



**BRIAN K. FORD**  
Chief Probation Officer

## ALAMEDA COUNTY PROBATION DEPARTMENT

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1111 Jackson Street  
Oakland, CA 94604-2059

November 21, 2025

Honorable Board of Supervisors  
County of Alameda  
1221 Oak Street, Suite 536  
Oakland, California 94612-4305

**SUBJECT: AWARD CONTRACTS FOR PROBATION YOUTH EMPLOYMENT PROGRAM; MASTER CONTRACT NO. 902550; AMOUNT: \$3,677,766**

Dear Board Members:

**RECOMMENDATION:**

Authorize the Purchasing Agent, or her designee, to execute a contract (Master Contract No. 902550) to provide probation youth employment program services to at-risk, system-involved, and transition age youth in the County on behalf of the Alameda County Probation Department, for the term of 1/1/26 – 12/31/28, with the option to renew by mutual agreement for two years, subject to Board approval of the amendment, in the total contract amount of \$3,677,766, with the following contractors:

- A. Communities United for Restorative Youth Justice (Principal: George Galvis; Location: Oakland); Procurement Contract No. 29067; Amount: \$1,181,355 (Region 2);
- B. The Youth Employment Partnership, Inc. (Principal: Michele Clark; Location: Oakland); Procurement Contract No. 29068; Amount: \$1,336,926 (Region 2);
- C. Bay Area Community Resources (Principal: David Gallagher; Location: Oakland); Procurement Contract No. 29069; Amount: \$482,820 (Region 3); and
- D. The Alliance for Community Wellness dba La Familia (Principal: Aaron Ortiz; Location: Hayward); Procurement Contract No. 29070; Amount: \$676,665 (Region 4).

**DISCUSSION/SUMMARY:**

Over the past five years, Alameda County Probation Department (ACPD) has funded youth employment support services throughout the County. These programs have empowered youth by

promoting self-sufficiency and fostering responsibility. ACPD remains committed to providing ongoing support and resources that ensure youth in the County can obtain employment.

The contractors will provide employment opportunities for youth aged 14 to 24. The program is designed to equip participants with the essential skills, knowledge, and resources needed to achieve job readiness and connect them to employment opportunities. Through targeted skills development, individualized job placement, and ongoing support, the programs aim to help youth succeed in the workforce both now and in the future.

The Probation Youth Employment Program was originally designed to have the contractors deliver services across six (6) geographic service regions within the County of Alameda, with annual total client service capacity specified for each region as follows:

Region 1: Albany, Berkeley, Emeryville – 50 clients annually;

Region 2: Oakland, Piedmont, Alameda – 130 clients annually (awarded to two contractors, 65 clients annually for each contractor);

Region 3: San Leandro, San Lorenzo, Castro Valley, Ashland, Cherryland, Fairview – 45 clients annually;

Region 4: Hayward – 70 clients annually;

Region 5: Fremont, Newark, Union City – 65 clients annually; and

Region 6: Dublin, Livermore, Pleasanton, Sunol – 40 clients annually.

After the Request for Proposal (RFP) evaluation and during the contract negotiation process, ACPD restructured the scope of work. The adjustments removed certain service regions and reduced the number of clients in the remaining regions to focus resources on priority areas and support high-quality service delivery. As a result, ACPD did not award contracts for Regions 1, 5, and 6. In addition, the annual number of clients to be served was reduced in Region 2 from 130 to 86 clients (65 to 43 clients per contractor), in Region 3 from 45 to 29 clients, and in Region 4 from 70 to 45 clients.

**SELECTION CRITERIA/PROCESS:**

*ACPD has determined that the County of Alameda does not currently have the resources to provide probation youth employment program services.*

*ACPD worked with General Services Agency (GSA)–Procurement to develop an RFP, which was issued on February 3, 2025, posted on the County and GSA LinkedIn websites for 49 days, emailed to the Chambers of Commerce e-mail group, and sent to the E-Gov Professional Services – Current Contract Opportunities mailing service. The RFP was also advertised in the Inter-City Express on February 5, 2025, and the San Francisco Daily Journal on February 6, 2025. A vendor*

*outreach was conducted on February 5, 2025, followed by one networking/bidders conference on February 13, 2025, which was attended by twenty attendees representing eleven vendors.*

*On March 24, 2025, ten bidders submitted responses to the RFP. All responses were evaluated, and the vendors were interviewed by the County Selection Committee. A maximum total of 550 evaluation points was available for this RFP. The total evaluation points include 50 preference points derived from a 5% preference for local vendors and a 5% preference for certified Small Local Emerging Business (SLEB) vendors, for a total of 10%.*

*As stated in the RFP, bidders were evaluated and scored by region. For Regions 1, 3, 4, 5, and 6, one bidder per region was advanced to the step of the procurement process. For Region 2, two bidders were also advanced to the next step in the procurement process to reflect the greater number of youth needing to be served in that region. After extensive negotiations and a restructuring of the youth employment program, ACPD decided to focus resources on Regions 2, 3 and 4, resulting in four bidders being recommended for award.*

*Communities United for Restorative Youth Justice (Region 2); The Youth Employment Partnership, Inc. (Region 2); Bay Area Community Resources (BACR) (Region 3); and The Alliance for Community Wellness dba La Familia (Region 4) were the highest scoring responsive and responsible vendors in their respective regions and are being recommended for award.*

*The following vendors are certified SLEBs: Communities United for Restorative Youth Justice (Certified Small: 24-00083; Expiration: August 31, 2027); and The Youth Employment Partnership, Inc. (Certified Small: 12-00144; Expiration: December 31, 2026).*

*Bay Area Community Resources and The Alliance for Community Wellness dba La Familia are non-profit 501(c)(3)'s providing services on behalf of the County; therefore, they are exempt from meeting the SLEB requirements.*

*The following is the evaluation summary:*

<b>Bidder</b>	<b>Evaluation Points per Region</b>					
	<b>Region 1</b>	<b>Region 2</b>	<b>Region 3</b>	<b>Region 4</b>	<b>Region 5</b>	<b>Region 6</b>
<i>The Alliance for Community Wellness dba La Familia Location: Hayward SLEB: No</i>	No Bid	No Bid	460	<b>460*</b>	460	460
<i>Bay Area Community Resources Location: Oakland SLEB: No</i>	No Bid	No Bid	<b>478*</b>	No Bid	No Bid	No Bid

<i><b>Bidder</b></i>	<i><b>Evaluation Points per Region</b></i>					
	<i><b>Region 1</b></i>	<i><b>Region 2</b></i>	<i><b>Region 3</b></i>	<i><b>Region 4</b></i>	<i><b>Region 5</b></i>	<i><b>Region 6</b></i>
<i>The Youth Employment Partnership, Inc. Location: Oakland SLEB: Yes</i>	<i>No Bid</i>	<i>426*</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>
<i>Berkeley Youth Alternatives Location: Berkeley SLEB: Yes</i>	<i>382</i>	<i>No Bid</i>				
<i>Youth Uprising Location: Oakland SLEB: Yes</i>	<i>No Bid</i>	<i>276</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>
<i>Communities United for Restorative Youth Justice Location: Oakland SLEB: Yes</i>	<i>No Bid</i>	<i>467*</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>
<i>Safe Passages Location: Oakland SLEB: Yes</i>	<i>No Bid</i>	<i>370</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>
<i>Center for Equity and Success, Inc. Location: Oakland SLEB: No</i>	<i>No Bid</i>	<i>249</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>
<i>Destiny Arts Center Location: Oakland SLEB: Yes</i>	<i>No Bid</i>	<i>410</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>	<i>No Bid</i>
<i>Family Support Services Location: Oakland SLEB: No</i>	<i>212</i>	<i>212</i>	<i>212</i>	<i>212</i>	<i>212</i>	<i>No Bid</i>

*\* Bidder is recommended for award in the Region*

**FINANCING:**

Funding for these contracts comes from the Juvenile Probation Activities Fund grant. The funding is included in the ACPD's Fiscal Year 2025-26 Approved Budget and will be requested in subsequent years. There is no impact to net County cost as a result of approving the above recommendation.

**VISION 2036 GOAL:**

The probation youth employment program services meet the 10X goal pathway of a **Crime-Free County** in support of our shared visions of **Thriving & Resilient Population** and **Safe & Livable Communities**.

Respectfully submitted,

Signed by:  
  
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Brian K. Ford  
Chief Probation Officer

DocuSigned by:  
  
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Kimberly Gasaway  
Director, General Services Agency

cc: County Administrator  
Auditor-Controller  
County Counsel