

AGREEMENT

THIS AGREEMENT (“Agreement”) is made and entered into this 17th day of May, 2022, by and between the COUNTY OF FRESNO, a political subdivision of the State of California ("COUNTY"), and each provider listed in Exhibit A – Contracted Vendors, attached and incorporated by this reference, (individually, each a “CONTRACTOR,” and collectively referred to as "CONTRACTORS"), and any such additional CONTRACTORS as may, from time to time during the term of this Agreement, be added by COUNTY.

WITNESSETH:

WHEREAS, COUNTY, through its Probation Department (Probation), has a need for training courses that are Standards & Training for Corrections (“STC”) certified by the Board of State and Community Corrections (“BSCC”);

WHEREAS, COUNTY issued Request for Statement of Qualifications Number 22-037 and Addendum One (collectively, the “RFSQ”), which solicited statements of qualification from qualified vendors to provide these training services; and

WHEREAS, CONTRACTORS responded to the RFSQ, and represent they are willing and able to provide such services to the COUNTY, as provided herein.

NOW, THEREFORE, in consideration of the mutual covenants, terms and conditions herein contained, the parties hereto agree as follows:

1. OBLIGATIONS OF THE CONTRACTORS

A. CONTRACTORS shall provide, on an as-needed basis, as determined by the COUNTY, qualified instructors to provide STC-certified training courses to Probation personnel on a variety of subject matters applicable to their duties and responsibilities.

B. CONTRACTORS shall conduct trainings in-person at one of Probation’s designated office locations, at the Juvenile Justice Campus (JJC), and/or via the COUNTY’S preferred on-line platform.

C. Upon notification by the COUNTY of needed training, interested CONTRACTORS shall respond to requests to provide training. COUNTY shall select the best qualified CONTRACTOR for

1 each training course based on the criteria outlined in Section 2, herein.

2 D. CONTRACTOR shall agree to allow COUNTY to conduct course audits at other
3 agencies and departments, to determine if CONTRACTOR's course meets curriculum requests.

4 E. CONTRACTOR shall use and provide copies of each completed STC evaluation
5 form, or other evaluation form pre-approved by Probation, to the Probation training unit at the end of
6 each completed course for ongoing evaluation of training services.

7 2. OBLIGATIONS OF THE COUNTY

8 A. COUNTY's Chief Probation Officer, or his or her designee, shall designate and provide
9 training room space at: JJC Building 701 Conference Room 169 A/B (approximately 479 square feet in
10 size), in Conference Room A123 (approximately 567 square feet in size), in Conference Room 243/44
11 (approximately 1093 square feet in size), at JJC Building 703 Detention Gymnasium (approximately 567
12 square feet in size), and/the 2048 Fine Ave Training Conference Room, for CONTRACTORS to utilize
13 under the terms and conditions of this Agreement, at no charge to CONTRACTORS for such use of space.
14 COUNTY shall have the right to enter such training space at all times, it being understood that
15 CONTRACTORS may not control or exclusively possess such conference room space. CONTRACTORS
16 are responsible for providing all training materials and supplies.

17 B. When services are required by COUNTY, COUNTY shall send an email outlining the
18 specific training curriculum needed, the date or timeframe the training will be needed, and the anticipated
19 number of trainees, to all CONTRACTORS, with instructions explaining the information the
20 CONTRACTORS must provide to COUNTY to be considered for selection.

21 C. COUNTY shall select the best qualified CONTRACTOR from Exhibit A for each
22 training course, listed on attached Exhibit B - Annual Training Plan (ATP), and incorporated by this
23 reference, which, in the sole opinion of the COUNTY, offers the best value for the COUNTY, based on a
24 combination of the following criteria:

- 25 1) Lowest cost, which shall not exceed STC maximum allowable
26 compensation per enrolled student, as referenced in Exhibit D;
27 2) Active STC certification number;

- 1 3) CONTRACTOR'S qualification to meet specific curriculum requests for
- 2 specific topics;
- 3 4) History of consistent negative evaluations from past trainings for a
- 4 particular curriculum;
- 5 5) Availability; and
- 6 6) Results of any background check that has been completed.

7 D. The selected CONTRACTOR shall have two (2) days to respond to the written
8 request. Upon the COUNTY's discretion, the COUNTY may extend the deadline to respond to the written
9 request. If the first selected CONTRACTOR does not respond within the required time period, COUNTY
10 shall issue a written request for services to the CONTRACTOR with the next lowest rates for the
11 requested services.

12 3. TERM

13 The term of this Agreement shall be for a period of three (3) years, commencing on June 1, 2022,
14 through and including June 30, 2025. This Agreement may be extended for two (2) additional consecutive
15 twelve (12) month periods upon written approval of both parties no later than thirty (30) days prior to the
16 expiration of the three-year term or of the first twelve (12) month extension period. The Chief Probation
17 Officer or his/her designee is authorized to execute such written approval on behalf of COUNTY based on
18 each CONTRACTOR'S satisfactory performance, if applicable, and shall notify, in writing, each
19 CONTRACTOR, at the COUNTY's sole discretion, to extend the Agreement for such twelve (12) month
20 extension period.

21 Each CONTRACTOR shall respond to the COUNTY in writing within thirty (30) business days,
22 confirming whether or not the CONTRACTOR agrees to the consecutive twelve (12) month extension
23 period. Each CONTRACTOR agreeing to be subject to the twelve (12) month extension period shall
24 execute any documents(s) the COUNTY, in its discretion, deems necessary for the COUNTY to extend this
25 Agreement, in a timely manner. COUNTY shall be free to extend this Agreement only as to those
26 CONTRACTORS that agree to such extension in a timely manner, including being responsive to
27 COUNTY'S notice of extension, and any request to execute document(s), and that COUNTY need not
28 require the consent for either such contract extension by non-responsive CONTRACTORS then-signatory

1 to this Agreement. In the event any CONTRACTOR is non-responsive, or fails to timely execute the
2 document(s) required for COUNTY to process the extension, COUNTY shall terminate the services of such
3 CONTRACTOR obtained through this Agreement. COUNTY shall decide in its sole discretion whether any
4 response (including no response) is responsive, non-responsive, timely, or untimely.

5 4. TERMINATION

6 A. Non-Allocation of Funds - The terms of this Agreement, and the services to be
7 provided hereunder, are contingent on the approval of funds by the appropriating government agency.
8 Should sufficient funds not be allocated, the services provided may be modified, or this Agreement
9 terminated, at any time, by giving the CONTRACTORS thirty (30) days advance written notice.

10 B. Breach of Contract - The COUNTY may immediately suspend or terminate this
11 Agreement in whole or in part, where in the determination of the COUNTY there is:

- 12 1) An illegal or improper use of funds;
- 13 2) A failure to comply with any term of this Agreement;
- 14 3) A substantially incorrect or incomplete report submitted to the COUNTY; and
- 15 4) Improperly performed service.

16 In no event shall any payment by the COUNTY constitute a waiver by the COUNTY of any breach
17 of this Agreement or any default which may then exist on the part of the CONTRACTORS. Neither shall
18 such payment impair or prejudice any remedy available to the COUNTY with respect to the breach or
19 default. The COUNTY shall have the right to demand of the CONTRACTORS the repayment to the
20 COUNTY of any funds disbursed to the CONTRACTORS under this Agreement, which in the judgment of
21 the COUNTY were not expended in accordance with the terms of this Agreement. CONTRACTORS shall
22 promptly refund any such funds upon demand.

23 C. Without Cause - Under circumstances other than those set forth above, this
24 Agreement may be terminated by COUNTY by thirty (30) days advance written notice of an intention to
25 terminate to any CONTRACTOR.

26 D. Termination of One or More CONTRACTORS - In the event that COUNTY
27 terminates this Agreement as to one or more CONTRACTORS, this Agreement shall stay in full force and
28 effect as to the remaining CONTRACTORS. Termination of one or more CONTRACTOR from this

1 Agreement shall not terminate the Agreement as to the remaining CONTRACTORS.

2 5. COMPENSATION/INVOICING

3 COUNTY agrees to pay CONTRACTORS, and CONTRACTORS agree to receive compensation
4 for training services actually provided by each CONTRACTOR according to the rates specified in the
5 attached Exhibit C - Compensation schedule, incorporated by this reference. In no event shall
6 compensation paid by COUNTY to all CONTRACTORS, collectively, for services performed under this
7 Agreement exceed seven hundred ninety-five thousand dollars (\$795,000) during the term of this
8 Agreement. All expenses incidental to CONTRACTOR'S performance of services under this Agreement
9 shall be borne by CONTRACTOR.

10 CONTRACTOR shall submit monthly invoices, for training courses provided to the Probation
11 Department. Each invoice shall reference this Agreement number, be addressed to the County of Fresno
12 Probation Department, and submitted in triplicate to by mail to the Business Office, 3333 E. American
13 Avenue, Suite B, Fresno, CA 93725, or electronically sent to: ProbationInvoices@fresnocountyca.gov.

14 COUNTY shall pay each CONTRACTOR within forty-five (45) days after receipt and verification of
15 each CONTRACTOR'S invoices by COUNTY'S Probation Department.

16 6. INDEPENDENT CONTRACTOR

17 In performance of the work, duties and obligations assumed by CONTRACTORS under this
18 Agreement, it is mutually understood and agreed that CONTRACTORS, including any and all of the
19 CONTRACTOR'S officers, agents, and employees will at all times be acting and performing as an
20 independent contractor, and shall act in an independent capacity and not as an officer, agent, servant,
21 employee, joint venturer, partner, or associate of the COUNTY. Furthermore, COUNTY shall have no right
22 to control or supervise or direct the manner or method by which CONTRACTORS shall perform their work
23 and function. However, COUNTY shall retain the right to administer this Agreement so as to verify that each
24 CONTRACTOR is performing its obligations in accordance with the terms and conditions thereof.

25 CONTRACTORS and COUNTY shall comply with all applicable provisions of law and the rules and
26 regulations, if any, of governmental authorities having jurisdiction over matters the subject thereof.

27 Because of their status as an independent contractor, CONTRACTORS shall have absolutely no
28 right to employment rights and benefits available to COUNTY employees. CONTRACTORS shall be solely

1 liable and responsible for providing to, or on behalf of, their employees all legally-required employee
2 benefits. In addition, CONTRACTORS shall be solely responsible, and save COUNTY harmless from, all
3 matters relating to payment of CONTRACTORS' employees, including compliance with Social Security
4 withholding, and all other regulations governing such matters. It is acknowledged that during the term of this
5 Agreement, CONTRACTORS may be providing services to others unrelated to the COUNTY or to this
6 Agreement.

7 7. MODIFICATION

8 Any matters of this Agreement may be modified from time to time by the written consent of all the
9 parties without, in any way, affecting the remainder.

10 8. NON-ASSIGNMENT

11 Neither party shall assign, transfer or sub-contract this Agreement nor their rights or duties under
12 this Agreement without the prior written consent of the other party.

13 9. HOLD HARMLESS

14 Each CONTRACTOR agrees to indemnify, save, hold harmless, and at COUNTY'S request, defend
15 the COUNTY, its officers, agents, and employees from any and all costs and expenses (including attorney's
16 fees and costs), damages, liabilities, claims, and losses occurring or resulting to COUNTY in connection
17 with the performance, or failure to perform, by that CONTRACTOR, its officers, agents, or employees under
18 this Agreement, and from any and all costs and expenses (including attorney's fees and costs), damages,
19 liabilities, claims, and losses occurring or resulting to any person, firm, or corporation who may be injured or
20 damaged by the performance, or failure to perform, of that CONTRACTOR, its officers, agents, or
21 employees under this Agreement.

22 The provisions of this Section 9 shall survive termination or expiration of this Agreement.

23 10. INSURANCE

24 Without limiting the COUNTY's right to obtain indemnification from CONTRACTOR or any third
25 parties, each CONTRACTOR, at its sole expense, shall maintain in full force and effect, the following
26 insurance policies, or a program of self-insurance, including but not limited to, an insurance pooling
27 arrangement or Joint Powers Agreement (JPA) throughout the term of the Agreement:

1 A. Commercial General Liability -

2 Commercial General Liability Insurance with limits of not less than Two Million Dollars
3 (\$2,000,000.00) per occurrence and an annual aggregate of Four Million Dollars (\$4,000,000.00). This
4 policy shall be issued on a per occurrence basis. COUNTY may require specific coverages including
5 completed operations, products liability, contractual liability, Explosion-Collapse-Underground, fire legal
6 liability, or any other liability insurance deemed necessary because of the nature of this contract.

7 B. Automobile Liability -

8 Comprehensive Automobile Liability Insurance with limits of not less than One Million
9 Dollars (\$1,000,000.00) per accident for bodily injury and for property damages. Coverage should include
10 any auto used in connection with this Agreement.

11 C. Professional Liability -

12 If CONTRACTOR employs licensed professional staff, (e.g., Ph.D., R.N., L.C.S.W.,
13 M.F.C.C.) in providing services, Professional Liability Insurance with limits of not less than One Million
14 Dollars (\$1,000,000.00) per occurrence, Three Million Dollars (\$3,000,000.00) annual aggregate.

15 D. Worker's Compensation -

16 A policy of Worker's Compensation insurance as may be required by the California Labor
17 Code.

18 Additional Requirements Relating to Insurance

19 CONTRACTORS shall obtain endorsements to the Commercial General Liability insurance naming
20 the County of Fresno, its officers, agents, and employees, individually and collectively, as additional
21 insured, but only insofar as the operations under this Agreement are concerned. Such coverage for
22 additional insured shall apply as primary insurance and any other insurance, or self-insurance, maintained
23 by COUNTY, its officers, agents, and employees shall be excess only and not contributing with insurance
24 provided under CONTRACTOR's policies herein. This insurance shall not be cancelled or changed without
25 a minimum of thirty (30) days advance written notice given to COUNTY.

26 Each CONTRACTOR hereby waives its right to recover from COUNTY, its officers, agents, and
27 employees any amounts paid by the policy of worker's compensation insurance required by this
28 Agreement. Each CONTRACTOR is solely responsible to obtain any endorsement to such policy that may

1 be necessary to accomplish such waiver of subrogation, but CONTRACTOR's waiver of subrogation under
2 this paragraph is effective whether or not a CONTRACTOR obtains such an endorsement.

3 Within Thirty (30) days from the date each CONTRACTOR signs and executes this Agreement, that
4 CONTRACTOR shall provide certificates of insurance and endorsement as stated above for all of the
5 foregoing policies, as required herein, to the County of Fresno, Margaret Orona Staff Analyst, 3333E.
6 American Avenue, Suite B, Fresno, CA 93725 or at maorona@fresnocountyca.gov stating that such
7 insurance coverage have been obtained and are in full force; that the County of Fresno, its officers, agents
8 and employees will not be responsible for any premiums on the policies; that for such worker's
9 compensation insurance the CONTRACTOR has waived its right to recover from the COUNTY, its officers,
10 agents, and employees any amounts paid under the insurance policy and that waiver does not invalidate
11 the insurance policy; that such Commercial General Liability insurance names the County of Fresno, its
12 officers, agents and employees, individually and collectively, as additional insured, but only insofar as the
13 operations under this Agreement are concerned; that such coverage for additional insured shall apply as
14 primary insurance and any other insurance, or self-insurance, maintained by COUNTY, its officers, agents
15 and employees, shall be excess only and not contributing with insurance provided under CONTRACTOR's
16 policies herein; and that this insurance shall not be cancelled or changed without a minimum of thirty (30)
17 days advance, written notice given to COUNTY.

18 In the event a CONTRACTOR fails to keep in effect at all times insurance coverage as herein
19 provided, the COUNTY may, in addition to other remedies it may have, suspend, or terminate this
20 Agreement as to that CONTRACTOR upon the occurrence of such event.

21 All policies shall be issued by admitted insurers licensed to do business in the State of California,
22 and such insurance shall be purchased from companies possessing a current A.M. Best, Inc. rating of A
23 FSC VII or better.

24 11. AUDITS AND INSPECTIONS

25 Each CONTRACTOR shall at any time during business hours, and as often as the COUNTY may
26 deem necessary, make available to the COUNTY for examination all of its records and data with respect to
27 the matters covered by this Agreement. Each CONTRACTOR shall, upon request by the COUNTY, permit
28 the COUNTY to audit and inspect all of such records and data necessary to ensure CONTRACTOR'S

1 compliance with the terms of this Agreement.

2 If this Agreement exceeds ten thousand dollars (\$10,000.00), each CONTRACTOR shall be subject
3 to the examination and audit of the California State Auditor for a period of three (3) years after final payment
4 under contract (Government Code Section 8546.7).

5 12. NOTICES

6 The persons and their addresses having authority to give and receive notices under this Agreement
7 include the following:

<u>COUNTY</u>	<u>CONTRACTOR</u>
COUNTY OF FRESNO	See Exhibit A
Chief Probation Officer	
3333 E. American Avenue, Suite B	
Fresno, CA 93725	

8 All notices between the COUNTY and CONTRACTORS provided for or permitted under this
9 Agreement must be in writing and delivered either by personal service, by first-class United States mail, by
10 an overnight commercial courier service, or by telephonic facsimile transmission. A notice delivered by
11 personal service is effective upon service to the recipient. A notice delivered by first-class United States
12 mail is effective three COUNTY business days after deposit in the United States mail, postage prepaid,
13 addressed to the recipient. A notice delivered by an overnight commercial courier service is effective one
14 COUNTY business day after deposit with the overnight commercial courier service, delivery fees prepaid,
15 with delivery instructions given for next day delivery, addressed to the recipient. A notice delivered by
16 telephonic facsimile is effective when transmission to the recipient is completed (but, if such transmission is
17 completed outside of COUNTY business hours, then such delivery shall be deemed to be effective at the
18 next beginning of a COUNTY business day), provided that the sender maintains a machine record of the
19 completed transmission. For all claims arising out of or related to this Agreement, nothing in this section
20 establishes, waives, or modifies any claims presentation requirements or procedures provided by law,
21 including but not limited to the Government Claims Act (Division 3.6 of Title 1 of the Government Code,
22 beginning with section 810).

23 13. NO RELATIONSHIP TO OTHER CONTRACTORS

24 This Agreement does not, in any way, create a joint venture among individual CONTRACTORS. By
25 execution of the Agreement, CONTRACTORS understand that a separate Agreement is formed between
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1 each individual CONTRACTOR and COUNTY. Each CONTRACTOR further understands that COUNTY
2 utilizes services of other CONTRACTORS, and that no single CONTRACTOR is guaranteed any specific
3 amount of compensation during the potential 5-year term of this Agreement. Under this Agreement, each
4 CONTRACTOR only has rights and obligations with respect to the COUNTY. This Agreement creates no
5 rights or obligations between any CONTRACTORS. No CONTRACTOR has any right to receive
6 performance under this Agreement from, or to enforce any part of this Agreement against, any other
7 CONTRACTOR.

8 14. GOVERNING LAW

9 Venue for any action arising out of or related to this Agreement shall only be in Fresno County,
10 California.

11 The rights and obligations of the parties and all interpretation and performance of this Agreement
12 shall be governed in all respects by the laws of the State of California.

13 15. DISCLOSURE OF SELF-DEALING TRANSACTIONS

14 This provision is only applicable if a CONTRACTOR is operating as a corporation (a for-profit or
15 non-profit corporation) or if during the term of the agreement, a CONTRACTOR changes its status to
16 operate as a corporation.

17 Members of each CONTRACTOR's Board of Directors shall disclose any self-dealing
18 transactions that they are a party to while CONTRACTOR is providing goods or performing services
19 under this agreement. A self-dealing transaction shall mean a transaction to which a CONTRACTOR is
20 a party, and in which one or more of its directors has a material financial interest. Members of the Board
21 of Directors shall disclose any self-dealing transactions that they are a party to by completing and
22 signing a Self-Dealing Transaction Disclosure Form, attached hereto as Exhibit E, and incorporated by
23 this reference, and submitting it to the COUNTY prior to commencing with the self-dealing transaction or
24 immediately thereafter.

25 16. LEGAL AUTHORITY

26 Each individual executing this Agreement on behalf of a CONTRACTOR hereby covenants,
27 warrants, and represents: (i) that he or she is duly authorized to execute or attest and deliver this
28 Agreement on behalf of such entity, e.g. (without limitation), corporation, limited liability company, limited

1 partnership, partnership or sole proprietorship, in accordance with all applicable formalities and under
2 California law; (ii) that this Agreement is binding on such entity; and (iii) that CONTRACTOR (as
3 applicable) is a duly organized and legally existing corporation, limited liability company, limited
4 partnership, partnership or sole proprietorship in good standing in the State of California.

5 17. CONSISTENT FEDERAL INCOME TAX POSITION:

6 CONTRACTORS acknowledge that the JJC has been acquired or improved (and is situated on
7 land that has been acquired) using net proceeds of governmental tax-exempt bonds ("Bond-Financed
8 Facility"). CONTRACTORS agree that, with respect to this Agreement and the Bond-Financed Facility,
9 CONTRACTORS are not entitled to take, and shall not take, any position (also known as a "tax
10 position") with the Internal Revenue Service that is inconsistent with being a "service provider" to the
11 COUNTY, as a "qualified user" with respect to the Bond-Financed Facility, as "managed property," as all
12 of those terms are used in Internal Revenue Service Revenue Procedure 2016-44 and 2017-13, as
13 applicable, and to that end, for example, and not as a limitation, CONTRACTORS agree that
14 CONTRACTORS shall not, in connection with any federal income tax return that they file with the
15 Internal Revenue Service or any other statement or information that it provides to the Internal Revenue
16 Service, (a) claim ownership, or that it is a lessee, of any portion of the Bond-Financed Facility, or (b)
17 claim any depreciation or amortization (as referenced in Internal Revenue Service Revenue Procedure
18 2016-44) or amortization deduction (as referenced in Internal Revenue Service Revenue Procedure
19 2017-13), investment tax credit, or deduction for any payment as rent with respect to the Bond-Financed
20 Facility.

21 18. ELECTRONIC SIGNATURE

22 The parties agree that this Agreement may be executed by electronic signature, as provided in this
23 section. An "electronic signature" means any symbol or process intended by an individual signing this
24 Agreement to represent their signature, including but not limited to (1) a digital signature; (2) a faxed
25 version of an original handwritten signature; or (3) an electronically scanned and transmitted (for example
26 by PDF document) of a handwritten signature. Each electronic signature affixed or attached to this
27 Agreement (1) is deemed equivalent to a valid original handwritten signature of the person signing this
28 Agreement for all purposes, including but not limited to evidentiary proof in any administrative or judicial

1 proceeding, and (2) has the same force and effect as the valid original handwritten signature of that person.
2 The provisions of this section satisfy the requirements of Civil Code section 1633.5, subdivision (b), in the
3 Uniform Electronic Transaction Act (Civil Code, Division 3, Part 2, Title 2.5, beginning with section 1633.1).
4 Each party using a digital signature represents that it has undertaken and satisfied the requirements of
5 Government Code section 16.5, subdivision (a), paragraphs (1) through (5), and agrees that each other
6 party may rely upon that representation. This Agreement is not conditioned upon the parties conducting the
7 transactions under it by electronic means and either party may sign this Agreement with an original
8 handwritten signature.

9 19. ENTIRE AGREEMENT:

10 This Agreement constitutes the entire agreement between each CONTRACTOR and COUNTY with
11 respect to the subject matter hereof, and supersedes all previous Agreement negotiations, proposals,
12 commitments, writings, advertisements, publications, and understanding of any nature whatsoever unless
13 expressly included in this Agreement.

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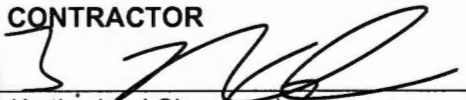
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1 IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year
2 first hereinabove written.

3
4 **CONTRACTOR**

5 
6 (Authorized Signature)

7 **Timothy Nightingale/Owner**


8 Print Name & Title

9 **5132 N Palm Ave**

10 **Fresno, CA, 93704**

11 Mailing Address

COUNTY OF FRESNO

12 
13 Brian Pacheco Chairman of the Board of
14 Supervisors of the County of Fresno

ATTEST:

15 Bernice E. Seidel
16 Clerk of the Board of Supervisors
17 County of Fresno, State of California

18 By: 

19 Deputy

20 **FOR ACCOUNTING USE ONLY:**

21 Fund: 0001

22 Subclass: 10000

23 ORG: 34309999

24 Account: 7295
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CONTRACTOR

Elmo Banning

(Authorized Signature)

Elmo Banning

Print Name & Title

President / CEO

elmobanning@dprep.com

Mailing Address

COUNTY OF FRESNO

Brian Pacheco

Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

By: *Hanan*

Deputy

FOR ACCOUNTING USE ONLY:

Fund: 0001

Subclass: 10000

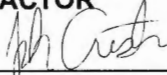
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CONTRACTOR



(Authorized Signature)

Joseph Cristando, President

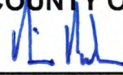
Print Name & Title

9631 Wexford Circle

Granite Bay, CA 95746

Mailing Address

COUNTY OF FRESNO



Brian Pacheco Chairman of the Board of Supervisors of the County of Fresno

ATTEST:

Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

By: 
Deputy

FOR ACCOUNTING USE ONLY:

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CONTRACTOR



(Authorized Signature)

President, Lee Comer

Print Name & Title

5448 Limerick Ct
San Diego, CA 92117.

Mailing Address

COUNTY OF FRESNO


Brian Pacheco Chairman of the Board of Supervisors of the County of Fresno

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

By: 

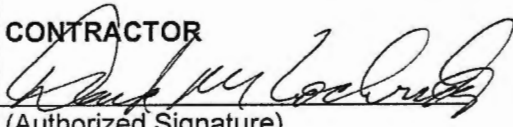
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CONTRACTOR



(Authorized Signature)

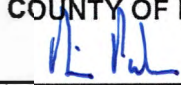
David M Lockridge
Print Name & Title

CEO

3343 M St

Mailing Address
~~Merced~~ Merced, CA 95348

COUNTY OF FRESNO



Brian Pacheco Chairman of the Board of Supervisors of the County of Fresno

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

By: 
Deputy

FOR ACCOUNTING USE ONLY:

Fund: 0001
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3
4 **CONTRACTOR**

5 Jon F. Morse, Sr.
(Authorized Signature)

7 JON F. MORSE, SR.
Print Name & Title

8 Co-Owner

9 102 Willowbrook Dr

10 Mailing Address
11 Tellco Plains, TN
37385

COUNTY OF FRESNO

Brian Pacheco
Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

15 By: Haram
Deputy

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2 first hereinabove written.

3
4 **CONTRACTOR**

COUNTY OF FRESNO

5 Kim Lamb
6 (Authorized Signature)

Brian Pacheco
7 Brian Pacheco Chairman of the Board of
8 Supervisors of the County of Fresno

9 Kim Lamb, CEO
10 Print Name & Title

11 React Medical Training, Inc.

12 5132 N Palm Ave # 119
13 Fresno, CA 93704

14 Mailing Address

15 **ATTEST:**
16 Bernice E. Seidel
17 Clerk of the Board of Supervisors
18 County of Fresno, State of California

19 By: Hanama
20 Deputy

21 **FOR ACCOUNTING USE ONLY:**

22 Fund: 0001

23 Subclass: 10000

24 ORG: 34309999

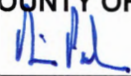
25 Account: 7295
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1 IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year
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3
4 **CONTRACTOR**
5 
6 (Authorized Signature)

7 David Jaime
8 **Print Name & Title**
9 16230 Shade Tree Lane
10 Chino Hills, CA 91709

11 **Mailing Address**

COUNTY OF FRESNO

Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

12
13
14
15 By: 
16 Deputy

17 **FOR ACCOUNTING USE ONLY:**
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3
4 **CONTRACTOR**

5 
6 _____
(Authorized Signature)

7 Richard Garrett - Owner


8 _____
Print Name & Title

9 1121 W. Valley Blvd., Ste 1 #205

10 Tehachapi CA 93561

11 _____
Mailing Address

COUNTY OF FRESNO

12 
13 _____
Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

ATTEST:

14 Bernice E. Seidel
15 Clerk of the Board of Supervisors
16 County of Fresno, State of California

17 By: _____



Deputy

18 **FOR ACCOUNTING USE ONLY:**

19 Fund: 0001

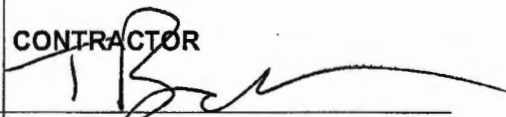
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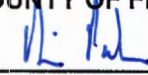
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4 **CONTRACTOR**
5 
6 (Authorized Signature)

COUNTY OF FRESNO

Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

7 **THOMAS BROXTERMANN, OWNER/INSTRUCTOR**
8 Print Name & Title

9 13481 CALLE COLINA
10 ~~D~~OWAY CA 92064
Mailing Address

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

11 27 APRIL 2022

12
13
14
15 By: 
Deputy

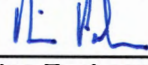
16 FOR ACCOUNTING USE ONLY:
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COUNTY OF FRESNO

5 
6 _____
(Authorized Signature)



Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

7 Josef Levy, President
8 _____
Print Name & Title

9 11278 Los Alamitos Blvd., # 232
10 _____

11 Los Alamitos, CA 90720
12 _____
Mailing Address

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

13
14
15 By: 

Deputy

16 **FOR ACCOUNTING USE ONLY:**

17 Fund: 0001

18 Subclass: 10000

19 ORG: 34309999

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4 **CONTRACTOR**

5 
6 (Authorized Signature)

7 Greg Landin, President

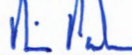
8 **Print Name & Title**

9 169 Parkshore Drive, Suite 110

10 Folsom CA 95630

11 **Mailing Address**

COUNTY OF FRESNO


Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

12
13
14
15 By: 
16 Deputy

17 **FOR ACCOUNTING USE ONLY:**

18 Fund: 0001

19 Subclass: 10000

20 ORG: 34309999

21 Account: 7295
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1 IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year
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3
4 **CONTRACTOR**

5 Kenpo Academy of Martial Arts

6 (Authorized Signature)

7 *Gregory L Hansen*

8 Print Name & Title

9 Gregory L Hansen CEO

10 2309 Houston Ave. Clovis Ca. 93611

11 Mailing Address

COUNTY OF FRESNO

Brian Pacheco

Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

ATTEST:

Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

12
13
14
15 By: *Hansen*
16 Deputy

17 **FOR ACCOUNTING USE ONLY:**

18 Fund: 0001

19 Subclass: 10000

20 ORG: 34309999

21 Account: 7295
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CONTRACTOR

Brian Heckitt
(Authorized Signature)

BRIAN HECKITT
Print Name & Title

1206 Marble Court
Armet, CA - 92543
Mailing Address

COUNTY OF FRESNO

Brian Pacheco
Brian Pacheco Chairman of the Board of
Supervisors of the County of Fresno

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

By: Hanan
Deputy

FOR ACCOUNTING USE ONLY:

Fund: 0001
Subclass: 10000
ORG: 34309999
Account: 7295

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IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and year first hereinabove written.

CONTRACTOR

COUNTY OF FRESNO

NICOLE ESTLINGER PATEL
(Authorized Signature)

Brian Pacheco
Brian Pacheco Chairman of the Board of Supervisors of the County of Fresno

NICOLE ESTLINGER PATEL
Print Name & Title
President

PO BOX 876 Whittier Springs
Mailing Address Ca 95622

ATTEST:
Bernice E. Seidel
Clerk of the Board of Supervisors
County of Fresno, State of California

By: Hanan
Deputy

FOR ACCOUNTING USE ONLY:
Fund: 0001
Subclass: 10000
ORG: 34309999
Account: 7295

Contracted Vendors

Exhibit A

Vendor Name	Vendor Contact	Email	Phone Number	Address
ACE Overcomers	Dave Lockridge	aceovercomers@sbcglobal.net	(209) 617-4688	3343 M St, Merced, CA 95348
Autism Cop	Brian Lee Herritt	autismcop@yahoo.com	(951) 553-4878	1206 Marble Ct. Hemet, CA 92543
Badge Behavior	Thomas Broxtermann	badgebehavior@gmail.com	(858) 342-3985	13481 Calle Colina, Poway, CA 92064
Cristando House, Inc.	Joseph Cristando	jcristando@cristandohouse.com	(650) 394-8578	9631 Wexford Circle, Granite Bay, CA 95746
Custom Training	Lee Comer	lee@trainersandteachers.com	(858) 272-3530	5448 Limerick Court, San Diego, CA 92117
D-Prep Inc.	Elmo Banning	elmobanning@dprep.com	(916) 628-6770	705 East Bidwell St STE 2-357, Folsom, CA 95630
Embassy Consulting Services, LLC	Josef Levy	embassy@ymail.com	(562) 577-5874	11278 Los Alamitos Blvd. #232, Los Alamitos, CA 90720
Fabian Training	Richard Garrett	richardg@fabiantraining.com	(661) 917-6493	27440 Barkes Way, Tehachapi, CA 93561
JM Consulting	Jon F. Morse, Sr, M.A.	jonfmorsesr@gmail.com	(559) 706-4081	102 Willowbrook Drive, Tellico Plains, TN 37385
Kenpo Academy of Martial Arts, Inc	Greg Hansen	kenpo4uall@yahoo.com	(559) 230-9466	2309 Houston Ave., Fresno CA 93611
L.E. Professional Standards Training	David Jaime	david@lepst.com	(657) 385-5130	16230 Shade Tree Lane, Chino Hills, CA 91709
M.L. Eslinger & Associates	Nicole Eslinger	nicole@mleslenger.com	(916) 990-3611	PO Box 876, Shingle Springs, CA 95682
Nightingale Resolutions	Tim Nightingale	tim.nightingaledc@gmail.com	(559) 970-4349	5132 N. Palm Ave., Fresno, CA 93704
React Medical Training	Kim Lamb, RN	klamb@reactschools.com	(559) 439-9111 Ext. 205	5132 N Palm Ave., #119, Fresno, CA 93704-2203
Rescue Training Institute, Inc	Greg Landin	greg@rescuetraininginstitute.com	(916) 939-2277	169 Parkshore Drive, Suite #110, Folsom, CA 95630

Fresno County Probation



Training Plan

Fresno Probation Annual Training Plan Exhibit B

July

Juvenile Correctional Officer Core – (160-hours)

Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer- (4-hour **AM & PM** session - Armed or voluntarily armed officers as scheduled)

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)**

First Aid/CPR- (8-hour session – All employees)

JJC Chemical Agent and Force Options Scenario- (8-hour session – JCO)

August

First Aid/CPR- (8-hour session – All employees)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series-** (8-hour session)

Officer Safety Level I (1st Quarter – Range Master session) (4-hour session)

CPR, First Aid, & Bloodborne Pathogens- (8-hour session - All employees)

Vant4ge- Juvenile – (Must be enrolled by ADC or AD)

JJC Chemical Agent and Force Options Scenario- (8-hour session – JCO)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series-** (8-hour session)

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)**

Vant4ge- Adult – (Must be enrolled by ADC or DC)

Adolescent Brain Development Leading to Adverse Choices- (8-hour session – DPO/JCO)

Adolescent Brain Development Leading to Adverse Choices- (8-hour session – DPO/JCO)

Officer Safety Level I (1st Quarter – Session 1) (4-hour session - Armed or voluntarily armed officers as scheduled)

September

Fresno Probation Annual Training Plan Exhibit B

Officer Safety Level I (1st Quarter – Session 2) *(4-hour session - Armed or voluntarily armed officers as scheduled)*

JJC Chemical Agent and Force Options Scenario- *(8-hour session – JCO)*

Officer Safety Level I (1st Quarter – Session 3) *(4-hour session - Armed or voluntarily armed officers as scheduled)*

Juvenile Title 15 Trauma-Informed Training for Staff *(8-hour session - JCO/DPO)*

Juvenile Title 15 Trauma-Informed Training for Staff *(8-hour session - JCO/DPO)*

Monadnock Expandable Baton – Initial User Course *(4-hour session - Armed or voluntarily armed officers as scheduled)*

PC 832 Laws of Arrest (Peace Officers with Training Manager approval) *(40-hour session)*

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series-** *(8-hour session)*

Officer Safety Level I (1st Quarter – Session 4) *(4-hour session - Armed or voluntarily armed officers as scheduled)*

Open Range - *(1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)***

Probation Officer Core - *(231-hour session)*

Vicarious Trauma *(8-hour session - DPO/JCO)*

The Implicit Bias and Its Impact- *(8-hour session - DPO/JCO)*

Officer Safety Level I (1st Quarter – Session 5) *(4-hour session - Armed or voluntarily armed officers as scheduled)*

The Implicit Bias and Its Impact- *(8-hour session - DPO/JCO)*

First Aid/CPR and Blood Borne Pathogens *(8-hour session - All employees)*

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series-** *(8-hour session)*

Field Tactics for Probation Officers (SIMS) Session 1 *(4-hour **AM & PM** session - Armed or voluntarily armed officers)*

Fresno Probation Annual Training Plan Exhibit B

CPR, First Aid, & Bloodborne Pathogens -
(8-hour session - All employees)

Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session -
Armed or voluntarily armed officers)

October

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-(8-hour
session)

Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session -
Armed or voluntarily armed officers)

Firearms Instructor Course - (40-hour session - Peace Officers with Training Manager
approval)

Officer Safety Level I (2nd Quarter – Range Master session) (4-hour session)

Juvenile Title 15 Trauma-Informed Training for Staff-(8-hour session – DPO/JCO)

Tactical Communication and De-Escalation- (8-hour session – DPO/JCO)

Who Moved My Cheese? -(8-hour **ZOOM** session - DPO/JCO)

Conflict Resolution: Preventing and Resolving Conflict-(8-hour **ZOOM** session -
DPO/JCO)

Officer Safety Level I (2nd Quarter – Session 1) (4-hour session - Armed or voluntarily armed
officers as scheduled)

Vant4ge- Adult – (Must be enrolled by ADC or DC)

JJC Chemical Agent and Force Options Scenario- (8-hour session – JCO)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-(8-hour
session)

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15
- Armed or voluntarily armed officers) (**6 officers per session**)

Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session -
Armed or voluntarily armed officers)

Maintaining Ethics in Law Enforcement-(8-hour session - DPO/JCO)

First Aid/CPR and Blood Borne Pathogens-(8-hour session - All employees)

Fresno Probation Annual Training Plan Exhibit B

Officer Safety Level I (2nd Quarter – Session 2) *(4-hour session - Armed or voluntarily armed officers as scheduled)*

Fire Extinguisher – *(JCO - Several 15-min sessions)*

Supervision of Sex Offenders-*(8-hour session - DPO/JCO)*

Post-Traumatic Stress Disorder (PTSD)-*(8-hour session - DPO/JCO)*

Stress & Havoc or Peace & Calm: Effectively Managing Stress-*(8-hour ZOOM session - DPO/JCO)*

Officer Safety Level I (2nd Quarter – Session 3) *(4-hour session - Armed or voluntarily armed officers as scheduled)*

Fire Extinguisher – *(JCO - Several 15-min sessions)*

Special Needs & Probation/Corrections-*(8-hour session -DPO/JCO)*

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-*(8-hour session)*

Field Tactics for Probation Officers (SIMS) Session 1 *(4-hour AM & PM session - Armed or voluntarily armed officers)*

November

PC 832 Firearms- *(24-hour session - Peace Officers with Training Manager approval)*

Fire Extinguisher – *(JCO - Several 15-min sessions)*

Officer Safety Level I (2nd Quarter – Session 4) *(4-hour session - Armed or voluntarily armed officers as scheduled)*

JJC Chemical Agent and Force Options Scenario- *(8-hour session – JCO)*

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-*(8-hour session)*

Field Tactics for Probation Officers (SIMS) Session 1 *(4-hour AM & PM session - Armed or voluntarily armed officers)*

Expandable Baton Instructor Course - *(Peace Officers as scheduled by Training Manager)*

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-*(8-hour session)*

Field Tactics for Probation Officers (SIMS) *(8-hour, 2-day – Newly Armed Officers)*

Fresno Probation Annual Training Plan Exhibit B

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)**

Utilizing Emotional Intelligence to Understand Implicit and Explicit Bias-
(8-hour **ZOOM** session - DPO/JCO)

Vant4ge- Juvenile – (Must be enrolled by ADC or DC)

Officer Safety Level I (2nd Quarter – Session 5) (4-hour session - Armed or voluntarily armed officers as scheduled)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing –**DPO Series**-(8-hour session)

STC Supervisor Core Course (80-hour session) (Peace Officers as scheduled by Training Manager)

Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Emotional Intelligence: The Path to Health Through Understanding Trauma and Resiliency-(8-hour **ZOOM** session - DPO/JCO)

December

Motivational Interviewing- (8-hour **ZOOM** session - DPO/JCO)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-(8-hour session)

Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-(8-hour session)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-(8-hour session)

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)**

Field Tactics for Probation Officers (SIMS) Session 1 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Fresno Probation Annual Training Plan Exhibit B

JJC Chemical Agent and Force Options Scenario-(8-hour session – JCO)

January

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-(8-hour session)

Title 15 Trauma Informed Care-(8-hour **ZOOM** session – DPO/JCO)

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)**

JJC Chemical Agent and Force Options Scenario-(8-hour session – JCO)

Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Juvenile Correctional Officer Core – (160-hour session)

Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Officer Safety Level I (3rd Quarter – Range Master session) (4-hour session)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-(8-hour session)

February

Officer Safety Level I (3rd Quarter – Session 1– Night Shoot– Baton recertification) (4-hour session - Armed or voluntarily armed officers as scheduled)

Utilizing Emotional Intelligence to Understand Implicit and Explicit Bias-(8-hour **ZOOM** session - DPO/JCO)

Vant4ge- Juvenile – (Must be enrolled by ADC or DC)

Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-(8-hour session)

JJC Chemical Agent and Force Options Scenario-(8-hour session – JCO)

Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Fresno Probation Annual Training Plan Exhibit B

Time Management-(*8-hour session – DPO/JCO*)

Mexican Drug Cartels/Transnational Gangs- (*8-hour session – DPO/JCO*)

Communication with Institutionalized Youth- (*8-hour session – DPO/JCO*)

Officer Safety Level I (3rd Quarter – Session 2 – Night Shoot– Baton recertification)
(*4-hour session - Armed or voluntarily armed officers as scheduled*)

Officer Safety Level I (3rd Quarter – Session 3 – Night Shoot– Baton recertification)
(*4-hour session - Armed or voluntarily armed officers as scheduled*)

Field Tactics for Probation Officers (SIMS) Session 2 (*4-hour **AM & PM** session -
Armed or voluntarily armed officers*)

Introduction to Tactical Communication- (*8-hour session - DPO/JCO*)

Introduction to Tactical Communication- (*8-hour session - DPO/JCO*)

Officer Safety Level I (3rd Quarter – Session 4 – Night Shoot– Baton recertification)
(*4-hour session - Armed or voluntarily armed officers as scheduled*)

California Mandates for Probation (Juvenile Law Update)- (*4-hour **AM** session – DPO*)

California Mandates for Probation (Adult Law Update)-(*4-hour **PM** session –
DPO/JCO*)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-(*8-hour
session*)

Field Tactics for Probation Officers (SIMS) Session 2 (*4-hour **AM & PM** session -
Armed or voluntarily armed officers*)

Open Range - (*1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15
- Armed or voluntarily armed officers*) (***6 officers per session***)

March

Officer Safety Level I (3rd Quarter – Session 5 – Night Shoot– Baton recertification)
(*4-hour session - Armed or voluntarily armed officers as scheduled*)

Emotional Intelligence: The Path to Health Through Understanding Trauma and
Resiliency-(*8-hour **ZOOM** session - DPO/JCO*)

Field Tactics for Probation Officers (SIMS) Session 2 (*4-hour **AM & PM** session -
Armed or voluntarily armed officers*)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-(*8-hour
session*)

Fresno Probation Annual Training Plan Exhibit B

Vant4ge- Adult – (Must be enrolled by ADC or AD)

Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Cell Extraction – Refresher-(4-hour **AM & PM** session) (JCO series/DPO with approval of Training ADC)

Officer Safety Level I (3rd Quarter – Session 6 – Night Shoot– Baton recertification) (4-hour session - Armed or voluntarily armed officers as scheduled)

Cell Extraction – Initial Course-(JCO series/DPO with approval of Training ADC) (8-hour session)

Cell Extraction – Refresher-(4-hour **AM & PM** session) (JCO series/DPO with approval of Training ADC)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-(8-hour session)

Resiliency and Wellness in Public Safety- (8-hour session - DPO/JCO)

Resiliency and Wellness in Public Safety-(8-hour session - DPO/JCO)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-(8-hour session)

Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

JJC Chemical Agent and Force Options Scenario-(8-hour session – JCO)

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)**

Determinate Sentencing Law Update (DSL Update)-(8-hour session - DPO)

Field Tactics for Probation Officers (SIMS) Session 2 (4-hour **AM & PM** session - Armed or voluntarily armed officers)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-(8-hour session)

Monadnock Expandable Baton – Initial User Course (4-hour session - Armed or voluntarily armed officers as scheduled)

Fresno Probation Annual Training Plan Exhibit B

April

Field Tactics for Probation Officers (SIMS) *(8-hour, 2-day – Newly Armed Officers)*

Understanding Implicit Bias-*(8-hour session – DPO/JCO)*

Communication with Institutionalized Youth - *(8-hour session – DPO/JCO)*

Personality Disorders-*(8-hour session – DPO/JCO)*

Officer Safety Level I (4th Quarter – Range Master session) *(4-hour session)*

Title 15 Trauma Informed Care-*(8-hr **ZOOM** session – DPO/JCO)*

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-*(8-hour session)*

Officer Safety Level I (4th Quarter – Session 1) – *(4-hour session - Armed or voluntarily armed officers as scheduled)*

Officer Safety Level I (4th Quarter – Session 2) – *(4-hour session - Armed or voluntarily armed officers as scheduled)*

JJC Chemical Agent and Force Options Scenario-*(8-hour session – JCO)*

Officer Safety Level I (4th Quarter – Session 3) – *(4-hour session - Armed or voluntarily armed officers as scheduled)*

Crisis Intervention and Behavioral Health Training- *(8-hour session - DPO/JCO)*

Crisis Intervention and Behavioral Health Training-*(8-hour session - DPO/JCO)*

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-*(8-hour session)*

Open Range - *(1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(5 officers per session)***

May

Officer Safety Level I (4th Quarter – Session 4) – *(4-hour session - Armed or voluntarily armed officers as scheduled)*

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-*(8-hour session)*

Officer Safety Level I (4th Quarter – Session 5) – *(4-hour session - Armed or voluntarily armed officers as scheduled)*

Fresno Probation Annual Training Plan Exhibit B

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **JCO Series**-(8-hour session)

Adolescent Brain Development Leading to Adverse Choices-(8-hour session – DPO/JCO)

Mentally Disordered Probationers: Probation Officer Skills for Optimal Outcomes-(8-hour session – DPO/JCO)

JJC Chemical Agent and Force Options Scenario-(8-hour session – JCO)

Conscious Communication: Strategies for Creating Respectful, Collaborative Models-(8-hr **ZOOM** session – DPO/JCO)

Basic Striking, Weapons Retention, Joint Locks & Handcuffing – **DPO Series**-(8-hour session)

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)**

Vant4ge- Adult – (Must be enrolled by ADC or DC)

June

Vant4ge- Juvenile – (Must be enrolled by ADC or DC)

Open Range - (1-hour 15-minutes session beginning at 8:30 a.m. Last session will start at 12:15 - Armed or voluntarily armed officers) **(6 officers per session)**

JJC Chemical Agent and Force Options Scenario-(8-hour session – JCO)

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Simunitions

Basic Field Tactics for Probation Officers - 16 Hour Initial Course

Officers have been identified for this two-day course.

Field Tactics for Probation Officers - 4 Hour Course (Session 1 and Session 2)

Designated for armed or voluntarily armed officers who have already participated in the 16-hour course.

Quarterly Qualifications

There will be four full days with AM and PM sessions, consisting of four hours per session. The Night Shoot will consist of six sessions of four hours (5:30 pm to 9:30 pm).

Open Range

Open Range will be to assist officers with their proficiency with their weapon. The Range Masters will assist officers with the fundamentals of weapon handling to include trigger control, sight alignment, stance, breathing, and grip. Officers shall arrange with their Supervisor/ADC before attending. Officers will be scheduled for a one-hour session – between the hours of 8:30 a.m. to 11:30 a.m.

Force Options (JCO's/DPO's)

Officers are required to take a Defensive Tactics class each training year.

Basic Striking, Weapons Retention, Joint Locks & Handcuffing (JCO's/DPO's)

This course is designed to teach the officer simple techniques which combines basic striking, weapons retention, joint lock control holds and handcuffing.

Vant4ge- End-User training for Adult and Juvenile

Participants will learn the Vant4gePoint Assessment administration process and the Vant4gePoint software platform assessment tool. Participants will learn about case planning cycle, as well as change planning versus case planning.

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Additional Classes

Additional classes will be added as needed and/or requested. For example, but not limited to:

- Basic Field Tactics for Probation Officers (SIMS) (TBD)
- Blue Warning Lights on Probation Vehicles—SB587 (TBA)
- California Gang Task Force (CGTF)
- California Association of Probation Services Administrators (TBA)
- California Association of Probation Institution Administrators (TBA)
- Chief's Forums (TBD)
- Core Correctional Practices (CCP) (TBD)
- Director's Forums (TBD)
- Discipline, Performance Evaluation, Discrimination & Harassment (TBA)
- DSS 300 Hold Training (TBD)
- EPICS (TBD)
- Field Tactics for Probation Officers (SIMS) (TBD)
- Human Trafficking (TBD)
- Institutional Policy Review (TBD)
- Local Gang Training (TBD)
- M-PACT (TBD)
- Manager/Administrator Core Course (MACC)
- Managers Leadership Academy (TBA)
- Monadnock Expandable Baton – Initial User Course (TBD)
- PREA (TBD)
- STRONG-R (TBD)
- Suicide Identification and Prevention (TBD)
- STATIC 99 Update (TBD)
- Thinking for a Change (TBD)

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Schedule Changes

Based on unforeseen reasons with providers, availability of classes, financial impact, and lack of students; classes may be canceled or re-scheduled based on the needs of the department.

Training Opportunities

Above are training opportunities for the training year. The final approval on what classes the employee attends rests with their respective supervisor, ADC, or DCs. All training requests must come from the identified JJC representative, ADC's or DCs and not from the employee directly to the Training Manager, Training Officer, or Training Probation Technician. In addition, if officers are unable to attend a training class, they are to notify their respective ADC or (JCOs) the on-duty Watch Commander.

Requirements

Full time JCOs and Senior JCOs must attend in accordance with STC regulations a minimum of 24 hours of STC training for the training year.

Full time DPOs, Supervising JCOs, ADCs, Directors, and CPO must attend in accordance with STC regulations a minimum of 40 hours of STC training for the training year.

Newly hired JCOs, DPOs, promoted Supervising JCOs, and ADCs shall attend and complete (graduate) core training within their first year (anniversary date) of employment or during the first year of their promotion.

All employees shall adhere to the Probation Department's Lexipol Policy #203 regarding training expectations and attend all training classes on time.

All employees are to have their department issued Identification Card with photo when attending all trainings.

Course Description

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Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer- *(4-hour sessions – Armed DPO and JCO as scheduled)*

Combat Medical Care for the Critically Injured Law Enforcement or Correctional Officer – THE FIRST 5 MIN. – a 4-hour course designed to teach law enforcement and correctional officers how to save their own lives and the lives of fellow officers from a traumatic injury.

Adolescent Brain Development Leading to Adverse Choices-
(8-hour session - JCO/DPO)

Adolescence is a critical developmental phase of life, a time during which children acquire the social skills they need to thrive as adults. Just as critically, it is also the time in which their brains develop – or fail to develop – in a way that enables them to reach their full potential in life. Drug and alcohol use, chaotic families, mental and learning disorders, and the experience(s) of trauma, all impact the adolescent’s ability to understand and comply with court appointed and parental guidelines. Understanding the development of the human brain from birth to adulthood aids the Probation Officer in making decisions about case disposition and management, as well as making possible interventions.

Juvenile Title 15 Trauma-Informed Training for Staff-
(8-hour session - JCO/DPO)

Learn how to facilitate a trauma-informed, evidence-based program in your juvenile facility. Comply with Title 15 requirements to provide programming resources for youth and their families.

Vicarious Trauma-Instructor: *(8-hour session - DPO/JCO)*

Vicarious trauma, also known as secondary trauma, can be defined as indirect exposure to a traumatic event through a first-hand account or narrative of that event. People in the helping professions—counselors and therapists, rescue workers, police officers, doctors, and lawyers may be at risk of vicarious traumatization. Any person who has a significant relationship with a survivor of trauma may also come to experience secondary traumatization.

The Implicit Bias and Its Impact: Dr. Thomas *(8-hour session - DPO/JCO)*

Probation officers are often asked to supervise a wide range of people. Everyone comes to the job with certain preexisting biases and beliefs about other people. This training is organized to better understand conscience and unconscious bias. This training will focus on ways to become more aware of our own bias and to better accept others, culture, diversity, and multiculturalism. This skill building model helps

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to attain an environment of awareness, knowledge, and personal skill development. The first part of this course is focused on learning about us as a society, identify fears, learned bias, prejudices. This class will work on ways to assess how these issues can impact our personal and professional decision making. The second part of the course is aimed at understanding, learning about, and appreciating other cultures. The class will talk about cross cultural beliefs and conflicts that may cause. The third part of the course will attempt to identify ways to effect change and promote one's leadership skills in areas of implicit bias, cultural competences, conflict resolution and problem-solving abilities.

Tactical Communication and De-Escalation-(8-hour session - DPO/JCO)

With the advent of cameras, transcripts and social media, law enforcement officer's actions are more public than ever before. The ability to de-escalate a situation before it becomes violent has far reaching positive outcomes for the officer as an individual, the agency for liability purposes and the public/inmate as a matter of trust and respect. This course provides techniques to stay calm and professional under verbal assault and to generate voluntary compliance from even the most difficult people. Participants will review case law, liability ramifications after the escalation of violence, incorrect assumptions about officers in a correctional environment, the importance of positive communication, non-verbal social cues and tactical communication/de-escalation techniques including the five-step hard style adopted from "Verbal Judo."

Who Moved My Cheese? - (8-hour session - DPO/JCO)

The course focuses on understanding the reasons human beings make the decisions they make related to the changes that are taking place in the working environment and how they deal with those changes. By learning the patterns of change, officers will be able to be proactive in making more effective choices before change is thrust upon them. This will eliminate stress which many times cause individuals to look for ways to escape which leads to staff turnover and/or ill health.

Conflict Resolution: Preventing and Resolving Conflict-(8-hour session - DPO/JCO)

This course will give corrections and probation staff the skills needed for resolving conflicts before they escalate into physical confrontations. Conflict is one of the major causes of stress leading to loss of workdays, low productivity, and inability to think clearly and make good judgments.

Maintaining Ethics in Law Enforcement-(8-hour session - DPO/JCO)

Employees attending this training will learn the meaning of ethical behavior and its importance in the field of law enforcement. Maintaining proper conduct both on and off-duty are stressed, along with what it means to be a "professional." In addition,

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learning to be an “ethical role model” for other staff and employees will assist the individual in a commitment to excellence.

Supervision of Sex Offenders-(8-hour session - DPO/JCO)

Despite longer sentences and a greater likelihood of incarceration, most sex offenders will spend some time under community supervision after a period of incarceration or as a direct sentence of probation. They present a wide variety of unique challenges to the probation and parole agencies that are primarily responsible for supervising them in the community on a daily basis. This training will help equip probation officers with the practical information they need to properly supervise this challenging type of probationer.

Post-Traumatic Stress Disorder (PTSD)-(8-hour session - DPO/JCO)

Post-Traumatic Stress Disorder (PTSD) is a psychiatric anxiety disorder that can develop after experiencing a life-threatening or traumatic event such as military combat, a violent assault or serious injury collision. The traumatic event causes you to respond with fear, helplessness, and horror. PTSD may be triggered by an external factor or factors. Its symptoms can include the following: nightmares, flashbacks, emotional detachment or numbing of feelings (emotional self-mortification or dissociation), insomnia, avoidance of reminders and extreme distress when exposed to the reminders ("triggers"), loss of appetite, irritability, hypervigilance, memory loss (may appear as difficulty paying attention), excessive startle response, clinical depression, and anxiety. It is also possible for a person suffering from PTSD to exhibit one or more other comorbid psychiatric disorders; these disorders often include clinical depression (or bipolar disorder), general anxiety disorder, and a variety of addictions.

Stress & Havoc or Peace & Calm: Effectively Managing Stress-(8-hour session - DPO/JCO)

This course will assist corrections officers in learning to self-manage their behavior when interacting with clients, inmates, and colleagues in a potentially stressful situation. The officers will be able to control their cognitive thinking processes. Effective management of stress will lead to increased energy, better health, and an ability to focus and stay alert thereby enhancing their personal safety and effectiveness on the job.

Special Needs & Probation/Corrections-(8-hour session – DPO/JCO)

This in-depth and thought-provoking course will teach probation and corrections staff about the top 10 special needs diagnosis found in the criminal justice system. Students who complete this course will be able to identify the core behaviors and

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characteristics of numerous special needs categories, understand the power of discourse and understanding, de-escalation techniques, common terminology used within the special needs community, exposure to the good and the negative within the special needs world, crime types most commonly found within each special need group, common medications used and their effects, and become comfortable in dealing with persons with special needs.

Utilizing Emotional Intelligence to Understand Implicit and Explicit Bias-(*8-hour session - DPO/JCO*)

During this highly interactive course, participants will learn the five components of emotional intelligence while focusing on self-awareness and self-regulation. Because implicit and explicit bias is defined as the beliefs we have about others, both conscious and unconscious, it is vital that we have profound self-awareness and develop exceptional social skills in law enforcement environments. Cognitive Behavioral Therapy is utilized to explain how emotional dysregulation can affect perception and, therefore, actions. Understanding emotional intelligence and understanding personal implicit and explicit bias leads to improved decisions/behaviors while working with offenders.

Emotional Intelligence: The Path to Health Through Understanding Trauma and Resiliency-(*8-hour session - DPO/JCO*)

During this interactive course, participants will create a personalized plan based on the five components of emotional intelligence. They will also learn about how law enforcement, under stress, can move to adapted behaviors and start utilizing healthy emotional behaviors. Participants will leave the classroom with a plan for self-care which also includes movement, balanced diet, portion control, hydration, basic food preparation, basic exercises that can be done while working, strategies to support positive mental health, breathing exercises, the importance of restorative sleep and more. Utilizing a risk management perspective, participants will understand how a failure to address these issues negatively impacts retention, productivity, sick time usage, workplace culture, resiliency, efficacy, efficiency, and employee health.

Motivational Interviewing- (*8-hour session - DPO/JCO*)

Probation staff are charged with the immense tasks of community protection and offender rehabilitation. In order to create the most positive impact possible, it is imperative that probation staff understand the real-life challenges that probationers face when it comes to creating long-lasting, effective change in their lives. It is also critical that probation staff learn how to successfully motivate and actively participate in each probationer's rehabilitation. This course not only teaches staff how to optimize rehabilitative outcomes, but also how to implement evidence-based practices to overcome the oft-experienced ambivalence of probationers when tasked by the court to change their lives.

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Title 15 Trauma Informed Care-(8-hour session - JCO/DPO)

During this interactive training, the student will learn approaches and techniques to reduce the stress faced while interacting with traumatized youth in the juvenile justice system. By understanding trauma, the student can become more effective and find greater reward and success working with the youth in their care.

Time Management-(8-hour session – DPO/JCO)

This course will focus on methods of time management. Topics included will cover reasons for time management, time waster, procrastination and fears, personal assessment, prioritizing systems, energy cycle, Laken's TM Rules, organizing, delegation, controlling, and life planning.

Mexican Drug Cartels/Transnational Gangs- (8-hour session – DPO/JCO)

Introduction into Transnational gang activity and Mexican drug trafficking organizations.

Communication with Institutionalized Youth- (8-hour session – DPO/JCO)

This course will focus on enhancing effective communication with youth in institutionalized environments. Through lecture, group discussion and experiential exercises participants will learn about effective communication and explore the effects of institutional environments on individuals. Participants will develop knowledge of effective communication strategies including validation and assertiveness.

Introduction to Tactical Communications-(8-hour session – DPO/JCO)

This course is designed to train attendees in how to diffuse conflict when encountering hostile, uncooperative, or emotionally upset people. This course is designed to assist officers in modifying contacts into positive experiences and reduce the potential for complaints or the escalation into higher levels of force.

California Mandates for Probation (Juvenile Law Update)-(4-hour session - DPO/JCO)

Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect juvenile probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field. Curriculum will focus on laws that affect Juvenile Supervision.

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California Mandates for Probation (Adult Law Update)-Instructor: David(4-hour session - DPO)

Through a vibrant and fresh approach to legal update training, this course familiarizes staff and administrators with the latest legislative enactments and case law decisions that affect probation and other law enforcement agencies. Officers will learn to interpret laws and practically apply objectives in the field. Curriculum will focus on laws that affect Adult Supervision.

Resiliency and Wellness in Public Safety formally Impact of Trauma on Probation Personnel-(8-hour session - DPO/JCO)

This course is designed to provide probation personnel insight and awareness into the potential cost of working in public safety with the goal of increasing emotional wellness and preventing mental health issues. Topics will include, but are not limited to: the various types of stress, burnout, anger and the anger-stress connection, the psychological and physiological impact of trauma, vicarious trauma/compassion fatigue, relationship health, police complex spiral trauma and post-traumatic stress/injury, public safety suicides, substance abuse and healthy coping strategies to increase resilience.

Determinate Sentencing Law Update-Instructor: (8-hour session DPO)

This is an overview of the DSL course with focus on the determinate sentencing law and current changes to this law, as well as new legislation that affects the field of corrections and the criminal justice system. Also covered will be judicial council rulings and laws relating to sex crimes, enhancements, and priors.

Understanding Implicit Bias-(8-hour session – DPO/JCO)

This training is a skill building model, developed to better understand our own conscience and unconscious bias. To create more awareness of our own bias and better accept others, their cultural, diversity and multiculturalism. This skill building model fosters an environment of awareness, knowledge, and personal skill development. The first part is learning about us, identify fears, learned bias, prejudices, and to assess how these issues can impact our personal and professional decision making and relationships. The second part is to understand, learn about and appreciate other cultures, cross cultural and conflicts. The third part is identifying ways to effect change and promote one's leadership skills in areas of implicit bias, cultural competences, conflict resolution and problem-solving abilities.

Personality Disorders-(8-hour session – DPO/JCO)

This course will focus on the different personality traits covering passive aggressive personality disorders, dependent personality, compulsive personality disorders,

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histrionic personality, borderline personality, schizotypal personality, schizoid personality, avoidant personality, paranoid personality, anti-social personality, and narcissistic personality disorder.

Crisis Intervention and Behavioral Health Training-Instructor: *(8-hour session - DPO/JCO)*

Law Enforcement and Jail Personnel are dealing more and more with a growing mentally ill population. This course is designed to provide students with the tools necessary to identify individuals who may be suffering from mental illness. The course will also provide students with active listening skills in order to have a safe disposition.

Mentally Disordered Probationers: Probation Officer Skills for Optimal Outcomes-*(8-hour session – DPO/JCO)*

The most potent professional skill the probation officer has is his ability to communicate effectively and engage the probationer. Increasingly, probationers are afflicted with mental disorders that can be very perplexing to staff. This course teaches probation officers how to navigate. Probation officers learn to identify the behaviors that are associated with mental disorders and select the communication strategies that are most effective. This course also helps participants build empathy, understand mental illness, and trains them on what NOT to say and why. This course teaches field staff the practical skills to handle mentally disordered probationers effectively because the course is solid, skill-based, and uses realistic and familiar scenarios.

Conscious Communication-*(8-hour session – DPO/JCO)*

This course will combine the evidence-based practices of interpersonal neurobiology with integral communication models such as Non-Violent Communication (NVC), Motivational Interviewing, and Imago to teach participants respectful, collaborative communication strategies. This systematic approach teaches the communicator how to utilize both empathetic listening and needs acknowledgement, and how to open the door to behavior modification requests. The participant will learn how to listen effectively, discover limiting beliefs, dispel labels, define what the window of somatic tolerance is, understand one up-one down thinking, explore the role of power and identity in communication, and investigate the difference between impact and intention. We will also examine the drama triangle of villain, victim, and hero as it pertains to the workplace. This course will ultimately enhance participant's idea of what it means to be heard and respected and how to powerfully communicate through identification of core needs.

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Compensation Schedule

Vendor Name	Fee per student for 4 hour class	Fee per student for 8 hour class	Fee per student for 16 hour class	Flat Rate Fee per Class	Fee per student for 24 hour class	Notes
	\$18.75 per person per hour maximum	\$18.75 per person per hour maximum	\$18.75 per person per hour maximum	Not to exceed \$18.75 per person per hour	Not to exceed \$18.75 per person per hour	
ACE Overcomers-David Lockridge		\$150				
Autism Cop - Brian Herritt	\$50	\$100				
Badge Behavior - Thomas Broxtermann				\$750 for 4 hours; \$1,500 for 8 hours		
Cristando House, Inc. - Joseph Cristando	\$70	\$125	\$250			
Custom Training - Lee Comer	\$75	\$150	\$300			
D-Prep, Inc. - Elmo Banning	\$75	\$150	\$300			
Embassy Consulting Services, LLC - Josef Levy	\$75	\$150	\$300			
Fabian Training - Richard Garrett	\$75	\$150			\$250	8hr. Classes- discount fee to \$75 per student starting with 21st student. 10% Discount for scheduling for 3-5 classes, 20% Discount for scheduling 6 or more classes.
JM Consulting - Jon Morse Sr. M.A.		\$75			\$300	8hr. Classes -discount fee to \$70 per student starting with 21st student. 24hr Classes will have a \$50 fee per trainer manual.
Kenpo Academy of Martial Arts, Inc. - Greg Hansen		\$150				
L.E. Professional Standards Training - David Jaime	Please see attached catalog	Please see attached catalog	Please see attached catalog			Offers On-line classes at a discounted rate
M.L. Eslinger & Associates - Nicole Eslinger	\$70	\$145	\$290			May offer discounted rate based on class and assigned instructor
Nightingale Resolutions - Tim Nightingale	\$75	\$150	\$300			12 hr course \$225 per participant
React Medical Training - Kim Lamb, RN	\$65	\$90	\$130			
Rescue Training Institute, Inc. - Greg Landin	\$75	\$150	\$300			

Course Name	Zoom 4hr class - per person	In-Person 4hr class - per person	In-Person 8hr class - per person	In-Person 2 day class - per person
Diversity - Now What?	\$60		\$135	
Exceptional Service Delivery Models & Our Mission			\$135	
CSI Strategies and Containment			\$140	
Transfer Hearings and Probation	\$70		\$140	
WIC 241.1 Reports	\$70		\$140	
Breathe, Think, Testify!			\$150	
California Mandates for Probation (Juvenile or Adult Law	\$65	\$75	\$150	
CA Peace Officers and Federal Immigration Law Enforcement	\$65	\$75		
Custody Credits			\$145	
Direct and Vicarious Supervisor Liability	\$65	\$75	\$150	
HR 101 for Training Managers - What You Do and Don't Do Matte	\$55	\$65		
I Can Be Sued for What?	\$65	\$75	\$150	
Information Gatekeeper 101 - Confidentiality and Release			\$140	
POBR - Public Safety Officer Procedural Bill of Rights	\$65	\$75		
Our "Red Flag" Employee	\$55	\$65		
Social Media Use - Legality and Liability			\$140	
Disciplinary Process and Liability	\$70		\$140	
Optics and Leadership Outcomes			\$135	
Our Wellness, Our Responsibility	\$60		\$135	
Progressive Discipline for Supervisors		\$70	\$140	
The 5 W's of Internal Affairs			\$140	
Trauma Resilience	\$60		\$135	
Vertical, Lateral, and Whirlwind Communication in Probation			\$135	
Firearm Use - Application and Liability				\$300
Necessary Force - Is It Really Necessary?			\$145	
Redefining Use-of-Force Paradigms through De-escalation			\$145	
Strategic Responses to Mental Health Crisis			\$145	

STC Maximum Allowable Fee - Tuition

Tuition

Tuition is the STC-authorized amount charged by the training provider for trainees attending STC annual or core courses. Tuition does not include registration fees that may be charged by a training provider. Registration fees are typically associated with conferences, and are designed to cover costs other than training delivery and cannot be paid with STC funds.

All Requests for Certifications (RFC) submitted to STC with a cost of \$150.00 per trainee per eight-hour training day (or an hourly rate of \$18.75 per trainee) are deemed to be cost effective and do not require a budget. For example:

- 4-hour course=\$75.00,
- 8-hour course=\$150.00,
- 16-hour course=\$300.00

The cost of up to \$150.00 per trainee per day is intended to cover all course costs associated with course delivery, including instructor fees, materials, room rental, travel, and per diem.

Source:

Board of State and Community Corrections Policy and Procedure Manual for Training Providers

Effective February 2021

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SELF-DEALING TRANSACTION DISCLOSURE FORM


In order to conduct business with the County of Fresno (hereinafter referred to as "County"), members of a contractor's board of directors (hereinafter referred to as "County Contractor"), must disclose any self-dealing transactions that they are a party to while providing goods, performing services, or both for the County. A self-dealing transaction is defined below:

"A self-dealing transaction means a transaction to which the corporation is a party and in which one or more of its directors has a material financial interest"

The definition above will be utilized for purposes of completing this disclosure form.

INSTRUCTIONS

- (1) Enter board member's name, job title (if applicable), and date this disclosure is being made.
- (2) Enter the board member's company/agency name and address.
- (3) Describe in detail the nature of the self-dealing transaction that is being disclosed to the County. At a minimum, include a description of the following:
 - a. The name of the agency/company with which the corporation has the transaction; and
 - b. The nature of the material financial interest in the Corporation's transaction that the board member has.
- (4) Describe in detail why the self-dealing transaction is appropriate based on applicable provisions of the Corporations Code.
- (5) Form must be signed by the board member that is involved in the self-dealing transaction described in Sections (3) and (4).

(1) Company Board Member Information:			
Name:	Elmo Banning	Date:	4-26-2022
Job Title:	President / CEO		
(2) Company/Agency Name and Address:			
DPrep Inc 705 East Bidwell St. STE 2-357 Folsom, CA 95630 916-628-6770			
(3) Disclosure (Please describe the nature of the self-dealing transaction you are a party to):			
(4) Explain why this self-dealing transaction is consistent with the requirements of Corporations Code 5233 (a):			
(5) Authorized Signature			
Signature:		Date:	4-26-2022