

REQUEST FOR PROPOSAL (RFP) 900 PUBLIC HEALTH SAMSHA PROJECT MANAGER/COORDINATOR ROUTT COUNTY, COLORADO
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The purpose of this Request For Proposal (RFP) and accompanying specifications are to provide instructions and assistance in submitting a Proposal response to provide all professional services for Routt County Public Health Substance Abuse Mental Health Administration (SAMSHA) Strategic Prevention Framework project management and coordination to be completed by September 29, 2029. The objective is to have a fully executed Routt County Professional Services Agreement by November 3, 2026.

PROJECT DESCRIPTION

This project uses federal Substance Abuse Mental Health Services Administration (SAMHSA) Strategic Prevention Framework – Partnerships for Success (SPF PFS) for States discretionary federal funds to help reduce the onset and progression of substance misuse and its related problems by supporting the development and delivery of state and community substance misuse prevention and mental health promotion services. This program is intended to promote substance use prevention throughout a state jurisdiction for individuals and families by building and expanding the capacity of local community prevention providers to implement evidence-based programs.

The CDPHE Colorado SPF PFS Northwest project will build upon the state's experience and established SPF-based prevention infrastructure to address the state and region through local communities for substance misuse prevention priority of alcohol by focusing on risk and protective factors and collective impact. The geographic catchment area is the far Northwest corner of Colorado, which includes Jackson, Moffat, Rio Blanco and Routt counties. Working with Northwest Colorado, the state and region will have a significant impact on alcohol misuse among youth by achieving two primary goals. This project aims to strengthen the capacity and infrastructure at the regional and community levels to support the prevention of alcohol misuse among youth, including capacity and infrastructure to address behavioral health impacts and deliver evidence-based programs and promising approaches that build emotional health and thereby prevent the onset of symptoms and complications from alcohol use and promote mental health. This project also aims to reduce risk factors and increase protective factors that may contribute to or limit the progression for alcohol misuse through evidence-based prevention strategies and programs.

SCOPE OF WORK (SOW)

- Serve as the primary project coordinator for the SPF PFS Northwest project and maintain day-to-day oversight of coalition, planning, implementation, evaluation, and reporting activities.
- Define and maintain the project's geographic area of focus and support recruitment of coalition members representing youth, parents, residents, public health, education, behavioral health, law enforcement, business, local

- government, youth-serving organizations, and other community sectors.
- Facilitate at least one coalition meeting per month, including preparing agendas, distributing resources and updates, documenting participation, and supporting meaningful engagement of coalition members.
 - Use group facilitation skills and CDPHE-provided tools to guide coalition members through the Strategic Prevention Framework, collective impact, primary prevention, prevention science, sustainability, belonging, accessibility, and health inclusion principles.
 - Build coalition member capacity to assess community needs, identify shared risk and protective factors, select evidence-based or evidence-informed prevention strategies, and implement community-driven prevention approaches.
 - Coordinate updates to the Community Action Plan, community profile, strategic plan, and evaluation plan using required templates and timelines.
 - Document selected prevention strategies, programs, action steps, implementation progress, successes, challenges, and quality improvement recommendations.
 - Coordinate with CDPHE staff, the External Evaluation Entity, schools, community partners, and coalition members to complete evaluation activities, data collection, and federal reporting requirements.
 - Participate in required trainings, technical assistance meetings, regional meetings, community visits, prevention conferences, and monthly CDPHE check-ins.
 - Submit quarterly progress reports, annual reports, certificates of attendance, and other required deliverables by established deadlines.
 - Support inclusive coalition participation by coordinating accessible meeting logistics and eligible member reimbursements.
 - Use data and evaluation findings to recommend and implement continuous quality improvements throughout the project.

Required Qualifications

- Experience coordinating community-based programs, coalitions, public health initiatives, youth prevention efforts, behavioral health programs, or grant-funded projects.
- Knowledge of substance misuse prevention, primary prevention, prevention science, shared risk and protective factors, and the Strategic Prevention Framework.
- Demonstrated ability to facilitate meetings, build partnerships, communicate with diverse community members, and support collaborative decision-making.
- Strong organizational, written communication, documentation, and project management skills.
- Ability to collect, organize, interpret, and report program information and community data in accordance with grant requirements.
- Ability to attend occasional evening meetings, community events, trainings, regional meetings, and conferences as needed.

Preferred Qualifications

- Experience with SAMHSA-funded programs, CDPHE grants, federal reporting requirements, or community prevention grants.
- Experience working with youth, schools, rural communities, local public health agencies, behavioral health partners, or multi-sector coalitions.
- Experience using community assessment data, Health Kids Colorado Survey data, evaluation tools, or quality improvement processes.

Key Deliverables

- Annual Community Action Plan submitted within required timeline.
- Quarterly progress reports submitted no later than 30 days after each federal fiscal quarter, with the final report due by September 29 of the current grant year.
- Annual report submitted by September 29 of the current grant year.
- Updated strategic plan and evaluation plan submitted by September 29 of the current grant year.
- Documentation of coalition meetings, community assessment activities, prevention strategies, implementation progress, evaluation activities, successes, challenges, and quality improvement recommendations.

1) GENERAL TERMS AND CONDITIONS

- a) Proposal responses must be posted on Bidnet by September 28, 2029 at 1:00 p.m. MT.
- b) Any proposal response received after the time and date stipulated will not be considered and will be rejected and returned to the Proposer. RFP response must be submitted through www.bidnetdirect.com/colorado/routtco. Routt County advocates open and fair competition among suppliers and consultants to provide the best goods and services for Routt County and its citizens. The County prohibits discrimination based on political affiliation, race, creed, color, national origin, ancestry, sex, sexual orientation, age, religion, handicap, disability, veteran status or genetic information in all business transactions, purchases and contracts.
- c) Proposer is responsible for any and all permits, license, fees, etc. necessary to complete the project. Routt County does not waive any building fees for its own projects.
- d) The failure or omission of a Proposer to acquaint himself/herself with existing conditions shall in no way relieve him/her of any obligation with respect to this RFP or to the contract.
- e) Proprietary information from competing Proposers shall not be disclosed to the public or to competitors.
- f) Offeror must clearly mark any material considered to be confidential and will be treated as such by Routt County to the extent permitted by law.

2) INQUIRIES AND NO CONTACT POLICY

All questions must be received, in writing, before 1:00 p.m. MT on September 21, 2026 and shall be directed only in the RFP posting on Bidnet at www.bidnetdirect.com/colorado/routtco.

- a) Answers to questions received that would change and/or clarify this solicitation will be provided in writing, via an addendum to all firms that have received the original RFP after the date for questions has expired. In this way, we hope to eliminate multiple addendums.
- b) Questions will be answered by Addenda that will be issued through the Proposal posting on Bidnet. The County shall not be legally bound by an addendum or interpretation that is not in writing.
- c) Any contact initiated by any Proposer with any County representative, other than the Purchasing Department representative listed herein, concerning this RFP is prohibited. Any such unauthorized contact may cause the disqualification of the Proposer from this procurement transaction. Information obtained from an unauthorized officer, agent, or employee of Routt County or any other person shall not affect the risks or obligations assumed by the consultant or relieve him from fulfilling any of the conditions of the contract for the purpose of this project.

3) LATE PROPOSAL RESPONSES

- a) Proposal responses will not be accepted on Bidnet after the closing date and time.

4) WITHDRAWAL OF PROPOSAL RESPONSES BEFORE OPENING

- a) Proposal responses may be modified or withdrawn prior to the due date and time above by submitting a written request for its withdrawal to the Purchasing Agent listed. After the time set for opening of Proposal responses no Proposal response may be modified or withdrawn. Withdrawal requests received after the time advertised for Proposal response opening will be void, regardless of when they were mailed. Proposer may submit the same, a new, or a modified Proposal response prior to the due date and time shown above.
- b) No Proposer may withdraw a Proposal response within 60 days after the actual date of the RFP opening.V

5) MISTAKES AFTER PROPOSAL RESPONSE OPENING

- a) Proposal responses containing patently obvious mechanical, clerical or mathematical errors may be withdrawn by the Proposer if clear and convincingly sworn, written evidence is furnished to the County within 48 hours of the Proposal response opening excluding Saturday, Sundays and Legal Holidays.
- b) Under no circumstances can a Proposer be allowed to raise their unit price(s) as contained in the initial Proposal response.

6) REJECTION OF PROPOSAL RESPONSES

- a) Routt County Board of County Commissioners (BCC) reserves the right to reject any or all proposal responses and to waive informalities and minor irregularities in Proposal responses received, and to accept any portion of the Proposal response whichever is deemed to be in the best interest of Routt County.

7) INDEMNIFICATION

- a) The successful Proposer shall indemnify and save harmless Routt County and all County officers, agents, and employees from all suits or claims of any character brought by reason on infringing on any patent trademark or copyright.
- b) The BCC will not be liable in any way for any of the costs incurred by the Proposers in preparation of their Proposal responses in response to this RFP nor for the presentation of their proposal responses or participation in any discussions or negotiations.

8) PROTEST PROCEDURE

Filing a Protest and When to File:

Protest shall be submitted in writing and received by the Purchasing Agent on the earliest of seven (7) working days after the aggrieved person knows or should have known of the facts giving rise thereto or ten (10) days after award. Protests based upon restrictive specifications or alleged improprieties in any type of solicitation, which are apparent prior to Proposal opening or the closing date for receipt of initial proposal responses, must be filed no later than three (3) days prior to Proposal opening or the closing date for receipt of initial proposal responses.

Subject of Protest:

Protesters may file a protest on any phase of solicitation or award, including but not limited to specification or award. Protesters may not challenge the evaluation criteria or the relative weight of the evaluation criteria or the formula for making an award determination.

Content:

- The written protest must include the following:
 - The name and address of the protester
 - Appropriate identification of the purchase
 - A statement of the reasons for the protest
 - Any available exhibits, evidence or documents substantiating the protest

Decision:

The County Manager shall make a decision, in writing, on a protest within seven (7) working days after receiving all relevant, requested information. The decision shall inform the protestor of his or her right to appear to the BCC within seven (7) working days. Within fourteen (14) working days the BCC shall render a decision or state the time frame for the protest review. The decision of the BCC is final.

Withholding of Award:

When a protest has been filed before award, the County will not make an award prior to the resolution of the protest, and when a protest has been filed before the opening of Proposal or proposal responses, the County will not open responses prior to the resolution of the protest, unless the County determines that:

- The items to be procured are urgently required
- Delivery or performance will be unduly delayed by failure to make the award promptly

- Failure to make prompt award will otherwise cause undue harm to the County and its citizens

When a protest has been filed after award, the County will not terminate or cancel any contract or Purchase Order issued to another vendor, unless it is determined by the County Manager that the award should be canceled and the project/purchase canceled, re-advertised and solicited or any other option in the best interests of the County.

9) REFERENCES AND QUALIFICATIONS

- All Proposers shall include a list of a minimum of three references, from similar projects only, who could attest to the firm's knowledge, quality of work, timeliness, diligence, flexibility, and ability to meet budget constraints. Include names, contact persons, and phone numbers of all references.
- References may or may not be reviewed or contacted at the discretion of the County. Typically, only references of the top ranked shortlisted Proposers are contacted. The County reserves the right to contact references other than, and/or in addition to, those furnished by Proposer.
- To demonstrate qualifications to perform the work, each Proposer must be prepared to submit within five days of Purchasing Agent request written evidence, such as financial data, previous experience and evidence of authority to conduct business in the jurisdiction where the project is located. Should financial data be requested, it will be treated as confidential information and will be returned to the Proposer shortly after award of the contract. Each Proposal response must contain evidence of Proposer's qualification to do business in the state where the project is located or covenant to obtain such qualification prior to award of the contract.
- All work shall be prosecuted in an orderly and diligent manner. All work to be completed in a good and workmanlike manner in accordance with the generally accepted standard of care in the industry.

10) SUBCONSULTANTS

- The Proposer shall supply the names and addresses of sub-consultants when requested to do so by Routt County personnel.

11) PROPOSER'S RESPONSIBILITY

- Each Proposer shall fully acquaint themselves with conditions relating to the scope of work and restrictions attending the execution of the work under the conditions of this RFP. The failure or omission of a Proposer to acquaint himself with existing conditions shall in no way relieve him of any obligation with respect to his Proposal response or to the contract. It is expected that this will sometimes require on-site observation.
- Proposers must satisfy themselves of the accuracy of the estimate quantities in the RFP schedule by examination of the site and a review of the drawings and specifications, including addenda. Each Proposer is responsible for inspecting the site and informing himself of the conditions under which the work is to be performed and for reading and being thoroughly familiar with the contract

documents. The successful Proposer will not be allowed any extra compensation in the form of contract price or time by any matter or thing on which he could have fully informed himself prior to the submission of the Proposal response.

- c) After Proposal responses have been submitted, the Proposer shall not assert that there was a misunderstanding concerning the quantities of the work or the nature of the work to be done.

12) INSTRUCTIONS FOR SUBMITTING PROPOSAL RESPONSE

- a) All Proposal responses must be submitted through the Bidnet Posting.
- b) All Proposal responses must be signed by an official of the Proposer firm who has specific and legal authorization to obligate the Proposer to the terms of said specifications. Altered or incomplete Proposal responses or use of substitute formats may render the Proposal response submission non-responsive. No marginal notes of any description on the Proposal Response Sheet will be allowed.
- c) Ambiguous Proposal responses which are uncertain as to terms, delivery, quantity, or compliance with specifications may be declared as non-responsive or otherwise discarded.
- d) No Proposal response shall be altered or amended after the time specified for opening. Under no circumstances can a Proposer be allowed to raise their unit prices as contained in the initial Proposal response.
- e) No substitutions will be accepted unless noted.
- f) Proposers are to visibly mark as "confidential" each part of their Proposal response which they consider to be proprietary information.
- g) Please note Routt County is a member of National Purchasing Partners (NPP), National Joint Powers Alliance (NJPA), Colorado Multiple Assembly of Procurement Officials (MAPO), Western States Contracting Alliance (WSCA), US Communities and several other organizations so we request the most competitive price be submitted to us.

13) CONTRACT DOCUMENT

- a) This RFP submitted documents when properly accepted by Routt County BCC shall constitute a contract equally binding between the successful Proposer and Routt County. The selected Proposer will be considered as prime consultant, and shall assume total responsibility for the quality of the services provided. Failure to meet obligations may result in cancellation of any contracts.
- b) The contract that will be used will be a Routt County Professional Services Agreement with the Proposers response referenced as Exhibit A. A sample Routt County Professional Services Agreement is shown at the end of this RFP.
- c) The County's Professional Services Agreement terms and conditions are non-negotiable.
- d) County reserves the right to reject the Proposer's response as non-responsive.

14) COUNTY SUPPORT

The County shall:

- a) Provide to Proposer all information in possession of the County which relates to the County's requirements for the project or which is relevant to the project.
- b) Examine all studies, reports, sketches, drawings, specifications, proposal responses, schedules and other documents presented by the Proposer.
- c) Designate a person to act as the County's representative with respect to the work to be performed under this contract. Such person shall have the authority to transmit instructions, receive information, interpret and define the County's policies and decisions with respect to the contract.

15) ESTIMATED PROJECT SCHEDULE

RFP posted on Bidnet	August 31, 2026
Last day for questions from Proposers	September 21, 2026
RFP response due	September 28, 2026
Recommend Award to BCC	November 3, 2026
Contract documents fully executed	November 3, 2026
Final completion date	September 29, 2029

SAMPLE AGREEMENT REGARDING PROVISION OF PROFESSIONAL SERVICES

This Agreement Regarding Provision of Professional Services ("Agreement") dated as of _____, 20__ is between _____ ("Consultant"), a _____ and Routt County, Colorado ("County"), by and through its Board of County Commissioners ("Board").

Recitals

- A. County has requested proposals for _____ (Project).
- B. Consultant has submitted to the County a proposal for the Project and represented to County that it has the expertise and personnel necessary to properly complete the Project;
- C. After considering the proposal submitted by Consultant for the Project, the Board has decided to accept the proposal of Consultant for the Project subject to the execution of a contract between the Consultant and County acceptable to the Board; and
- D. Consultant and County intend by this Agreement to set forth the scope of the work to be done by Consultant and related terms and conditions to govern the relationship between Consultant and County in connection with the Project.

Terms and Conditions

1. Scope of Project. Consultant shall perform the work described in the scope of work attached as Exhibit A entitled _____, which Consultant submitted as part of its proposal. Consultant shall perform the work for the Project in a skillful, professional, and competent manner and in accordance with the standards of care, skill and diligence applicable to consultants in the field in which Consultant practices with respect to such work.

2. Compensation and Payment. As consideration for the work to be performed by Consultant hereunder, County shall pay to Consultant compensation in an amount not to exceed a total of \$_____.

During the Project, Consultant shall submit invoices for the work performed in connection with the Project on a monthly basis no later than the 10th day of the month following the month in which the work billed was done.

Consultant shall submit such invoices to _____, for review and approval and shall segregate reimbursable costs (if this Agreement provides for any reimbursable costs) from charges for professional services and, upon request, Consultant shall provide County with such other supporting information as County may request. County shall pay all properly submitted invoices within 30 days after receipt of each such invoice and any supporting information requested by County. All invoices shall include the Consultant's taxpayer identification number or social security number.

County is subject to the provisions of Section 20 of Article X of the Colorado Constitution (also referred to as the "TABOR Amendment"), which limits its ability to enter into multiple-fiscal year financial obligations. Therefore, any financial obligation of County under this Agreement beyond the current fiscal year (calendar year) is subject to and conditioned upon the due adoption of a budget for the year in which the obligation is due by the Board, which budget provides for or appropriates funds for such obligation. The financial obligation of County under this Agreement shall be from year to year only and shall not constitute a multiple-fiscal year direct or indirect debt or other financial obligation or any obligation payable in any fiscal year beyond the fiscal year for which funds are appropriated for the payment thereof.

3. Accessibility. To the extent applicable, Consultant shall comply with and the work product provided under this Agreement shall comply with the provisions of C.R.S. § 24-85-101, *et seq.*, and the Accessibility Standards for Individuals with a Disability, as established by the State of Colorado Office of Information Technology (OIT) according to C.R.S. § 24-85-103 (2.5). Contractor shall also comply with all State of Colorado technology standards related to technology accessibility as required by 8 CCR 1501-11.

4. Time for Completion of Project. Consultant shall work diligently to complete the work required by this Agreement by _____, 20___. County recognizes however, that there may be delays in the completion of the work beyond the control of the Consultant and County, therefore, agrees that Consultant's obligation hereunder is one of diligence and is not a covenant or representation that the Project will be completed within

said time period. Consultant shall, however, be responsible for promptly notifying County of delays in the completion of the Project, which Consultant believes are attributable to County.

5. Personnel. Consultant understands that in retaining Consultant, County is relying primarily upon the expertise and personal abilities of _____ (“Primary”). This Agreement is conditioned upon the continuing direct personal involvement of the Primary in the Project. County understands that others may work on portions of the Project. However, those employees shall be under the direct supervision of the Primary. In the event that the Primary, for any reason, is unable to remain involved in the Project, or in the event that the Primary ceases to be involved in the Project as planned, Consultant shall immediately advise County of such fact and County shall have the option to terminate this Agreement.

6. Not an Employee. Consultant shall be responsible for worker's compensation and all other benefits for Consultant and its employees working on the Project and such employees shall not, for any reason, be deemed the agents, servants or employees of County. **Neither the Consultant nor any employee of Consultant shall be entitled to unemployment insurance benefits through the County and the Consultant shall be obligated to pay any federal or state income taxes due with respect to any sum payable by County hereunder.**

7. Insurance. Consultant shall maintain commercial general liability insurance **[or professional liability depending on the service]** providing bodily injury and property damage coverage with a combined single limit of at least \$1,000,000 and a deductible of not more than \$5,000, and shall otherwise be in compliance with the County's Insurance and Surety Requirements Policy.

Prior to commencement of work on the Project, Consultant shall cause “Routt County, Colorado Board of County Commissioners, 136 6th Street, Suite 113, Steamboat Springs, Colorado 80487” **[identify a different address if it is to go directly to a department as opposed to Purchasing]** to be named as both certificate holder and additional insured and shall provide County with evidence, acceptable to County, that the insurance required hereby is in full force and effect. Consultant shall immediately provide County with written notice in the event any portion of the insurance coverage required by this Agreement is cancelled or if the insurer gives Consultant notice of its intent to cancel such insurance.

8. No Assignment. The parties to this Agreement recognize that the services to be provided pursuant to this Agreement are professional in nature and that in entering into this Agreement, County is relying upon the personal services and reputation of Consultant. Therefore, Consultant may not assign its interest in this Agreement without the prior written consent of County, which may withhold such consent in its sole discretion. Except as so provided, this Agreement shall be binding on and inure to the benefit of the parties hereto, their respective successors and assigns, and shall not be deemed to be for the benefit of or enforceable by any third party.

9. Conflicts of Interest. Neither Consultant nor any of its employees shall, at any time during the term of this Agreement, do work for, nor shall they have any financial interest or other relationship with any entity or project, which would constitute a conflict of interest or influence or otherwise jeopardize the professional judgment of Consultant in connection with the Project.

10. Confidentiality. Consultant acknowledges that it may receive confidential information from County in connection with the Project or, as part of the Project, develop such information. Consultant shall take all precautions necessary to maintain and protect the confidentiality of any such information and to ensure that it shall be used only for the purposes of the Project.

11. Ownership of Work. Subject to County's obligation to compensate Consultant, all work, reports, designs, drawings, renderings and other work product produced by Consultant in direct deliverance of the work for this Project shall belong to County and Consultant shall not use any part thereof for purposes other than the Project without the written consent of County. These direct work documents specifically excludes the Consultant's preexisting works and/or information developed by Consultant or acquired by Consultant that was not specifically developed for County.

12. Indemnification. Consultant shall indemnify and hold harmless County, the Board and its agents and employees from and against any and all claims, damages, losses, injuries and expenses, including attorney's fees, arising out of or resulting from the performance of the work on the Project.

13. Termination. County may terminate this Agreement at any time during the Term of this Agreement upon 10-day written notice to Consultant without cause; provided, however, that within 30 days following such termination Consultant shall render a final invoice for work completed and expenses incurred to the date of termination which shall be paid by County in accordance with Paragraph 2 hereof.

In the event that County fails to pay any invoice by Consultant for Work hereunder when due, then upon 10-day written notice to County of such delinquency and the failure of County to pay all amounts then due to Consultant within such 10 day period, Consultant may, at its election cease work hereunder and terminate this Agreement by giving a written notice to County advising of such election. Such written notice of Consultant's election to terminate this Agreement may, but need not, be included in the notice of delinquency required hereunder. In such case, such notice of the election to terminate shall be stated in the conditional form that the Agreement shall be terminated if payment is not received within the 10 day period provided for payment of any delinquency.

14. Notices. Any notice required under this Agreement must be emailed and either must be personally delivered or mailed in the United States mail, first class postage paid with return receipt requested to the party to be served at the following addresses:

Consultant:

County:

Routt County Board of County Commissioners
522 Lincoln Ave, Suite 30
Steamboat Springs, CO 80487
Email: Attorney@co.routt.co.us

With Copy to:

Notices personally served shall be deemed served on the date of delivery. Notices mailed shall be deemed served on the date received with the return receipt serving as proof of delivery or 3 days after mailing.

15. Attorney Fees. In the event either party to this Agreement brings suit to enforce or interpret any portion of this Agreement, the party substantially prevailing in such action shall be entitled to recover all costs incurred in such action, including without limitation reasonable attorney's fees.

16. Entire Agreement. This Agreement constitutes the entire agreement between the parties concerning the Project and may not be amended except by a written document executed by both parties hereto.

17. Counterparts. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, and which together shall constitute a single instrument.

18. Choice of Laws and Venue. This Agreement shall be governed by and construed in accordance with the internal laws of the State of Colorado without reference to choice of laws rules. The parties agree that venue in any action to enforce or interpret this Agreement shall be in the District Court in the Fourteenth Judicial District for the State of Colorado.

19. No Waiver of Immunity. Nothing in this Agreement shall be construed to waive, limit, or otherwise modify any governmental immunity that may be available by

law to the County, its officials, employees, or agents, or any other person acting on behalf of the County and, in particular, governmental immunity afforded or available pursuant to the Colorado Governmental Immunity Act, C.R.S. § 24-10-101 *et seq.* Furthermore, the terms of this Agreement shall not create any rights or benefits to any non-party.

20. Discrimination. The parties hereby incorporate the requirements of 41 C.F.R. § 60-1.4(a) and 29 C.F.R. § 471, Appendix A to Subpart A, if applicable. The Consultant and any of its subcontractors shall abide by the requirements of 41 C.F.R. § 60-300.5 and 41 C.F.R. § 60-741.5, if applicable. These regulations prohibit discrimination against qualified protected veterans and qualified individuals with disabilities and require affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified protected veterans and qualified individuals with disabilities.

21. No Additional Terms. Any terms and conditions in Consultant's Bid Proposal are not part of this Contract or Contract Documents unless specifically included herein.

CONSULTANT

By:

Printed Name:

Title:

Routt County, Colorado

By:

Tim Redmond, Chair

Board of County Commissioners

ATTEST:

Jenny L. Thomas
Routt County Clerk