

## PROFESSIONAL SERVICES AGREEMENT AMENDMENT NO. 6

THIS AMENDMENT NO. 6 is entered into on \_\_\_\_\_, between the CITY OF STOCKTON, a municipal corporation ("City"), and California Partnership for Safe Communities whose address is 825 Washington Street, Suite 200, Oakland, CA 94607, and telephone number is (510) 433-0228 ("Consultant").

### RECITALS

A. City and Consultant entered into Agreement (2012-09-25-1501-02 NP) on September 25, 2012, for the purposes of development key operational capacities critical to the implementation of the violence reduction strategy known as Project Ceasefire.

B. City and Consultant amendment the above Agreement on September 24, 2013, for the purposes of extending the term to include Phase II implementation of Project Ceasefire.

C. City and Consultant amended the above Agreement on July 17, 2014, for the purposes of extending the term to include Phase III implementation of Project Ceasefire.

D. City and Consultant amended the above Agreement on November 30, 2015, for the purposes of extending the term for implementation of Phase III of Project Ceasefire.

E. City and Consultant amended the above Agreement on October 28, 2016 for the purposes of incorporating a robust performance management system and related "reset" work into the existing Ceasefire strategy with additional trust-building efforts being undertaken to strengthen community-police relationships.

F. City and Consultant amended the above Agreement on October 18, 2017, for the purposes of extending the term for implementation of the performance management system.

G. City finds it necessary and advisable to use the services of the Consultant for the purposes provided in this Amendment.

**NOW THEREFORE**, in consideration of the mutual covenants and conditions in this Agreement, as amended, City and Consultant agree to the following amendments:

1. **Consultant's Services**. Subject to the terms and conditions set forth in this Agreement, Consultant shall provide to City the services described in **Exhibit A**.

2. **Term**. This Amendment shall commence on the date written above and shall expire on **December 31, 2019**; provided, however the parties may agree to change either the commencement or expiration date.

4. **Compensation**. City shall pay Consultant for services rendered pursuant to this Agreement as described more particularly in **Exhibit A**. The payments shall be

made on a monthly basis upon receipt and approval of Consultant's invoice. Total compensation for services and reimbursement for costs shall not exceed \$1,168,750.

All other provisions contained in the aforementioned Agreement, as amended, remain the same.

**THIS AGREEMENT** executed the date and year first above written.

**CITY OF STOCKTON**

**CONSULTANT**

\_\_\_\_\_  
Kurt O. Wilson, City Manager

By: \_\_\_\_\_  
Signature

ATTEST:

\_\_\_\_\_  
Print name

\_\_\_\_\_  
Christian Clegg, Interim City Clerk

*Executive Director, CPSC*

APPROVED AS TO FORM:

*[If Consultant is a corporation  
signature(s) must comply with  
Corporations Code §313.]*

\_\_\_\_\_  
City Attorney

## EXHIBIT A

### Scope of Consultant's Services

1. **INTRODUCTION:** This document describes the California Partnership for Safe Communities' (CPSC) proposed Scope of Work (SOW) and role as the technical assistance partner for the City of Stockton's efforts to: (a) reduce serious violence on a city-wide basis; (b) measurably improve outcomes for young people at highest risk of violence; and (c) continue to strengthen police-community relations, especially with regard to residents and neighborhoods that experience disproportionately high levels of violence.

Specifically, this SOW focuses on: (1) intensive and comprehensive support to the City's promising Office of Violence Prevention (OVP) and its Peacekeeper outreach and support program (PK) through the organizational and program development activities and deliverables described below; and (2) ongoing institutionalization of Ceasefire-related operational capacities and complementary organizational development at the Stockton Police Department (SPD). Throughout, while there is a strong emphasis on a range of practice tools such as manuals, checklists, and templates, the primary focus is successful implementation.

#### 2. PRIMARY CONTRACT GOALS.

- a. The SOW is designed to transition primary capacity for the management and operation of the City's group violence reduction strategy (Ceasefire) to SPD and OVP in the 2019 calendar year. Thereafter, at the City's discretion, CPSC can support the City's efforts to sustain continued progress primarily through the performance management process described below.
- b. The emphasis on near-term intensive and in-depth work, the majority of which is focused on OVP, is intended to build on the significant reductions in violence achieved during the calendar year 2018. Ultimately, the goal of this near-term and intensive work is to maintain measureable progress toward the City's Ceasefire goals as described in Section 1 above.

3. **THE GROUP VIOLENCE REDUCTION PARTNERSHIP (CEASEFIRE).** CPSC – working with OVP, SPD and other local partners – will complete the development of the following:

- a. An **OVP/PK program strategy** for ensuring young people at highest risk of involvement in violence are effectively and systematically supported in moving toward safety, self-sufficiency and positive participation in community and civic life.

- i. Key program elements that will be incorporated into the strategy include, but are not limited to, intervention, intensive case management, life skills curricula, leadership development, mutual support, and trauma-informed cognitive behavioral therapy. (An important objective is to organize these program elements into a cohesive “outreach and support” strategy.)
  - ii. The measureable outcomes are reductions in recidivism, reductions in violent victimization, progress toward financial self-sufficiency, positive civic participation, and others to be determined. (See below for complementary work on performance management and evaluation.)
  - iii. CPSC deliverables include:
    - 1. An OVP/PK program strategy manual.
    - 2. An advisory memorandum, working “implementation” calendar, and draft program budget that facilitate near-term and high-quality implementation of the program strategy.
    - 3. Actual successful implementation of the OVP/PK strategy.
    - 4. See Section 4 below for further information on CPSC role and approach as it relates to strategy and program implementation.
- b. **An OVP/PK program management and staff supervision plan** that supports quality implementation of the above intervention and case management program strategy.
  - i. Key plan elements include job descriptions, management and supervision process recommendations (meeting topics, facilitation and agendas), and plans for applying performance indicator and outcome data to management, supervision and staff support.
  - ii. Relevant qualitative and quantitative data tied to quality implementation and client progress toward outcomes will be employed to support the above elements.
  - iii. The primary CPSC deliverables are:
    - 1. An OVP/PK management, supervision and reporting plan and/or advisory memorandum with a proposed timeline for implementation.
    - 2. Successful implementation of the management plan.
- c. **An OVP/PK performance management process and plan** designed to support the management and program components in items a. and b. above.

- i. Key elements of the performance management process consist of an ongoing cycle of the identification, collection and review of critical program data (outcomes and activity indicators) intended to ensure quality implementation and demonstrate progress toward program goals.
    - 1. The outcomes of focus in the process are reductions in shootings and related violent incidents, reductions in recidivism and violent victimization, and qualitative and quantitative assessments of strengthened police-community relationships (now under development).
    - 2. The program indicators are closely linked to quality implementation and “fidelity to the model.” They include, for example, *scale* (are we reaching sufficient numbers of high risk individuals to make a difference on a citywide level?) and *risk* (are we investing our resources where they will be most effective in reducing violence?).
  - ii. Primary CPSC deliverables are:
    - 1. Implementation of the performance management review process for the Ceasefire strategic partnership and, individually, for the OVP efforts in support of the overall Group Violence Reduction Partnership (Ceasefire).
    - 2. Plans for identifying, defining and collecting data on program outcomes and activity indicators and guidelines for implementing those processes.
- d. An **OVP/PK staff support, training and wellness plan**.
- i. The purpose of this plan is to link staff professional development and support to: (1) the competencies required to implement the above program strategies and activities (specifically, as described in Sections a. through c. above); and (2) develop proactive strategies for addressing wellness issues associated with working with a high-risk population.
  - ii. A complementary CPSC deliverable is an advisory memorandum with a draft staff professional development and training plan, budget and implementation guidelines (again, note the CPSC support role described in Section 4 below).

- e. A summary 2019-2020 OVP “workplan” that succinctly describes OVP/PK goals, objectives, program strategies and activities as developed and described above.
  - i. As noted, a primary goal is to provide internal and external stakeholders, including the general public, with a succinct but comprehensive description of the OVP/PK program goals, strategy, activities and operations, role in the City’s Ceasefire partnership-based violence reduction strategy and evidence of effectiveness (value).
  - ii. The CPSC deliverable is a summary workplan developed collaboratively with the City program leads.
- f. An **SPD Group Violence Reduction Partnership institutionalization plan** for continuing to strengthen and sustain SPD’s capacity to reduce violence and strengthen community-police relations.
  - i. CPSC will facilitate a systematic collaborative review of the institutional changes that have the potential to sustain ongoing reductions in violence and as suggested by analytics and best practice.
  - ii. This structured collaborative review, planning and implementation process will focus on relevant aspects of departmental reorganization, training and professional development, job descriptions and promotional policies and procedures, strategic planning, etc.
  - iii. The CPSC executive team will facilitate the review. In addition, however, the review will be supported through the CPSC “community of practice,” bringing to bear the expertise and experience of leading practitioners, experts and researchers.
  - iv. The primary deliverable – to be developed in close partnership with SPD – will be a clear and succinct sustainability and institutionalization plan with guidelines and recommendations for implementation.
- g. An **SPD Group Violence Reduction Partnership (Ceasefire) performance management and evaluation plan** that supports SPD and its partners’ activities relevant to reducing violence and continuing to strengthen police-community relations.
  - i. CPSC will facilitate implementation of a collaborative performance management and evaluation plan/process.
  - ii. This collaborative planning and implementation process, building on the current performance management reviews, will encompass outcomes and indicators relevant to the Ceasefire “triple bottom line”

(as described in the Introduction above) and both quantitative and qualitative measures.

- iii. A primary deliverable – to be developed in close partnership with SPD – will be a proposal/plan that includes detailed and comprehensive design specifications for both the ongoing development of the performance management process and a program evaluation tied closely to the Stockton group violence reduction plan goals as described in the Introduction above.

4. **CPSC SUPPORT:** CPSC will support OVP and SPD by providing the deliverables described above and summarized in Section 5 and through the following technical assistance and advisory activities:

- a. Functioning as a principal design and technical assistance partner with SPD, OVP, the City Manager's Office, and other core stakeholders.
- b. Hands-on robust assistance developing and implementing the activities and products described above.
- c. Support managing the change process at both the civic and organizational levels. This includes managing diverse partners to a collective and strategic focus on those at very highest risk of violence. For each area of practice, CPSC will draw on best practice, data, experience and research to develop working drafts/templates; monitor quality of implementation through performance indicators; and problem solve based on qualitative input and indicators above.
- d. Actively engaging national experts to advise and assist CPSC and the Stockton partners, particularly with regard to evaluation planning.
- e. Facilitating support through a network of peer cities in California working through similar implementation challenges (the CPSC “community of practice”).
- a. Developing customized hands-on practice tools including operational check lists, “how-to” guides, talking points, agendas, management templates and a variety of other materials to guide and support implementation.

5. **SUMMARY OF CONTRACT DELIVERABLES.** The following concrete deliverables supplement the above assistance:

- a. Successful implementation of the strategies, management and analytic program components described above.

- b. A fully developed OVP/PK program strategy with guidelines for successfully implementing the strategy.
- c. An OVP/PK management, supervision and reporting plan and a complementary advisory memorandum that includes implementation guidelines.
- d. Guidelines for identifying, defining and collecting data on program outcomes and activity indicators for relevant internal and external stakeholders.
- e. An advisory memorandum and guidelines for OVP/PK focused on clearly demonstrating effectiveness to relevant stakeholders.
- f. An advisory memorandum with a draft OVP/PK staff professional development and training plan and budget, including implementation guidelines.
- g. An OVP/PK program manual developed collaboratively with the City program leads that succinctly describes the program goals, strategies, activities and evidence of effectiveness.
- h. Implementation of performance management reviews for OVP, SPD and the Ceasefire effort overall, including versions tailored to both internal and external stakeholders.
- i. Ceasefire Implementation Plans for 2019 and 2020.
- j. A plan and recommendations for sustaining and institutionalizing SPD's strategies for reducing violence citywide.
- k. A comprehensive and detailed "step-by-step" best practice evaluation plan/proposal.

**b. CONTRACT TERMS, COST, AND PAYMENT**

- a. **Contract term and amount:** The contract will be for one (1) year for a total amount of \$175,000.
- b. **Payment schedule and invoicing:** Payment shall be to California Partnership for Safe Communities, 825 Washington Street, Suite 200 Oakland, California 94607. Payment shall be made in twelve (12) equal monthly installments.
- c. **Progress Reports:** CPSC will work with city stakeholders to prepare versions of the work products described above for use as progress reports and other reports as needed.