



GUILFORD COUNTY CONTRACT NO. 90007212
Parent Contract No.

THIS CONTRACT is hereby made, entered into, and effective as of May 15, 2025, by and between GUILFORD COUNTY ON BEHALF OF GUILFORD COUNTY SHERIFF'S OFFICE, a body politic and corporate of the State of North Carolina, hereinafter referred to as the "COUNTY," and CRISIS CONSULTANT GROUP, INC., hereinafter referred to as the "CONTRACTOR," and also collectively referred to as the "Parties."

W I T N E S S E T H:

WHEREAS, for the purpose and subject to the terms and conditions hereinafter set forth, the COUNTY hereby contracts for the items, goods, service or services of the CONTRACTOR and the CONTRACTOR agrees to provide the items, goods, service or services to the COUNTY in accordance with the terms of this Agreement.

WHEREAS, the COUNTY and Sheriff's Office desire to promote safe outcomes during law enforcement encounters between the Sheriff's Office and persons in crisis through relevant training of sworn deputies performing law enforcement functions out in the public and detention officers employed by the Sheriff's Office in both the Greensboro Detention Center (201 South Edgeworth Street, Greensboro, NC) and High Point Detention Center (507 East Green Drive, High Point) (BID 20259), and

WHEREAS, the CONTRACT is federally funded by the FY24 Safer Outcomes: Enhancing De-Escalation and Crisis Response Training for Law Enforcement – Support for Law Enforcement Agencies through the Department of Justice (DOJ), and

WHEREAS, the CONTRACTOR has submitted a proposal to provide such goods and/or services.

NOW, THEREFORE, in consideration of promises mutually exchanged the Parties agree as follows:

1. GOODS AND/OR SERVICES. CONTRACTOR will provide the goods and/or services as set forth in the Specifications (Attachment A) and Proposal (Attachment B), attached hereto and incorporated herein by reference. All items and/or services shall be provided in a competent, workmanlike and professional manner acceptable to the COUNTY. Should there be any discrepancy between the CONTRACTOR'S Proposal (Attachment B) and the Specifications (Attachment A) and/or the Contract, the Contract and/or the Specifications (Attachment A) (first 7 pages) shall prevail and control.

On-Location Training Session

De-Escalation for Law Enforcement a minimum of 10 sessions (each session includes a Beginner & Advanced training) of a group size of 53 or less participants provided on a quarterly or more frequent basis over the course of two years to Sheriff's deputies and detention officers.

De-Escalation for Law Enforcement (Trainer) for a total of 10 Sheriff's deputies and/or detention officers will take the 2.5-day Train-the-Trainer course that will certify them to be a trainer for one (1) year to continue providing De-Escalation training to Sheriff's personnel in future years.

Train-the-Trainer Virtual Recertification is a four (4) hour course offered one year after the initial training and being certified to continue certification for one (1) year.c

2. PAYMENT AND PRICING. As full compensation for the CONTRACTOR'S delivery of the goods and/or services, the COUNTY agrees to pay the amounts for the goods and/or services as set out herein and in Attachment B, which is attached hereto and incorporated herein by reference. Payment will be made by the COUNTY to CONTRACTOR within thirty (30) days of receipt of a correct invoice and proper documentation that the goods and/or services have been delivered or provided in accordance with this Contract.

PRICING OPTIONS

Training Curriculum:	GROUP SIZE PER SESSION	TOTAL NUMBER OF PERSONS	COST PER PERSON	TOTAL
Crisis Prevention & Intervention-Beginner	Up to 53	504	\$174.00	\$87,696
Crisis Prevention & Intervention - Advanced	Up to 53	504	\$214.00	\$107,856
Crisis Prevention & Intervention – Beginner Trainer	10	10	\$2295/pp	\$22,950
Crisis Prevention & Intervention – Advanced Trainer	10	10	\$2695/pp	\$26,950
Beginner Handbooks		504	\$10.50	\$5292
Advanced Handbooks		504	\$11.00	\$5544
Total				\$256,288*

TRAVEL COSTS

Airfare/Lodging/Fuel/Meals/Parking are billed upon completion. All costs are direct billed as incurred, keeping expenditures as minimal as possible to client. There is no Per Diem or additional charges added to final invoice.
Cost: Included (specifically includes travel expenses for up to 15 full training days)

3. NOT TO EXCEED CONTRACT. The maximum financial exposure to the COUNTY under this Contract will not exceed \$256,288.00. Payment will be made only from budgeted funds in accordance with N.C.G.S. Chapter 159.

4. APPROPRIATION. This Contract is subject to annual appropriation of funds by the GUILFORD COUNTY Board of Commissioners or other funding source, pursuant to N.C.G.S. Chapter §153A-13.

5. TERM. Unless terminated as provided herein, this Contract shall be in effect for one (1) year, four (4) months and sixteen (16) days, beginning May 15, 2025, and ending September 30, 2026.

6. AMENDMENTS. The terms of this Agreement may only be modified or revised with a written Contract executed by both Parties.

7. DEPARTMENT OF JUSTICE GRANT. The CONTRACTOR is bound by the terms and conditions of the Grant Agreement between the Department of Justice and Guilford County on behalf of the Guilford County Sheriff's Office attached hereto and incorporated herein by reference as Attachment C. This includes, but is not limited to compliance with Conditions 1 through 35 in Attachment C.

8. TERMINATION.

TERMINATION WITHOUT CAUSE.

COUNTY may terminate this Contract without cause or penalty upon serving a thirty (30) days day written notice to the CONTRACTOR. Subject to this Contract's provisions regarding breach, all goods and/or services provided and accepted as of the date of termination will be paid; similarly, amounts paid in advance, if any, for which deliverables have not been provided and accepted by COUNTY will be promptly refunded to COUNTY by CONTRACTOR within thirty (30) days of date of termination of this Contract.

TERMINATION FOR CAUSE.

If, through any cause, the CONTRACTOR shall fail to fulfill its obligations under this contract in a timely and proper manner, the COUNTY shall have the right to terminate this Contract by giving written notice to the CONTRACTOR and specifying the effective date thereof. In that event, all finished or unfinished deliverable items prepared by the CONTRACTOR under this contract shall, at the option of the COUNTY, become its property and the CONTRACTOR shall be entitled to receive just and equitable compensation for any satisfactory work completed on such materials, minus any payment or compensation previously made. Notwithstanding the foregoing provision, the CONTRACTOR shall not be relieved of liability to the COUNTY for damages sustained by the COUNTY by virtue of the CONTRACTOR'S breach of this Agreement, and the COUNTY may withhold any payment due the CONTRACTOR for the purpose of setoff until such time as the exact amount of damages due the COUNTY from such breach can be determined. In case of default by the CONTRACTOR, without limiting any other remedies for breach available to it, the COUNTY may procure the contracts services from other sources and hold the CONTRACTOR responsible for any excess cost occasioned thereby. The filing of a petition for bankruptcy by the CONTRACTOR shall be an act of default under this Contract.

9. BREACH. If, through any cause, CONTRACTOR or COUNTY ("the breaching party") shall fail to fulfill its obligations under this Contract in a timely and/or proper manner ("breach"), either in whole or in part, and such breach has continued for a period of more than ten (10) days after the other party ("the non-breaching party") has notified the breaching party of such breach, in addition to the right to terminate the Contract upon notice to the breaching party, the non-breaching party shall have all legal, equitable, and administrative rights available under applicable law. Without limiting other remedies, where COUNTY is the non-breaching party COUNTY may: Withhold any payment due CONTRACTOR for the purpose of setoff until such time as the exact amount of damages due COUNTY from such breach can be reasonably determined (at which time that amount shall be deducted from any payment(s) otherwise due to CONTRACTOR) and/or procure the contracted for services or goods from other sources and hold CONTRACTOR responsible for any excess cost occasioned thereby. The filing of a petition for bankruptcy by CONTRACTOR shall constitute an act of breach under this Contract.

10. EQUAL EMPLOYMENT OPPORTUNITIES.

GUILFORD COUNTY and the awarded Vendor shall comply with Equal Employment Opportunities (EEO) requirements, and ensure that all individuals have an equal opportunity for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status under the Guilford County EEO Plan, as amended, implemented pursuant to 41 CFR Part 60-2.10(a)(3), 41 CFR §60-741.44(a) and 41 CFR §60-300.44(a), and in accordance with the following laws, as amended: Title VII and Title IX of the Civil Rights Act of 1964; The Equal Pay Act of 1963; Executive Order 11246; the Age Discrimination in Employment Act of 1967; the Rehabilitation Act of 1973, as amended (Section 503); the Americans with Disabilities Act of 1990; the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA); the Civil Rights Restoration Act of 1988; NC General Statutes Chapters 116 and 126 and Title II of the Genetic Information Nondiscrimination Act of 2008, the North Carolina Equal Employment Opportunity Policy effective June 1, 2015, along with all other applicable federal and state laws governing equal employment opportunities.

11. FEDERAL FUNDING – UNIFORM GUIDANCE. The Parties agree that when utilizing federal funding in the performance of this Agreement, the Parties shall comply with all applicable financial, accounting, and other provisions in 2 C.F.R. §200.326 and 2 C.F.R. Part 200, Appendix II, (Uniform Guidance) set out herein and in Attachment A, which is attached hereto and incorporated herein by reference, including, but not limited to: The Equal Employment Opportunity Clause (41 C.F.R. Part 60); Davis-Bacon Act (40 U.S.C. 3141-3148); Copeland "Anti-Kickback" Act (40 U.S.C. §3145, as supplemented by Department of Labor (DOL) regulations, 29 C.F.R. Part 3, "Contractors and

Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”); Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708, as supplemented by DOL regulations at 29 C.F.R., Part 5. See 2 C.F.R. Part 200, Appendix II(E); Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act, as amended (33 U.S.C. 1251-1387); Debarment and Suspension (Executive Orders 12549(1986) and 12689(1989) at 2 C.F.R. Part 180 and the DHS’ regulations at 2 C.F.R. Part 3000 (Nonprocurement Debarment and Suspension); Byrd Anti-Lobbying Amendment (31 U.S.C. 1352); Procurement of Recovered Materials (2 C.F.R. Part 200, Appendix II(J) and §200.322); Rights To Inventions by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements (37 C.F.R. Part 401); Record Retention Requirements (2 C.F.R. §200-324); and subsequent amendments, which are incorporated herein by reference.

12. NOTICES. All notices pursuant to this Agreement shall be in writing and delivered personally or mailed by certified mail, registered mail, postage prepaid, with return receipt requested, at the addresses appearing below, but each Party may change such address by written notice in accordance with this paragraph. Notices delivered personally will be deemed communicated as of actual receipt. Mailed notices will be deemed communicated as of three (3) days after mailing.

Michael Halford, Guilford County Manager
 GUILFORD COUNTY
 P.O. Box 3427 (zip code 27402)
 301 West Market Street
 Greensboro, NC 27401

CRISIS CONSULTANT GROUP, LLC
 8005-C Creighton Parkway #710
 Mechanicsville, VA 23111

13. INDEPENDENT CONTRACTOR/INDEMNIFICATION CONTRACTOR shall operate as an independent contractor for all purposes. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between the COUNTY and either the CONTRACTOR or any employee or agent of CONTRACTOR. CONTRACTOR is an independent contractor and not an employee, agent, joint venture or partner of the COUNTY. The Parties agree to each be solely responsible for their own acts or omissions in the performance of each of their individual duties hereunder, and shall be financially and legally responsible for all liabilities, costs, damages, expenses and attorney fees resulting from, or attributable to any and all of their individual acts or omissions to the extent allowable by law.

14. ASSUMPTION. If CONTRACTOR should undergo merger, acquisition, bankruptcy or any change in their ownership or their name for any reason, CONTRACTOR must immediately notify GUILFORD COUNTY in writing of these changes and provide the COUNTY with legal documentation supporting these changes, such as an Assumption Agreement, Bill of Sale, Articles of Incorporation, Articles of Amendment, sales contract, merger documents, etc. Further, CONTRACTOR will submit the name and address of the assuming CONTRACTOR’S registered agent for service of process and/or all notices required under this Contract.

15. SEVERABILITY. If any provision of this Contract is held unenforceable, then such provision will be modified to reflect the Parties’ intention. All remaining provisions of this Contract shall remain in full force and effect.

16. FORCE MAJEURE. Neither Party shall be liable to the other Party for any failure or delay caused by events beyond such Party's control and not due to its own negligence, provided that such Party uses commercially reasonable efforts to resume performance as soon as reasonably practicable. The non-performing Party shall notify the other Party of the force majeure event within twenty-four (24) hours of the onset thereof. In the event that a force majeure event precludes CONTRACTOR from performing services and/or providing goods for a period of ten (10) consecutive business days, the COUNTY shall have the right to: (a) procure replacement goods and/or services from an alternative source and/or (b) terminate the Contract or portion(s) of Contract upon written notice to CONTRACTOR.

17. HEADINGS/TITLES/WORDING. Inclusion of titles of paragraphs or section headings, capitalization of certain words or phrases and/or bold face typestyle of certain words or phrases in this Contract are for convenience purposes only and shall not be used to interpret or construe the provisions of this Agreement. The terms "Contract" and "Agreement" have the same meaning and may be used interchangeably throughout this document. The terms "Attachment" and "Exhibit" have the same meaning and may be used interchangeably throughout this document.

18. GUILFORD COUNTY LIABILITY INSURANCE REQUIREMENTS.

WORKERS COMPENSATION: CONTRACTOR agrees to maintain coverage to apply for all employees for statutory limits in compliance with the applicable state and federal laws. The policy must include employer's liability with limits of at least \$1,000,000.00 for each accident, \$1,000,000.00 for each employee, with at least a \$1,000,000.00 aggregate policy limit.

COMMERCIAL PROFESSIONAL LIABILITY: CONTRACTOR does hereby agree to maintain limits of at least \$1,000,000.00 per occurrence, per location, single limit for bodily injury liability and property damage liability, with at least a \$2,000,000.00 aggregate limit, per location. This shall include premises and/or operations, independent contractors, products and/or completed operations, broad form property damage and explosion, collapse and underground damage coverage, and a contractual liability endorsement.

BUSINESS AUTO LIABILITY: CONTRACTOR does hereby agree to maintain limits of at least \$1,000,000.00 per accident combined single limit for bodily injury liability and property damage. This should include owned vehicles, plus hired and non-owned vehicles.

COMMERCIAL GENERAL LIABILITY: CONTRACTOR does hereby agree to maintain limits of at least \$1,000,000.00 per occurrence, per location, single limit for bodily injury liability and property damage liability, with a \$2,000,000.00 aggregate limit, per location. This shall include premises and/or operations, independent contractors, products and/or completed operations, broad form property damage and explosion, collapse and underground damage coverage, and a contractual liability endorsement.

UNDERWRITING, ADDITIONAL INSURED, AND CANCELLATION NOTICE REQUIREMENTS: All insurance shall be written by companies with an AM Best rating "A" or higher. GUILFORD COUNTY shall be named as an additional insured on CONTRACTOR insurance policies, which shall be primary and not contributory to any other insurance that may be available to the COUNTY. Such certificates shall require that the policies shall not be canceled or reduced in coverage until thirty (30) days written notice of such cancellation or reduction has been received by CONTRACTOR and GUILFORD COUNTY.

MAINTENANCE OF INSURANCE COVERAGE AND RENEWAL DOCUMENTATION: CONTRACTOR original insurance policies or certified copies of policies may be required by COUNTY at any time. Current, valid insurance policies meeting the requirements stated herein shall be maintained for the duration of the Agreement. Renewed policies shall be sent to the COUNTY at the above address thirty (30) days prior to any expiration date.

Upon the COUNTY'S offer of award of this Agreement, CONTRACTOR will provide Certificates of Insurance for meeting the required insurance provisions. The Certificate of Liability shall state, "Guilford County is added as an additional insured as evidenced by the endorsement attached to this Certificate." CONTRACTOR will provide copies of insurance certificate(s) Guilford County Purchasing with their award package.

All insurance documents required under this Contract shall be forwarded to:

GUILFORD COUNTY

Attention: Risk Management

301 West Market Street

Greensboro, NC 27401

Reference: GUILFORD COUNTY CONTRACT NO. **90007212**

With CONTRACTOR'S NAME: CRISIS CONSULTANT GROUP, INC.

In the event CONTRACTOR fails to maintain and keep in force for the duration of this Contract the insurance required herein, the COUNTY may cancel and terminate this Contract without notice.

19. ENTIRE AGREEMENT. This Contract, including the Exhibits and/or Attachments, if any, sets forth the entire Agreement between the Parties. All prior conversations or writings between the Parties hereto or their representatives are merged within and extinguished. This Contract shall not be modified except by a writing subscribed to by all the Parties.

20. JURISDICTION. The Parties agree that this Contract is subject to the jurisdiction and laws of the State of North Carolina. The CONTRACTOR will comply with bid restrictions, if any, and applicable laws, including N.C.G.S. §143-129(j) regarding E-Verify. Any controversies arising out of this Contract shall be governed by and construed in accordance with the laws of the State of North Carolina and resolved in the General Court of Justice, Superior Court Division of Guilford County, North Carolina. An Affidavit Regarding E-Verify is attached hereto and incorporated herein by reference as Attachment B.

(The remainder of this page is intentionally left blank.
This Contract continues with signatures on the following page.)

WITNESS the following signatures and seals all pursuant to authority duly granted, effective as of the day and year first above written.

**GUILFORD COUNTY ON BEHALF OF
GUILFORD COUNTY SHERIFF'S OFFICE**


Michael Halford
Guilford County Manager
Date_____

ATTEST:

Robin B. Keller
Guilford County Clerk to Board
Date:_____

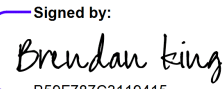
Danny H. Rogers
Sheriff of Guilford County
Date:_____

CRISIS CONSULTANT GROUP, INC

Signed by:

6A2CECF903D2454...

Print Name: Tracie Oakcrum
Title: Director of operations
Date: 4/29/2025 | 2:17 PM EDT

ATTEST:

Signed by:

B59F787C3119415...

Witness
Print Name: Brendan King
Date: 4/29/2025 | 2:20 PM EDT



GUILFORD COUNTY MWBE DEPARTMENT COMPLIANCE LETTER

Date: January 23, 2025

Prepared By: Ferreli McGilvary, Compliance + Data Officer

SOLICITATION DEVELOPMENT STAGE

Project Description

Bid 20259 De-Escalation & Crisis Response Training for Guilford County Sheriff's Office

Scope Review Compliance

The MWBE Department met with Sheriff's Office and Purchasing on January 22, 2025, to review the scope, scope adjustment was ☐ recommended ☒ **not recommended**.

MWBE Department Established Contracting Goals Review Compliance

There are ☒ **No Goals** ☐ 1 Goal ☐ 2 Goals for this project: 0 % Established Goal and 0% Aspirational Goal

Per the Board of Commissioners adopted MWBE Procedure Manual, Section C. Race and Gender Conscious Program Elements, 1.2.1 Approval - *All MWBE goals must be approved by the MWBE Program Director before advertising the Solicitation Documents.*

MWBE Approval to Advertise Solicitation

The MWBE ☐ Director ☒ **Deputy Director**, Maria Miles has approved the subject solicitation for advertisement. The remainder of this document will be completed for final compliance before contract award once the Department submits its Recommendation of Award. The MWBE Department shall be included on the Evaluation Team for this Bid.

X *Maria Miles*

Maria Miles
Deputy Director



GUILFORD COUNTY MWBE DEPARTMENT COMPLIANCE LETTER

Department Recommendation of Award Date: Tuesday, March 18, 2025

Prepared By: Ferreli McGilvary, Tuesday, March 18, 2025

MWBE Vendor Notification Compliance

The MWBE Department conducted outreach efforts ten (10) days prior to the Bid due date. Per the Board of Commissioners adopted MWBE Procedure Manual, Section C. Race and Gender Conscious Program Elements, 1.10 Project Notification- *At least ten (10) Days before the Opening of Bids/Proposals, a Project Notification shall be provided to MWBEs to inform them of: (i) the applicable Goal; (ii) the description of work being solicited, (iii) date, time, and location where a Bid/Proposal must be submitted; (iv) contact information for any County personnel who could answer questions about the Contract; (v) how to access the Solicitation Documents; and (vi) any special requirements that may exist.*

MWBE Department Pre-Bid Inclusion Compliance

Purchasing conducted a Pre-Bid meeting and the MWBE Department was in attendance on Wednesday, February 19, 2025

BID/PROPOSAL EVALUATION STAGE

MWBE Department Evaluation Inclusion Compliance

The bid was issued Request for Proposal (RFP) as such the standard of award is the lowest, responsive and responsible bidder. The vendor met that requirement. The vendor met that requirement. Bids were received from the following firms:

1. Crisis Consulting Group
2. nSide Inc.

SOLICITATION AWARD STAGE

MWBE Program Office Goals Review

Per NC GS 143-128.2. Minority Participation goals, Guilford County has adopted the state minority business participation goal of 10%. Guilford County shall establish a 10% minority goal on all projects greater than \$30,000.

On February 2017, Guilford County Board of Commissioners established an aspirational MWBE participation goal of fifteen percent (15%), as recorded in the approved meeting minutes. Guilford County encourages each contractor to meet or exceed the aspirational goals in recruiting MWBE providers.



GUILFORD COUNTY MWBE DEPARTMENT COMPLIANCE LETTER

The following goals were established for the Bid 20259 – Grant Funded Safer Outcomes De-Escalation Training Request for Proposal (RFP)

Established Goal	Aspirational Goal	Vendor Committed Goal
0%	15%	0 % - Goal Waived

The following goal(s) were committed to by Crisis Consulting Group on a contract amount of \$256,288.00 annually with an initial contract term of two (2) years with no option to renew.

Subcontractor Name	N/A
Work Scope	N/A
NC HUB Certification	N/A
NC-HUB Ethnicity	N/A
Percent (%) Committed	N/A
Amount Committed	N/A

Good Faith Efforts Review

In accordance with NC GS 143-128.2(f), Minority business participation goals, and NC GS 143-131(b), a review of good faith efforts where the established goal has been met or exceeded is not required. The established goal was waived for this Bid.

MWBE Department Award Recommendation

Please accept this as verification and certification that:

1. The bid opportunity, scope review, established goals, solicitation documents, and bid process identified above complied with all requirements set forth in the Board adopted MWBE Policy and Procedure Manual.
2. The MWBE Department supports and recommends this contract for the award as presented.

Maria Miles

Maria Miles, Deputy Director



Request for Proposals

For

Grant Funded Safer Outcomes De-escalation Training

Bid Number: 20259

Commodity Code(s):

91838, 91803, 91806, 91832, 91820-21, 95221,
95868, 94876, 95285, 99049

Guilford County Purchasing Department
Guilford County Katie S. Cashion Center, Basement-Suite 072
201 South Greene Street
Greensboro, NC 27401

PROPOSAL SCHEDULE

(Note: The dates below are subject to change)

Request for Proposal
for
**Grant Funded
Safer Outcomes De-escalation Training**

Bid Number 20259

Advertisement Date	February 12, 2025
Non-Mandatory Pre-Proposal ZoomGov Meeting	February 19, 2025, at 10:00 A.M., Eastern Time
Last Day for Questions	February 26, 2025, at 2:00 P.M., Eastern Time
Proposal Due Date	March 7, 2025, at 2:00 P.M., Eastern Time

I. Introduction

Guilford County Purchasing Department is soliciting proposals from qualified firms to provide de-escalation training for all sworn deputies, and their support personnel the detention officers in the two County jails. The County invites all interested and qualified firms who meet the requirements below to submit a response to this RFP.

II. General Information

A non-mandatory Pre-Proposal ZoomGov Meeting will be held on February 19, 2025, at 10:00 A.M., as instructed below. You may join the ZoomGov Meeting from your computer, tablet or smartphone

For best results, use Chrome as your web Brower:

<https://www.zoomgov.com/j/1602066557?pwd=KU7mfWu3z6zmjCZvghHvQbIlCPVJQy.1>

Meeting ID: 160 206 6557

Passcode: 881987

One tap mobile

+16692545252,,1602066557# US (San Jose)

+16469641167,,1602066557# US (US Spanish Line)

Dial by your location

- +1 669 254 5252 US (San Jose)
- +1 646 964 1167 US (US Spanish Line)
- +1 646 828 7666 US (New York)
- +1 551 285 1373 US (New Jersey)
- +1 669 216 1590 US (San Jose)
- +1 415 449 4000 US (US Spanish Line)

Meeting ID: 160 206 6557

Find your local number: <https://www.zoomgov.com/u/aevStRJGa>

Join by SIP

- 1602066557@sip.zoomgov.com

Join by H.323

- 161.199.138.10 (US West)
- 161.199.136.10 (US East)

Terms of Contract

The selected Provider will enter into a contract with the County as outlined in this RFP for two (2) years.

A. Causes for Cancellation and/or Termination

1. That the contract was secured by a fraudulent act, statement or material fact or that a fact concerning the firm was not disclosed at the time of the contract award, if known and would have caused the refusal to enter into a contract by the County.
2. The Provider has not complied with all the provisions and requirements set forth in the Request for Proposal or the contract with the County. If non-compliance occurs, the contract may be revoked and will not be reinstated during the current contract cycle.
3. The Provider has violated any of the regulations established by the Federal and State laws.
4. Either party may terminate the agreement for any reason without penalty upon ninety (90) days written notice to the other party.

B. No bid deposit or performance bonds are required

C. Funding Source: Payment for services under contract by this solicitation will be paid with federal funding. Funding is contingent upon compliance with all terms and conditions of the funding award.

D. Compliance by Awarded Provider: The awarded Provider (s) shall comply with all applicable federal laws, regulations, executive orders, ARPA requirements, specifically 2 CFR, Part 200, and the terms and conditions of the funding award. In addition, Provider (s) providing submittals shall be responsible for complying with state law and local ordinances.

III. Bid Requirements for Electronic Events

1. All Respondents who plan to submit a proposal must register in the Guilford County's Vendor Self Service (VSS) System. Instructions to register as a Vendor, update registration and submit bids are available at: <https://www.guilfordcountync.gov/our-county/purchasing/vendor-self-service-vss-program>.
2. Electronic responses should be made through Guilford County's Vendor Self Service automated bidding system at: <https://guilfordcountync.munisselfservice.com>. **For best results, use Chrome as your web Browser.** Click on Vendor Self Service and use the arrow button in the top righthand corner to Login and submit your bid response. Click on the Bid Number to open it, then Click on Create Bid and follow the instructions for each tab. All responses must be submitted electronically by the event date and close time. There will be **NO EXCEPTIONS**. The system cannot accept late submittals.
3. All questions pertaining to this RFP must be emailed to the Guilford County Purchasing Department at DG_Purchasing@guilfordcountync.gov in accordance with this event schedule. The bid number and title of the project must be referenced in the email. Each question asked will be answered for all Respondents to view by way of an Addendum and posted in the automated bidding system. No question will be considered after the Q&A close date and time. **NO EXCEPTIONS**. Please note it is the Respondent's responsibility to review all questions, answers and attachments prior to submitting their response.
4. Respondents are strongly encouraged to submit their proposal with all required documentation at least twenty-four (24) hours in advance. The County will not be responsible for any technical difficulties that may arise and result in the inability to submit.
5. Respondents are responsible for checking the event for any addendums prior to completion and submission of their response. Addendum acknowledgement and requirements, if any, must be included in each submittal.
6. To complete the items portion of a submittal in Vendor Self Service, open the items tab to enter pricing for each line. Use the provided line description, unit of measure and quantity to complete the entries for each line. Upload all additional documentation required in the RFP document as an attachment(s) to your response.
7. To complete an electronic submittal, be **sure to click the "Submit Bid" button**. Your response will not be part of the submitted responses until submitted via the "Submit Bid" button.
8. To receive future notification, you must be registered as a Vendor in the Guilford County's Vendor Self Service System under Commodity Code 91838, 91803, 91806, 91832, 91820-21, 95221, 95868, 94876, 95285 & 99049. Please note, Vendors registered under the selected commodity code prior to the opening of this event will receive electronic notification(s) of the activity regarding changes made to the event; however, it is your responsibility to view the event for changes and updates.

IV. Minority and Women Business Enterprise (MWBE) Requirements

One primary responsibility of the County is the proper use of public revenue to purchase the various items, services, construction and repairs needed to operate. All expenditures of County funds must be in accordance with the North Carolina laws. The responsibilities of auditing and compliance with this law is that of the awarding authority, which in this case is the County.

On March 5, 1990, the County established its verifiable minority participation goal of ten (10) percent. In February 2017, Guilford County Board of Commissioners established a standing aspirational MWBE participation goal of fifteen percent (15) percent, as recorded in the approved meeting minutes. The aspirational MWBE goal for this project is fifteen percent (15%). Guilford County encourages each contractor to meet or exceed the aspirational goals in recruiting MWBE providers. Respondents must make good faith efforts to contact minority businesses to allow each an equal opportunity to quote on the particular work involved. Any proposal that does not include MWBE information and documentation may be considered non-responsive.

A minority business is defined as ownership of 51% or more by a minority. Minorities are officially defined as:

- (a) Black, that is, a person having origins in any of the black racial groups in Africa;
- (b) Hispanic, that is, a person of Spanish or Portuguese culture with origins in Mexico, in South or Central America, or the Caribbean Islands, regardless of race;
- (c) Asian American, that is, a person with origins in any of the original peoples of the Far East, Southeast Asia and Asia, the Indian subcontinent, or the Pacific Islands;
- (d) American Indian, that is, a person having origins in any of the original Indian peoples of North America; or
- (e) Female.

V. Evaluation and Selection Process

An Evaluation Committee will have responsibility for reviewing and evaluating all proposals and required documents submitted in response to this RFP. All proposals properly submitted and received will be evaluated against the award criteria outlined in this RFP. The absence of required information may result in exclusion of the proposal from further analysis or evaluation.

The County reserves the right to reject all proposals or waive technicalities in order to award a contract, which may be determined to be in the best interest of the County. The County also reserves the right to make the award in whole or part. The County reserves the right to include outside consultants to assist in the evaluation process.

VII. Award Criteria

It is the intent of Guilford County to make an award to a single Provider deemed to be fully qualified and best suited among those submitting proposals on the basis of the evaluation factors included in this RFP. Price shall be considered but shall not be the sole determining factor.

Once the proposals are ranked and the most qualified Provider(s) are determined, the County may conduct further negotiations, and/or request presentations from Provider(s) to further assist in the clarification of information and selection process. ***An award of a bid is not an acceptance of contract terms provided by Vendor unless expressly accepted by County.***

The Evaluation Committee will be guided by the following point system, which has 90 points as the maximum total:

Category	Points
Experience/Qualifications/References	0 to 30
Technical/Work Requirements	0 to 30
Cost Proposal/Pricing	0 to 20
Staffing Requirements	0 to 10
Financial Stability	Pass/Fail
Possible Total	90

Grant Funded Safer Outcomes De-escalation Training SCOPE OF WORK

This Bid and Scope of Work cover the requirements for services to be performed and will become an integral part of the contract between Guilford County and the Provider. The Provider must comply with the Scope of Work as outlined. All services shall be provided in a competent, workmanlike and professional manner acceptable to the County.

- 1.0 **Purpose:** The purpose and intent of the Request for Proposal (RFP) is to solicit proposals from qualified firms to provide de-escalation training for all sworn deputies, and their support personnel the detention officers in the two Guilford County jails. The awarded Provider will also provide training for ten (10) personnel to become trainers for future personnel as well as refresher training.
- 2.0 **Background:** In 2023, Guilford County deputies had 41,009 self-initiated public contacts and 26,223 dispatched calls from the Guilford Metro 911 system. Also in 2023, thousands of inmate mental health visits and therapy sessions were provided. Guilford County deputies and detention officers work with medical professionals transporting inmates to doctors' appointments, hospitals, mental health assessments and treatment, and court hearings. Guilford County Sheriff's Office (GCSO) deputies and their supporting detention staff are therefore constantly engaging with citizens or inmates who have mental health and/or substance use disorder problems. The training made available through this grant will directly improve our deputy and detention officers' skills in safely working with individuals experiencing a mental health crisis.
- 3.0 **General Conditions:**
The goal of this program is to directly improve the skills of deputies and detention officers when interacting with individuals experiencing a mental health crisis. The expected outcome is to reduce the number of interactions that result in injury or harm.

Awarded Provider Must:

- Provide training to GCSO deputies and detention officers in crisis de-escalation techniques approved by the US Department of Justice.
- Be COPS office-approved to provide de-escalation training on both basic and advanced levels to 239 Sheriff's Deputies and 265 Detention Officers. The awarded Provider will also provide "train the trainer" training for 10 staff members.
- Provide quarterly training over a period of two years. Training classes will be broken into four sections: Crisis Prevention & Intervention Beginner, Crisis Prevention & Intervention Advanced, Crisis Prevention & Intervention Beginner Trainer, and Crisis Prevention & Intervention Advanced Trainer.
- Provide all related training materials including but not limited to print and video.

- 4.0 **Schedules/Timelines:** Per the terms of the grant, the period of training will be conducted quarterly over the course of two years.

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QUALIFICATIONS AND SUBMISSION REQUIREMENTS

In order to facilitate the analysis of responses to this RFP, all Respondents are required to prepare their proposals in accordance with the instructions outlined in this section. To be considered for selection, upload your proposed package into the County's Vendor Self Service System and submit all required supplemental information electronically. Proposals should be prepared as simple as possible and provide a straightforward, concise description of the Respondents' capabilities to satisfy the requirements of the RFP. All pages in your response must be properly formatted and provide the following basic information:

Failure to return all required supplemental information and attachments as outlined in Tabs 1 - 7 may result in a Provider being deemed non-responsive.

Tab 1: Cost Proposal and Attachments

To complete the Items portion of a submittal in Vendor Self Service, open the Items tab to enter pricing for each line. In addition, be sure to download and complete the Cost Proposal Form - **Attachment 1** back in the system to your online response. Should there be any discrepancy between the Cost Proposal Form-Attachment 1 and the submission of pricing entered in the items portion of Guilford County's Vendor Self Service automated bidding system, the online submission of pricing shall prevail and control. The grant limit is \$256,288.00. Therefore, please review your pricing information carefully prior to submission.

Tab 2: Executive Summary

This section of the response to the RFP should be limited to a brief narrative highlighting the Provider's proposal. Within this section, the Provider should highlight briefly their abilities and inabilities upon the requirements requested.

Tab 3: Provider's Qualifications

Complete the Provider Qualifications Form - **Attachment 2** to provide specific information as requested and upload as an attachment to your response.

Tab 4: Proposed Services to be Provided

The Provider shall present, in detail, features and capabilities of their proposed services to be provided. The Provider should state what implementation services will be provided, processes, control points and time frames for the on-going services. In addition, please describe all the services that their company provides. If other ancillary services are available that may be deemed pertinent to the process, please describe them in full detail.

Tab 5: References

Utilize the References Form – **Attachment 3** to provide a listing of references to include phone numbers and contact names.

Tab 6: MWBE Participation Requirements

Submit information about participating MWBEs on the MWBE Affidavit forms provided with this RFP. Utilize the MWBE Affidavit Forms - **Attachment 4**

Documents to provide with the bid proposal – Under North Carolina General Statutes (N.C. GS 143-128.2 (c) the undersigned bidder shall identify **on its bid** (Identification of Minority Business Participation Form) the minority businesses that it will use on the project with the total dollar value of the contract that will be performed by the minority businesses. There is a MWBE Goal Waiver for this RFP, participation is still encouraged. If there are no identified opportunities, indicate 0 or N/A on MWBE Forms #1 and #2.

Submit Forms #1-Minority Business Participation and #2-Minority Outreach Call Log.

Tab 7: Other Bid Event Forms

Please download to complete, sign and date the attached forms. Be sure to upload the forms back in the system to your online response. If no Addendum was issued, please indicate N/A for Not Applicable on the Addendum form.

W-9 Form - **Attachment 5**

Addendum Acknowledgement Form - **Attachment 6**

Non-Collusion Affidavit - **Attachment 7**

Affidavit of Compliance (E-Verify) - **Attachment 8**

Tab 8: Other Attachments

Please refer to the following attachments for information purposes only:

- Basic Insurance Requirements
- Federal Contract Provisions
- Sample Contract

(Note: An award of a bid is not an acceptance of the contract terms provided by vendor unless expressly accepted by County)

- RFP Proposal Checklist

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Federal Contract Provisions

1. [Access to Records and Record Retainage](#)
2. [Age Discrimination Act of 1975](#)
3. [Americans with Disabilities Act of 1990](#)
4. [Byrd Anti-Lobbying Amendment](#)
5. [Civil Rights Act of 1964 – Title VI](#)
6. [Civil Rights Act of 1968](#)
7. [Clean Water Act](#)
8. [Conflict of Interest Provisions](#)
9. [Contract Work Hours and Safety Standards](#)
10. [Copeland “Anti-Kickback” Act](#)
11. [Davis-Bacon Act](#)
12. [Debarment and Suspension](#)
13. [Domestic Procurement Preference](#)
14. [Drug-Free Workplace Regulations](#)
15. [Education Amendments of 1972](#)
16. [Energy Policy and Conservation Act](#)
17. [Environmental reviews/assessments](#)
18. [Equal Employment Opportunity](#)
19. [Fly America Act of 1974](#)
20. [Hotel and Motel Fire Safety Act of 1990](#)
21. [Limited English Proficiency](#)
22. [Patents and Intellectual Property Rights](#)
23. [Procurement of Recovered Materials](#)
24. [Rehabilitation Act of 1973](#)
25. [Remedies](#)
26. [Rights to Inventions Made Under a Contract or Agreement](#)
27. [Telecommunications Huawei / ZTE Ban](#)
28. [Termination](#)
29. [Terrorist Financing](#)
30. [Trafficking Victims Protection Act of 2000](#)
31. [Universal Identifier and System of Award \(SAM\)](#)
32. [USA Patriot Act of 2001](#)
33. [Whistleblower Protection Act](#)

All recipients of federally funded grants or use federal assistance to support procurements must comply with the applicable provisions of the Federal procurement standards 2 CFR pt. 200. As result, firms awarded federally funded contracts by Guilford County, in addition to contract clauses required by North Carolina law and other applicable federal regulations specific to a federal award, must comply with the following contract provisions set forth herein, unless a particular award term or condition specifically indicates otherwise. These terms and conditions are hereby incorporated into any resulting contract.

1. **Access to Records and Record Retainage.** In general, all official project records and documents must be maintained during the operation of this project and for a period of five years following close out. The Guilford County, the comptroller General of the United States, or any of their duly authorized representatives shall have access to any books documents papers and records of the of the Administering Agency which are pertinent to the execution of the Agreement for the purpose of making audits, examinations, excerpts and transcriptions.
2. **Age Discrimination Act of 1975.** All suppliers, contractors, subcontractors, consultants, and sub- consultants must comply with the requirements of the Age Discrimination Act of 1975 (Title 42 U.S. Code, § 6101 et seq.), which prohibits discrimination on the basis of age in any program or activity receiving Federal financial assistance.
3. **Americans with Disabilities Act of 1990.** All suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the requirements of Titles I, II, and III of the Americans with Disabilities Act, which prohibits discriminating on the basis of disability in the operation of public entities, public and private transportation systems, places of public accommodation, and certain testing entities. (42 U.S.C. §§ 12101–12213).
4. **Byrd Anti-Lobbying Amendment.** All suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the Byrd Anti-Lobbying Amendment, 31 U.S.C. § 1352 (as amended). Suppliers, contractors, subcontractors, consultants, and sub-consultants who apply or bid for an award of \$100,000 or more shall file the required certification. Each tier certifies to the tier above that it will not and has not used Federal appropriated funds to pay any person or organization for influencing or attempting to influence an officer or employee of an agency, a member of Congress, officer or employee of Congress, or an employee of a member of Congress in connection with obtaining any Federal contract, grant, or any other award covered by 31 U.S.C. § 1352. Each tier shall also disclose any lobbying with non-Federal funds that takes place in connection with obtaining any Federal award. Such disclosures are forwarded from tier to tier up to the recipient.
5. **Civil Rights Act of 1964 – Title VI.** All suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the requirements of Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d et seq.), which provides that no person in the United States will, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.
6. **Civil Rights Act of 1968.** All suppliers, contractors, subcontractors, consultants, and sub- consultants must comply with Title VIII of the Civil Rights Act of 1968, which prohibits discriminating in the sale, rental,

financing, and advertising of dwellings, or in the provision of services in connection therewith, on the basis of race, color, national origin, religion, disability, familial status, and sex (42 U.S.C. § 3601 et seq.), as implemented by the Department of Housing and Urban Development at 24 C.F.R. Part 100. The prohibition on disability discrimination includes the requirement that new multifamily housing with four or more dwelling units—i.e., the public and common use areas and individual apartment units (all units in buildings with elevators and ground-floor units in buildings without elevators)—be designed and constructed with certain accessible features (See 24 C.F.R. § 100.201).

7. **Clean Air Act and Federal Water Pollution Control Act (Clean Water Act).** All suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the Clean Air Act (42 U.S.C. 7401–7671q.) and the Federal Water Pollution Control Act (33 U.S.C. 1251–1387), as amended—when contract amounts exceed \$150,000 and agree to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401–7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251–1387).
8. **Conflict of Interest Provisions.** Interest of Members, Officers, or Employees of the Recipient Members of Local Governing Body or Other Public Officials. No member officer or employee of the recipient or its agent no member of the governing body of the locality in which the program is situated and no other public official of such locality or localities who exercises any functions or responsibilities with respect to the program during his tenure or for one year thereafter shall have any financial interest direct or indirect in any contract or subcontract or the proceeds under this agreement. Immediate family members of said member's officers, employees and officials similarly barred from having any financial interest in the program. The recipient shall incorporate or cause to be incorporated in all such contracts or subcontracts a provision prohibiting such interest pursuant to the purpose of this section.
9. **Contract Work Hours and Safety Standards Act (40 U.S.C. 327-333).** [Where applicable] All contracts awarded by the City in excess of \$100,000 for contracts that involve the employment of mechanics or laborers shall include a provision for compliance with 40 U.S.C. 3702 and 3704, as supplemented by Department of Labor regulations (29 CFR part 5). Under 40 U.S.C. 3702 of the Act, each contractor must be required to compute the wages of every mechanic and laborer on the basis of a standard work week of 40 hours. Work in excess of the standard work week is permissible provided that the worker is compensated at a rate of not less than one and a half times the basic rate of pay for all hours worked in excess of 40 hours in the work week. The requirements of 40 U.S.C. 3704 are applicable to construction work and provide that no laborer or mechanic must be required to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous. These requirements do not apply to the purchases of supplies or materials or articles ordinarily available on the open market, or contracts for transportation or transmission of intelligence.
10. **Copeland “Anti-Kickback” Act.** All suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the with the Copeland “Anti- Kickback” Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, “Contractors and Sub- contractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each contractor or sub-recipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled.
11. **Davis-Bacon Act, as amended (40 U.S.C. 3141-3148).** When required by Federal program legislation, all prime construction contracts in excess of \$2,000 awarded by non-Federal entities must include a provision for compliance with the Davis-Bacon Act (40 U.S.C. 3141-3144, and 3146- 3148) as supplemented by

Department of Labor regulations (29 CFR Part 5, “Labor Standards Provisions Applicable to Contracts Covering Federally Financed and Assisted Construction”). In accordance with the statute, contractors must be required to pay wages to laborers and mechanics at a rate not less than the prevailing wages specified in a wage determination made by the Secretary of Labor. In addition, contractors must be required to pay wages not less than once a week. The City must place a copy of the current prevailing wage determination issued by the Department of Labor in each solicitation. The decision to award a contract or subcontract must be conditioned upon the acceptance of the wage determination. The City must report all suspected or reported violations to the Federal awarding agency. The contracts must also include a provision for compliance with the Copeland “Anti-Kickback” Act (40 U.S.C. 3145), as supplemented by Department of Labor regulations (29 CFR Part 3, “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”). The Act provides that each contractor or subrecipient must be prohibited from inducing, by any means, any person employed in the construction, completion, or repair of public work, to give up any part of the compensation to which he or she is otherwise entitled. The City must report all suspected or reported violations to the Federal awarding agency.

12. **Debarment and Suspension.** All suppliers, contractors, subcontractors, consultants, and sub-consultants are subject to the non-procurement debarment and suspension regulations implementing Executive Orders 12549 and 12689, and 2 C.F.R. Part 180. These regulations restrict awards, subawards, and contracts with certain parties that are debarred, suspended, or otherwise excluded from or ineligible for participation in federal assistance programs or activities.
13. **Domestic Procurement Preference.** As appropriate and to the extent consistent with law, the Guilford County’s Supplier should, to the greatest extent practicable under a federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including, but not limited to iron, aluminum, steel, cement, and other manufactured products).” For purposes of this clause, (i) “produced in the United States” means, for iron and steel products, that all manufacturing processes, from the initial melting stage through the application of coatings, occurred in the United States, and (ii) “manufactured products” means items and construction materials composed in whole or in part of nonferrous materials such as aluminum; plastics and polymer based products such as polyvinyl chloride pipe; aggregates such as concrete; glass, including optical fiber; and lumber.
14. **Drug-Free Workplace Regulations.** All suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the Drug-Free Workplace Act of 1988 (41 U.S.C. § 701 et seq.), which requires agreement to maintain a drug-free workplace.
15. **Education Amendments of 1972 (Equal Opportunity in Education Act) – Title IX.** All suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the requirements of Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.), which provide that no person in the United States will, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.
16. **Energy Policy and Conservation Act.** All Suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the requirements of 42 U.S.C. § 6201 which contain policies relating to energy efficiency that are defined in the state energy conservation plan issued in compliance with this Act.
17. **Environmental reviews/assessments.** When required by Federal program legislation, awarded contractors must conduct and complete federally approved process of reviewing a project and its potential environmental impacts to determine whether it meets federal, state, and local environmental standards. The environmental review process is required for most federally assisted projects to ensure that the proposed project does not

negatively impact the surrounding environment and that the property site itself will not have an adverse environmental or health effect on end users. Not every project is subject to a full environmental assessment (i.e., every project's environmental impact must be examined, but the extent of this examination varies), but every project must be in compliance with the National Environmental Policy Act (NEPA), and other related Federal and state environmental laws.

18. **Equal Employment Opportunity.** Except as otherwise provided under 41 CFR Part 60, all contracts that meet the definition of “federally assisted construction contract” in 41 CFR Part 60-1.3 must include the equal opportunity clause provided under 41 CFR 60-1.4(b), in accordance with Executive Order 11246, “Equal Employment Opportunity” (30 FR 12319, 12935, 3 CFR Part, 1964- 1965 Comp., p. 339), as amended by Executive Order 11375, “Amending Executive Order 11246 Relating to Equal Employment Opportunity,” and implementing regulations at 41 CFR part 60, “Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.”
19. **Fly America Act of 1974.** All suppliers, contractors, subcontractors, consultants, and sub- consultants must comply with Preference for U.S. Flag Air Carriers: (air carriers holding certificates under 49 U.S.C. § 41102) for international air transportation of people and property to the extent that such service is available, in accordance with the International Air Transportation Fair Competitive Practices Act of 1974 (49 U.S.C. § 40118) and the interpretative guidelines issued by the Comptroller General of the United States in the March 31, 1981, amendment to Comptroller General Decision B-138942.
20. **Hotel and Motel Fire Safety Act of 1990.** In accordance with Section 6 of the Hotel and Motel Fire Safety Act of 1990, 15 U.S.C. § 2225a, all suppliers, contractors, subcontractors, consultants, and sub-consultants must ensure that all conference, meeting, convention, or training space funded in whole or in part with Federal funds complies with the fire prevention and control guidelines of the Federal Fire Prevention and Control Act of 1974, as amended, 15 U.S.C. § 2225.
21. **Limited English Proficiency (Civil Rights Act of 1964, Title VI).** All suppliers, contractors, subcontractors, consultants, and sub- consultants must comply with the Title VI of the Civil Rights Act of 1964 (Title VI) prohibition against discrimination on the basis of national origin, which requires taking reasonable steps to provide meaningful access to persons with limited English proficiency (LEP) to their programs and services.
22. **Patents and Intellectual Property Rights.** Unless otherwise provided by law, suppliers, contractors, subcontractors, consultants, and sub-consultants are subject to the Bayh-Dole Act, Pub. L. No. 96-517, as amended, and codified in 35 U.S.C. § 200 et seq. All suppliers, contractors, and subcontractors, consultants, sub-consultants are subject to the specific requirements governing the development, reporting, and disposition of rights to inventions and patents located at 37 C.F.R. Part 401 and the standard patent rights clause located at 37 C.F.R. § 401.14.
23. **Procurement of Recovered Materials.** All suppliers, contractors, and subcontractors, consultants, sub-consultants must comply with Section 6002 of the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act. The requirements of Section 6002 include procuring only items designated in guidelines of the Environmental Protection Agency (EPA) at 40 C.F.R. Part 247 that contain the highest percentage of recovered materials practicable, consistent with maintaining a satisfactory level of competition.
24. **Rehabilitation Act of 1973.** All suppliers, contractors, subcontractors, consultants, and sub- consultants must comply with the requirements of Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, as amended, which provides that no otherwise qualified handicapped individual in the United States will, solely by reason of the handicap, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.

25. **Remedies.** All contracts in excess of the small purchase threshold fixed at 41 U.S.C. 403(11) (currently \$250,000) shall contain contractual provisions or conditions that allow for administrative, contractual, or legal remedies in instances in which a contractor violates or breaches the contract terms.
26. **Rights to Inventions Made Under a Contract or Agreement.** Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the City in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements," and any implementing regulations issued by the awarding agency.
27. **Telecommunications Huawei / ZTE Ban.** 2 C.F.R. 200.216 prohibits non-federal entities receiving federal grant funds from entering into a contract (or extend or renew a contract) to procure or obtain equipment, services, or system that uses covered telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system from the Chinese manufacturers Huawei and ZTE.
28. **Termination.** All contracts shall contain suitable provisions for termination by the City, including how termination shall be affected and the basis for settlement. In addition, such contracts shall describe the conditions under which the contract may be terminated for default as well as conditions where the contract may be terminated due to circumstances beyond the control of the contractor. All contracts in excess of \$10,000 must address termination for cause and for convenience by the City, including the manner by which it will be given legal effect, and the basis for settlement. See [2 CFR Appendix II to Part 200\(B\)](#).
29. **Terrorist Financing.** All suppliers, contractors, subcontractors, consultants, and sub- consultants must comply with E.O. 13224 and U.S. law that prohibit transactions with, and the provisions of resources and support to, individuals and organizations associated with terrorism.
30. **Trafficking Victims Protection Act of 2000.** All suppliers, contractors, subcontractors, consultants, and sub-consultants must comply with the requirements of the government-wide award term which implements Section 106(g) of the Trafficking Victims Protection Act of 2000, (TVPA) as amended (22 U.S.C. § 7104). The award term is located at 2 CFR § 175.15, the full text of which is incorporated here by reference in the standard terms and conditions for federally funded procurements.
31. **Universal Identifier and System of Award Management (SAM).** All suppliers, contractors, subcontractors, consultants, and sub- consultants are required to comply with the requirements set forth in the government-wide Award Term regarding the System for Award Management and Universal Identifier Requirements located at 2 C.F.R. Part 25, Appendix A, the full text of which is incorporated here by reference in the standard terms and conditions for federally funded procurements.
32. **USA Patriot Act of 2001.** All suppliers, contractors, subcontractors, consultants, and sub- consultants must comply with requirements of the Uniting and Strengthening America by Providing Appropriate Tools Required to Intercept and Obstruct Terrorism Act (USA PATRIOT Act), which amends 18 U.S.C. §§ 175–175c.
33. **Whistleblower Protection Act.** All suppliers, contractors, subcontractors, consultants, and sub- consultants must comply with the statutory requirements for whistleblower protections (if applicable) at 10 U.S.C § 2409, 41 U.S.C. 4712, and 10 U.S.C. § 2324, 41 U.S.C. §§ 4304 and 4310.

Addendum #1: (Bid 20259) Non-Mandatory ZoomGov Meeting
Grant Funded Safer Outcomes De-escalation Training

Online ZoomGov Meeting, February 19, 2025 @ 10:00 AM

Name	Company	Email
Christol Murphy	Guilford County Purchasing	cmurphy@guilfordcountync.gov
Tiffany Johnson	Guilford County Purchasing	tjohnso4@guilfordcountync.gov
Chrystal Braswell	Guilford County Purchasing	cbraswell3@guilfordcountync.gov
Williette Moore	Guilford County Purchasing	wmoore2@guilfordcountync.gov
Olga Wright	Guilford County Purchasing	owright@guilfordcountync.gov
Lititia Rollo	Guilford County Administration – MWBE	lrollo@guilfordcountync.gov
Ferrel McGivary	Guilford County Administration – MWBE	fmcgilvary@guilfordcountync.gov
Wayne Abraham	Guilford County Sheriff Office	wabraham@guilfordcountync.gov
Health Guy	Guilford County Sheriff Office	mguy@guilfordcountync.gov
Fran Cameron	Guilford County – Purchasing	ncameron@guilfordcountync.gov
Porcha Lee	Guilford County – Sheriff Office	plee@guilfordcountync.gov

Daniel Dean	Nside, INC	daniel.dean@inside.io
Cory Wood	Nside, INC	cory.wood@inside.io
Leslie Lyons	Guidepost Solutions	llyons@guidepostsolutions.com
Tracie Oakcrum	Crisis Consultant Group	tracie@crisisconsultantgroup.com
Maurice Caple		



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 CRISIS CONSULTANT GROUP, INC

Crisis Consultant Group, Inc
 8005-C Creighton Parkway
 Mechanicsville, VA 23111

Web: www.crisisconsultantgroup.com
training@crisisconsultantgroup.com

Toll Free: 1-866-978-9990

PROPOSAL OF SERVICES

Date: 7/1/2024

Provided For: Guilford County Sheriff's Office

Crisis Consultant Group (CCG) will provide course instruction via Live, On-Location Training Sessions for the following Crisis Prevention & Intervention courses as outlined in this proposal:

De-Escalation for Law Enforcement (Advanced)

De-Escalation for Law Enforcement (Trainer)

Full course descriptions can be found at: [On-Location Training Course Descriptions](#)

- Live training curriculum will be provided live-taught, on-location, upon agreed date/time for employees (Participants) of the Company for the purpose of certification in selected training curriculum.
- Training will be provided via a cost-effective, small or large group format, to maximize competency, increase retention, and provide an engaging and empowering learning experience for Participants.
- Participant certification will be provided based upon successful completion of required competencies as stipulated during training sessions and in accordance with Best Practices, and recommended industry guidelines from organizations such as: Joint Commission, CMS, CARF, OSHA, COA, NIOSH, and others.

Course Delivery

- All CCG courses are taught by highly experienced certified Master Level Instructors, all of whom have direct "front-line" work experience dealing with crisis situations and challenging persons in various workplace environments ranging from mental health and psychiatric settings, educational systems, correctional institutions, law enforcement organizations, military and combat environments, corporate and security settings, as well as medical treatment and human service providers. For law enforcement all trainers will have direct experience in the field.
- Costs outlined include applicable Participant materials necessary for attendance and completion of course provided. Master Instructor travel charges will be forwarded to client "as-is" without any additional cost or per diem rates, ensuring client expenditures remain minimal.
- CCG will work with Guilford County to provide training services on a quarterly basis as requested at mutually agreed upon times and dates to be completed within the Grant deadlines.

Company Information:

- The Crisis Consultant Group offers groundbreaking training in the field of Crisis Prevention and Intervention as well as general and advanced training for Active Shooter / Armed Intruder Response. Combining over six decades of experience, training, and dedication to the field of crisis intervention and hostile threat mitigation, CCG is a leader at improving the safety and security of companies all over the United States. CCG Instructors provide some of the most advanced theories and techniques when dealing with individuals in crisis. These methods and techniques have been proven effective in various workplace environments, while dealing with mildly aggressive, to highly aggressive and violent individuals.
- CCG is fully licensed and insured.
- The CCG training curriculum is currently taught and utilized across the nation, the USVI, Canada, and overseas, in a range of facilities from mental health centers, schools, corporate workplaces, correctional facilities, youth shelters, hospitals, law enforcement, and healthcare settings.

SAFE

REALISTIC

EFFECTIVE

PROVEN



CALM EVERY STORM®

Learn How. Know When.

CRISIS CONSULTANT GROUP, INC

Crisis Consultant Group, Inc
8005-C Creighton Parkway
Mechanicsville, VA 23111

Web: www.crisisconsultantgroup.com
training@crisisconsultantgroup.com

Toll Free: 1-866-978-9990

- CCG has become one of the foremost leaders in crisis intervention, workplace violence, and active shooter response training, with plans to extend further throughout the United States and internationally.

PRICING OPTIONS

Training Curriculum:	GROUP SIZE	NUMBER OF SESSIONS	COST PER SESSION/PERSON	TOTAL	
Crisis Prevention & Intervention-Advanced	Up to 53	10	\$10,700.00	\$107,000	
Crisis Prevention & Intervention – Advanced Trainer	10	1	\$2695/pp	\$26,950	
Additional Participant Materials to Meet Total Numbers distributed through Advanced Course			\$856	\$856	
Total				\$134,806	

**Additional Trainers may be added at per person rate; Additional Sessions will be billed at the per session rate*

PARTICIPANT HANDBOOK COSTS	0-199 COPIES*	200+ COPIES*
Train-the-Trainer Materials	Included	Included
CP&IT Beginner Handbook	\$10.50 ea	\$10.25 ea
CP&IT Advanced Handbook	\$11.00 ea	\$10.75 ea
CP&IT Annual Recertification Handbook	\$9.00 ea	\$8.75 ea

**Prices include shipping and handling for a minimum handbook order of 100 books; Handbook costs are included in training for all participants; when utilizing the train-the-trainer program additional costs included purchasing handbooks for future participants they will train*

TRAVEL COSTS

Airfare/Lodging/Fuel/Meals/Parking are billed upon completion. All costs are direct billed as incurred, keeping expenditures as minimal as possible to client. There is no Per Diem or additional charges added to final invoice.

Cost: Included

PROPOSAL ACCEPTANCE AND VALIDITY

Upon approval of this Proposal an official Training Agreement (TA) will be forwarded to client for review, endorsement, and return to CCG. TA will show agreed upon training dates and location for services to be provided. Proposals are valid for 30 days from date noted on Page 1, unless otherwise agreed and noted below:

Extended Thru:3/7/2027

PAYMENT TERMS

Initial deposit of 50% of total training services cost due upon training date confirmation with Company. Balance due within 30 days at conclusion of training.

Payments may be made via direct invoice or mailed as follows:

Payment made out to: **Crisis Consultant Group**

Mailed to: **Crisis Consultant Group 8005-C Creighton Parkway, #710, Mechanicsville VA 23111**

Proprietary Materials.

All materials created, distributed, and/or delivered by CCG are fully US Copyright protected and are provided to the Company and/or its employees in connection with the training as agreed in conjunction with this Proposal. Training materials provided

SAFE

REALISTIC

EFFECTIVE

PROVEN



CALM EVERY STORM®

Learn How. Know When.

CRISIS CONSULTANT GROUP, INC

Crisis Consultant Group, Inc
8005-C Creighton Parkway
Mechanicsville, VA 23111

Web: www.crisisconsultantgroup.com
training@crisisconsultantgroup.com

Toll Free: 1-866-978-9990

during services delivered in accordance with the Training Agreement shall be considered the intellectual property of Crisis Consultant Group, Inc, information of the Consultant, and shall not be copied, shared, sold, or distributed to any individual(s) or organization(s) outside of Company without expressed written consent and authorization.

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CRISIS CONSULTANT GROUP (CCG) REVISED COST PROPOSAL

CCG submits the revised proposal cost of \$128,144 per year (total of \$256,288 for 2 years) to include all travel and materials to hold 10 direct Beginner and Advanced Training Sessions and a Train-the-Trainer Session for 10 individuals.

Date: 3/10/2025

Authorized Signature:

Tracie Oakcrum 

Name

COO

Title

Crisis Consultant Group

Firm Name



COST PROPOSAL FORM

In accordance with the attached instructions, terms, conditions, and Scope of Services we submit the following proposal to the Guilford County.

TOTAL PROPOSED COST

The grant limit amount is \$256,288

De-escalation Training – Year 1	\$ <u>67,403</u>
De-escalation Training – Year 2	\$ <u>67,403</u>

Should there be any discrepancy between this Cost Proposal Form and the submission of pricing entered in the Items portion of Guilford County's Vendor Self Service automated bidding system, the online submission of pricing shall prevail and control.

I certify that the contents of this proposal are known to no one outside the firm, and to the best of my knowledge all requirements have been complied with.

Date: 3/4/2025

Authorized Signature:

Tracie Oakcrum 

Name

COO

Title

Crisis Consultant Group

Firm Name



Crisis Consultant Group, LLC
8005-C Creighton PKWY #710
Mechanicsville VA 23116

Web: www.crisisconsultantgroup.com
training@crisisconsultantgroup.com

Toll Free: 1-866-978-9990

Executive Summary

The Calm Every Storm, Crisis Prevention and Intervention Training® philosophy is best described by the following statement:

“Demonstrating genuine care, concern and compassion, combined with the willingness and desire to help someone through crisis.”

While many crisis intervention training models speak at length about highly theoretical and complex understandings of crisis behavior, Crisis Consultant Group, LLC (CCG) takes a fairly simple and more reality-based approach to avoidance, mitigation, and resolution of conflict. CCG places a heavy concentration on the attitude, skills, and behavior of the actual responder to the crisis situation, to include raising self-awareness, increasing emotional intelligence, and monitoring personal responses to challenging situations. When responders to crisis are patient and compassionate and demonstrate a real desire to help de-escalate and calm a person in need, positive outcomes are almost always guaranteed, regardless of current illness, diagnosis, or presenting factors.

CCG’s mission statement is the following:

“To equip those who face crisis with the safest, most practical, and most effective de-escalation and conflict resolution training in the industry.”

CCG’s philosophy and mission statement provide the foundation for one of the most (if not the most) effective crisis prevention and de-escalation training curriculums found in the industry today.

The model was developed, researched, and refined through decades of personal and professional experience within the mental health, substance abuse, probation, corrections, and law enforcement professions by the CEO and Founder of CCG, Brendan King. Mr. King learned early on that relationships, rapport building, empathy, honesty, care and concern shown by responders towards those they serve was the single most powerful tool during crisis situations and attempts at de-escalation. Responders who consistently had the most positive impact, and affected the most lasting change for those they served had similar characteristics, manners of behavior, and attitudes.

Mr. King recognized that what was considered as “industry-recognized” crisis prevention and intervention classroom training provided some effective information, but it was not providing realistic and authentic approaches that actually worked outside of the training classroom. He identified a need for a training model that included instruction on pre-crisis indicators, warning signs, recognition of multiple levels of escalation, early intervention strategies, effective event interventions, post-crisis debriefing, and additional best practice tools.

With an aptitude for recognizing the specific issues faced in Law Enforcement, CCG utilizes only instructors that have direct experience working within this field. Highlights of what the training entails are as follows:

VERBAL DE-ESCALATION TRAINING FOR LAW ENFORCEMENT

This course provides verbal de-escalation and intervention techniques for law enforcement and those working in Patrol, Corrections, Court Services, Probation/Parole, and others.

Covering Required Topics Including:

- Interpersonal Communication
- Implicit Bias
- Body Language Interpretation
- Primary & Backup Officer Intervention
- Conflict Resolution Techniques
- Crisis Response Levels & Intervention Methodology

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- Kinesics and Proxemics In Relation To De-escalation
- Trauma Informed Care

Officers will be empowered to calm challenging and/or aggressive persons safely and effectively. Highly effective for persons suffering from mental illness, this course has been taught all over the country in basic academy training as well as in-service curriculum.

Coinciding with UOF and non-lethal response in addition to the newest mandates from accreditation and regulatory bodies, while staying focused on keeping officers safe and highly effective during stressful and challenging encounters, this course is also capable to be customized to specific departments, challenges, and response units.

**Curriculum has been approved by COPS and aligns with Police Executive Research Form (PERF) de-escalation recommendations for law enforcement and related Best Practice recommendations from Joint Commission, CMS, and others.*

NON-VIOLENT PHYSICAL CONTROL TECHNIQUES

ADVANCED LEVEL

Building off of the above Verbal de-escalation training for law enforcement, this course teaches additional advanced methods of crisis intervention incorporating **Non-Violent Physical Restraint & Control** to manage and control aggressive and/or challenging persons.

As society continues to increase their expectation on police officers to possess almost extraordinary levels of professionalism, patience, and tolerance, officers need a training program that provides verbal and physical tools to achieve these things, while simultaneously reducing risk to the officers and those they serve.

This curriculum enhances each officer's skill set through advanced teaching methods and rigorous and varied intensity role-play scenarios throughout the course, requiring proof of competency for participants successful completion. This course coincides with department UOF policies providing empty hand control techniques keeping police officers safe during stressful and challenging encounters.

TRAIN-THE-TRAINER CERTIFICATION

Certified Facility Trainer

This training course provides departments the opportunity to have legally authorized and Certified Facility Trainers on staff to deliver both Verbal and Physical De-escalation Training to the entire department, on a timeline and schedule that works for the agency.

These designated officers will be fully immersed in the curriculum and fully prepared to provide follow on courses within the organization.

CCG confidently possesses the extensive experience, mindset, and qualified trainers to provide a robust training program that aligns with the core values necessary for successful de-escalation in law enforcement.

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GUILFORD COUNTY, NORTH CAROLINA

Request for Safer Outcomes De-escalation Training Provider QUALIFICATIONS

Information about the Supplier

- I. Firm Name _____
- II. Legal Name (if different) N/A
- III. Years in Business 20
- IV. Number of years providing similar services 20
- V. Contact Person _____
- VI. Full Mailing Address 8005-C Creighton Pkwy #710
- VII. Telephone Number 866-978-9990 ext. 710
- VIII. Fax Number N/A
- IX. Email address of contact person tracie@crisisconsultantgroup.com
- X. Number of full time employees 6
- XI. Name and experience of proposed point of contact for this project

Howard "Howie" Scott currently serves as the Active Threat Response Division Lead, and a Master Instructor in the Calm Every Storm De-Escalation curriculum. Howie is a highly experienced member of the Law Enforcement and Tactical Community. Howie has spent over 31 years working in Law Enforcement, with over 15 years of it on a full-time SWAT team in one of the most advanced and progressive departments in the country.

Having participated as a SWAT officer in over 1500 documented high-risk search warrants, and over 150 hostage-barricade situations, he is no stranger to crisis situations and high threat scenarios. His experience and dedication towards keeping citizens and the community safe is beyond reproach. A humble and a talented instructor, we are honored to have him on our training and administrative team.

Attachment 3

Provider References

Provide at least three (3) government references that are similar in size and complexity, **having provided De-escalation Training of similar scope**, that you have current contract or held a contract within the three (3) past years.

Reference 1:

- I. Organization Name: Long Creek Youth Development Center
- II. Address: 675 Westbrook St., South Portland, ME 04106
- III. Type of Business Department of Corrections
- IV. Contact Person: Rebecca O'Keefe
- V. Telephone & Fax No: _____
- VI. Email Address (Required): rebecca.okeefe@maine.gov
- VII. Secondary Contact Person: Chad Sturgis
- VIII. Telephone & Fax No: _____
- IX. Email Address (Required): chad.sturgis@maine.gov
- X. Dates of Services 2014-present
- XI. Description of Services

De-Escalation & Train-the-Trainer Program

Reference 2:

- I. Organization Name: Mildred Mitchell-Bateman Hospital
- II. Address: 1530 Norway Ave., Huntington, WV 25705
- III. Type of Business Hospital
- IV. Contact Person: Deborah Stewart
- V. Telephone & Fax No: _____
- VI. Email Address (Required): deborah.l.stewart@wv.gov

Attachment 3

VII. Secondary Contact Person: _____

VIII. Telephone & Fax No: _____

IX. Email Address (Required): _____

X. Dates of Services _____

XI. Description of Services

De-Escalation & Train-the-Trainer Program

Reference 3:

I. Organization Name: Law Enforcement Management Institute of Texas (LEMIT)

II. Address: _____

III. Type of Business Law Enforcement Training Institution

IV. Contact Person: Garreth Tiefenbach

V. Telephone & Fax No: _____

VI. Email Address (Required): gnt005@shsu.edu

VII. Secondary Contact Person: _____

VIII. Telephone & Fax No: _____

IX. Email Address (Required): _____

X. Dates of Services _____

XI. Description of Services

De-Escalation & Train-the-Trainer Program

FORM #1

Minority Business Participation

Attach To Bid/Proposal

I, Tracie Oakcrum with Crisis Consultant Group
 (Name of bidder/proposer)

do hereby certify that on this project, we will use the following HUB-certified minority business enterprises as construction subcontractors, vendors, suppliers, or providers of professional services.

Firm Name, Address and Phone#	Work Type	*Minority Certification	Ethnicity	Amount	Percent
N/A					
TOTAL					

* HUB Certification with the NC State HUB Office as an MBE or WBE is required to be counted toward state participation goals.

The total dollars on which minority business participation is calculated** (\$) N/A

The total value of minority business contracting will be** (\$) N/A

The total percentage of minority participation is** (%) N/A

** All calculations are based on the total base bid/proposal amount

FORM #2
Minority Outreach Call Log
Attach To Bid/Proposal

Project _____

Prime Contractor: _____

Use additional sheets as are necessary

Company Name Address & Phone		Date	Time	Diversity Category	Trade	Comment	Follow Up
Name:							
Phone #:							
Address:							
State/Zip							
Name:							
Phone #:							
Address:							
State/Zip							
Name:							
Phone #:							
Address:							
State/Zip							
Name:							
Phone #:							
Address:							
State/Zip							
Name:							
Phone #:							
Address:							
State/Zip							
Name:							
Phone #:							
Address:							
State/Zip							

FORM #5 WORK TO BE PERFORMED BY MINORITY BUSINESSES AFFIDAVIT C

This affidavit shall be provided by the apparent lowest responsible, responsive bidder/proposed awardee within 72 hours after notification of being low bidder.

(Do not submit this form with the bid/proposal. This form shall be submitted only by the apparent lowest responsible, responsive bidder/proposed awardee.)

Affidavit of Crisis Consultant Group
(Name of Bidder/Proposer)

I do hereby certify that on the Grant Funded Safer Outcomes De-Escalation Training
(Project Name)

Project ID# 20259 Amount of Bid/Proposal \$ 134,800

I will expend a minimum of N/A % of the total dollar amount of the contract with minority business enterprises. Minority businesses will be employed as construction subcontractors, vendors, suppliers, or providers of professional services. Such work will be subcontracted to the following firms listed below.

(Attach additional sheets if required)

Name and Phone Number	*Minority Certification	Ethnicity	Work Description	Percent	Dollar Value
Total					

* HUB Certification with the state HUB Office is required to be counted toward state participation goals.

Pursuant to GS143-128.2(d), the undersigned will enter into a formal agreement with Minority Firms for work listed in this schedule conditional upon execution of a contract with the Owner. Failure to fulfill this commitment may constitute a breach of the contract.

The undersigned hereby certifies that he or she has read the terms of this commitment and is authorized to bind the bidder/proposer to the commitment herein set forth.

Date: 3/4/2025 Name of Authorized Officer: Tracie Oakcrum

Signature: [Signature]

Title: COO

State of Virginia, County of Hanover

Subscribed and sworn to before me this 4th day of March 2025

Notary Public Tamara Hendrick Nelson

My commission expires 7/31/2028



FORM #6
DOCUMENTATION FOR CONTRACT PAYMENTS

Prime Contractor/ Engineer: N/A

Address & Phone: _____

Project Name: _____

SCO Project ID: _____

Pay Application #: _____

Period: _____

The following is a list of payments made to all subcontractors/suppliers, including MWBEs on this project for the above-mentioned period.

FIRM NAME	*TYPE OF MWBE	AMOUNT PAID THIS MONTH	TOTAL PAYMENTS TO DATE	TOTAL AMOUNT COMMITTED

* HUB Certification with the NC HUB Office is required to be counted toward state participation goals.

Approved/Certified by:

(Name)

(Title)

(Date)

(Signature)

SUBMIT WITH EACH PAY REQUEST, FINAL PAYMENT, and FINAL REPORT

NON-COLLUSION AFFIDAVIT

STATE OF (North Carolina)

() SS.
COUNTY OF ()

I, Tracie Oakerum, of Crisis Consultant Group, In the County of Hanover and the State of Virginia, of full age, being duly sworn according to law on my oath depose and say that:

I am Chief Operating Officer, of the firm of Crisis Consultant Group, making the Proposal for the above- named authority.

My submission of a response to this event certifies that I agree to the non-collusion agreement contained below:

1. The submitter of this document is acting as an agent for their company who is the respondent that has submitted the attached bid response.
2. The undersigned person is fully informed concerning the preparation and contents of the attached response and of all pertinent circumstances related to it and is authorized to sign this affidavit. This affidavit is given under penalty of perjury as provided by law.
3. Such bid response is genuine and is not collusive or sham in anyway whatsoever.
4. Neither the person responding nor any of its officers, partners, owners, agents, representatives, employees or parties in interest, including the signer of this affidavit, have in any way colluded, conspired, connived or agreed, directly or indirectly, with any other respondent, firm or person to submit collusive or sham response in connection with the contract for which the attached response has been submitted or to refrain from responding in connection with such contract, or has in any manner, directly or indirectly, sought by agreement or collusion or communication or conference with any other responder, firm or person to fix the price, or cost to secure through collusion, conspiracy, connivance or unlawful agreement any advantage against the Board of County Commissioners, Guilford County or any person interested in the proposed contract.
5. The price or prices quoted in the attached response are fair and proper and are not derived by any collusion, conspiracy, connivance or lawful agreement and on the part of the respondent or any of its agents, representatives, owners, employees, or parties in interest.

(Name of Contractor)

[Signature] Tracie Oakerum COO 3/4/2025
Signature (Type or Print Name) Title Date

Subscribed and sworn to before me on this 4th day of March, 2025.

Tamara Henderson Nelson
Signature (Type or Print Name)

Notary Public of the State of Virginia My
Commission expires 7/31/2028, 20



Attachment 6

ADDENDUM ACKNOWLEDGEMENTGrant Funded Safter Outcomes De-escalation Training

Title of Project

20259

Bid Number

Receipt of the following Addendum is acknowledged:

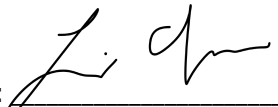
Addendum no. 1 Date 2/19/2025

Addendum no. _____ Date _____

Addendum no. _____ Date _____

Addendum no. _____ Date _____

Addendum no. _____ Date _____

Signature:  Date: 3/4/2025Title COOCrisis Consultant Group

Name of Firm

STATE OF NORTH CAROLINA

AFFIDAVIT

COUNTY OF GUILFORD

I, Tracie Oakcrum (the individual attesting below), being duly authorized by and on behalf of Crisis Consultant Group (the responding entity hereinafter "Employer") after first being duly sworn hereby swears or affirms as follows:

1. Employer understands that E-Verify is the federal E-Verify program operated by the United States Department of Homeland Security and other federal agencies, or any successor or equivalent program used to verify the work authorization of newly hired employees pursuant to federal law in accordance with NCGS §64-25(5).
2. Employer understands that Employers Must Use E-Verify. Each employer, after hiring an employee to work in the United States, shall verify the work authorization of the employee through E-Verify in accordance with NCGS§64-26(a).
3. Employer is a person, business entity, or other organization that transacts business in this State and that employs 25 or more employees in this State. Mark "Yes" or "No":
 - a. YES _____; or,
 - b. NO ☒
4. Employer's subcontractors comply with E-Verify, and if Employer is awarded a contract for this project Employer will ensure compliance with E-Verify by any subcontractors subsequently hired by Employer.

This 4th day of March, 2025.

[Signature]

Signature of Affiant

Print or Type Name: Tamara Henderson Nelson State of North Carolina County of Guilford

Signed and sworn to (or affirmed) before me, this the 4th day of March, 2028.

My Commission Expires:

7/31/2028 Tamara Henderson Nelson

Notary Public

(Affix Official/Notarial Seal)

