



County of Westchester

Board of Acquisition and Contract

Meeting Minutes

Thursday, March 20, 2025

11:00 AM

County Executive Conference Room
Michaelian Office Building

Roll Call

Present: Mr. Richard Wishnie, Mr. Lawrence C. Soule, and Mr. Vedat Gashi

Attendees:

First Deputy Commissioner of Finance	Cesar Vargas
Board of Legislators	Greg Casciato
Board of Legislators	Santiago Caceres
Secretary BAC	Raymond Sculky
Assistant Secretary BAC	Joan Cocciardi

Mr. Wishnie presided.

Mr. Wishnie said, "The Board of Acquisition and Contract permits in-person access to the meeting and virtually through Webex.

For the record, has the Secretary gone to the reception area to invite any members of the public who wish to attend today's meeting in person to come to this conference room?"

Mr. Sculky said, "Yes I have."

Acquisition & Contract.

Minutes of the meeting 3/13/25 and the SEQR Review for agenda items.

R. Sculky

Mr. Wishnie moved to receive and file the foregoing minutes and SEQR review, which were duly seconded and approved.

1. [110681](#) **County Executive** - Pursuant to Section 3(a)(xxi) of the Westchester County Procurement Policy and Procedures, to exempt from procurement an agreement with Volunteer Service Bureau of Westchester, Inc. d/b/a Volunteer New York!

K. Jenkins

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

2. [110682](#) **County Executive** - Enter into an agreement with Volunteer Service Bureau of Westchester, Inc. d/b/a Volunteer New York!, to operate a program to encourage volunteerism, known as "Mobilizing More Volunteers," and a program to assist local nonprofits in handling additional volunteers, known as "Building the Capacity of Local Nonprofits," for a term commencing 1/1/25 - 12/31/25, for an amount not to exceed \$58,373, with the County having the option, in its sole discretion, to renew the agreement for up to two (2) additional terms of one (1) year renewal periods.

K. Jenkins

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

3. [110683](#) **County Executive** - Enter into an agreement with Westchester Jewish Community Services, Inc. ("WJCS") for a term commencing on 1/1/25 - 12/31/25, for an amount not to exceed \$35,592, with the County having the option, in its sole discretion, to renew the agreement for up to two (2) additional terms of one (1) year renewal periods.

K. Jenkins

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

4. [110679](#) **County Executive/Office for Women** - Enter into an agreement with YWCA White Plains & Central Westchester Inc., to provide educational programs and services promoting racial equity, for the period 1/1/25 - 12/31/25, for an amount not to exceed \$84,232, with the County having the option, in its sole discretion, to renew the agreement for up to two (2) additional one (1) year renewal periods.

K. Jenkins

R. Schlaff

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

- 5. [110684](#) **County Executive/Office for Women** - Pursuant to Section 3(a)(xxi) of the Westchester County Procurement Policy and Procedures, to exempt from procurement an agreement with Hope’s Door, Inc.

K. Jenkins
R. Schlaff

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

- 6. [110685](#) **County Executive/Office for Women** - Enter into an agreement with Hope’s Door, Inc., for a term commencing on 1/1/25 - 12/31/25, for an amount not to exceed \$99,218, with the County having the option, in its sole discretion, to renew the agreement for up to two (2) additional terms of one (1) year renewal periods.

K. Jenkins
R. Schlaff

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

- 7. [110686](#) **County Executive/Office for Women** - Enter into an agreement with El Centro Hispano, Inc. (“El Centro Hispano”), pursuant to which El Centro Hispano will provide computer classes for Hispanic senior citizens and other adults, for a term commencing on 1/1/25 - 12/31/25, for an amount not to exceed \$82,222, with the County having the option, in its sole discretion, to renew the agreement for up to two (2) additional terms of one (1) year renewal periods.

K. Jenkins
R. Schlaff

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

- 8. [110687](#) **County Executive/Office for Women** - Pursuant to Section 3(a)(xxi) of the Westchester County Procurement Policy and Procedures, to exempt from procurement an agreement with Hudson Valley Justice Center, Inc.

K. Jenkins
R. Schlaff

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

9. [110688](#) **County Executive/Office for Women** - Enter into an agreement with Hudson Valley Justice Center, Inc. ("HVJC"), pursuant to which HVJC will provide legal assistance to poor and low-income Westchester County immigrant residents as well as conduct community outreach events and legal education seminars in Mount Vernon, for a term commencing on 1/1/25 -12/31/25, for an amount not to exceed \$180,238, with the County having the option, in its sole discretion, to renew the agreement for up to two (2) additional terms of one (1) year renewal periods.

K. Jenkins
R. Schlaff

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

10. [110657](#) **County Executive/Office of Economic Development** - Amend an agreement with WEVE ACCELERATION, INC., to develop and launch a Technology Accelerator program for the Westchester County Office of Economic Development to attract, assemble and connect entrepreneurs and investors, in an amount not to exceed \$460,376, for a term commencing retroactively on 1/2/24 - 6/21/25, in order to extend the term of the agreement through 12/31/25, to increase the total not-to-exceed amount to \$613,376 and to modify Schedule "A" and Schedule "B" of the agreement to reflect the work to be performed during the extended term and to reflect the newly approved budget correlating to the new not-to-exceed amount.

B. Gibbons

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

11. [110648](#) **County Executive/Youth Bureau** - Amend a 10/31/24 Resolution to enter into an agreement with The Children's Village, Inc., for the purpose of operating its "Sanctuary Program," under the RHYA's program, in order to provide crisis shelter services to runaway and homeless youth through the operation of a 14 bed 24 x 7 shelter, for a total not-to-exceed amount of \$192,562, comprised of \$140,899 in OCFS funds and \$51,663 in County matching funds, for the period from 10/1/24 - 9/30/25, is hereby amended in order to increase the not to exceed contract amount by \$18,788, from \$192,562 to \$211,350, comprised of \$126,810 in OCFS funds, \$42,270 in County matching funds and \$42,270 in Children's Village matching funds.

E. McFadden

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

12. [110677](#) **Board of Legislators** - Enter into an agreement with the North Elmsford Civic Association, Inc., pursuant to which the North Elmsford Civic Association, Inc., will provide performing arts programs, scholarships, community programming and food pantry programming, for the period from 1/1/25 - 12/31/25, for an amount not to exceed \$61,380, with one-half due and payable upon full execution of the agreement, and one-half payable on or about 7/1/25.

V. Gashi

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

13. [110678](#) **Board of Legislators** - Enter into an agreement with The Matthew Wallace Foundation, Inc. ("MWF"), pursuant to which MWF will provide cultural services and food pantry services to those in need, for a term commencing 1/1/25 - 12/31/25, for an amount not to exceed \$72,100.

V. Gashi

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

14. [110680](#) **Board of Legislators** - Pursuant to Section 3(a)(xxi) of the Westchester County Procurement Policy and Procedures, to exempt from procurement an agreement with Westchester County Association, Inc., to provide the Westchester Municipal Climate Education Project, for a term commencing on 1/1/25 - 12/31/25, for a service agreement amount of \$34,000.

V. Gashi

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

15. [110556](#) **Human Resources** - Pursuant to Section 3(a)(xxi) of the Westchester County Procurement Policy and Procedures, to exempt from procurement an agreement with Carahsoft Technology Corporation.

L. Denig

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

16. [110555](#) **Human Resources** - Enter into an agreement with Carahsoft Technology Corporation, to access and use the subscription and advertising services offered by Carahsoft via LinkedIn Corporation's website to, among other things, advertise employment positions and acquire network search capabilities for recruitment purposes, for a term from 4/13/25 - 4/12/28, in the total aggregate amount not-to-exceed \$82,294, under the listed terms and conditions.

L. Denig

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

17. [110641](#) **Information Technology** - Enter into Grant Agreement No. IT-1806 with New York State, acting by and through its Division of Homeland Security and Emergency Services, (“DHSES”) in order to accept a grant awarded to the County by DHSES under New York State’s 2024 Public Safety Answering Points Operations Grant Program, in the amount of \$156,766, for the period from 1/1/24 - 12/31/25, for eligible public safety call-taking and dispatching expenses.

M. Beirne

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

18. [110658](#) **Information Technology** - Enter into an agreement with each of twenty-two (22) parties, pursuant to each of which will provide the information technology professional consultant services, as listed and identified in Schedule “A”, for a term from 4/1/25 - 3/31/28, for a total aggregate amount not to exceed \$16,752,105.96, for all such agreements.

M. Beirne

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

19. [110639](#) **Planning** - Enter into an agreement with the Lifting Up Westchester, Inc., pursuant to which the LUW will purchase a fifteen passenger van to transport shelter residents, beginning 1/1/25 - 12/31/25, and that in consideration for said purchase, the County shall pay LUW a not to exceed amount of \$60,000 of Emergency Solutions Grant funding.

B. Lopez

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

20. [110640](#) **Planning** - Enter into an agreement with Ossining Children’s Center, pursuant to which the Center will perform various HVAC and safety and security Improvements, for a term commencing on 4/1/25 - 3/31/26 and that in consideration for services rendered, the County will pay the Center, the total not to exceed amount of \$117,000 in Community Development Block Grant - CV (“CDBG-CV”) program funding.

B. Lopez

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

21. [110645](#) **Planning** - Amend to an agreement between the County of Westchester and the Village of Elmsford for a Water Main Replacement Project on Route 9A from Main Street to Van Wart Street, in order to change the expiration date from 12/31/24 to 12/31/25.

B. Lopez

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

22. [110646](#) **Planning** - Enter into an agreement with Lifting Up Westchester, Inc., ("LUW") through the Emergency Solutions Grant program, in the amount of \$40,000, for which LUW will perform a Rapid Re-Housing program to provide essential services to homeless adults in emergency shelter in Westchester County, for a period beginning 1/1/25 - 12/31/25, to do a Rapid Re-Housing program.

B. Lopez

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

23. [110698](#) **Planning** - Enter into an agreement with Four Nine Technologies, pursuant to which Four Nines Technologies will conduct a transit fare policy and fare structure analysis study, for Westchester County to consider for the Bee-Line Bus System, for a period commencing upon execution and continuing for fifteen (15) months thereafter, for an amount not-to-exceed \$161,164.

B. Lopez

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

24. [110370](#) **Social Services** - Amend a 12/12/24 Resolution to enter into an agreement (DSS6018-25) with Family Ties of Westchester, Inc., for the provision of the "Family Team Decision Meetings - Child Safety Conference" program to implement conferences and plans in situations where children are deemed at high risk of removal from their families due to safety concerns, or who have already experienced an emergency removal, for the period from 1/1/25 -12/31/25, for an amount not to exceed \$475,338, by increasing the not to exceed amount by \$20,439, to a new total not to exceed amount of \$495,777.

L. Townes

This matter was withdrawn by Budget.

25. [110469](#) **Social Services** - Amend a 12/12/24 Resolution to enter into an agreement (DSS6025-25) with Greater Mental Health of New York, Inc., for the provision of Mental Health Case Management Assessment and Collaboration for families with children at risk of foster care placement, for the period from 1/1/25 - 12/31/25, for an amount not to exceed \$328,486, by increasing the amount by \$25,000, to a new total amount not to exceed \$353,486.

L. Townes

This matter was withdrawn by Budget.

26. [110547](#) **Social Services** - Amend a 12/5/24 Resolution to enter into an agreement (DSS6008-25) with North American Family Institute Connecticut, Inc. ("NAFI CT") pursuant to which NAFI CT will provide its Enhanced Family Wraparound Program, for the period from 1/1/25 - 12/31/25, for an amount not to exceed \$432,640, by increasing the amount by \$21,970, to a new total amount not to exceed \$454,610.

L. Townes

This matter was withdrawn by Budget.

27. [110548](#) **Social Services** - Amend a 12/5/24 Resolution to enter into an agreement (DSS6009-25) with North American Family Institute Connecticut, Inc. ("NAFI CT"), pursuant to which NAFI CT will provide the evidenced-based program, Parenting with Love and Limits Front End Prevention Program, for the period from 1/1/25 - 12/31/25, for an amount not to exceed \$540,950, by increasing the amount by \$17,710, to a new total amount not to exceed \$558,660.

L. Townes

This matter was withdrawn by Budget.

28. [110662](#) **Social Services** - Enter into the seven (7) agreements listed with foster care parents for the provision of foster care services according to the foster care rates established by the County Department of Social Services, for a term commencing of an indefinite duration with either party having the right to terminate the agreement on thirty (30) days written notice.

L. Townes

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

29. [110724](#) **Health - 1)** Enter into a three-party Lead Remediation Agreement with Ramesh Deivasigamani, the Participant and Altavista Lead Improvement, Inc., the Contractor, for which the Contractor will perform lead remediation services on Participant's property located at 209 Rockledge Avenue, Apt. A, Buchanan, New York 10511 in accordance the New York State Leading in Lead Prevention Pilot Program for the period upon execution of the agreement between all parties through March 31st, 2026 in an amount not-to-exceed \$40,000; and **2)** enter into a Local Program Administrator Agreement with the Participant, for which the County will provide an amount not-to-exceed \$40,000 to assist the Participant with the direct costs of lead remediation to be performed on Participant's property, as well as any eligible related costs, including tenant relocation costs, in exchange for which the Participant will execute a Declaration of Interest which will be secured as a recorded lien on the property.

S. Amler

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

30. [110637](#) **Community Mental Health** - Amend an agreement with PEOPLE: Projects to Empower and Organize The Psychiatrically Labeled, Inc., for the provision of community mental health services, for the period from 10/1/24 - 9/30/25, in order to increase its previously approved amount of \$495,000, by \$956, for a new not to exceed amount of \$495,956.

M. Orth

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

31. [110576](#) **College** - Contract No.WCC-25-730 for Fire Alarm Inspection & Testing Services Westchester Community College ,Valhalla, New York. Advertise for bids.

B. Miles

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

32. [110644](#) **College** - Amend a Memorandum of Understanding ("MOU") with MGM Yonkers, Inc. D/B/A MGM Empire City Casino for the joint operation of a gaming school, in order to extend the termination date of the MOU an additional twenty-four (24) months to a new termination date of 5/1/27.

B. Miles

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

33. [110661](#) **College - 1)** Rescind a 8/29/24 Resolution which awarded Contract No. WCC-23-545 to the lowest bidder, ADT Commercial LLC, and **2)** authorize the County of Westchester, acting by and through Westchester Community College, to amend an agreement with ADT Commercial LLC, pursuant to which ADT Commercial LLC agreed to provide Fire Alarm Inspection and Testing Services at Westchester Community College, for a term commencing on 1/1/23 - 12/31/25, in an amount not-to-exceed \$159,000, in order to change the name of the Contractor from ADT Commercial LLC to Everon, LLC.

B. Miles

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

34. [110668](#) **College** - The County of Westchester, acting by and through Westchester Community College, to provide a Hold Harmless Agreement to the Sleepy Hollow Cemetery at Tarrytown and Sleepy Hollow Cemetery Historic Fund, Inc., to enable the College to conduct research and work at the Cemetery as part of a Historic Preservation course.

B. Miles

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

35. [110670](#) **College** - Pursuant to Section 3(a)(xxi) of the Westchester County Procurement Policy and Procedures, to exempt from procurement an agreement with Connecticut Business Systems ("CBS").

B. Miles

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

36. [110671](#) **College** - Enter into an agreement with Connecticut Business Systems, LLC, A Xerox Company to provide Digital Copier Services, for a term from 3/23/25 - 3/22/30, for an amount not-to-exceed \$1,133,700.

B. Miles

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

37. [110565](#) **Parks** - Enter into a License Agreement with the Town of North Castle, 15 Bedford Road, Armonk, NY, for the continued use of vacant land known as several parcels of Sheet 28, Bronx River Parkway, commencing 4/1/25 - 3/31/26, at a license fee of \$36,723.

K. O'Connor

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

38. [110675](#) **Parks** - Extend License Agreement No. PRC-1455 with DNN Food LLC, Yorktown, NY, for the operation of the food and refreshment and miniature golf concession at Saxon Woods Park, White Plains, New York, by extending the term for an additional five (5) year period from 2/1/25 - 12/31/29 and DNN to pay the County the listed annual license fees.

K. O'Connor

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

39. [110689](#) **Parks** - Amend License Agreement No. PRC-1301A with the Westchester Parks Foundation, Inc., Mount Kisco, NY, for the operation of the golf driving range concession at Mohansic Golf Course, Yorktown Heights, New York, to reduce the license fee to \$23,333.34 in 2024, 38,583.33 in 2025 and \$38,583.33 in 2026, in order to allow the Parks Foundation to complete improvements to the driving range in 2025.

K. O'Connor

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

40. [110532](#) **DPW/Transportation** - Enter into Agreement No. 25-905 with the firm of Henningson, Durham & Richardson Architecture and Engineering, P.C., White Plains, NY,, for engineering services associated with Sludge Thickener Rehabilitation, New Rochelle Water Resource Recovery Facility, Yonkers, New York. The Consultant shall provide design services associated with this project, for a total compensation of \$964,119 and that the agreement shall commence upon the Consultant's receipt of written notice from the Commissioner of the Department or his designee and that the completion date shall be 12/31/30. Approval of Bidwell Environmental, LLC, a WBE firm, Sugar Loaf, NY and Nasco Construction Services, Inc., a WBE firm, Armonk, NY, as subconsultants.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

41. [110541](#) **DPW/Transportation** - Contract No. 21-507 with NUA Construction Corp., Ardsley, NY, for Roof Replacement Program, Yonkers Joint Water Resource Recovery Facility, Yonkers, New York. Acceptance of completed work and approval of Final Contract Amount of \$2,798,451.38.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

42. [110649](#) **DPW/Transportation** - Contract No. 24-512 for Rehabilitation of Seven Bridges Road, C.R. 21 from McKesson Hill Road to NYS Route 133, A Distance of 1.21 Miles, Town of New Castle, New York. Award to the Low Bidder, Laura Li Industries LLC (WBE), White Plains, NY, in the amount of \$2,044,280. (6 bids)

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

43. [110650](#) **DPW/Transportation** - Contract No. 22-509 with Tuccimar Inc., for Stokes Greene Building Demolition, Croton Gorge Park, Croton-on-Hudson, New York. Approval of Teal Management Corp., Woodland Park, NJ, as a subcontractor.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

44. [110651](#) **DPW/Transportation** - Contract No. 22-502-Rev with Laura Li Industries, LLC (WBE) for New Salt Storage Shed Facilities, Croton Point Park, Lasdon Park and Sprain Ridge Park, Village of Croton-on-Hudson, Town of Somers and City of Yonkers, New York. Approval of D&J Concrete Corp. (MBE), Millwood, NY, and Gudabri, Inc., Savannah, NY, as subcontractors.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

45. [110652](#) **DPW/Transportation** - Contract No. 17-528 with Gianfia Corp., Hawthorne, NY, for Replacement of Old Albany Post Road Bridge, Over Canopus (Sprout) Brook (BIN 1050460, PIN 8761.67), Town of Cortlandt, New York. Acceptance of completed work and approval of Final Contract Amount of \$3,803,421.73.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

46. [110653](#) **DPW/Transportation** - Enter into Agreement No. 25-906 with the firm of CDM Smith NY Inc., Melville, NY, for engineering services associated with Ultraviolet Disinfection Optimization, New Rochelle Water Resource Recovery Facility, Yonkers, New York. The Consultant shall provide design services associated with this project, for a total compensation of \$964,385, commencing upon the Consultant's receipt of written notice from the Commissioner of the Department or his designee and that the completion date shall be 12/31/30. Approval of the three (3) listed subconsultants.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

47. [110654](#) **DPW/Transportation** - Contract No. 21-523 with Laura Li Industries LLC, West Harrison, NY, for Roadway Rehabilitation of Central Westchester Parkway, C.R. #150 From North Broadway to the Grant Avenue Bridge, A Total Distance of Approximately 0.77 Miles, City of White Plains and Town of North Castle, New York. Acceptance of completed work and approval of Final Contract Amount of \$3,277,898.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

48. [110659](#) **DPW/Transportation** - Extend the term of Agreement No. 19-909 with Henningson, Durham & Richardson Architecture and Engineering, P.C., White Plains, NY, for the provision of Project Management Services in connection with various Westchester County capital projects, by extending the term from 2/24/25 - 2/24/27, with no increase in the not to exceed amount of \$4,750,000.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

49. [110690](#) **DPW/Transportation** - Enter into License Agreement No. WCA-25002 with JetBlue Airways Corporation, for the use of space in Building 2 at Westchester County Airport, for the term from 3/24/25 - 3/23/30, under the listed terms and conditions.

H. Greechan

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

50. [110696](#) DEF - Contract No. EF-2005 with Permadur Industries, Hillsborough, NJ, for Annual Inspection and Repair of Hoists and Cranes, Various Locations, Westchester County, New York, to provide inspection and repair of cranes and hoists at various locations, Department of Environmental facilities, Westchester County, New York. Approval of Change Order No. 1 in the amount of \$11,079.09 to cover the repair cost of hoist at the Mamaroneck WRRF.

V. Kopicki

Mr. Wishnie moved the Resolution, which was duly seconded and unanimously approved.

There being no further business, the Chair declared the meeting adjourned. All approved resolutions are on file electronically with the Board of Acquisition and Contract.

I have reviewed the foregoing minutes and have found them to be correct as written.

Signed: *Raymond Sculky*, Secretary

Dated: 3/20/2025