



**Contract Number**

**SAP Number**

4400019361 A-1

## County Administrative Office

<b>Department Contract Representative</b>	Gilbert Ramos
<b>Telephone Number</b>	(909) 387-4261
<b>Consultant</b>	Equity & Results Consulting LLC
<b>Consultant Representative</b>	Theodore Miller
<b>Telephone Number</b>	(310) 850-6684
<b>Contract Term</b>	January 11, 2022 – December 31, 2028
<b>Original Contract Amount</b>	\$686,860 plus Travel NTE \$25,000 annually
<b>Amendment Amount</b>	\$250,000 plus Travel NTE \$10,000 annually
<b>Total Contract Amount</b>	\$936,860 plus Travel NTE \$10,000 annually
<b>Cost Center</b>	1100001000

### AMENDMENT NO.1 TO CONTRACT BETWEEN SAN BERNARDINO COUNTY AND EQUITY & RESULTS CONSULTING LLC, PREVIOUSLY KNOW AS EQUITY & RESULTS PARTNERS, INC. FOR STRUCTURED COMMUNITY ENGAGEMENT AND ALIGNMENT WITH THE COUNTYWIDE VISION SERVICES

#### IT IS HEREBY AGREED AS FOLLOWS:

#### RECITALS

**WHEREAS**, On February 9, 2022, San Bernardino County (County) and Equity & Results Consulting LLC (Consultant) previously known as Equity & Results Partner, Inc., entered into a Contract (SAP No. 4400019361 hereinafter referred to as Contract), for structured community engagement and alignment with the Countywide Vision (Contract);

**WHEREAS**, the initial term of the Contract was from February 9, 2022 through February 8, 2027;

**WHEREAS**, the parties desire to amend the Contract to extend the term of the Contract February 9, 2022 through December 31, 2028, to update the scope of work/Consultants Responsibilities, and to increase the Contract by \$250,000 plus \$10,000 in annual travel expenses, increasing the Contract Value from \$686,860 plus \$10,000 in

annual travel expenses to a total not to exceed amount of \$936,860 plus \$10,000 in annual travel expenses, as specifically set forth in the amendment (Amendment No. 1).

**NOW, THEREFORE**, in consideration of the foregoing recitals, which are incorporated herein by reference, and the mutual covenants and conditions contained herein, effective as of July 1, 2026, the County and Consultant mutually agree that the Contract is amended as follows:

1. All references to "Equity & Results Partners, Inc." are amended to read "Equity & Results Consulting LLC.
2. **SECTION A. DEFINITIONS** is amended to add Subsection A.5 as follows:  
**A.5** Project: Consultant's provision of facilitation, strategic planning, research, stakeholder engagement, advisory, and training services in support of the Equity Element Group's (EEG) transition and associated planning and coordination activities, and related County-aligned initiatives, as further described in Exhibits A-1 (Cost Sheet) and B-1 (Project Work Schedule and Budget).
3. **SECTION B. CONSULTANT RESPONSIBILITIES** is hereby deleted in its entirety and revised to read as follows:

Consultant shall:

- B.1** Produce and maintain a detailed Project plan and implementation timeline addressing Project phases, milestones, deliverables, and reporting requirements for the duration of the Contract, consistent with Exhibits A-1 and B-1.
- B.2** Facilitate meetings, workshops, and stakeholder engagement activities with the Economic Empowerment Growth Council (EEGC), County staff, community partners, and other stakeholders, as identified in Exhibits A-1 and B-1.
- B.3** Meet and confer as needed in person, virtually, and/or via telephone and electronic mail with County staff and their designees during planning and implementation phases.
- B.4** Provide agenda development, facilitation materials, meeting summaries, and meeting notes for Project-related meetings and stakeholder sessions.
- B.5** Conduct research, facilitation, data analysis, and related technical assistance activities identified in Exhibits A-1 and B-1.
- B.6** Support strategic planning, facilitation, and advisory services to support County-aligned community engagement and results-based planning efforts identified in Exhibits A-1 and B-1.
- B.7** Provide periodic status updates, dashboards, presentations, briefing materials, and other reporting deliverables identified in Exhibits A-1 and B-1.

4. **SECTION D. TERM OF CONTRACT** is hereby deleted in its entirety and revised to read as follows:

This Contract is effective from January 11, 2022 through December 31, 2028, but may be terminated earlier in accordance with the provisions of this Contract.

5. **SECTION F. FISCAL PROVISIONS, SUBSECTION F.1** is hereby deleted in its entirety and revised to read as follows:

- F.1** The maximum amount of payment under this Contract shall not exceed \$936,860 plus \$10,000 in annual travel expenses authorized consistent with County travel and reimbursement policy, and shall be subject to availability of funds to the County. The consideration to be paid to Consultant, as provided herein, shall be in full payment for all of Consultant's services and expenses incurred in the performance of this Contract, including travel and per diem.

Consultant bears the risk that it may not be able to generate its anticipated (or any) profit in completing its performance of all required items of work for the specified level of compensation. In no event shall Consultant be entitled to receive compensation for any item of work required of Consultant under the terms of the Contract, which item of work is not performed by Consultant (including Consultant's agents and approved subcontractors).

**6. SECTION F. FISCAL PROVISIONS, SUBSECTION F.3** is hereby deleted in its entirety and revised to read as follows:

**F.3** Consultant shall provide County itemized monthly invoices, in arrears, and in a form acceptable to the County for services performed under this Contract within twenty (20) days of the end of the previous month. The County shall make payment to Consultant within sixty (60) calendar days after receipt of invoice or the resolution of any billing dispute. Invoices shall coincide with milestones set forth in Exhibits A-1 and B-1.

**7. NOTICES**

All written notices provided for in this Contract or which either party desires to give to the other shall be deemed fully given, when made in writing and either served personally, or by electronic mail, or if delivered by a nationally recognized overnight courier service (e.g., Federal Express or United Parcel Service) postage prepaid, and addressed to the other party as follows:

County of San Bernardino  
County Administrative Office  
385 N. Arrowhead Ave  
San Bernardino, CA 92415

Equity & Results Consulting LLC  
Attention: Theodore Miller  
169 Hunter Street  
Kingston, NY 12401

**8.** Consultant has disclosed to the County using Attachment B – Levine Act - Campaign Contribution Disclosure (formerly referred to as Senate Bill 1439), whether it has made any campaign contributions of more than \$500 to any member of the Board of Supervisors or other County elected officer [Sheriff, Assessor-Recorder-Clerk, Auditor-Controller/Treasurer/Tax Collector and the District Attorney] within the earlier of: (1) the date of the submission of Consultant’s proposal to the County, or (2) 12 months before the date this Contract was approved by the Board of Supervisors. Consultant acknowledges that under Government Code section 84308, Consultant is prohibited from making campaign contributions of more than \$500 to any member of the Board of Supervisors or other County elected officer for 12 months after the County’s consideration of the Contract.

Campaign contributions include those made by any agent/person/entity on behalf of the Consultant or by a parent, subsidiary or otherwise related business entity of Consultant.

**9.** This Amendment No. 1 may be executed in any number of counterparts, each of which so executed shall be deemed to be an original, and such counterparts shall together constitute one and the same Amendment No. 1. The parties shall be entitled to sign and transmit an electronic signature of this Amendment No. 1 (whether by facsimile, PDF or other mail transmission), which signature shall be binding on the party whose name is contained therein. Each party providing an electronic signature agrees to promptly execute and deliver to the other party an original signed Amendment No. 1 upon request.

**10.** All other terms and conditions of the original Contract shall remain in full force and effect.

**IN WITNESS WHEREOF**, San Bernardino County and Consultant have each caused this Contract to be subscribed by its respective duly authorized officers, on its behalf.

SAN BERNARDINO COUNTY

EQUITY & RESULTS CONSULTING LLC

*(Print or type name of corporation, company, contractor, etc.)*

►  
\_\_\_\_\_  
Dawn Rowe, Chair, Board of Supervisors

Dated: \_\_\_\_\_  
SIGNED AND CERTIFIED THAT A COPY OF THIS  
DOCUMENT HAS BEEN DELIVERED TO THE  
CHAIRMAN OF THE BOARD

Lynna Monell  
Clerk of the Board of Supervisors  
of the San Bernardino County

By \_\_\_\_\_  
Deputy

By ► \_\_\_\_\_  
(Authorized signature – sign in blue ink)

Theodore B. Miller  
Name \_\_\_\_\_  
(Print or type name of person signing contract)

Title President  
\_\_\_\_\_  
(Print or Type)

Dated: \_\_\_\_\_  
169 Hunter Street

Address \_\_\_\_\_  
Kingston, NY 12401  
\_\_\_\_\_

**FOR COUNTY USE ONLY**

Approved as to Legal Form  
►  
Julie Surber, Principal Assistant County  
Counsel  
Date \_\_\_\_\_

Reviewed for Contract Compliance  
►  
\_\_\_\_\_  
Date \_\_\_\_\_

Reviewed/Approved by Department  
►  
Gilbert Ramos, Assistant Executive Officer  
Date \_\_\_\_\_



## ATTACHMENT B

### Levine Act – Campaign Contribution Disclosure (formerly referred to as Senate Bill 1439)

The following is a list of items that are not covered by the Levine Act. A Campaign Contribution Disclosure Form will not be required for the following:

- Contracts that are competitively bid and awarded as required by law or County policy
- Contracts with labor unions regarding employee salaries and benefits
- Personal employment contracts
- Contracts under \$50,000
- Contracts where no party receives financial compensation
- Contracts between two or more public agencies
- The review or renewal of development agreements unless there is a material modification or amendment to the agreement
- The review or renewal of competitively bid contracts unless there is a material modification or amendment to the agreement that is worth more than 10% of the value of the contract or \$50,000, whichever is less
- Any modification or amendment to a matter listed above, except for competitively bid contracts.

#### **DEFINITIONS**

Actively supporting or opposing the matter: (a) Communicate directly with a member of the Board of Supervisors or other County elected officer [Sheriff, Assessor-Recorder-Clerk, District Attorney, Auditor-Controller/Treasurer/Tax Collector] for the purpose of influencing the decision on the matter; or (b) testifies or makes an oral statement before the County in a proceeding on the matter for the purpose of influencing the County's decision on the matter; or (c) communicates with County employees, for the purpose of influencing the County's decision on the matter; or (d) when the person/company's agent lobbies in person, testifies in person or otherwise communicates with the Board or County employees for purposes of influencing the County's decision in a matter.

Agent: A third-party individual or firm who, for compensation, is representing a party or a participant in the matter submitted to the Board of Supervisors. If an agent is an employee or member of a third-party law, architectural, engineering or consulting firm, or a similar entity, both the entity and the individual are considered agents.

Otherwise related entity: An otherwise related entity is any for-profit organization/company which does not have a parent-subsidary relationship but meets one of the following criteria:

- (1) One business entity has a controlling ownership interest in the other business entity;
- (2) there is shared management and control between the entities; or
- (3) a controlling owner (50% or greater interest as a shareholder or as a general partner) in one entity also is a controlling owner in the other entity.

For purposes of (2), "shared management and control" can be found when the same person or substantially the same persons own and manage the two entities; there are common or commingled funds or assets; the business entities share the use of the same offices or employees, or otherwise share activities, resources or personnel on a regular basis; or there is otherwise a regular and close working relationship between the entities.

Parent-Subsidiary Relationship: A parent-subsidiary relationship exists when one corporation has more than 50 percent of the voting power of another corporation.

**Contractors must respond to the questions on the following page. If a question does not apply respond N/A or Not Applicable.**

1. Name of Contractor: Equity & Results Consulting LLC
2. Is the entity listed in Question No.1 a nonprofit organization under Internal Revenue Code section 501(c)(3)?  
 Yes  If yes, skip Question Nos. 3-4 and go to Question No. 5      No
3. Name of Principal (i.e., CEO/President) of entity listed in Question No. 1, if the individual actively supports the matter and has a financial interest in the decision: Theodore Miller
4. If the entity identified in Question No.1 is a corporation held by 35 or less shareholders, and not publicly traded ("closed corporation"), identify the major shareholder(s):  
 \_\_\_\_\_
5. Name of any parent, subsidiary, or otherwise related entity for the entity listed in Question No. 1 (see definitions above):

Company Name	Relationship
N/A	

6. Name of agent(s) of Contractor:

Company Name	Agent(s)	Date Agent Retained (if less than 12 months prior)
N/A		

7. Name of Subcontractor(s) (including Principal and Agent(s)) that will be providing services/work under the awarded contract if the subcontractor (1) actively supports the matter and (2) has a financial interest in the decision and (3) will be possibly identified in the contract with the County or board governed special district.

Company Name	Subcontractor(s):	Principal and/or Agent(s):
N/A		

8. Name of any known individuals/companies who are not listed in Questions 1-7, but who may (1) actively support or oppose the matter submitted to the Board and (2) have a financial interest in the outcome of the decision:

Company Name	Individual(s) Name
N/A	

9. Was a campaign contribution, of more than \$500, made to any member of the San Bernardino County Board of Supervisors or other County elected officer involved with this Contract within the prior 12 months, by any of the individuals or entities listed in Question Nos. 1-8?

No

Yes  If **yes**, please provide the contribution information in Question 11.

10. Has an agent of Contractor made a campaign contribution of any amount to any member of the San Bernardino County Board of Supervisors or other elected officer involved with this Contract while award of this Contract is being considered?

No

Yes  If **yes**, please provide the contribution information in Question 11.

11. Name of Board of Supervisor Member or other County elected officer: \_\_\_\_\_

Name of Contributor: \_\_\_\_\_

Date(s) of Contribution(s): \_\_\_\_\_

Amount(s): \_\_\_\_\_

Please add an additional sheet(s) to identify additional Board Members or other County elected officers to whom anyone listed made campaign contributions.

By signing the Contract, Contractor certifies that the statements made herein are true and correct. Contractor acknowledges that agents are prohibited from making any campaign contributions, regardless of amount, to any member of the Board of Supervisors or other County elected officer involved with this Contract, while award of this Contract is being considered and for 12 months after a final decision by the County. Contractor understands that the other individuals and entities (excluding agents) listed in Question Nos. 1-8 are prohibited from making campaign contributions of more than \$500 to any member of the Board of Supervisors or other County elected officer involved with this Contract, while award of this Contract is being considered and for 12 months after a final decision by the County.

## EXHIBIT A-1 Cost Sheet

Task Category	Description	Unit	Budget	Column3	Column2	Column22	Column1	Column12	UOC	Total (\$)
			2026-2027		2027-2028		2028-2029			
<b>A. Community Engagement and Capacity Building</b>										
Task Category	Description	Unit	Qty	Subtotal	Qty	Subtotal	Qty	Subtotal	Unit Cost (\$)	Total (\$)
1. Administrative Support	Project management, invoicing, compliance, documentation associated with initiative.	Monthly	12	\$ -	12	\$ -	12	\$ -	no charge	\$ -
2. EEGC Community Stakeholder Facilitation	Full-days in-person facilitation of EEGC community impact sessions and retreats, including data visualization, tech needs, reporting and AI summaries. Inclusive of prep, collateral, and travel time to and from.	Monthly	12	\$ 90,000.00	12	\$ 90,000.00	6	\$ 45,000.00	\$ 7,500.00	\$ 225,000.00
3. EEGC Subcommittee Facilitation and Retreats	Half-days in-person or virtual facilitated subcommittee initiative sessions, including ensuring agenda, outcomes, and fidelity to community deliverables across (a) Communities & Schools, (b) Housing, (c) Public Safety, (d) Government Relations (and Governance), (e) Jobs & the Economy, (f) Communications. Up to 3 subcommittee retreats and facilitated sessions, monthly, rotating to ensure support for each subcommittee quarterly.	Monthly	24	\$ 24,000.00	12	\$ 12,000.00	5	\$ 5,000.00	\$ 1,000.00	\$ 41,000.00
4. Strategic Partnership for Economic Growth Facilitation and Coordination	Hourly design, facilitation and coordination support of CSUSB, Lewis Center and similar economic growth partnerships in service of community impact	Hourly	see row 28	\$ -	see row 28	\$ -	see row 28	\$ -	see row 28	\$ -
5. Data Analysis and Research	Population and performance level research, design and reporting, in connection with community impact reports and client needs.	Hourly	see row 28	\$ -	see row 28	\$ -	see row 28	\$ -	see row 28	\$ -
6. Transition Implementation	Hourly support of EEGC leadership governance, communications and transition, including creation of templates and models, consistent check-ins with CAPEEGC leadership as intermediary, and documentation of process.	Hourly	see row 28	\$ -	see row 28	\$ -	see row 28	\$ -	see row 28	\$ -
									Item Total:	\$ 286,000.00
<b>B. County Stakeholder Workshops and Trainings (Departmental Cohort + HR)</b>										
Task Category	Description	Unit	Qty	Subtotal	Qty	Subtotal	Qty	Subtotal	Unit Cost (\$)	Total (\$)
1. County Departmental Capacities Facilitation Support and Trainings	Half-days, in-person meetings, workshops, staff sessions in support of County/AEO strategic priorities and program implementation. Results-based, data-driven facilitation and agenda. Inclusive of prep, collateral, travel time to and from.	Per Session	2	\$ 7,500.00	1	\$ 3,750.00	0	\$ -	\$ 3,750.00	\$ 11,250.00
2. County Human Resources Leadership Capacities	Half-days, in-person trainings, key notes, and/or coaching support, including in connection with EDC, DDC staff and leadership. Includes as needed participation and attendance in: (a) Annual EOC/Diversity Luncheon, (b) State of the County, and/or (c) on-going DDC and Human Resources needs, if any.	Per Session	2	\$ 7,500.00	1	\$ 3,750.00	0	\$ -	\$ 3,750.00	\$ 11,250.00
3. County Department Implementation Support	Facilitation and design support of cross-sector departmental initiatives, and/or hourly coaching sessions (as desired by participating agencies). Discrete individualized action plan support and periodic quarterly Communities of Practice meetings to elevate local and national best practices for strategies impacting opportunity in all communities.	Hourly	see row 28	\$ -	see row 28	\$ -	see row 28	\$ -	see row 28	\$ -
									Item Total:	\$ 22,500.00
<b>C. Leadership Meetings &amp; Coordination (hourly support)</b>										
Meeting Type	Description	Unit	Qty	Subtotal	Qty	Subtotal	Qty	Subtotal	Unit Cost (\$)	Total (\$)
Leadership Briefings & On-Going Hourly Support	Briefings, strategic advice, visioning facilitation, documentation, and/or research as requested by the client, including with elected officials. Reflects estimated complete hourly bank to be utilized as needed by all categories.	Hourly	162	\$ 38,450.00	100	\$ 22,500.00	58	\$ 12,600.00	\$ 225.00	\$ 71,550.00
									Item Total:	\$ 71,550.00
				<b>Annual Total:</b>	\$ 165,450.00	\$ 132,000.00	\$ 62,600.00	<b>Grand Total:</b>	\$ 360,050.00	\$ 360,050.00
Phase	Description	Cost (\$)								
Phase I – Start-Up and Stand-Up	Governance and operations structure setup; capacities facilitation	\$ 165,450.00								
Phase II – Implementation and Coordination	Ongoing operations and engagement; pilot impact support	\$ 132,000.00								
Phase III – Sustainability and Closeout	Final reporting and transition; institutional facilitation	\$ 62,600.00								
		<b>Phased Total:</b>	\$ 360,050.00							

**Travel:** <sup>1</sup> Consistent with County policy regarding [reasonable travel rates and per diem costs](#), travel estimates are as follows: (a) lodging- \$111 per night per person, (b) transportation (including airfare)- \$225 per person West Coast trainer and \$450 per person East Coast trainer, (c) per diem meals and incidentals- \$61 per person per day, together for a total of: \$172 per day plus \$225 or \$450 airfare. Most visits are contemplated as two-night, three-day visits (\$630 or \$855, depending on home location of trainer). All efforts to reduce travel expenses and leverage travel with other regional clients shall be made by Consultant.

**Exhibit B-1  
Project Work Schedule and Budget**

San Bernardino County: Community Impact through Results-Based-Accountability (July 2026 – December 2028)			
Phase & Description	Period	Budget	Travel Estimate <sup>1</sup> (NTE)
<b>A. EEG Community Engagement Support and Capacity Building</b>			
<b>Stakeholder Mapping, Facilitated Engagement, and Project Plan Implementation Coordination</b>	<p>July 2026 – December 2028</p> <p>Following data driven research and community engagement efforts during Phase I of this engagement, these performance accountability sessions, monthly facilitated community meetings, and targeted support of the Community Action Partnership as intermediary, will support leadership design of areas of strategic focus. Troubleshoot and address barriers and obstacles, expand community and funder partnerships in preparation for continuing delivery of effective County-supportive partnership. Equity Element Group (EEG) transitions into a community-led Economic Empowerment Growth Council (EEGC). Participants establish norms and principles for co-design and ownership and ensure an executive committee and backbone alignment for effective and accountable collective impact, and measurable outcomes in community.</p> <ol style="list-style-type: none"> <li>1. Administrative Support. Project management, invoicing, compliance, documentation associated with initiative.</li> <li>2. EEGC Community Stakeholder Facilitation. Full-days in-person facilitation of EEGC community impact sessions and retreats, including data visualization, tech needs, reporting and AI summaries. Inclusive of prep, collateral, and travel time to and from.</li> <li>3. EEGC Subcommittee Facilitation and Retreats. Half-days in-person or virtual facilitated subcommittee initiative sessions, including ensuring agenda, outcomes, and fidelity to community deliverables across (a) Communities &amp; Schools, (b) Housing, (c) Public Safety, (d) Government Relations (and Governance), (e) Jobs &amp; the Economy, (f) Communications.</li> <li>4. Strategic Partnership for Economic Growth Facilitation and Coordination. Hourly design, facilitation and coordination support of CSUSB, Lewis Center and similar economic growth partnerships in service of community impact</li> <li>5. Data Analysis and Research. Population and performance level research, design and reporting, in connection with community impact reports and client needs.</li> <li>6. Transition Implementation. Hourly support of EEGC leadership governance, communications and transition, including creation of templates and models, consistent check-ins with CAP/EEGC leadership as intermediary, and documentation of process.</li> </ol> <p>Exemplary engagements include:</p> <p>*EEGC Site Visits and Community Engagement. Monthly leadership facilitation and workshop design for on-going task force focused on ensuring high-capacity leadership, resident engagement, and effective partnership with County for all communities. Bi-weekly virtual leadership meeting + monthly broader community meeting.</p> <p>*County Executive Leadership- Quarterly Site Visit for progress presentations and as-desired monthly check-ins with respect to EEG/EEGC progress and needs. Targeted support for key County initiatives in partnership with opportunities for all communities.</p> <p><b>Consultant Deliverable(s):</b> (a) Revised draft Project plan; (b) Stakeholder PowerPoint presentations, including overview learning arc, preliminary client theory of change, key stakeholder themes/feedback, and limited capacities trend analysis (together, "Project Plan"). Investable and clear Project plan for EEG produced</p>	<p>\$266,000</p>	<p>NTE \$10,000, annually in total</p>

San Bernardino County: Community Impact through Results-Based-Accountability (July 2026 – December 2028)			
Phase & Description	Period	Budget	Travel Estimate <sup>1</sup> (NTE)
	including core root causes of focus, results/vision statement, focal strategic areas, and initial intended beneficiaries and performance measures. Additional highlight of anticipated Pilot pull-outs for year one, and facilitated support of initiative subcommittees. <i>Equity Element members are clear on Project plan and milestones, and shared community-facing framework is produced.</i> Reflects understanding of core county needs, strengths, focal areas, and opportunities of leverage and multiple engagement workshop sessions; (c) Dashboard and monthly briefing produced for community progress and internal performance monitoring. In partnership with key EEGC members. Identification of key stakeholders, roles, and responsibilities, and community participation progress (together, “Communities of Opportunity Vital Signs”); (d) development of baseline strategic recommendations, performance measurement, and actionable near-term implementation steps for strong community engagement and relations, namely with respect to data visualization and analysis (in collaboration with Analyst, Assistant Executive Officer): priority County initiatives related to improved outcomes and community participation in (i) housing, (ii) health, (iii) jobs and the economy and (iv) public safety efforts. Aligning EEGC efforts with County Chief Executive Officer priorities for all communities.		
<b>B. County Stakeholder Workshops and Trainings (Departments and Human Resources)</b>			
<b>Workshops and Coaching for Impact and Accountability @County</b>	<p>1. County Departmental Capacities Facilitation Support and Trainings. Half-days, in-person meetings, workshops, staff sessions in support of County/AEO strategic priorities and program implementation. Results-based, data-driven facilitation and agenda. Inclusive of prep, collateral, travel time to and from.</p> <p>2. County Human Resources Leadership Capacities. As needed research, national best practices, presentation, and/or coaching support by the request of EOC staff and leadership, including with respect to (a) Annual EOC luncheons, (b) on-going DDC and Human Resources needs, if any.</p> <p>3. County Departmental Implementation Support. Facilitation and design support of cross-sector departmental initiatives, and/or hourly coaching sessions (as desired by participating agencies). Discrete individualized action plan support and periodic quarterly Communities of Practice meetings to elevate local and national best practices for strategies impacting opportunity in all communities.</p> <p><b>Consultant Deliverable(s):</b> Cohort 1 participating agencies and stakeholder organizations (if applicable) have on-call support to implement community improvement strategies and assess performance data consistent with previously created action plans (“Action Plans”). Discrete individualized action plan support and periodic quarterly Communities of Practice meetings to elevate local and national best practices for strategies impacting opportunity in all communities.</p>	\$22,500	N/A, leveraging travel via other sections
<b>C. Leadership Meetings &amp; Coordination Hourly Support</b>			
<b>Leadership Check-Ins</b>	Hourly support with Consultant principal and Project leadership internally for County, department executive leaders and Project as needed.	\$71,550  (318 hours @ \$225 hourly rate)	N/A, leveraging travel via other sections
	<b>Subtotal:</b>	\$360,050 (over term)	NTE \$10,000, annually

**Summary of how the \$360,050 will be paid per Fiscal Year**

<b>Period</b>	<b>Description</b>	<b>Budget</b>
<b>FY'27 July 2026-June 2027</b>	EEGC Start-Up and Stand-Up- Governance and operations structure setup; community and County priority alignment, including County HR as-needed support	\$165,450
<b>FY'28 July 2027-June 2028</b>	Implementation and Coordination - Ongoing operations and engagement for launched initiatives; data collection and visualization support	\$132,000
<b>FY'29 July 2028-December 2028</b>	Sustainability and Closeout – final reporting and transition. Wind down of pilot projects and trainings.	\$62,600
	<b>Total:</b>	<b>\$360,050</b>