



TO: LINDA GORTON, MAYOR
URBAN COUNTY COUNCIL

FROM: THERESA REYNOLDS, DIRECTOR
DIVISION OF GRANTS AND SPECIAL PROGRAMS

DATE: OCTOBER 13, 2025

SUBJECT: Horizon Performance, LLC Agreement

Request: Council authorization to enter into an Agreement with Horizon Performance, LLC for the purchase of Recruit Firefighter Training and Assessment Software and Consultation Services for the Division of Fire and Emergency Services.

The term of agreement is to begin on November 1, 2025, and conclude on December 31, 2026. Either party may terminate this Agreement: (a) at any time in the event of a breach by the other party of a material covenant, commitment or obligation under this Agreement that remains uncured for ten (10) days following written notice thereof; or (b) at any time with or without cause by giving thirty (30) days prior written notice. Upon termination of this Agreement, the Client shall pay Horizon for all Services rendered and expenses incurred by Horizon prior to the date of termination, plus any out-of-pocket costs reasonably incurred by Horizon to demobilize its operations and terminate the relevant contract and other obligations associated with its performance of the Services

Purpose of Request: Horizon Performance provides consultancy for professional development, customized software solutions for trainee evaluation and performance assessment, and team development support. The Fire Training Academy will utilize this service to enhance the professional development of recruits, ensuring their career success upon permanent appointment with the Division of Fire.

This Agreement has been reviewed and approved by LFUCG Department of Law

What is the cost in this budget year and future budget years? \$35,470 is the cost in FY25.

Are the funds budgeted? 3400-505701-5701-75103

File Number: 0993-25

Director/Commissioner: Wells/Armstrong

