the program; how many ADA Forms were provided to participants; which participants in the Self-Directed component are actively using ADA materials; and which participants in the Group Programming component received a magnifier and/or used the amplifier, including the date of distribution.

For further information on our proposed responses to the ADA needs of program participants, please see *RFP Scope of Work*—starting on the immediately following page.



## RFP Scope of Work

In accordance with **RFP Section 5.0 Scope of Work**, GEO Reentry has provided the following *Table* to respond to each required item.

**Table 1. GEO Reentry Responses to RFP Section 5.0 Scope of Work**

Requirement	GEO Reentry Response
<b>RFP Section 5.1</b>	GEO Reentry will perform, with our own organization, contract work amounting to at least 95% of the original total contract price. Our proposal does not include use of any Subcontractors.
<b>RFP Section 5.1.2</b>	<p>GEO Reentry 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, we propose to continue use of the Criminal Thinking Scales (CTS) instrument from Texas Christian University. The CTS measures criminal thinking domains such as antisocial cognitions and antisocial attitudes.</p> <p>We will continue to use the County-provided “Programs Unit ADA Assessment and Referral Form” to assist the Jail in identifying disabilities and related needs. We will collaborate with management personnel at the Jail to appropriately respond to the needs identified by this assessment form.</p> <p>We will continue to use our Transitions Form to identify participant reentry needs—including housing, stability, family reunification, substance use treatment, employment, and disability-related accommodations.</p>
<b>RFP Section 5.1.3</b>	GEO Reentry 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.
<b>RFP Section 5.1.4</b>	We will continue to 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. We will assist in referring participants with disabilities to resources that directly address ADA-specific needs.
<b>RFP Section 5.1.5</b>	<p>GEO Reentry will continue to utilize evidence-based practices and a cognitive behavioral approach to assist participants in building resilience and coping skills.</p> <p>For participants with disabilities, we will adapt program services as needed to support accessibility. Our Cost Proposal includes the following:</p>



**Table 1. GEO Reentry Responses to RFP Section 5.0 Scope of Work**

	<ul style="list-style-type: none"> <li>• One (1) printer with software for braille translation</li> <li>• Five (5) Chromebooks with zoom, screen reader, and speech-to-text capability</li> <li>• Up to 120 licenses for The Change Companies curricula in electronic format</li> </ul> <p>We will work closely with the County to leverage any resources that the Jail may have onsite, in order to reduce duplicative costs.</p> <p>To meet the needs of deaf participants, we propose use of the Jail's existing sign language interpreter services.</p> <p>Our service delivery is designed to be accessible to all participants. We deliver programming that helps individuals develop critical thinking, emotional regulation, conflict resolution, and decision making skills. Our Wellness Groups provide individuals with disabilities and mental health conditions with an opportunity to participate in programming that is delivered in a more accommodating manner—as well as the ability to earn milestone credits.</p>
<b>RFP Section 5.1.6</b>	<p>Our program services are designed 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. For participants with disabilities, our service delivery will be modified as needed—as described in our above <i>Response to RFP Section 5.1.5</i>—to provide additional support and/or alternative communication methods.</p>
<b>RFP Section 5.1.7</b>	<p>GEO Reentry will continue to collaborate effectively with County offices, services, staff; participants and their families; visitors; other contractors; and guests of the County to enhance cooperation and promote inclusivity. Our staff receive training on ADA compliance, trauma-informed care, and culturally competent practices. We understand the importance of treating others in a respectful, inclusive, fair, and dignified manner.</p>
<b>RFP Section 5.1.8</b>	<p>GEO Reentry will conduct quarterly audits and program evaluations, as well as measure participant outcomes and our fidelity to best practices. Our internal evaluation process includes soliciting feedback from program participants to better understand their experiences and to identify potential barriers. We share our audit and evaluation results with the County.</p> <p>While we will keep track of the specific ADA accommodations that our staff provide to program participants, it will be the County's responsibility to audit GEO Reentry and the overall contracted program for ADA compliance and the effectiveness of the accommodations that are provided.</p>



**Table 1. GEO Reentry Responses to RFP Section 5.0 Scope of Work**

<p><b>RFP Section 5.1.9</b></p>	<p>GEO Reentry will coordinate with internal and external entities to provide program participants with case management and continuity of care. We maintain comprehensive case files and document disability-related needs and accommodations provided through the program. We will work with participants to create Transition Plans that address post-program needs. If an individual needs further support after the program—for example, assistance with maintaining progress—they can follow-up with our staff at the Jail via telephone.</p> <p>As described in our above <i>Response to RFP Section 5.1.5</i>, we will provide participants with disabilities with specialized support and accommodations.</p>
<p><b>RFP Section 5.1.10</b></p>	<p>GEO Reentry will refer program participants to the vocational education programs and certified courses that currently operate within the jail. It is the responsibility of the County and/or the contracted training providers to ensure that their programs are fully accessible to participants with disabilities, in accordance with ADA requirements.</p> <p>As needed, we will coordinate with the County to identify additional vocational education and training providers to enhance and expand the current offerings at the jail.</p> <p>Within our group programming, GEO Reentry staff can deliver job readiness training, resume building, and interview coaching. As described in our above <i>Response to RFP Section 5.1.5</i>, we will provide participants with disabilities with specialized support and accommodations.</p>
<p><b>RFP Section 5.1.11</b></p>	<p>We will continue to facilitate Wellness Groups in order to 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.</p> <p>As described in our above <i>Response to RFP Section 5.1.5</i>, we will provide participants with accessibility disabilities with specialized support and accommodations.</p> <p>It is the County's responsibility to provide GEO Reentry with onsite program settings that are physically accessible to participants with ADA needs.</p>
<p><b>RFP Section 5.1.12</b></p>	<p>GEO Reentry will develop a Mentorship Program that pairs program participants with approved mentors. We propose that participants who are transitioning out of the program will mentor newly enrolled participants and those in the midst of the program.</p> <p>As needed, we will 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.</p>



**Table 1. GEO Reentry Responses to RFP Section 5.0 Scope of Work**

<b>RFP Section 5.1.13</b>	Our proposed programming includes victim awareness. As described in our above <i>Response to RFP Section 5.1.5</i> , we will provide participants with disabilities with specialized support and accommodations.
<b>RFP Section 5.1.14</b>	When requested, our Transition Counselor will assist program participants with family reunification. 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.  As described in our above <i>Response to RFP Section 5.1.5</i> , we will provide participants with disabilities with specialized support and accommodations.
<b>RFP Section 5.1.15</b>	Our proposed programming helps participants develop a variety of life skills. This can include budgeting; time management; health and wellness; conflict resolution; and stress management. We will meet with Sheriff personnel on a quarterly basis to agree upon the programming content and delivery schedule across the Jail. As described in our above <i>Response to RFP Section 5.1.5</i> , we will provide participants with disabilities with specialized support and accommodations.
<b>RFP Section 5.1.16</b>	GEO Reentry will continue to 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. 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.
<b>RFP Section 5.1.17</b>	While we will keep track of, and report on, the specific ADA accommodations that our staff provide to program participants—it will be the County's responsibility to audit GEO Reentry and the overall contracted program for ADA compliance and the accessibility of the services, accommodations, and activities that are provided.
<b>RFP Section 5.1.18</b>	As further detailed in our below <i>Responses to RFP Section 5.1.18.1 – 5.1.18.5</i> , GEO Reentry will continue to make our program components accessible to individuals with disabilities and to assist the County with ADA compliance requirements—as appropriate for the scope of our contracted program services.
<b>RFP Section 5.1.18.1</b>	It will be the County's responsibility to ensure that all service delivery locations are fully accessible to individuals with disabilities. It will be the County's responsibility to ensure



**Table 1. GEO Reentry Responses to RFP Section 5.0 Scope of Work**

	<p>that all facilities used for the program are ADA-compliant and that any necessary facility modifications are implemented without delay.</p> <p>As described in our above <i>Response to RFP Section 5.1.5</i>, we will provide specialized support and accommodations to ensure that program materials and communication are accessible to participants with disabilities.</p>
<b>RFP Section 5.1.18.2</b>	GEO Reentry will provide our 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.
<b>RFP Section 5.1.18.3</b>	While we will keep track of, and report on, the specific ADA accommodations that our staff provide to program participants—it will be the County's responsibility to regularly audit and monitor for ADA compliance.
<b>RFP Section 5.1.18.4</b>	<p>As described in our above <i>Response to RFP Section 5.1.5</i>, GEO Reentry program staff will provide specialized support and accommodations to participants with disabilities.</p> <p>If an individual needs further support after their time in the program, they can contact our staff at the Jail.</p>
<b>RFP Section 5.1.18.5</b>	We will provide the County with annual reports that detail our provision of ADA accommodations and overall program effectiveness. We will continue to solicit participant feedback for our annual reports. We will collaborate with the County to discuss how the program can continuously improve, including accommodation of participants with disabilities.
<b>RFP Section 5.1.19</b>	<p>GEO Reentry will continue to assist the County in compliance with the <i>Hernandez</i> litigation—as is appropriate within the scope of our contracted program operations. Our staff will be responsible for conducting program services, as described in this proposal, and for making our services as accessible as possible for all participants.</p> <p>On a regular basis, GEO Reentry will work with the County to review our service delivery and receive assurance that our program services are in compliance with the requirements of the <i>Hernandez</i> litigation.</p>



### **Section 3—Pre-Qualifications / Licensing**

*Contractor must acknowledge in writing that it meets all the pre-qualifications and licensing requirements as set forth in Section 7.0 herein.*

GEO Reentry meets all of the pre-qualification and licensing requirements set forth by **RFP Page 14 and 15 of 36, Section 7.0 Licensing / Security Requirements.**

However, regarding **RFP Section 7.4 Required Pre-Qualifications or Licenses/Certifications for this Work**—please note that our proposed staff positions are not required to have Alcohol and Other Drug (AOD) Certification; Counseling License or Certification; or Parenting Education Certification. Our proposed staff are non-clinical positions, and this level of licensure/certification is not necessary under the scope of our program operations.

## Section 4—Project Experience & References

### Key Staff Persons

*Contractor shall identify key staff and their qualifications and experience proposed for the service identified herein.*

Since GEO Reentry is the incumbent provider, the Monterey County Jail Program is already served by an experienced and knowledgeable team of local staff. Our program staff are fully supported by local, regional, and corporate GEO Reentry personnel.

Please see below for the specific qualifications and experience of our program staff.



***Lyla Bear, Program Manager.*** Lyla oversees our program operations; trains and coaches staff; and ensures program fidelity to evidence-based practices. A critical aspect of her responsibilities is providing quality assurance through staff coaching and organizing data tracking to evaluate program effectiveness. *Lyla has been with GEO Reentry since 2022* and reports to Karen Graff, Area Manager.

Lyla has worked in the community supervision field for more than 12 years—with eight years in leadership roles. *She is passionate about helping justice impacted populations develop long-term behavior change.* Prior to joining the GEO Reentry team, she served the Texas Department of Criminal Justice, Parole Division as a District Parole Officer, Unit Supervisor, Program Supervisor, and as an Assistant Section Director. Lyla holds a Master's degree and a Bachelor's degree in Criminal Justice. She has achieved several certifications through GEO Reentry, including Motivational Interviewing and curricula facilitation skill sets.



***Ofelia Ramirez, Supervising Case Manager.*** Ofelia works closely with other program staff and Sheriff personnel at the Jail to deliver programming with consistency and balance. *Ofelia is English-Spanish Bilingual in writing, speaking, and translating.* She possesses a valuable blend of hands-on experience and a commitment to program innovation and excellence.

Ofelia has six years of experience serving the justice involved community. This includes reentry work in Santa Cruz County as a Program Director; Program Manager; and as an Employment Specialist. She collaborated with Santa Cruz Probation and other providers to ensure service delivery for participants in need. Ofelia holds a degree in Business.



***Calvin Dawson, Behavior Change Manager.*** Dawson has been a part of the GEO Reentry team for more than two years. He facilitates group sessions using a comfortable and relaxed approach—giving everyone an equal opportunity to learn. *He is driven to work in a field where he can make a difference within the community.* Dawson is trained in Core Correctional Practices and Motivational Interviewing, and he is certified in CPR and First Aid.



***Dyanne Gamiz, Behavior Change Manager.*** Dyanne facilitates groups and primarily serves the program's mental health population. She uses Motivational Interviewing, her educational background, and empathy to create a welcoming and accommodating environment for all participants. *Her personal philosophy is to help people in any capacity she can.* Dyanne has significant research experience; is CPR certified; and is *fluent in Spanish*.

Dyanne holds a degree in Justice Studies from San Jose State University. During her time there, she was an intern with the Record Clearance Project and developed legal skills to assist the Santa Clara community. She was also an undergraduate research student with the Racial Democracy Crime and Justice Network and presented her research at the 75<sup>th</sup> Annual American Society of Criminology meeting.



***Anjelica Reyes, Transitional Case Manager.*** Anjelica has been part of our Monterey Jail program for two years. She was quickly promoted from an intern to her current position and achieved Employee of the Month recognition. Anjelica facilitates groups and provides participants with resources, guidance, and support for life in the community. With an ability to adapt her communication style as needed, Anjelica effectively communicates with program participants, Sheriff personnel, and her fellow staff members.

*Anjelica is dedicated to helping incarcerated persons prepare for community reintegration.* She is certified in Core Correctional Practices; Motivational Interviewing; CPR/AED/First Aid; and Interactive Journaling.



**Figure 5. GEO Reentry Staff Attended the Groundbreaking Ceremony for the Monterey County Sheriff's Reentry Resource Center**



**Figure 6. Staff from the Jail Program Attended Open House at the GEO Reentry-Operated Monterey County DRC to Share About the Program with the Public**



## Experience & References

*Contractor shall describe at least 3 similar projects for which it provided services like the scope of work described herein. Please include phone number and email address if possible as the County will conduct reference checks using this information.*

Our experience working with similar projects includes the following *References*:

### Napa County, California

In 2009, we partnered with Napa County to implement the Community Corrections Service Center (CCSC). Available programming includes education and employment services; domestic violence classes; anger management; family and parenting groups; substance use programming; and Spanish language services. We create a seamless transition between incarceration and community reintegration by also delivering programming at the Napa County Jail. Our in-custody services include meeting one-on-one with participants to provide cognitive behavioral interventions and individual case management.

**Agency Contact:** Amanda Gibbs, Chief Probation Office

**Phone Number:** (707) 253-4431

**Email Address:** [amanda.gibbs@countyofnapa.org](mailto:amanda.gibbs@countyofnapa.org)

### Merced County, California

In 2008, we partnered with Merced County Probation to open a community-based Day Reporting Center (DRC). In 2014, we expanded services and implemented the Jail Reentry Program (JRP) in partnership with Probation and the Merced Sheriff's Office.

The JRP serves adults at the John Latorraca Correctional Complex. The program offers six to 10 hours of classes on a weekly basis. This includes cognitive behavioral treatment; substance use programming; trauma; anger management; and parenting groups. Our Transitional Case Manager works with participants to create a Transitional Action Plan 30-60 days before the individual's release to the community.

In 2022, we contracted with Merced County Probation for our provision of program services for youthful male and female participants at the Iris Garrett Juvenile Justice Correctional Complex. The program operates seven days a week and offers evening programming. We provide an array of services including T4C; substance use programming; life skills; anger management; family engagement and reunification; restorative justice; and select Title 15 programs for juvenile recreation and exercise.

**Agency Contact:** Christopher Henn, Chief Probation Officer

**Phone Number:** (209) 385-7494

**Email Address:** [Christopher.henn@countyofmerced.com](mailto:Christopher.henn@countyofmerced.com)



## **Sonoma County, California**

In 2024, we contracted with the Sonoma County Sheriff's Office for delivery of in-custody Substance Use Disorder Treatment (SUDT) to male and female participants at the Main Adult Detention Facility. Program services include administration of the ASAM assessment; social skills; life skills; and Individual Cognitive Behavioral Interventions (ICBI). Participants also work with a Reentry Planner to identify local community-based resources that will meet their basic needs upon release.

***Agency Contact:*** Jennifer Aicega, Program Sergeant

***Phone Number:*** (707) 565-1632

***Email Address:*** [jennifer.aicega@sonoma-county.org](mailto:jennifer.aicega@sonoma-county.org)



## Violations

*Contractor shall submit copies of all notices of violations, corrective action notices, enforcement actions or orders, warning notices, writings, or other forms of permit violation/non-compliance of documentation (such as OSHA) received by Contractor, or any business organization owned or operated by the Contractor which are its parent company and/or subsidiaries, from any public agency from 2005 up to and including the present day.*

GEO Reentry Services, LLC is a wholly-owned subsidiary of The GEO Group, Inc.—which is the parent company to dozens of subsidiaries that operate nationwide and internationally. As currently written, the above RFP request is extremely broad. It encompasses a significant period of time (2005 to present); any and every public agency (OSHA, EEOC, DOL, EPA, state agencies, etc.); and a wide range of violation types (copies of violation notices, corrective action notices, enforcement actions or orders, warning notices, writings, or other forms of permit violation/non-compliance documentation.) This section also requires disclosure of unsubstantiated allegations (rather than actual findings) mirroring the federal “blacklisting” rule that was ultimately blocked by previous court decisions.

GEO Reentry welcomes the opportunity to address this matter further with the County, upon receipt of a request for information the includes more specific parameters and is limited to substantiated claims.



## **Section 5—Statement to Service Entire County**

*Include a statement acknowledging which of the following locations your company can provide services to: Pajaro, Castroville, Royal Oaks, Salinas, Monterey, Carmel Valley, Marina, Seaside, Prunedale, Aromas, Soledad, King City, and as far South as the San Louis Obispo County border.*

*If certain locations are to include added fees for travel time, please indicate as such in this statement.*

We will continue our provision of program services at the Monterey County Jail. Should the County determine a need for additional services at other Sheriff's Office locations, we will collaborate with the County to discuss the best approach to meeting these needs.



## Section 6—Environmentally Friendly Practices

*Contractor shall summarize all environmentally friendly practices to which it adheres while doing business as relevant to County's Climate-Friendly Purchasing Policy at: <https://www.countyofmonterey.gov/home/showpublisheddocument/22305/636241459023900000>*

*Contractor shall indicate whether it is a "Green Certified" Business and state which governing authority administered the certification.*

Our organization is committed to increasing environmental awareness and sustainability within our programs and facilities. Examples of environmentally friendly practices that we engage in include the following:

- Recycling cardboard, paper, aluminum, glass, and some plastics—with recycling bins easily accessible inside the building, individual offices, and cubicles.
- Recycled paper for items such as solicitation responses, pamphlets, and flyers.
- Replacing light bulbs with fluorescent lights that contain low-energy ballasts.
- Green initiatives at newly constructed facilities include: skylights for natural light; low flow plumbing fixtures; recycled water and heat recovery for laundry machines; high efficiency LED lighting; timers and photocells for exterior lighting; occupancy sensors for lighting in offices and classrooms; and use of gas, instead of electricity, for water heating.
- Multiple new, or expanded, facilities designed to Leadership in Energy and Environmental Design (LEED) certification standards, or international equivalent.



## Section 7—Pricing & Warranty

*Contractor shall complete and submit pricing as per ATTACHMENT A – PRICING SCHEDULE attached hereto.*

Please see the immediately following pages for our completed *RFP Attachment A*.

Directly after Attachment A, we have provided a *Budget Narrative*.

## ATTACHMENTS/EXHIBITS AND SIGNATURE PAGE

### ATTACHMENT A: PRICING SCHEDULE

AGENCY NAME: GEO Reentry Services, LLC  
 TOTAL PROJECT BUDGET: \$ 2,357,082.17

<b>I. DIRECT COSTS</b>	<b>First Year Amount</b>
<b>A. PERSONNEL SALARIES</b>	
Supervising Case Manager (1 FTE)	\$ 72,842.00
Transitional Case Manager (1 FTE)	\$ 57,845.00
Case Manager (2 FTEs)	\$ 111,405.00
<b>SUBTOTAL</b>	<b>\$ 242,092.00</b>
<b>B. FRINGE BENEFITS</b>	
FICA	\$ 18,549.00
FUI & SUI	\$ 1,259.00
Worker's Compensation Insurance	\$ 5,276.87
Other	\$ 23,256.19
<b>SUBTOTAL</b>	<b>\$ 48,341.06</b>
<b>C. OPERATING DIRECT COSTS</b>	
ADA Accommodations	\$ 24,518.20
Program Expense	\$ 16,409.84
Insurances & Taxes	\$ 8,112.06
Office Supplies	\$ 2,711.38
Personnel Training, Welfare, & Travel	\$ 2,622.30
Contractor Fee for Service	\$ 83,002.68
<b>SUBTOTAL</b>	<b>\$ 137,376.46</b>
<b>D. SUBCONTRACTORS</b>	
<b>SUBTOTAL</b>	<b>\$ 0</b>
<b>II. OVERHEAD/INDIRECT/ADMINISTRATIVE COSTS</b> (Not to exceed 5% of total budget)	
Cost Plus Billing at 5%	\$ 21,390.48
<b>SUBTOTAL</b>	<b>\$ 21,390.48</b>

<b>GRAND TOTAL FIRST YEAR</b>	<b>\$ 449,200.00</b>
<b>I. DIRECT COSTS</b>	<b>Second Year</b>
<b>E. PERSONNEL SALARIES</b>	
Supervising Case Manager (1 FTE)	\$ 75,027.26
Transitional Case Manager (1 FTE)	\$ 59,580.35
Case Manager (2 FTEs)	\$ 114,747.15
<b>SUBTOTAL</b>	<b>\$ 249,354.76</b>
<b>F. FRINGE BENEFITS</b>	
FICA	\$ 19,105.47
FUI & SUI	\$ 1,296.77
Worker's Compensation Insurance	\$ 5,435.18
Other	\$ 23,953.87
<b>SUBTOTAL</b>	<b>\$ 49,791.29</b>
<b>G. OPERATING DIRECT COSTS</b>	
ADA Accommodations	\$ 18,170.02
Program Expense	\$ 16,902.14
Insurances & Taxes	\$ 8,355.42
Office Supplies	\$ 2,792.72
Personnel Training, Welfare, & Travel	\$ 2,700.97
Contractor Fee for Service	\$ 83,787.60
<b>SUBTOTAL</b>	<b>\$ 132,708.87</b>
<b>H. SUBCONTRACTORS</b>	
<b>SUBTOTAL</b>	<b>\$ 0</b>
<b>II. OVERHEAD/INDIRECT/ADMINISTRATIVE COSTS</b> (Not to exceed 5% of total budget)	
Cost Plus Billing at 5%	\$ 21,592.75
<b>SUBTOTAL</b>	<b>\$ 21,592.75</b>
<b>GRAND TOTAL SECOND YEAR</b>	<b>\$ 453,447.67</b>

<b>III.DIRECT COSTS</b>	<b>Third Year Amount</b>
<b>I. PERSONNEL SALARIES</b>	
Supervising Case Manager (1 FTE)	\$ 77,278.08
Transitional Case Manager (1 FTE)	\$ 61,367.76
Case Manager (2 FTEs)	\$ 118,189.56
<b>SUBTOTAL</b>	<b>\$ 256,835.40</b>
<b>J. FRINGE BENEFITS</b>	
FICA	\$ 19,678.63
FUI & SUI	\$ 1,335.67
Worker's Compensation Insurance	\$ 5,598.24
Other	\$ 24,672.49
<b>SUBTOTAL</b>	<b>\$ 51,285.03</b>
<b>K. OPERATING DIRECT COSTS</b>	
ADA Accommodations	\$ 19,987.02
Program Expense	\$ 17,409.20
Insurances & Taxes	\$ 8,606.08
Office Supplies	\$ 2,876.50
Personnel Training, Welfare, & Travel	\$ 2,782.00
Contractor Fee for Service	\$ 86,607.36
<b>SUBTOTAL</b>	<b>\$ 138,268.16</b>
<b>L. SUBCONTRACTORS</b>	
<b>SUBTOTAL</b>	<b>\$ 0</b>
<b>IV. OVERHEAD/INDIRECT/ADMINISTRATIVE COSTS</b> (Not to exceed 5% of total budget)	
Cost Plus Billing at 5%	\$ 22,319.43
<b>SUBTOTAL</b>	<b>\$ 22,319.43</b>
<b>GRAND TOTAL THIRD YEAR</b>	<b>\$ 468,708.02</b>

<b>V. DIRECT COSTS</b>	<b>Fourth Year Amount</b>
<b>M. PERSONNEL SALARIES</b>	
Supervising Case Manager (1 FTE)	\$ 79,596.42
Transitional Case Manager (1 FTE)	\$ 63,208.79
Case Manager (2 FTEs)	\$ 121,735.25
<b>SUBTOTAL</b>	<b>\$ 264,540.46</b>
<b>N. FRINGE BENEFITS</b>	
FICA	\$ 20,268.99
FUI & SUI	\$ 1,375.74
Worker's Compensation Insurance	\$ 5,766.19
Other	\$ 25,412.66
<b>SUBTOTAL</b>	<b>\$ 52,823.58</b>
<b>O. OPERATING DIRECT COSTS</b>	
ADA Accommodations	\$ 21,985.72
Program Expense	\$ 17,931.48
Insurances & Taxes	\$ 8,864.26
Office Supplies	\$ 2,962.80
Personnel Training, Welfare, & Travel	\$ 2,865.46
Contractor Fee for Service	\$ 89,542.32
<b>SUBTOTAL</b>	<b>\$ 144,152.04</b>
<b>P. SUBCONTRACTORS</b>	
<b>SUBTOTAL</b>	<b>\$ 0</b>
<b>VI. OVERHEAD/INDIRECT/ADMINISTRATIVE COSTS</b> (Not to exceed 5% of total budget)	
Cost Plus Billing at 5%	\$ 23,075.80
<b>SUBTOTAL</b>	<b>\$ 23,075.80</b>
<b>GRAND TOTAL FOURTH YEAR</b>	<b>\$ 484,591.88</b>

<b>VII. DIRECT COSTS</b>	<b>Fifth Year Amount</b>
<b>Q. PERSONNEL SALARIES</b>	
Supervising Case Manager (1 FTE)	\$ 81,984.31
Transitional Case Manager (1 FTE)	\$ 65,105.05
Case Manager (2 FTEs)	\$ 125,387.31
<b>SUBTOTAL</b>	<b>\$ 272,476.67</b>
<b>R. FRINGE BENEFITS</b>	
FICA	\$ 20,877.06
FUI & SUI	\$ 1,417.01
Worker's Compensation Insurance	\$ 5,939.18
Other	\$ 26,175.04
<b>SUBTOTAL</b>	<b>\$ 54,408.29</b>
<b>S. OPERATING DIRECT COSTS</b>	
ADA Accommodations	\$ 24,184.30
Program Expense	\$ 18,469.42
Insurances & Taxes	\$ 9,130.19
Office Supplies	\$ 3,051.68
Personnel Training, Welfare, & Travel	\$ 2,951.42
Contractor Fee for Service	\$ 92,599.08
<b>SUBTOTAL</b>	<b>\$ 150,386.09</b>
<b>T. SUBCONTRACTORS</b>	
<b>SUBTOTAL</b>	<b>\$ 0</b>
<b>VIII. OVERHEAD/INDIRECT/ADMINISTRATIVE COSTS</b> (Not to exceed 5% of total budget)	
Cost Plus Billing at 5%	\$ 23,863.55
<b>SUBTOTAL</b>	<b>\$ 23,863.55</b>
<b>GRAND TOTAL FIFTH YEAR</b>	<b>\$ 501,134.60</b>

**SUMMARY:**

- A. GRAND TOTAL FIRST YEAR: \$ 449,200.00
- B. GRAND TOTAL SECOND YEAR: \$ 453,447.67
- C. GRAND TOTAL THIRD YEAR: \$ 468,708.02
- D. GRAND TOTAL FOURTH YEAR: \$ 484,591.88
- E. GRAND TOTAL FIFTH YEAR: \$ 501,134.60

TOTAL FIVE-YEAR COST (A+B+C+D+E): \$ 2,357,082.17



## Budget Narrative

### Personnel Salaries

GEO Reentry believes that the provision of optimum program services hinges on our ability to recruit, hire, and retain qualified personnel. This is accomplished through competitive salaries, benefits, and equitable performance compensation.

GEO Reentry determines compensation rates based on periodic Wage Rate Surveys. These surveys examine the level of compensation for similar positions in the marketplace. We also consider the amount of responsibility associated with the position, the employee's education level, and experience in corrections or related industries. Our objective is to pay competitive wages for comparable worth in order to attract, motivate, and retain the most qualified staff—while remaining within the parameters of the contract's budget.

Personnel costs budgeted for this contract are based on total program capacity. All staff detailed in the Staffing Plan are 100% dedicated to providing services to Monterey County.

### Fringe Benefits

In addition to direct labor costs, this category encompasses our employee fringe and benefits, including the following:

- Federal and state payroll taxes
- Workers' compensation
- Employer matching 401k contributions
- Insurance including health, dental, vision, life, and disability

Compensation is also based on employee performance evaluations. Outstanding performance is rewarded through our compensation program. This enables GEO Reentry to retain qualified, ethical, and hard-working personnel through performance-based raises and bonuses. Additionally, employees will be paid overtime as the need arises to allow for sufficient program coverage.

### Operating Direct Costs

**ADA Accommodations.** This line item funds licenses for e-curricula; one printer with software for braille translation, and 5 Chromebooks with screen reader and speech-to-text capabilities. The e-curricula portion of the budget funds up to 120 licenses for The Change Companies online, allowing program participants to access curricula on their tablets; zoom in as needed; and leverage screen reader capability.



**Program Expense.** Includes all curricula workbooks and facilitator guides required for proposed programming. Program costs also include small incentive items for participants and translation services.

**Insurance & Taxes.** General liability, commercial property, professional liability, and other insurances as required by Monterey County, along with applicable taxes.

**Personnel Training, Welfare & Travel.** Expenses for ongoing personnel training, recruiting, and welfare to retain employees. Travel includes expenses for staff training and development that may benefit their job performance, as well as mileage and other travel costs associated with necessary local travel for program staff.

**Office Supplies.** This line item includes the costs of office supplies that need regular replenishment, printing supplies, as well as any applicable license and filing fees.

**Contractor Fee for Service.** Includes reimbursement for the cost of salaries and benefits for oversight staff for the Monterey County program; cost of capital incurred for the investment of necessary capital expenditures; and retained earnings. There will be a fixed monthly payment of \$6,916.89 in Year 1; \$6,982.30 in Year 2; \$7,217.28 in Year 3; \$7,461.86 in Year 4; and \$7,716.59 in Year 5 for contractor services rendered. The contractor fee for service will be fixed and will not vary based on each month's reimbursement amounts. Our ability to access our organization's shared resources allows us to promptly respond to Monterey County's needs. At any given time, significant resources can be leveraged to provide support in areas ranging from program implementations to service enhancements.

### **Overhead / Indirect / Administrative Costs**

**Cost Plus Billing at 5%.** A 5% cost will be applied to all direct costs. This expense is representative of the cost of GEO Reentry's corporate expenses. The Monterey County program will have access to our vast corporate resources across numerous departments. This includes Human Resources, Payroll, Information Technology, Business Management, Tax, Risk Management, Operations Management, Continuum of Care Training Institute, and Research. These resources provide administrative support for our reentry program operations and are integral to program success. For example, our Human Resources department assists with recruiting, onboarding, and retaining staff—which includes administering background checks; processing appropriate personnel paperwork; handling employee leaves of absence, grievances, and performance reviews; and ensuring compliance with labor laws.



## Section 8—Exceptions

*Submit all exceptions to this solicitation on separate pages, and clearly identify the top of each page with “EXCEPTION TO MONTEREY COUNTY SOLICITATION #” (indicate the applicable solicitation number). Each Exception shall reference the page number and section number, as appropriate. Contractor should note that the submittal of an Exception does not obligate the County to revise the terms of the RFP or AGREEMENT.*

GEO Reentry would like to take exception to **RFP Section 16.0 Agreement to Terms and Conditions**. Prior to entering into a new contract, we would like to reach mutual agreement with the County around liability as it relates to the *Hernandez* litigation. Due to the broad scope of services requested and funding limitations, we ask for either:

- Full indemnity and defense to the Contractor as it relates to the *Hernandez* litigation  
*or*
- Negotiations to reach mutual agreement on alternative language to be included in the contract around liability as it relates to the *Hernandez* litigation.



## Section 9—Appendix

*Appendices: Contractor may provide any additional information that it believes to be applicable to this proposal package and include such information in an Appendix section.*

Please see the immediately following pages for the below *Appendices*:

- Response to RFP Section 18.0 Piggyback Clause
- RFP Attachment B—Local Business Declaration Form
- 2024 Outcomes Report for Monterey County Jail Program



## Response to RFP Section 18.0 Piggyback Clause

Please see the following page for our *Response to RFP Section 18.0 Piggyback Clause*.

## 17.0 COLLUSION

CONTRACTOR shall not conspire, attempt to conspire, or commit any other act of collusion with any other interested party for the purpose of secretly, or otherwise, establishing an understanding regarding rates or conditions to the solicitation that would bring about any unfair conditions.

## 18.0 PIGGYBACK CLAUSE

Contractor shall indicate below if Contractor agrees to extend the same prices, terms and conditions of their proposal to other public agencies that have delivery locations within the State of California limits: \_\_\_\_\_ Yes   X   No. Contractor's response to this question will not be considered in award of the AGREEMENT resulting from this solicitation. When Contractor extends the prices, terms and conditions of their proposal to other public agencies, any resulting agreement shall be between Contractor and the other public agencies and County shall bear no responsibility or liability for any agreements between Contractor and the other public agencies.

## SAMPLE AGREEMENT SECTION

The COUNTY OF MONTEREY STANDARD AGREEMENTS with all terms and conditions (which are hereby incorporated by reference as though set forth entirely herein) may be viewed at: <https://www.countyofmonterey.gov/home/showdocument?id=81980>

*-- End of Sample Agreement Section --*



## **RFP Attachment B—Local Business Declaration Form**

Please see the immediately following pages for our completed *RFP Attachment B*.

-- End of Attachment A --

## ATTACHMENT B: LOCAL BUSINESS DECLARATION FORM

### COUNTY OF MONTEREY LOCAL BUSINESS DECLARATION FORM

If a business entity is claiming to be a "Local Vendor" as defined by the "Monterey County Local Preference Policy," adopted by the Monterey County Board of Supervisors on August 29, 2012, it must certify it meets the definition of "Local Vendor" as defined and in accordance with the adopted policy. Any business entity claiming to be a local business as defined by the policy, shall so certify, in writing herein, that it meets all of the criteria listed within the policy, which can be accessed online at the following link: <https://www.countyofmonterey.gov/home/showdocument?id=22313>.

#### **"Local Vendor" is defined as follows:**

1. Vendor either owns, leases, rents or otherwise occupies a fixed office or other commercial building, or portion thereof, having a street address within the Area. Vendor possesses a valid and verifiable business license, if required, issued by a city within the Area or by one of the three counties within the Area when the address is located in an unincorporated area within one of the three counties as defined as "Area"; **and**
2. Vendor employs at least one full time employee within the "Area", or if the business has no employees, the business shall be at least fifty percent (50%) owned by one or more persons whose primary residence(s) is located within the "Area"; **and**
3. Vendor's business must have been in existence, in Vendor's name, within the "Area" for at least two (2) years immediately prior to the issuance of either a request for competitive bids or request for qualifications for the County; **and**
4. Newly established businesses which are owned by an individual(s) formerly employed by a Local Vendor for at least two (2) years also qualifies for the preference; **and**
5. If applicable vendor must possess a valid resale license from the State Franchise Tax Board showing vendor's local address within the "Area" and evidencing that payment of the local share of the sales tax goes to either a city within the "Area" or to one of the three counties within the defined "Area".

County shall not be responsible or required to verify the accuracy or any such certifications and shall have sole discretion to determine if a bidder meets the definition of "local vendor" as provided herein.

Any business which falsely claims a preference pursuant to Monterey County Local Preference Policy shall be ineligible to bid on County purchases or contracts for a period of three (3) years from the date of discovery of the false certification(s).

Any business eligible for the local preference who desires to have the preference applied during the award selection process shall return this completed Local Business Preference Declaration form with its proposal or qualifications package response. Upon request, bidder agrees to provide additional information to substantiate this certification.

As per the policy: "**Area**" shall mean Monterey County, San Benito County, and Santa Cruz County.

Note: If applicable your organization must possess a valid resale license from the California Department of Tax and Fee Administration showing its local address within the "Area" and evidencing that payment of the local share of the sales tax goes to either a city within the "Area" or to one (1) of the three (3) counties within the defined "Area."

**On behalf of my business entity (i.e., organization) I certify under penalty of perjury that I have both read and confirm that my business entity meets the requirements as outlined within the County's Local Preference Policy for the procurement in question.**

**Business Legal Name (and dba name if any):** GEO Reentry Services, LLC

**Business Address:** 128 Sun Street, Suite 201

**City:** Salinas **State:** California **Zip Code:** 93901

**Signature of Authorized Representative:**  **Date:** April 24, 2025

**Title of Authorized Representative:** Vice President, Reentry Services

**Telephone Number:** (561) 999-8151 **E-Mail:** dschofield@geocareinc.com

**This form must be submitted within a bidder's proposal package in order for the County to apply the applicable local preference.**

**Bidders who do not qualify as a local business as per the policy should not submit this form.**

-- End of Attachment B --



## 2024 Outcomes Report for Monterey County Jail Program

Please see the following for the *2024 Outcomes Report* for our Monterey County Jail Program operations.

# 2024 PROGRAM OUTCOMES

## MONTEREY COUNTY JAIL REENTRY PROGRAM



### AGENCY

Monterey County Sheriff's Office

### POPULATION

Male and female in-custody participants

### PROGRAM SUMMARY

GEO Reentry Services delivers a comprehensive in-custody program at the Monterey County Jail to help participants address the underlying behaviors that contribute to their involvement in the criminal justice system. The Monterey County Jail Reentry Program (JRP) includes an array of structured group classes, self-directed and group Interactive Journaling®, and Wellness Groups. Programming includes 10 weeks of interventions on specific topics, such as substance use education, parenting skills, responsible behavior, emotional regulation, and victim awareness. Wellness Groups, created for individuals with mental health needs, focus on actively engaging participants in a social experience and helping them develop effective life skills. The JRP also offers transitional planning to all individuals at the jail and helps connect them with community resources prior to their release. Starting programming before release facilitates consistency in treatment, expedites behavior change, and promotes effectiveness in reducing recidivism.

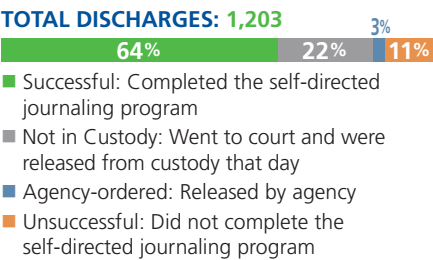
The following reflects the annual (January 1, 2024-December 31, 2024) program data for the Monterey County JRP in California.

### SELF-DIRECTED INTERACTIVE JOURNALING PARTICIPANTS

1,422 Individuals voluntarily participated in the self-directed Interactive Journaling program during the reporting period



### SELF-DIRECTED INTERACTIVE JOURNALING DISCHARGE RESULTS



### SELF-DIRECTED JOURNALS

Below is the breakdown of journals completed by the 769 participants who successfully completed the self-directed Interactive Journaling program.

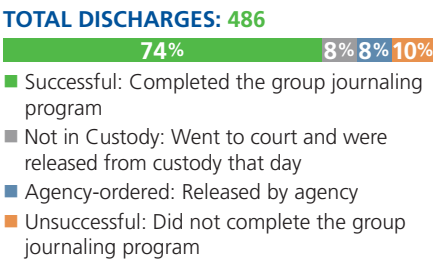
- 173 Family & Other Relationships
- 149 Spanish versions (Pensamiento responsable, Plan de cambios, Familia y otra relaciones, Primeros pasos, Sentimientos, Compartimientos de consumo de sustancias)
- 119 Substance Using Behaviors
- 96 Anger
- 95 Life Management
- 63 Feelings
- 49 Recovery Maintenance
- 20 Coping Skills
- 2 Denial
- 2 Responsible Thinking
- 2 Self-worth

### GROUP INTERACTIVE JOURNALING PARTICIPANTS

486 Individuals voluntarily participated in the group Interactive Journaling program during the reporting period



### GROUP INTERACTIVE JOURNALING DISCHARGE RESULTS



### GROUP JOURNALS

A JRP facilitator led groups and assisted participants in navigating through their journals. Groups included:

- Addiction Behaviors
- Family
- Handling Difficult Feelings
- Individual Change Plan
- Relationships & Communication
- Responsible Behavior
- Victim Awareness
- What Got Me Here?

### WELLNESS GROUP INTERVENTIONS

GEO Reentry provides Wellness Groups to reach participants who struggle with navigating aspects of a structured group format. These groups are facilitated by staff who have a passion for assisting individuals with mental health needs and/or learning barriers. Facilitators use modified cognitive behavioral curriculum and supplemental materials. Participants who completed 10 weeks of Wellness Groups received milestone credits, used toward early release.

### WELLNESS GROUP PARTICIPANTS

224 Participants voluntarily participated in Wellness Groups during the reporting period



### TRANSITIONAL PLANNING & COMMUNITY RESOURCE REFERRALS

The JRP offers transition services and referrals to help prepare participants for reentry and assist with their stabilization in the community. Participants completed a survey approximately 30 days prior to release to identify the services/needs they will have upon release. A Transition Case Manager then prepared a resource packet for each individual. During the reporting period, the JRP provided 4,631 valuable resources including:

- 893 Transitional Housing
- 632 ID/Birth Certificate/Social Security/DMV
- 466 CalWORKS
- 442 Food
- 463 Employment
- 428 Personal Support
- 412 Transportation
- 376 Education
- 224 Substance Use Support
- 210 Child Support/Care
- 85 Mental Health Support

RESPONSIVENESS TO PARTICIPANT NEEDS

To ensure compliance with Americans with Disabilities Act (ADA) requirements, GEO Reentry coordinated with jail personnel to provide ADA accommodations based on each individual's needs. All participants were provided a form to identify special needs that may require assistance. In response, program staff distributed magnifiers on the spot, offered amplifiers, and made adjustments to program delivery as needed. In addition, program staff collaborated with jail command staff to address other needs, such as eye exam referrals.

87 Vision magnifiers provided to participants during the reporting period

PARTICIPANT SURVEY RESULTS

Below are the 2024 participant survey results for the individuals who participated in group Interactive Journaling. (n=62)

Please indicate your level of agreement with the following statements:

Note: Percentages do not include n/a responses.

GEO Reentry staff provide me with a healthy, compassionate environment

88%12%

GEO Reentry staff treat me with dignity and respect

91%9%

GEO Reentry staff provide services that enable me to be successful in the community

88%12%

GEO Reentry staff are knowledgeable about the material

90%10%

GEO Reentry staff noticed and told me when I was doing well

89%11%

Agree/Strongly Agree

Disagree/Strongly Disagree

What are some skills that you learned in groups?

- "How to utilize my support system and how to manage my emotions versus reacting on them."
- "The stop and think method, putting myself in someone else's shoes, and looking at the situation in a different perspective."
- "How to build healthy relationships and be more respectful to others."

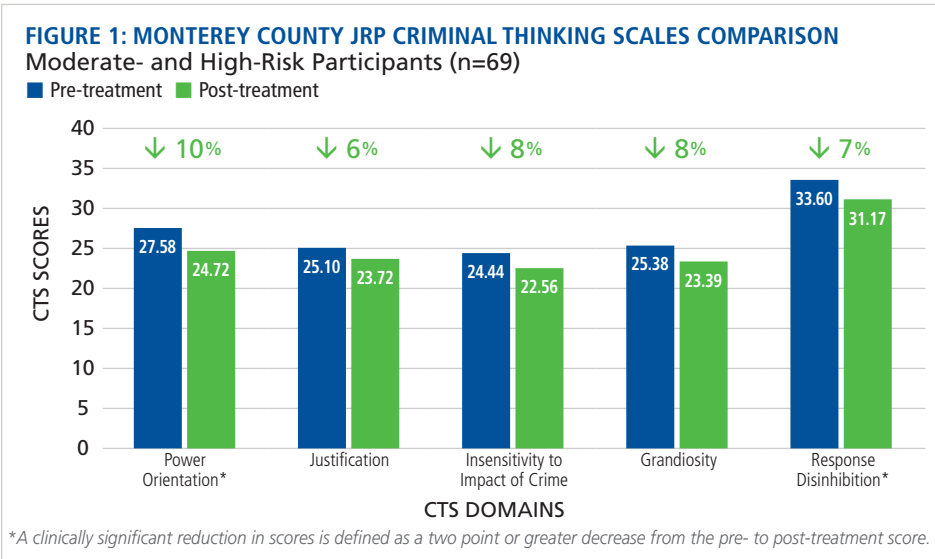
MONTEREY COUNTY JRP REDUCES CRIMINAL THINKING

Criminal thinking domains, such as antisocial cognitions and antisocial attitudes, are frequent targets for change in correctional treatment, and are described in current theories of criminal behavior.<sup>1</sup> The research on "What Works" to reduce recidivism indicates that antisocial cognition and antisocial attitudes (criminal thinking) are among the top three risk factors as drivers of recidivism. The Texas Christian University (TCU) Criminal Thinking Scales (CTS) 3.0, released in 2022, measures the effect of GEO Reentry's treatment on antisocial cognition and attitudes. The results in this report indicate that GEO Reentry's treatment reduced criminal thinking patterns as measured by the CTS and therefore lowers the potential for future recidivism.

SUMMARY OF RESULTS

Research evaluators analyzed the pre- and post-programming CTS scores for 69 individuals who participated in programming at Monterey County JRP between January 1, 2024 and December 31, 2024. These individuals had moderate- to high-risk scores in at least one domain at starting point. Participant risk level is determined by the recommended score ranges outlined by research (see table below). The average number of days between the pre- and post-programming assessments was 71 days.

The results indicated in Figure 1 illustrate that these participants averaged an 8% reduction (2.1 points) across all five domains. Two of the five domains showed a clinically significant reduction (two points or greater) in participant criminal thinking patterns.



CTS DOMAINS	DESCRIPTION	RECOMMENDED RISK SCORE RANGES		
		LOW	MEDIUM	HIGH
POWER ORIENTATION	<ul style="list-style-type: none"><li>Reflects the need for power and control</li><li>High scores may be associated with an outward display of aggression to control their external environment or others</li></ul>	10-15	16-23	24-50
JUSTIFICATION	<ul style="list-style-type: none"><li>Refers to the tendency to justify one's criminal behavior</li><li>High scores reflect a likelihood to make excuses for their crime(s) or blame others for their wrongdoings</li></ul>	10-15	16-23	24-50
INSENSITIVITY TO IMPACT OF CRIME	<ul style="list-style-type: none"><li>Focuses on a lack of understanding or awareness around the effect their crime has on others or society</li><li>High scores may be associated with the individual being prone to shrugging off their crime(s), thinking it is not that big of a deal</li></ul>	10-17	18-21	22-50
GRANDIOSITY	<ul style="list-style-type: none"><li>Refers to thoughts and feelings of superiority as compared to others</li><li>High scores are associated with a belief that one is above the law or superior to others</li></ul>	10-15	16-23	24-50
RESPONSE DISINHIBITION	<ul style="list-style-type: none"><li>Focuses on the inability to regulate behavior in situations when overwhelmed</li><li>High scores reflect behavior that the individual may later regret such as lashing out or becoming aggressive</li></ul>	10-23	24-30	31-50

<sup>1</sup>Sease, T. B., & Knight, K. (2023). Development and Testing of the Texas Christian University Criminal Thinking Scales 3.0. Crime & Delinquency, 69(13-14), 2699-2718.

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