



AGENDA STAFF REPORT

Control: 26001253

MEETING DATE: 06/23/2026

LEGAL ENTITY TAKING ACTION: Board of Supervisors

BOARD OF SUPERVISORS DISTRICT(S): District 2

SUBMITTING AGENCY/DEPARTMENT: County Executive Office

DEPARTMENT CONTACT PERSON(S): Kimberly Engelby, 714-834-3530
Thomas Miller, 714-834-6019

SUBJECT: Retroactively Approve First Amendment to Contract for Workforce Reentry Services

CEO CONCUR	COUNTY COUNSEL REVIEW	CLERK OF THE BOARD
Concur	Approve agreement to form	DISCUSSION
		3 Votes Board Majority

Budgeted: Yes	Current Year Cost: \$250,000	Annual Cost: FY 2026-27 \$250,000
Staffing Impact: No	Funding Source: State (2011 Realignment): 100%	Sole Source: Yes
Current Fiscal Year Revenue: N/A		County Audit in Last 3 years: No

**Levine Act Review
Completed?** Yes

Prior Board Action: 8/12/2025 #47, 9/10/2024 #S22G, 6/25/2024 #75

RECOMMENDED ACTION(S):

Authorize the County Procurement Officer or Deputized designee to execute First Amendment to Contract with Hub for Integration, Reentry & Employment for workforce reentry services for justice-involved adults and youth in Orange County to update and add additional terms and conditions and to increase funding from \$550,000 to \$800,000 annually, for a new cumulative total not to exceed \$2,150,000, retroactive from the start of Contract year two beginning September 13, 2025, and effective through year three of the Contract, ending September 12, 2027, renewable for two additional one-year terms.

SUMMARY:

Approval of First Amendment to the Sole Source Contract with Hub for Integration, Reentry & Employment will support dedicated workforce reentry services for justice-involved adults and youth in preparation for a dedicated adult workforce reentry facility being established with an anticipated opening in Spring 2028.

BACKGROUND INFORMATION:

Since 2019, the County of Orange has been implementing the OC Cares 2025 Vision, Justice through Prevention and Intervention. This initiative links the various systems of care, such as behavioral health, healthcare, housing, benefits and support services, and community correction, in the County of Orange to

provide full care coordination and services for justice-involved individuals to successfully reenter society and work towards self-sufficiency. The 2025 Vision addresses prevention, the court process, in-custody services and programs, and reentry services for both the adult and juvenile and Transitional Age Youth (TAY) populations. Additional information on OC Cares is available on the website at www.ocgov.com/oc-cares/.

With the OC Cares initiative, a gap in the coordination of care was identified with regards to services and support to help individuals reintegrate back into the community and work towards self-sufficiency. The need for a coordinated reentry system was identified, outlined and incorporated into the 2025 Vision. The required elements included increased outreach and engagement with contracted providers making connections with individuals prior to release from custody; regional reentry centers that provide linkages and referrals to supportive services; Central Reentry Center with a housing component to ensure those released have a place to go, especially if waiting for space in a specific program; and a Workforce Reentry Center that will link training provided in custody to other training programs and assist with job skills, resume building, and job placement.

On June 25, 2024, the Board of Supervisors (Board) adopted an Ordinance authorizing future contracts for the development and operation of the Workforce Reentry Center. On September 10, 2024, the Board approved Contract MA-017-25010195 (Contract) with Hub for Integration, Reentry & Employment (HIRE) to establish a workforce reentry program for the County of Orange that includes providing system navigation for youth and adults returning from incarceration, linkages to community resources, assistance with employment readiness, job search, job placement and career advancement. This program continues to grow and currently operates from centrally located and accessible office space at the County's Manchester Office Building located at 301 The City Drive in Orange.

On August 12, 2025, the Board approved a Development Agreement with Griffin/Swinerton, LLC to provide for the construction of the Workforce Reentry Center, now called Common Good. The Common Good campus will include a supportive housing and services building, a retail/culinary building, and a vocational/office building with a large training warehouse, multipurpose room, classrooms, and offices for operations and management. Common Good is currently in the plan check and permitting phase. Construction is anticipated to commence in Summer 2026 and conclude in Spring 2028. Upon completion, HIRE's adult reentry programs will relocate to Common Good where HIRE will provide onsite operations for the campus.

This First Amendment to HIRE's Contract will ensure HIRE has supportive funding for staffing, growth, and programming for the immediate needs of justice-involved individuals and for the opening of Common Good. Recent performance reflects a significant increase in community demand and HIRE's transition to a staff-driven, programmatic service model. In 2025, HIRE saw a 72 percent increase in direct service clients over the year prior, and so far in 2026, has had a 406 percent increase in applications compared to 2025 during the same period. Additionally, improved outcomes include a 78percent employment placement rate and a \$24,240 increase in annual wages. These trends reflect both rising needs and expanded service capacity. HIRE has increased staffing and programming to provide more intensive workforce and reentry services and is concurrently building the programming infrastructure and training pathways associated with the forthcoming opening of Common Good. The requested contract increase supports these expanded services and capacity; however, current demand and program development needs continue to exceed available funding. County funding represents a significant portion of HIRE's overall budget and remains critical to sustaining and scaling services aligned with County priorities.

This First Amendment adds additional duties to HIRE's scope of work in preparation for the opening of Common Good and provides general administrative updates and additional terms, conditions and policies to address HIRE's use of social media, fundraising efforts, and the County trademarked, or to be trademarked, mark, design, logo and/or words for Common Good, among other items. The County Executive Office requests Board approval of the First Amendment to the Sole Source Contract with HIRE to support workforce reentry services for justice-involved individuals in Orange County. This First Amendment does not include subcontractors or pass through to other providers. See Attachment B for Contract Summary Form. HIRE's performance has been confirmed as satisfactory. County Executive Office has verified that HIRE, a non-profit, is in good standing and there are no concerns that must be addressed with respect to HIRE's ownership/name, litigation status or conflicts with County interests. The Orange County Preference Policy is not applicable to this First Amendment. This is a Sole Source Contract. HIRE is experienced with providing workforce reentry services in Orange County and has demonstrated the expertise and ability to sustain and grow service delivery. HIRE is uniquely positioned to fulfill the County's objectives; and was recommended by the Orange County Community Corrections Partnership to support the workforce reentry services.

FINANCIAL IMPACT:

Sufficient appropriations exist in the Budget Control 017 FY 2025-26 budget and will be offset by budgeted transfers in from OC Cares Fund, Fund 12M. Appropriations and revenues will be included in the future year's budget process. The Contract provides that the County has the right to immediately terminate this Contract without penalty for cause or after 30 days' written notice without cause, unless otherwise specified.

STAFFING IMPACT:

N/A

REVIEWING AGENCIES/DEPARTMENTS:

N/A

ATTACHMENTS:

Attachment A - First Amendment to MA-017-25010195

Attachment B - Contract Summary Form