



**Request for Proposals for:
Work Together Fund – Job Creation Projects**

THE CITY OF ANTIOCH



RFP Release September 8th, 2025

**RFP response due by October 10th, 2025 no later than 4:00 PM
Economic Development Department**

City of Antioch

Request for Proposals
for Work Together Fund – Job Creation Projects

Bret A. Sweet
Economic Development Program Manager

Gaby Seltzer
Economic Recovery Fellow

September 8th, 2025

For more information concerning this opportunity contact:
Bret A. Sweet, Economic Development Program Manager at (925) 779-6168
Email at bsweet@antiochca.gov

About the City of Antioch

The City of Antioch has a burgeoning population of professionals, a variety of housing, endless outdoor activities and thriving business hubs. Antioch is not only the second largest city in Contra Costa County with a population of over 117,000 residents, but also one of the oldest cities in California. The area was originally settled in the late summer of 1850 and incorporated as a city in 1872. Antioch has a long rich history that continues to be filled with *Opportunity* for those fortunate to call it home.

Antioch is one of the most diverse cities in the Bay Area. Residents are attracted to Antioch for its open space, market rate housing, water recreation, and schools.

- Population: 117,000 +
- Number of Households: 36,400 +
- Average Household Income: \$96,424
- Education: 35% of residents have Bachelors, Graduate, Doctoral or Professional degrees

Antioch is a growing city with a diverse and dynamic business community, where local entrepreneurship, community-serving nonprofits, and larger commercial enterprises work side by side. The city's economy includes key industries such as retail, healthcare, manufacturing, and technology, and its strategic Bay Area location offers access to major transportation routes and a regionally connected workforce.

In 2024, the National League of Cities (NLC) visited Antioch to learn more about the economic development work happening through the Economic Recovery Corps program. NLC staff connected City of Antioch to a variety of economic mobility resources. In June 2025, the City of Antioch was selected as one of twelve municipalities nationwide to participate in the NLC 2025 Advancing Economic Mobility Rapid Grant Program. This initiative, backed by the Gates Foundation, is designed to help municipalities implement innovative strategies that promote economic mobility for their residents. NLC selected Antioch based on the proposed program's ability to demonstrate that their efforts are focused on one of the following areas: creating quality employment opportunities for residents and equitable support to strengthen or start small businesses. The funding for this program comes from NLC. Antioch received \$20,000 to pilot a program called the Work Together Fund which will spur economic mobility through local job growth. The purpose of this program is to encourage local businesses and nonprofits to work with the City in new ways.

Economic mobility remains a critical priority for Antioch. 90% of Antioch's employed residents commute out of the city for work, often for 45 minutes to three hours each way. These long commutes consume around 20% of household income and lead to reduced local spending, limited civic engagement, and underutilized local talent. Reversing these patterns requires intentional investments in local job creation and support for homegrown enterprises. The Work Together Fund is part of the City's broader effort to build a more resilient and inclusive economy—one rooted in Antioch's potential and powered by community collaboration.

The City of Antioch desires to work with teams of three or more Antioch-based small businesses and/or nonprofits to propose creative projects that will help residents—especially those with low incomes—find and grow in meaningful employment. This Request for Proposals (RFP) aims to

award \$20,000 split between two (2) to four (4) collaboratives (teams of three or more organizations) comprised of small businesses and/or nonprofits with projects that foster job creation, expand economic opportunity, and strengthen Antioch's local economy from the inside out. **At least one organization with the applying collaborative must be Antioch based.**

REQUEST FOR PROPOSAL

- A. The CITY OF ANTIOCH (hereinafter "City") hereby requests Proposals from collaboratives (three or more organizations) of small businesses and/or nonprofits for funding under the Work Together Fund; at least one organization with the applying collaborative must be Antioch based. Proposals will be received in the Economic Development Department, located at 200 H Street, 3rd floor, Antioch, CA 94509, due October 10th, 2025, by 4:00 p.m.

SCOPE OF SERVICES. The City intends to enter into contractor agreements with 2-4 collaborative (three or more organizations) teams to increase job opportunities in Antioch, CA. The Work Together Fund is a pilot program designed to support collaborative economic development efforts that increase meaningful employment and economic mobility for Antioch residents, particularly those with low incomes. A total of \$20,000 will be split between 2–4 selected teams. All funds must be expended by June 1, 2026.

Projects can be neighborhood-based, industry-based, or based on another shared interest. Teams must include three or more small businesses (100 employees or fewer) and/or nonprofits, with one organization designated as the Lead Applicant. **At least one organization with the applying collaborative must be Antioch based.** The Lead Applicant is responsible for submitting the application and managing the awarded funds. All applicants must maintain valid Antioch business licenses.


The City recognizes that inclusive economic development is critical for a sustainable and thriving community. The Work Together Fund aims to empower local organizations to design and implement creative, place-based solutions that drive job creation and long-term impact.


Awardees should design and implement projects that show strong potential to further **at least two** of the following outcomes:

1. Create **quality, lasting jobs** within Antioch
2. Increase **economic mobility**, especially for low-income Antioch residents. Economic mobility is the ability for individuals and families to improve their economic standing over time.
3. Strengthen **community infrastructure** and collaboration

To evaluate the success of funded projects, grantees will be expected to submit project plans that identify relevant key performance indicators within the first thirty (30) days of the contract term. All grantees will be required to track indicators throughout their projects and submit a final report at the conclusion of the grant term. Reports will inform the City's assessment of program impact and future funding considerations.

FREE COACHING AVAILABLE. All applicants and grantees with a valid Antioch business license can access free coaching to help shape and strengthen their project. Before applying, interested parties are encouraged to schedule free coaching sessions with the Antioch Business Collaborative. **Coaching is not required but will increase applicant chances of receiving funding through this program.** To schedule a coaching session:

 Call (510) 255-0345

 Email antioch@alliancecd.org

 Visit growfromwithinantioch.com

- B. REQUESTS FOR CLARIFICATION OF THE RFP. If any Respondent has any questions regarding the meaning of any part of this RFP, the Respondent shall submit to the **Economic Development Department**, Bret Sweet, Economic Development Program Manager at (925) 779-6168, bsweet@antiochca.gov, by September 26th, 2025, by 4:00 p.m. A proposal (bid) walk will be scheduled prior to the clarification deadline.
- C. SUBMITTAL OF PROPOSALS. Each Proposal shall be submitted with:
- (A) Completed application form (use template in Exhibit B).
 - (B) Completed budget form (use template in Exhibit B).
 - (C) Signed letter of commitment from each team member (use template in Exhibit B).

All Templates can be found in Exhibit B.

Respondents shall submit IN PERSON: (3) copies and (1) USB flash drive of their proposal in a sealed envelope clearly marked on the outside: **“SEALED PROPOSALS FOR – RFP WORK TOGETHER FUND – JOB CREATION PROJECTS – DO NOT OPEN WITH REGULAR MAIL.”**

- E. CITY’S REVIEW OF PROPOSALS. After the Proposals are received and opened by the City, the City shall review and evaluate all Proposals for responsiveness to the Request for Proposals to determine whether the Respondent possesses the qualifications necessary for the services required. The City may also investigate qualifications of all Respondents to whom the award is contemplated, and the City may request clarifications of Proposals directly from one or more Respondents. In reviewing the Proposals, the City may consider the following:
1. Qualifications (including coaching with the Antioch Business Collaborative, experience, creativity, and past performance) and experience of the Respondent and its agents, employees, and sub-consultants in completing projects of a similar type, size, and scope.
 2. The feasibility of the Proposals based upon the methodology of the proposed scope of services.
 3. Potential for project impact in line with the Work Together Fund goals (economic mobility for low-income Antioch residents, quality job creation, and development of community infrastructure).

4. City of Antioch's Contractor Agreement *Example* (Attached as "Exhibit 2").

F. AWARD OF AGREEMENT. Upon completion of the City's review, staff will notify those Respondents who will be considered for further evaluation and negotiation. Interviews *may* be conducted with Respondents; no date has been set for interviews at this time.

1. If the City determines, after further evaluation and negotiation, to award the Agreement, an official Contractor Agreement shall be sent to the successful Respondent for the Respondent's signature. No Proposal shall be binding upon the City until after the Agreement is signed by duly authorized representatives of both Consultant and the City.

2. The City reserves the right to reject any or all Proposals, and to waive any irregularity. The award of the Agreement, if made by the City, will be based upon a total review and analysis of each Proposal and projected costs.

G. PROPOSALS ARE PUBLIC RECORDS. Each Respondent is hereby informed that, upon submittal of its Proposal to the City in accordance with this RFP, the Proposal is the property of the City.

1. Unless otherwise compelled by a court order, the City will not disclose any Proposals while the City conducts its deliberative process in accordance with the procedures identified in this RFP. However, after the City either awards an agreement to a successful Respondent, or the City rejects all Proposals, the City shall consider each Proposal subject to the public disclosure requirements of the California Public Records Act (California Government Code Sections 6250, et seq.), unless there is a legal exception to public disclosure.

2. If a Respondent believes that any portion of its Proposal is subject to a legal exception to public disclosure, the Respondent shall: (1) clearly mark the relevant portions of its Proposal "Confidential"; and (2) upon request from the City, identify the legal basis for exception from disclosure under the Public Records Act; and (3) the Respondent shall defend, indemnify, and hold harmless the City regarding any claim by any third party for the public disclosure of the "Confidential" portion of the Proposal.

TERMS

The initial term of Agreement is to be determined by Proposals submitted and approval of the City.

SCHEDULE

Estimated schedule for firm selection:

Issuance of RFP	September 8th, 2025
Bid Walkthrough Meeting via Zoom	September 11th, 2025 at 10am Register here for Zoom link https://us02web.zoom.us/meeting/register/rBnlNIImR5KcSbf3eBskSQ
Request for Clarification of the RFP	September 26th, 2025 at 4pm
Proposals Due 4:00 PM 200 H Street, 3 rd floor, Antioch, CA 94531	October 10th, 2025 at 4pm
Awards Announced	November 2025
Project End Date	June 1, 2026
Final Reports Due	July 1, 2026

Exhibit 1

SCOPE OF SERVICES

The City of Antioch is seeking 2-4 collaborative teams that can enter into Contractor Agreements for economic mobility projects in Antioch, CA. The City is looking for teams that have the ability to produce the advancement of local job creation and will enter into contractor agreements for a specific period of time.

The scope shall include but shall not be limited to:

- Project must advance at least two Work Together Fund goals:
 - Create **quality, lasting jobs** within Antioch
 - Increase **economic mobility**, especially for low-income Antioch residents.
Economic mobility is the ability for individuals and families to improve their economic standing over time.
 - Strengthen **community infrastructure** and collaboration
- Team must include three or more small businesses and/or nonprofits with at least one organization being Antioch-based. Small businesses must have 100 or fewer employees. One organization must be designated as the Lead Applicant (“Respondent”).
- All team members must maintain an active Antioch business license
- Submit reports, invoices and documentation in a timely manner
- Follow terms of contract
- Maintain communication with City and attend regular check ins
- Show how the City of Antioch will prosper with your team
- Expend all project funds by June 1, 2026

Exhibit 2

CONSULTING SERVICES AGREEMENT BETWEEN THE CITY OF ANTIOCH AND <insert contractor name>

THIS AGREEMENT (“**Agreement**”) is made and entered into this <#> day of <month>, 202<#> (“**Effective Date**”) by and between the City of Antioch, a municipal Corporation with its principle place of business at 200 H Street, Antioch, CA 94509 (“**City**”) and <insert contractor name> with its principle place of business at <insert full address> (“**Consultant**”). City and Consultant individually are sometimes referred to herein as “**Party**” and collectively as “**Parties.**”

SECTION 1. SERVICES. Subject to the terms and conditions set forth in this Agreement, Consultant shall furnish all technical and professional services including labor, material, equipment, transportation, supervision and expertise to provide to City the services described in the Scope of Work attached as Exhibit A attached hereto and incorporated herein at the time and place and in the manner specified therein (“**Services**”). In the event of a conflict in or inconsistency between the terms of this Agreement and Exhibit A, the Agreement shall prevail.

1.1 Term of Services. The term of this Agreement shall begin on the Effective Date and shall end on <insert date>, the date of completion specified in Exhibit A, and Consultant shall complete the Services described in Exhibit A prior to that date, unless the term of the Agreement is otherwise terminated or extended, as provided for in Section 8. The time provided to Consultant to complete the Services required by this Agreement shall not affect the City’s right to terminate the Agreement, under Section 8.

1.2 Standard of Performance. Consultant represents that it is experienced in providing these services to public clients and is familiar with the plans and needs of City. Consultant shall perform all Services required pursuant to this Agreement in the manner and according to the standards observed by a competent practitioner of the profession in which Consultant is engaged in the geographical area in which Consultant practices its profession.

1.3 Assignment of Personnel. Consultant shall assign only competent personnel to perform Services pursuant to this Agreement. In the event that City, in its sole discretion, at any time during the term of this Agreement, desires the reassignment of any such persons, Consultant shall, immediately upon receiving notice from City of such desire of City, reassign such person or persons.

1.4 Time. Consultant shall devote such time to the performance of Services pursuant to this Agreement as may be reasonably necessary to meet the standard of performance provided in Section 1.1 above and to satisfy Consultant’s obligations hereunder.

SECTION 2. COMPENSATION. City hereby agrees to pay Consultant a sum not to exceed \$_____, notwithstanding any contrary indications that may be contained in Consultant’s proposal,

for Services to be performed and reimbursable costs incurred under this Agreement. In the event of a conflict between this Agreement and Consultant's proposal, attached as Exhibit A, regarding the amount of compensation, the Agreement shall prevail. City shall pay Consultant for Services rendered pursuant to this Agreement at the time and in the manner set forth below. The payments specified below shall be the only payments from City to Consultant for Services rendered pursuant to this Agreement. Except as specifically authorized by City, Consultant shall not bill City for duplicate services performed by more than one person.

Consultant and City acknowledge and agree that compensation paid by City to Consultant under this Agreement is based upon Consultant's estimated costs of providing the Services required hereunder, including salaries and benefits of employees and subcontractors of Consultant. Consequently, the Parties further agree that compensation hereunder is intended to include the costs of contributions to any pensions and/or annuities to which Consultant and its employees, agents, and subcontractors may be eligible. City therefore has no responsibility for such contributions beyond compensation required under this Agreement.

2.1 Invoices. Consultant shall submit invoices, not more often than once a month during the term of this Agreement, based on the cost for Services performed and reimbursable costs incurred prior to the invoice date. Invoices shall contain the following information:

- Serial identifications of progress bills; i.e., Progress Bill No. 1 for the first invoice, etc.;
- The beginning and ending dates of the billing period;
- A Task Summary containing the original contract amount, the amount of prior billings, the total due this period, the balance available under the Agreement, and the percentage of completion;
- At City's option, for each work item in each task, a copy of the applicable time entries or time sheets shall be submitted showing the name of the person doing the work, the hours spent by each person, a brief description of the work, and each reimbursable expense;
- The total number of hours of work performed under the Agreement by Consultant and each employee, agent, and subcontractor of Consultant performing services; and,
- The Consultant's signature.

2.2 Payment Schedule.

2.2.1 City shall make incremental payments, based on invoices received, [according to the payment schedule attached as Exhibit B and incorporated herein], for Services satisfactorily performed, in accordance with the requirements of this Agreement, and for authorized reimbursable costs incurred. City shall have thirty (30) days from the receipt of an invoice that complies with all of the requirements of Section 2.1 to pay Consultant.

2.3 Total Payment. City shall pay for the Services to be rendered by Consultant pursuant to this Agreement. City shall not pay any additional sum for any expense or cost whatsoever incurred by Consultant in rendering Services pursuant to this Agreement, unless expressly provided for in Section 2.5. In no event shall Consultant submit any invoice for an amount in excess of the maximum amount of compensation provided above either for a task or for the entire Agreement, unless the Agreement is modified prior to the submission of such an invoice by a properly executed change order or amendment.

2.4 Hourly Fees. Fees for work performed by Consultant on an hourly basis shall not exceed the amounts shown on the fee schedule in Exhibit B.

2.5 Reimbursable Expenses. Reimbursable expenses are specified below, and shall not exceed _____ (\$ _____). Expenses not listed below are not chargeable to City. Reimbursable expenses are included in the total amount of compensation provided under this Agreement that shall not be exceeded.

2.6 Payment of Taxes. Consultant is solely responsible for the payment of employment taxes incurred under this Agreement and any similar federal or state taxes.

2.7 Authorization to Perform Services. The Consultant is not authorized to perform any Services or incur any costs whatsoever under the terms of this Agreement until Consultant receives authorization to proceed from the Contract Administrator.

SECTION 3. FACILITIES AND EQUIPMENT. Except as set forth herein, Consultant shall, at its sole cost and expense, provide all facilities and equipment that may be necessary to perform the Services required by this Agreement. City shall make available to Consultant only the facilities and equipment listed in this section, and only under the terms and conditions set forth herein.

City shall furnish physical facilities such as desks, filing cabinets, and conference space, as may be reasonably necessary for Consultant's use while consulting with City employees and reviewing records and the information in possession of the City. The location, quantity, and time of furnishing those facilities shall be in the sole discretion of City. In no event shall City be obligated to furnish any facility that may involve incurring any direct expense, including but not limited to computer, long-distance telephone or other communication charges, vehicles, and reproduction facilities.

SECTION 4. INSURANCE REQUIREMENTS. Before beginning any work under this Agreement, Consultant, at its own cost and expense, shall procure insurance against claims for injuries to persons or damages to property that may arise from or in connection with the performance of the work by the Consultant and its agents, representatives, employees, and subcontractors. Consultant shall provide proof satisfactory to City of such insurance that meets the requirements of this section and under forms of insurance satisfactory in all respects to the City. Consultant shall maintain the insurance policies required by this section throughout the term of this Agreement. The cost of such insurance shall be included in the Consultant's proposal. Consultant shall not allow any subcontractor to commence work on any subcontract until Consultant has obtained all insurance required herein for the subcontractor(s) and provided evidence thereof to City. Verification of the required insurance shall be submitted and made part of this Agreement prior to execution. Insurers shall have an AM Best rating of no less than A:VII unless otherwise accepted by the City in writing:

4.1 Commercial General Liability (CGL): Insurance Services Office Form CG 00 01 covering CGL on an “occurrence” basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than **\$2,000,000** per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be twice the required occurrence limit. If Consultant’s services include work within 50 feet of a railroad right of way, the Consultant shall have removed any exclusion on their liability policy limiting coverage for work near a railroad, or shall provide a Railroad Protective Liability policy in favor of the City. Limits for such coverage shall be no less than \$5,000,000.

4.2 Automobile Liability Insurance. ISO Form Number CA 00 01 covering any auto (Code 1), or if Consultant has no owned autos, hired, (Code 8) and non-owned autos (Code 9), with limit no less than **\$1,000,000** per accident for bodily injury and property damage.

4.3 Workers' Compensation Insurance. as required by the State of California, with Statutory Limits, and Employer’s Liability Insurance with limit of no less than **\$1,000,000** per accident for bodily injury or disease.

4.4 Professional Liability (Errors and Omissions): Insurance appropriate to the Consultant’s profession, with limit no less than \$1,000,000 per occurrence or claim, \$2,000,000 aggregate.

4.5 Other Insurance Provisions. Unless otherwise specified below, all insurance policies are to contain, or be endorsed to contain, the following provisions:

4.5.1 *Additional Insured Status.* The City, its officers, officials, employees, and volunteers are to be covered as additional insureds on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of the Consultant including materials, parts, or equipment furnished in connection with such work or operations. CGL coverage can be provided in the form of an endorsement to the Consultant’s insurance (at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10 and CG 20 37 if a later edition is used). This requirement shall only apply to the CGL and Automobile Liability Insurance policies specified above.

4.5.2 *Primary Coverage.* For any claims related to this contract, the Consultant’s insurance coverage shall be primary insurance as respects the City, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City, its officers, officials, employees, or volunteers shall be excess of the Consultant’s insurance and shall not contribute with it. This requirement shall only apply to the CGL and Automobile Liability Insurance policies specified above.

4.5.3 *Notice of Cancellation.* Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the City.

4.5.4 *Waiver of Subrogation.* Consultant hereby grants to City a waiver of any right to subrogation which any insurer of said Consultant may acquire against the City by virtue of the payment of any loss under such insurance. Consultant agrees to obtain any endorsement that

may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the City has received a waiver of subrogation endorsement from the insurer. This requirement shall only apply to the CGL, Automobile Liability and Workers' Compensation/Employer's Liability Insurance policies specified above.

4.5.5 *Deductibles and Self-Insured Retentions.* Any deductibles or self-insured retentions must be declared to and approved by the City. The City may require the Consultant to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

4.5.6 *Claims made policies.* If any of the required policies provide claims-made coverage:

4.5.6.1 The Retroactive Date must be shown, and must be before the date of the contract or the beginning of contract work.

4.5.6.2 Insurance must be maintained and evidence of insurance must be provided **for at least five (5) years after completion of the contract of work.**

4.5.6.3 If coverage is canceled or non-renewed, and not replaced with another claims-made policy form with a Retroactive Date prior to the contract effective date, the Consultant must purchase "extended reporting" coverage for a minimum of five (5) years after completion of contract work.

4.6 **Certificate of Insurance and Endorsements.** Consultant shall furnish the City with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the City before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Consultant's obligation to provide them. The City reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

4.7 **Subcontractors.** Consultant shall include all subcontractors as insured under its policies or shall furnish separate certificates and endorsements for each subcontractor. All coverages for subcontractors shall be subject to all of the requirements stated in this Agreement, including but not limited to naming additional insureds.

4.8 **Higher Limits.** If the Consultant maintains higher limits than the minimums shown above, the City requires and shall be entitled to coverage for the higher limits maintained by the Consultant. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the City.

4.9 **Special Risks or Circumstances.** City reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage or other special circumstances.

4.10 **Remedies.** In addition to any other remedies City may have if Consultant fails to

provide or maintain any insurance policies or policy endorsements to the extent and within the time herein required, City may, at its sole option exercise, any of the following remedies, which are alternatives to other remedies City may have and are not the exclusive remedy for Consultant's breach:

- Obtain such insurance and deduct and retain the amount of the premiums for such insurance from any sums due to Consultant under the Agreement;
- Order Consultant to stop work under this Agreement or withhold any payment that becomes due to Consultant hereunder, or both stop work and withhold any payment, until Consultant demonstrates compliance with the requirements hereof; and/or,
- Terminate this Agreement.

SECTION 5. INDEMNIFICATION AND CONSULTANT'S RESPONSIBILITIES.

5.1 To the fullest extent permitted by law, Consultant shall defend (with counsel reasonably acceptable to City), indemnify and hold the City, its officials, officers, employees, volunteers, and agents free and harmless from any and all claims, demands, causes of action, costs, expenses, liability, loss, damage or injury of any kind, in law or equity, to property or persons, including wrongful death, in any manner arising out of, pertaining to, or incident to any acts, errors or omissions, or willful misconduct of Consultant, its officials, officers, employees, subcontractors, consultants or agents in connection with the performance of the Consultant's services or this Agreement, including without limitation the payment of all damages, expert witness fees and attorney's fees and other related costs and expenses. Consultant's obligation to indemnify shall not be restricted to insurance proceeds, if any, received by Consultant, the City, its officials, officers, employees, agents, or volunteers.

5.1.1 Acceptance by City of insurance certificates and endorsements required under this Agreement does not relieve Consultant from liability under this indemnification and hold harmless clause. This indemnification and hold harmless clause shall apply to any damages or claims for damages whether or not such insurance policies shall have been determined to apply.

5.2 By execution of this Agreement, Consultant acknowledges and agrees to the provisions of this Section and that it is a material element of consideration, and that these provisions survive the termination of this Agreement.

SECTION 6. STATUS OF CONSULTANT.

6.1 Independent Contractor. At all times during the term of this Agreement, Consultant shall be an independent contractor and shall not be an employee of City. City shall

have the right to control Consultant only insofar as the results of Consultant's services rendered pursuant to this Agreement and assignment of personnel pursuant to Section 1.3; however, otherwise City shall not have the right to control the manner or means by which Consultant accomplishes services rendered pursuant to this Agreement. Notwithstanding any other City, state, or federal policy, rule, regulation, law, or ordinance to the contrary, Consultant and any of its employees, agents, and subcontractors providing services under this Agreement shall not qualify for or become entitled to, and hereby agree to waive any and all claims to, any compensation, benefit, or any incident of employment by City, including, but not limited to, eligibility to enroll in the California Public Employees Retirement System (PERS) as an employee of City and entitlement to any contribution to be paid by City for employer contributions and/or employee contributions for PERS benefits.

6.2 Consultant Not Agent. Except as City may specify in writing, Consultant shall have no authority, express or implied, to act on behalf of City in any capacity whatsoever as an agent. Consultant shall have no authority, express or implied, pursuant to this Agreement to bind City to any obligation whatsoever.

SECTION 7. LEGAL REQUIREMENTS.

7.1 Governing Law. The laws of the State of California shall govern this Agreement.

7.2 Compliance with Applicable Laws. Consultant and any subcontractors shall comply with all laws applicable to the performance of the Services.

7.3 Other Governmental Regulations. To the extent that this Agreement may be funded by fiscal assistance from another governmental entity, Consultant and any subcontractors shall comply with all applicable rules and regulations to which City is bound by the terms of such fiscal assistance program.

7.4 Licenses and Permits. Consultant represents and warrants to City that Consultant and its employees, agents, and any subcontractors have all licenses, permits, qualifications, and approvals of whatsoever nature that are legally required to practice their respective professions. Consultant represents and warrants to City that Consultant and its employees, agents, any subcontractors shall, at their sole cost and expense, keep in effect at all times during the term of this Agreement any licenses, permits, and approvals that are legally required to practice their respective professions. In addition to the foregoing, Consultant and any subcontractors shall obtain and maintain during the term of this Agreement valid business licenses from City.

7.5 Nondiscrimination and Equal Opportunity. Consultant shall not discriminate, on the basis of a person's race, religion, color, national origin, age, physical or mental handicap or disability, medical condition, marital status, sex, sexual orientation or any other legally protected status, against any employee, applicant for employment, subcontractor, bidder for a subcontract, or participant in, recipient of, or applicant for any services or programs provided by Consultant under this Agreement. Consultant shall comply with all applicable federal, state, and local laws, policies, rules, and requirements related to equal opportunity and nondiscrimination in

employment, contracting, and the provision of any Services that are the subject of this Agreement, including but not limited to the satisfaction of any positive obligations required of Consultant thereby.

Consultant shall include the provisions of this Section in any subcontract approved by the Contract Administrator or this Agreement.

7.6 California Labor Code Requirements. Consultant is aware of the requirements of California Labor Code Sections 1720 et seq. and 1770 et seq., which require the payment of prevailing wage rates and the performance of other requirements on certain “public works” and “maintenance” projects (“Prevailing Wage Laws”). If the services are being performed as part of an applicable “public works” or “maintenance” project, as defined by the Prevailing Wage Laws, and if the total compensation is \$1,000 or more, Consultant agrees to fully comply with such Prevailing Wage Laws. Consultant shall defend, indemnify and hold the City, its officials, officers, employees and agents free and harmless from any claims, liabilities, costs, penalties or interest arising out of any failure or alleged failure to comply with the Prevailing Wage Laws. It shall be mandatory upon the Consultant and all subconsultants to comply with all California Labor Code provisions, which include but are not limited to prevailing wages (Labor Code Sections 1771, 1774 and 1775), employment of apprentices (Labor Code Section 1777.5), certified payroll records (Labor Code Sections 1771.4 and 1776), hours of labor (Labor Code Sections 1813 and 1815) and debarment of contractors and subcontractors (Labor Code Section 1777.1). The requirement to submit certified payroll records directly to the Labor Commissioner under Labor Code section 1771.4 shall not apply to work performed on a public works project that is exempt pursuant to the small project exemption specified in Labor Code Section 1771.4.

If the services are being performed as part of an applicable “public works” or “maintenance” project, then pursuant to Labor Code Sections 1725.5 and 1771.1, the Consultant and all subconsultants performing such services must be registered with the Department of Industrial Relations. Consultant shall maintain registration for the full term of this Agreement and require the same of any subconsultants, as applicable. Notwithstanding the foregoing, the contractor registration requirements mandated by Labor Code Sections 1725.5 and 1771.1 shall not apply to work performed on a public works project that is exempt pursuant to the small project exemption specified in Labor Code Sections 1725.5 and 1771.1.

This Agreement may also be subject to compliance monitoring and enforcement by the Department of Industrial Relations. It shall be Consultant’s sole responsibility to comply with all applicable registration and labor compliance requirements. Any stop orders issued by the Department of Industrial Relations against Consultant or any subcontractor that affect Consultant’s performance of services, including any delay, shall be Consultant’s sole responsibility. Any delay arising out of or resulting from such stop orders shall be considered Consultant caused delay and shall not be compensable by the City. Consultant shall defend, indemnify and hold the City, its officials, officers, employees and agents free and harmless from any claim or liability arising out of stop orders issued by the Department of Industrial Relations against Consultant or any subcontractor.

SECTION 8. TERMINATION AND MODIFICATION.

8.1 Termination. City may cancel this Agreement at any time and without cause upon written notification to Consultant.

Consultant may cancel this Agreement only for cause upon thirty (30) days' written notice to City and shall include in such notice the reasons for cancellation.

In the event of termination, Consultant shall be entitled to compensation for Services performed satisfactorily to the effective date of termination; City, however, may condition payment of such compensation upon Consultant delivering to City any or all documents, photographs, computer software, video and audio tapes, and other materials provided to Consultant or prepared by or for Consultant or the City in connection with this Agreement.

8.2 Extension. City may, in their sole and exclusive discretion, extend the end date of the term of this Agreement beyond that provided for in Section 1.1. Any such extension shall require a written amendment to this Agreement, as provided for herein. Consultant understands and agrees that, if City grants such an extension, City shall have no obligation to provide Consultant with compensation beyond the maximum amount provided for in this Agreement. Similarly, unless authorized by the Contract Administrator, City shall have no obligation to reimburse Consultant for any otherwise reimbursable expenses incurred during the extension period.

8.3 Amendments. The parties may amend this Agreement only by a writing signed by all the Parties.

8.4 Assignment and Subcontracting. City and Consultant recognize and agree that this Agreement contemplates personal performance by Consultant and is based upon a determination of Consultant's unique personal competence, experience, and specialized personal knowledge. Moreover, a substantial inducement to City for entering into this Agreement was and is the professional reputation and competence of Consultant. Consultant may not assign this Agreement or any interest therein without the prior written approval of the Contract Administrator. Consultant shall not subcontract any portion of the performance contemplated and provided for herein, other than to the subcontractors noted in the proposal, without prior written approval of the Contract Administrator.

8.5 Survival. All obligations arising prior to the termination of this Agreement and all provisions of this Agreement allocating liability between City and Consultant shall survive the termination of this Agreement.

8.6 Options upon Breach by Consultant. If Consultant materially breaches any of the terms of this Agreement, City's remedies shall include, but not be limited to, the following:

8.6.1 Immediately terminate the Agreement;

8.6.2 Retain the plans, specifications, drawings, reports, design documents, and any other work product prepared by Consultant pursuant to this Agreement; and/or

8.6.3 Retain a different consultant to complete the work described in Exhibit A not finished by Consultant in which case the City may charge Consultant the difference between the cost to have a different consultant complete the work described in Exhibit A that is unfinished at the time of breach and the amount that City would have paid Consultant pursuant to Section 2 if Consultant had completed the work.

SECTION 9. KEEPING AND STATUS OF RECORDS.

9.1 Records Created as Part of Consultant's Performance. All reports, data, maps, models, charts, studies, surveys, photographs, memoranda, plans, studies, specifications, drawings, records, files, or any other documents or materials, in electronic or any other form, that Consultant prepares or obtains pursuant to this Agreement and that relate to the matters covered hereunder shall be the property of the City. Consultant hereby agrees to deliver those documents to the City upon termination of the Agreement. It is understood and agreed that the documents and other materials, including but not limited to those described above, prepared pursuant to this Agreement are prepared specifically for the City and are not necessarily suitable for any future or other use.

9.2 Confidentiality. All reports, data, maps, models, charts, studies, surveys, photographs, memoranda, plans, studies, specifications, records, files, or any other documents or materials, in electronic or any other form, that Consultant prepares or obtains pursuant to this Agreement and that relate to the matters covered hereunder shall be kept confidential by Consultant. Such materials shall not, without the prior written permission of City, be used by Consultant for any purpose other than the performance of this Agreement nor shall such materials be disclosed publicly. Nothing furnished to Consultant which is generally known, shall be deemed confidential. Consultant shall not use the City's name or logo or photographs pertaining to the Services under this Agreement in any publication without the prior written consent of the City.

9.3 Consultant's Books and Records. Consultant shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for Services or expenditures and disbursements charged to the City under this Agreement for a minimum of three (3) years, or for any longer period required by law, from the date of final payment to the Consultant..

9.4 Inspection and Audit of Records. Any records or documents that Section 9.2 of this Agreement requires Consultant to maintain shall be made available for inspection, audit, and/or copying at any time during regular business hours, upon oral or written request of the City. Under California Government Code Section 8546.7, if the amount of public funds expended under this Agreement exceeds Ten Thousand Dollars (\$10,000.00), the Agreement shall be subject to the examination and audit of the State Auditor, at the request of City or as part of any audit of City, for a period of three (3) years after final payment under the Agreement.

9.5 Intellectual Property. The City shall have and retain all right, title and interest, including copyright, patent, trade secret or other proprietary rights in all plans, specifications, studies, drawings, estimates, materials, data, computer programs or software and source code, enhancements, documents and any other works of authorship fixed in any tangible medium or

expression, including but not limited to physical drawings or other data magnetically or otherwise recorded on computer media (“Intellectual Property”) prepared or developed by or on behalf of Consultant under this Agreement. Consultant further grants to City a non-exclusive and perpetual license to copy, use, modify or sub-license any and all Intellectual Property otherwise owned by Consultant which is the basis or foundation for any derivative, collective, insurrectional or supplemental work created under this Agreement.

SECTION 10. MISCELLANEOUS PROVISIONS.

10.1 Venue. In the event either party brings any action against the other under this Agreement, the Parties agree that trial of such action shall be vested exclusively in the state courts of California in the County of Contra Costa or in the United States District Court for the Northern District of California.

10.2 Severability. If a court of competent jurisdiction finds or rules that any provision of this Agreement is invalid, void, or unenforceable, the provisions of this Agreement not so adjudged shall remain in full force and effect. The invalidity in whole or in part of any provision of this Agreement shall not void or affect the validity of any other provision of this Agreement.

10.3 No Implied Waiver of Breach. The waiver of any breach of a specific provision of this Agreement does not constitute a waiver of any other breach of that term or any other term of this Agreement.

10.4 Successors and Assigns. The provisions of this Agreement shall inure to the benefit of and shall apply to and bind the successors and assigns of the Parties.

10.5 Use of Recycled Products. Consultant shall prepare and submit all reports, written studies and other printed material on recycled paper to the extent it is available at equal or less cost than virgin paper.

10.6 Conflict of Interest. Consultant may serve other clients, but none whose activities within the corporate limits of City or whose business, regardless of location, would place Consultant in a “conflict of interest,” as that term is defined in the Political Reform Act, codified at California Government Code Section 81000 *et seq.*

Consultant shall not employ any official of City in the work performed pursuant to this Agreement. No officer or employee of City shall have any financial interest in this Agreement that would violate California Government Code Section 1090 *et seq.*

Consultant hereby warrants that it is not now, nor has it been in the previous twelve (12) months, an employee, agent, appointee, or official of the City. If Consultant was an employee, agent, appointee, or official of City in the previous twelve months, Consultant warrants that it did not participate in any manner in the forming of this Agreement. Consultant understands that, if this Agreement is made in violation of Government Code § 1090 *et. seq.*, the entire Agreement is void and Consultant will not be entitled to any compensation for Services performed pursuant to this

Agreement, including reimbursement of expenses, and Consultant will be required to reimburse the City for any sums paid to the Consultant. Consultant understands that, in addition to the foregoing, it may be subject to criminal prosecution for a violation of Government Code Section 1090 and, if applicable, will be disqualified from holding public office in the State of California.

10.7 Inconsistent Terms. If the terms or provisions of this Agreement conflict with or are inconsistent with any term or provision of any Exhibit attached hereto, then the terms and provisions of this Agreement shall prevail.

10.8 Solicitation. Consultant agrees not to solicit business at any meeting, focus group, or interview related to this Agreement, either orally or through any written materials.

10.9 Contract Administration. This Agreement shall be administered by Kwame P. Reed ("Contract Administrator"). All correspondence shall be directed to or through the Contract Administrator or his or her designee.

10.10 Notices. Any written notice to Consultant shall be

sent to: <insert consultant name>

<insert address>

Attn: <owner name>

Any written notice to City shall be sent to:

City Manager
City of Antioch
P. O. Box 5007
Antioch, CA 94531-5007

City of Antioch
P. O. Box 5007
Antioch, CA 94531-5007
Attn: City Attorney

10.11 Integration. This Agreement, including all exhibits and other attachments, represents the entire and integrated agreement between City and Consultant and supersedes all prior negotiations, representations, or agreements, either written or oral.

CITY: CONSULTANT:

CITY OF ANTIOCH

<insert consultant name>

Bessie Marie Scott, City Manager

By: _____

Name: _____

Title: _____

Attest:

Melissa Rhodes, City Clerk

By: _____

Name: _____

Approved as to Form:

Title: _____

Derek Cole, Interim City Attorney

[Two signatures are required for a corporation or one signature with the corporate bylaws indicating that one person can sign on behalf of the corporation]

REQUEST FOR PROPOSAL

Exhibit 3

PAYMENT SCHEDULE

Consultant agrees to perform the tasks and services set forth in the Scope of Services attached to and incorporated into this Agreement as Exhibit "2" (hereafter "the Project"). Payment for all work performed by Consultant pursuant to the terms of this Agreement shall be made on the basis of the hourly rate set forth below.

Consultant's Personnel	Hourly Rate
[Personnel / Title]	\$@.00
[Personnel / Title]	\$@.00
[Personnel / Title]	\$@.00
[Personnel / Title]	\$@.00

Exhibit ASite Map
Antioch

General Description of the Premises:

Antioch, California, covers an area of approximately 29.94 square miles (77.55 km²), with 29.17 square miles (75.55 km²) of land and 0.77 square miles (2.00 km²) of water. The city is located in Contra Costa County and is part of the East Bay region of the San Francisco Bay Area. To the west, it shares boundaries with Pittsburg, while to the east, it extends toward Oakley. The Sacramento–San Joaquin River Delta forms its northern boundary, providing waterfront access. To the south, Antioch reaches into the rolling hills and open spaces near Brentwood and unincorporated county land. The general location of the Premises will be approximately within the outlined area shown on the above site map.

Exhibit B
Application Materials

Application Questions

Work Together Fund

Short Answers

Project Name

Please give your project a brief name.

--

Lead Applicant Information

Organization Name	
Representative Name	
Phone	
Email	
Antioch Address	
Website	

Non-Lead Applicant Information

For each additional team member, please complete the following information.

	Team Member 2	Team Member 3
Organization Name		
Representative Name		
Phone		
Email		
Antioch Address		
Website		

If you have more than 3 team members, please include their information here.

--

REQUEST FOR PROPOSAL

Coaching

Did you take advantage of the free coaching available for grant applicants?

- ☐ Yes
- ☐ No

If so, please share your coach's name and organization.

Long Answers

Project Overview

1. Project Summary (75 words max):

In one or two sentences, tell us how your team plans to use this grant funding.

2. Team Introduction (250 words max):

Briefly describe your team. Why are you the right group to do this project?

3. Need for the Project (250 words max):

What opportunity or challenge are you trying to address through this project?

REQUEST FOR PROPOSAL

4. Who Will Benefit (250 words max):

Who will your project support, and why have you chosen to focus on them?

Feasibility and Budget

5. Team Roles (250 words max):

Tell us what each team member will do and how they will help the project succeed.

6. Challenges and Solutions (250 words max):

What potential challenges do you expect, and how will you handle them?

7. Timeline (250 words max):

What are the main stages of your project, and when do you expect to complete them? Note: All project funds must be spent by June 1, 2026.

REQUEST FOR PROPOSAL

8. **Budget (250 words max):**

How do you plan to spend the grant funds? Please provide a narrative to accompany the Budget Template provided.

Impact and Sustainability

9. **Project Impact (250 words max):**

How will this project help advance the Work Together Fund's goals, listed here? Please be specific.

1. Create **quality, lasting jobs** within Antioch
2. Increase **economic mobility**, especially for low-income Antioch residents.
Economic mobility is the ability for individuals and families to improve their economic standing over time.
3. Strengthen **community infrastructure** and collaboration

10. **Long-Term Plans (250 words max):**

How will you keep the work going after the grant period ends?

REQUEST FOR PROPOSAL

Work Together Fund: Budget Template

Project Name:	Date:
----------------------	--------------

Instructions: Please use this template to demonstrate how your project team would spend the grant if selected. Please make sure the total requested grant amount does not exceed \$10,000. The spending column should be left blank as it will be filled out as part of the grant report if selected.

Proposed Budget

Category	Budget Amount
Personnel	
Salary	\$
Fringe	\$
Total Personnel Costs	\$
Program Costs	
Office Equipment & Computers	\$
Data Collection	\$
Technology	\$
Marketing & Outreach	\$
Materials & Supplies	\$
Printing & Postage	\$
Travel	\$
Training	\$
Subcontract	\$
Food	\$
Other:	\$
Other:	\$
Other:	\$
Total Program Costs	\$
Total Anticipated Expenses	\$

Work Together Fund: Letter of Commitment Template

[ON ORGANIZATION LETTERHEAD, IF AVAILABLE]

LETTER OF COMMITMENT

Work Together Fund – City of Antioch

[Date]

To the City of Antioch Economic Development Team:

On behalf of **[Organization Name]**, I am writing to confirm our commitment to participate as a collaborative team member in the proposed project submitted for funding through the **Work Together Fund**, administered by the **City of Antioch**.

Our organization agrees to actively collaborate with our fellow team members, which include:

- **Lead Applicant:** [Lead Organization Name]
- **Partner Organization(s):** [List other known team members, if available]

As part of this collaborative project, **[Organization Name]** commits to:

- Participating in project planning and implementation activities
- Contributing resources, expertise, or services as outlined in the team's proposal
- Maintaining a valid City of Antioch business license throughout the project period
- Tracking and reporting outcomes as required by the grant
- Attending regular check-ins and communicating with the lead applicant and City staff
- Complying with all procedures outlined in the RFP

We understand that this project is intended to create jobs, advance economic mobility for Antioch residents, and strengthen collaboration among local businesses and nonprofits. We support these goals and are prepared to fulfill our role in achieving them.

Thank you for the opportunity to contribute to this important initiative. Should you require additional information, please feel free to contact me directly.

Sincerely,

[Signature]

[Name]

[Title]

[Organization Name]

Phone: [Phone Number]

Email: [Email Address]