



# County of Solano Contract Review Worksheet

Contract Number:  
(Dept., Division, FY, #)  
Authority:  
 Dept Head Execute  
 CAO Execute  
 BOS Approval Required

**NOTE: Please review all instructions on the back of this worksheet before you begin processing.**

|   |  |  |  |
|---|--|--|--|
| 1. Department/Division: Department of Information Technology  |  | 2. Date: 12/09/2025  |  |
| 3. Contract Administrator: Sean Grover  |  | 4. Phone Ext: 3029   |  |
| 5. Contract Attributes:   |  | <input checked="" type="checkbox"/> Original Bid/RFP Required? <input type="checkbox"/> YES <input type="checkbox"/> NO<br><input checked="" type="checkbox"/> Amendment/Change Order<br>Amendment/Change Order Number<br>Contract No: _____<br>Date: _____<br>Please attach copies of original/amendments   |  |
| <input checked="" type="checkbox"/> Expenditure <input type="checkbox"/> Revenue<br><br><input type="checkbox"/> Intergovernmental<br><input checked="" type="checkbox"/> Personal/Professional Svcs<br><input type="checkbox"/> Purchase of Goods<br><input type="checkbox"/> Lease<br><input type="checkbox"/> Construction<br><input type="checkbox"/> Other   |  | Sole Source Contract? Bid/RFP No: _____<br><input type="checkbox"/> YES <input type="checkbox"/> NO<br>Date: _____<br>Please attach copy of Bid/RFP or justification.  |  |
| 6. Description of Contract:<br>Amendment 15 to Managed IT Services  |  | 7. Name of Contractor:<br>Neumo  |  |
| 8. EIN _____ SSN _____  |  |  |  |
| 9. Is Contractor a California Public Pension Plan Retiree? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO<br>If yes: Name of Public Pension Plan: _____ Date of Retirement: _____  |  |  |  |
| 10. Does Contractor have a personal relationship in a direct line of supervision in your Department? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO<br>If yes, please describe relationship: _____<br>Does Contractor have a personal relationship with someone in another Department? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO<br>If yes, please provide Department and describe relationship: _____ |  |  |  |
| 11. Has County contracted with Contractor previously during this fiscal year? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO<br>Please list County department if other than the department listed on number 1 above. _____   |  |  |  |
| 12. Effective Date: Original Contract: 06/12/2006<br>This amendment: _____  |  | 13. Termination Date: 12/31/2025<br>By this amendment: 12/31/2027  |  |
| 14. Contract Budget:<br>Original Contract Amount: \$ _____<br>Total of Previous Amendments: \$ _____<br>Current Amendment: \$ 720,744.00<br>Total Amount of Contract \$ 16,550,283.00   |  | 15. Payment Terms:<br><input type="checkbox"/> Prepaid <input type="checkbox"/> Monthly<br><input checked="" type="checkbox"/> Arrears <input type="checkbox"/> Quarterly<br><input type="checkbox"/> Fixed <input type="checkbox"/> Progress<br><input checked="" type="checkbox"/> Actual <input checked="" type="checkbox"/> Other<br><input type="checkbox"/> Estimate |  |
| 16. Source of Funds:<br><input type="checkbox"/> Fed/State Grant<br><input type="checkbox"/> Fed/State Funding<br><input checked="" type="checkbox"/> County<br>Specify: _____<br>Fed Catalog No: _____<br>State Legislation: <input type="checkbox"/> AB <input type="checkbox"/> SB   |  |  |  |
| 17. Fund: 370 Budget Unit: 1876 Sub-object: 2260  |  | 18. Current Appropriation Sufficient? <input type="checkbox"/> YES <input type="checkbox"/> NO   |  |
| 19. Proposed Board of Supervisors Agenda Date, if required. Please attach agenda summary and ATR request. 12/09/2025  |  |  |  |
| 20. Remarks BOS Item# 25-959  |  |  |  |
| 21. Signature Route:  |  |  |  |
| _____ Email SMGrover@solanocounty.gov<br>Department Contract Administrator Sean Grover  |  | _____ Email _____<br>HR Analyst (for Contract Employees) or<br>Risk Management (for insurance changes)   |  |
| Contractor Signatory Name Paul Colangelo<br>(Informational only) paul.colangelo@neumo.com   |  | _____ Email MERichards@solanocounty.gov<br>CAO Analyst Megan Richards  |  |
| _____ Email TPFlanagan@solanocounty.gov<br>Department Head or Designee Tim Flanagan   |  | _____ Email IMGoldberg@solanocounty.gov<br>Authorizing Signature (CAO/DH) Ian M. Goldberg  |  |
| _____ Email CBlacklock@solanocounty.gov<br>County Counsel Reviewer Carrie Blacklock   |  |  |  |

# Agreement Amendment No. 15

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This Agreement Amendment No. 15 (the “Amendment”) is made and entered into as of the 1st day of January 2026, by and between the County of Solano, a political subdivision of the State of California, (“County”), and Neumo Group, LLC, formerly known as Avenu Insights & Analytics, LLC (“Provider”). This Amendment modifies the Information Technology Services Agreement dated June 12, 2006, as previously amended, to reflect the Provider’s current legal name, extend its term, and increase the total budget.

## **Recitals**

- A. The County and ACS State and Local Solutions, Inc. entered into an Information Technology Services Agreement dated July 1, 2006 (“Agreement”).
- B. The Agreement has been amended from time to time. Under the Sixth Amendment, dated July 1, 2012, the parties acknowledged that ACS State and Local Solutions, Inc. had changed its name to Xerox State & Local Solutions, Inc.
- C. Under the Tenth Amendment, dated December 31, 2018, the parties acknowledged that Xerox State & Local Solutions, Inc. had become Avenu Insights & Analytics, LLC.
- D. Avenu Insights & Analytics, LLC has since changed its name to Neumo Group, LLC, which is the legal successor-in-interest to Avenu and has assumed all rights and obligations under the Agreement.
- E. The parties now desire to further amend the Agreement to (1) reflect the contractor’s current legal name, and (2) modify certain terms as set forth in this Amendment.

## **Agreement**

### **1. Contractor Name Update**

All references in the Agreement (as previously amended) to Avenu Insights & Analytics, LLC, Avenu, Xerox State & Local Solutions, Inc., or ACS State and Local Solutions, Inc. shall be deemed to refer to Neumo Group, LLC, which the parties acknowledge to be the legal successor-in-interest to the original contracting entity.

This name change does not alter any obligations, responsibilities, performance requirements, or liabilities of the Provider under the Agreement.

### **2. Term Extension**

Section 9.1.4 of the Agreement is deleted in its entirety and replaced with the following:

Notwithstanding the expiration of the last Renewal Term pursuant to Section 9.1.1 and 9.1.2, the Parties agree to extend the term of this Agreement until December 31, 2027 (“Extension Term”).

### **3. Schedule 3 Amendments**

- a) Billable rates for Provider will remain as set forth in Amendment 14 for all Provider staff that began service prior to Amendment 13 that did not upgrade to the billable rates during the Amendment 14 contract term. County and Provider will, in good faith, cooperate to determine the requirements of the necessary training and/or certification(s) that are required to elevate these Provider Staff to the Amendment 15 rate.
- b) Provider will move to the Amendment 15 billing rates for all Provider staff that are currently billing on Amendment 14 rates at the start of the Amendment term (as provided in the Billing Rates attached to and incorporated into this Amendment as Appendix A,)

Provider shall notify the County in writing when the required training and/or certification(s) for any personnel have been completed. The County shall, within thirty business days of receiving such written notice, issue a written acknowledgment confirming whether the contractual training/certification requirements have been met. If the County fails to provide written notice as required, the notice will be deemed to be acknowledged. The Amendment 15 billing rates shall begin to apply to the identified personnel on the first day of the next full billing cycle following the earlier of County’s written or imputed acknowledgment.

For clarity, any determination by the County regarding training or certification pertains only to Provider’s contractual performance requirements and shall not be construed as direction, supervision, or control of Provider personnel. All Provider personnel are and shall remain solely employed, managed, directed, supervised, scheduled, and evaluated by Provider. Nothing in this Amendment or the Agreement shall be interpreted as creating an employment relationship between the County and any Provider personnel.

- c) This Amendment No. 15 represents an increase of \$720,744 to the budget, for a total not-to-exceed value of \$16,550,283 and a two-year extension of the Agreement.
- d) Provider will provide services based on skill-set requirements rather than any pre-determined number of positions within each IT technical domain. Provider retains sole and exclusive authority over all staffing decisions, personnel assignments, supervision, discipline, and other employment-related matters for its personnel. County shall not hire, fire, supervise, direct, or control the manner or means by which Provider personnel perform services; County oversight is limited solely to evaluating whether contract requirements and deliverables are met.

If at any time County determines that any Provider personnel are not providing satisfactory services, County shall promptly notify Provider. Upon such notice, Provider shall, at the

County's request, immediately remove the identified personnel from providing services under this Agreement and provide a suitable replacement as necessary to ensure continued performance under this Agreement.

- e) Applicable confidentiality and data-security laws require encryption and other safeguards to protect certain County data from unauthorized access or disclosure. To ensure compliance with these requirements, County will provide Provider personnel with laptops, peripherals and other equipment necessary to perform services under this Agreement and may choose to provide a County-specific email accounts for use solely in connection with such services. Provider shall reimburse the County for the full cost of all equipment provided. All equipment supplied will be consistent with the standard equipment used by the County and will include the same warranties, service levels, and pricing paid by the County.

The provision of equipment, access to County systems or facilities, or participation in County processes shall not be construed to create an employment relationship between the County and Provider personnel, nor shall it confer any right of supervision, control, or direction by the County over the manner or means by which Provider personnel perform the services.

#### 4. Other Terms and Conditions

All other terms and conditions set forth in the Agreement, as amended to date, are unchanged and remain in full force and effect.

### Signatures

County of Solano, a political subdivision of  
the State of California

Neumo Group, LLC f/k/a Avenu Insights &  
Analytics, LLC



Paul Colangelo (Dec 3, 2025 15:56:51 EST)

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By: Ian M. Goldberg  
Title: County Administrator  
Date: 12/12/2025

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By: Paul Colangelo  
Title: CEO  
Date: 12/03/2025

APPROVED AS TO FORM



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Carrie Blacklock, County Counsel

## Appendix A – Billable Rates

The following are the Billable Rates Effective January 1, 2026

| Resource Category                        | Level 1   | Level 2   | Level 3   |
|--|-----------|-----------|-----------|
| End User Associate                       | \$89,250  | \$94,500  | \$105,000 |
| End User Journey                         | \$105,000 | \$115,500 | \$126,000 |
| End User Senior                          | \$126,000 | \$136,500 | \$147,000 |
| Program Manager/Business Systems Analyst | \$201,400 | \$217,300 | \$232,776 |
| Project Manager/Business Analyst Journey | \$243,800 | \$259,700 | \$275,600 |
| Systems Administrator Journey            | \$180,200 | \$196,100 | \$212,000 |
| Systems Administrator Senior             | \$222,600 | \$238,500 | \$254,400 |
| Manager Associate                        | \$190,800 | \$206,700 | \$222,600 |
| Senior Manager                           | \$233,200 | \$249,100 | \$265,000 |

The following are the Billable Rates Effective January 1, 2027

| Resource Category                        | Level 1   | Level 2   | Level 3   |
|--|-----------|-----------|-----------|
| End User Associate                       | \$91,481  | \$96,863  | \$107,625 |
| End User Journey                         | \$107,625 | \$118,388 | \$129,150 |
| End User Senior                          | \$129,150 | \$139,913 | \$150,675 |
| Program Manager/Business Systems Analyst | \$206,435 | \$222,733 | \$238,595 |
| Project Manager/Business Analyst Journey | \$249,895 | \$266,193 | \$282,490 |
| Systems Administrator Journey            | \$184,705 | \$201,003 | \$217,300 |
| Systems Administrator Senior             | \$228,165 | \$244,463 | \$260,760 |
| Manager Associate                        | \$195,570 | \$211,868 | \$228,165 |
| Senior Manager                           | \$239,030 | \$255,328 | \$271,625 |

## Budget

FY 25/26 Jan-Jun: \$4,037,646

FY 26/27 Jul-Dec: \$4,037,647

FY 26/27 Jan-Jun: \$4,237,495

FY 27/28 Jul-Dec: \$4,237,495