

## **AGREEMENT FOR SERVICES OF INDEPENDENT CONTRACTOR**

**THIS AGREEMENT** (hereafter Agreement) is made by and between the County of Santa Barbara, a political subdivision of the State of California (hereafter COUNTY) and Goodwill Industries of Ventura and Santa Barbara Counties with an address at 130 Lombard Street, Oxnard, CA 93030 (hereafter CONTRACTOR) wherein CONTRACTOR agrees to provide and COUNTY agrees to accept the services specified herein.

**WHEREAS**, CONTRACTOR represents that it is specially trained, skilled, experienced, and competent to perform the special services required by COUNTY and COUNTY desires to retain the services of CONTRACTOR pursuant to the terms, covenants, and conditions herein set forth;

**NOW, THEREFORE**, in consideration of the mutual covenants and conditions contained herein, the parties agree as follows:

### **1. DESIGNATED REPRESENTATIVE**

Spencer Cross, Adult Services Probation Manager, at phone number (805) 882-3753 is the representative of COUNTY and will administer this Agreement for and on behalf of COUNTY. Laura Kistner, Director of Workforce Services, at phone number (805)981-0130, is the authorized representative for CONTRACTOR. Changes in designated representatives shall be made only after advance written notice to the other party.

### **2. NOTICES**

Any notice or consent required or permitted to be given under this Agreement shall be given to the respective parties in writing, by personal delivery or facsimile, or with postage prepaid by first class mail, registered or certified mail, or express courier service, as follows:

To COUNTY:                    Santa Barbara County Probation Department  
   117 E. Carrillo St.  
   Santa Barbara, CA 93101-2061  
   Attention: Spencer Cross, Adult Services Probation Manager

To CONTRACTOR:            Goodwill Industries of Ventura and Santa Barbara Counties  
   130 Lombard Street  
   Oxnard, CA 93030  
   Attention: Laura Kistner

or at such other address or to such other person that the parties may from time to time designate in accordance with this Notices section. If sent by first class mail, notices and consents under this section shall be deemed to be received five (5) days following their deposit in the U.S. mail. This Notices section shall not be construed as meaning that either party agrees to service of process except as required by applicable law.

### **3. SCOPE OF SERVICES**

CONTRACTOR agrees to provide services to COUNTY in accordance with EXHIBIT A attached hereto and incorporated herein by reference.

#### **4. TERM**

CONTRACTOR shall commence performance on July 1, 2021, and end performance upon completion, but no later than June 30, 2023, unless otherwise directed by COUNTY or unless earlier terminated.

#### **5. COMPENSATION OF CONTRACTOR**

In full consideration for CONTRACTOR's services, CONTRACTOR shall be paid for performance under this Agreement in accordance with the terms of EXHIBIT B attached hereto and incorporated herein by reference. Billing shall be made by invoice, which shall include the contract number assigned by COUNTY and which is delivered to the address given in Section 2 NOTICES above following completion of the increments identified on EXHIBIT B. Unless otherwise specified on EXHIBIT B, payment shall be net thirty (30) days from presentation of invoice.

#### **6. INDEPENDENT CONTRACTOR**

It is mutually understood and agreed that CONTRACTOR (including any and all of its officers, agents, and employees), shall perform all of its services under this Agreement as an independent contractor as to COUNTY and not as an officer, agent, servant, employee, joint venturer, partner, or associate of COUNTY. Furthermore, COUNTY shall have no right to control, supervise, or direct the manner or method by which CONTRACTOR shall perform its work and function. However, COUNTY shall retain the right to administer this Agreement so as to verify that CONTRACTOR is performing its obligations in accordance with the terms and conditions hereof. CONTRACTOR understands and acknowledges that it shall not be entitled to any of the benefits of a COUNTY employee, including but not limited to vacation, sick leave, administrative leave, health insurance, disability insurance, retirement, unemployment insurance, workers' compensation and protection of tenure. CONTRACTOR shall be solely liable and responsible for providing to, or on behalf of, its employees all legally-required employee benefits. In addition, CONTRACTOR shall be solely responsible and save COUNTY harmless from all matters relating to payment of CONTRACTOR's employees, including compliance with Social Security withholding and all other regulations governing such matters. It is acknowledged that during the term of this Agreement, CONTRACTOR may be providing services to others unrelated to the COUNTY or to this Agreement.

#### **7. STANDARD OF PERFORMANCE**

CONTRACTOR represents that it has the skills, expertise, and licenses/permits necessary to perform the services required under this Agreement. Accordingly, CONTRACTOR shall perform all such services in the manner and according to the standards observed by a competent practitioner of the same profession in which CONTRACTOR is engaged. All products of whatsoever nature, which CONTRACTOR delivers to COUNTY pursuant to this Agreement, shall be prepared in a first class and workmanlike manner and shall conform to the standards of quality normally observed by a person practicing in CONTRACTOR's profession. CONTRACTOR shall correct or revise any errors or omissions, at COUNTY'S request without additional compensation. Permits and/or licenses shall be obtained and maintained by CONTRACTOR without additional compensation.

#### **8. DEBARMENT AND SUSPENSION**

CONTRACTOR certifies to COUNTY that it and its employees and principals are not debarred, suspended, or otherwise excluded from or ineligible for, participation in federal, state, or county government contracts. CONTRACTOR certifies that it shall not contract with a subcontractor that is so debarred or suspended.

## **9. TAXES**

CONTRACTOR shall pay all taxes, levies, duties, and assessments of every nature due in connection with any work under this Agreement and shall make any and all payroll deductions required by law. COUNTY shall not be responsible for paying any taxes on CONTRACTOR's behalf, and should COUNTY be required to do so by state, federal, or local taxing agencies, CONTRACTOR agrees to promptly reimburse COUNTY for the full value of such paid taxes plus interest and penalty, if any. These taxes shall include, but not be limited to, the following: FICA (Social Security), unemployment insurance contributions, income tax, disability insurance, and workers' compensation insurance.

## **10. CONFLICT OF INTEREST**

CONTRACTOR covenants that CONTRACTOR presently has no employment or interest and shall not acquire any employment or interest, direct or indirect, including any interest in any business, property, or source of income, which would conflict in any manner or degree with the performance of services required to be performed under this Agreement. CONTRACTOR further covenants that in the performance of this Agreement, no person having any such interest shall be employed by CONTRACTOR. CONTRACTOR must promptly disclose to COUNTY, in writing, any potential conflict of interest. COUNTY retains the right to waive a conflict of interest disclosed by CONTRACTOR if COUNTY determines it to be immaterial, and such waiver is only effective if provided by COUNTY to CONTRACTOR in writing.

## **11. OWNERSHIP OF DOCUMENTS AND INTELLECTUAL PROPERTY**

COUNTY shall be the owner of the following items incidental to this Agreement upon production, whether or not completed: all data collected, all documents of any type whatsoever, all photos, designs, sound or audiovisual recordings, software code, inventions, technologies, and other materials, and any material necessary for the practical use of such items, from the time of collection and/or production whether or not performance under this Agreement is completed or terminated prior to completion. CONTRACTOR shall not release any of such items to other parties except after prior written approval of COUNTY.

Unless otherwise specified in Exhibit A, CONTRACTOR hereby assigns to COUNTY all copyright, patent, and other intellectual property and proprietary rights to all data, documents, reports, photos, designs, sound or audiovisual recordings, software code, inventions, technologies, and other materials prepared or provided by CONTRACTOR pursuant to this Agreement (collectively referred to as "Copyrightable Works and Inventions"). COUNTY shall have the unrestricted authority to copy, adapt, perform, display, publish, disclose, distribute, create derivative works from, and otherwise use in whole or in part, any Copyrightable Works and Inventions. CONTRACTOR agrees to take such actions and execute and deliver such documents as may be needed to validate, protect and confirm the rights and assignments provided hereunder. CONTRACTOR warrants that any Copyrightable Works and Inventions and other items provided under this Agreement will not infringe upon any intellectual property or proprietary rights of any third party. CONTRACTOR at its own expense shall defend, indemnify, and hold harmless COUNTY against any claim that any Copyrightable Works or Inventions or other items provided by CONTRACTOR hereunder infringe upon intellectual or other proprietary rights of a third party, and CONTRACTOR shall pay any damages, costs, settlement amounts, and fees (including attorneys' fees) that may be incurred by COUNTY in connection with any such claims. This Ownership of Documents and Intellectual Property provision shall survive expiration or termination of this Agreement.

## **12. NO PUBLICITY OR ENDORSEMENT**

CONTRACTOR shall not use COUNTY's name or logo or any variation of such name or logo in any publicity, advertising or promotional materials. CONTRACTOR shall not use COUNTY's name or logo in any manner that would give the appearance that the COUNTY is endorsing CONTRACTOR. CONTRACTOR shall not in any way contract on behalf of or in the name of COUNTY. CONTRACTOR shall not release any informational pamphlets, notices, press releases, research reports, or similar public notices concerning the COUNTY or its projects, without obtaining the prior written approval of COUNTY.

## **13. COUNTY PROPERTY AND INFORMATION**

All of COUNTY's property, documents, and information provided for CONTRACTOR's use in connection with the services shall remain COUNTY's property, and CONTRACTOR shall return any such items whenever requested by COUNTY and whenever required according to the Termination section of this Agreement. CONTRACTOR may use such items only in connection with providing the services. CONTRACTOR shall not disseminate any COUNTY property, documents, or information without COUNTY's prior written consent.

## **14. RECORDS, AUDIT, AND REVIEW**

CONTRACTOR shall keep such business records pursuant to this Agreement as would be kept by a reasonably prudent practitioner of CONTRACTOR's profession and shall maintain such records for at least four (4) years following the termination of this Agreement. All accounting records shall be kept in accordance with generally accepted accounting principles. COUNTY shall have the right to audit and review all such documents and records at any time during CONTRACTOR's regular business hours or upon reasonable notice. In addition, if this Agreement exceeds ten thousand dollars (\$10,000.00), CONTRACTOR shall be subject to the examination and audit of the California State Auditor, at the request of the COUNTY or as part of any audit of the COUNTY, for a period of three (3) years after final payment under the Agreement (Cal. Govt. Code Section 8546.7). CONTRACTOR shall participate in any audits and reviews, whether by COUNTY or the State, at no charge to COUNTY.

If federal, state or COUNTY audit exceptions are made relating to this Agreement, CONTRACTOR shall reimburse all costs incurred by federal, state, and/or COUNTY governments associated with defending against the audit exceptions or performing any audits or follow-up audits, including but not limited to: audit fees, court costs, attorneys' fees based upon a reasonable hourly amount for attorneys in the community, travel costs, penalty assessments and all other costs of whatever nature. Immediately upon notification from COUNTY, CONTRACTOR shall reimburse the amount of the audit exceptions and any other related costs directly to COUNTY as specified by COUNTY in the notification.

## **15. INDEMNIFICATION AND INSURANCE**

CONTRACTOR agrees to the indemnification and insurance provisions as set forth in EXHIBIT C attached hereto and incorporated herein by reference.

## **16. NONDISCRIMINATION**

COUNTY hereby notifies CONTRACTOR that COUNTY's Unlawful Discrimination Ordinance (Article XIII of Chapter 2 of the Santa Barbara County Code) applies to this Agreement and is incorporated herein by this reference with the same force and effect as if the ordinance were specifically set out herein and CONTRACTOR agrees to comply with said ordinance.

## **17. NONEXCLUSIVE AGREEMENT**

CONTRACTOR understands that this is not an exclusive Agreement and that COUNTY shall have the right to negotiate with and enter into contracts with others providing the same or similar services as those provided by CONTRACTOR as the COUNTY desires.

## **18. NON-ASSIGNMENT**

CONTRACTOR shall not assign, transfer or subcontract this Agreement or any of its rights or obligations under this Agreement without the prior written consent of COUNTY and any attempt to so assign, subcontract or transfer without such consent shall be void and without legal effect and shall constitute grounds for termination.

## **19. TERMINATION**

- A. **By COUNTY.** COUNTY may, by written notice to CONTRACTOR, terminate this Agreement in whole or in part at any time, whether for COUNTY's convenience, for non-appropriation of funds, or because of the failure of CONTRACTOR to fulfill the obligations herein.
1. **For Convenience.** COUNTY may terminate this Agreement in whole or in part upon thirty (30) days written notice. During the thirty (30) day period, CONTRACTOR shall, as directed by COUNTY, wind down and cease its services as quickly and efficiently as reasonably possible, without performing unnecessary services or activities and by minimizing negative effects on COUNTY from such winding down and cessation of services.
  2. **For Non-appropriation of Funds.** Notwithstanding any other provision of this Agreement, in the event that no funds or insufficient funds are appropriated or budgeted by federal, state or COUNTY governments, or funds are not otherwise available for payments in the fiscal year(s) covered by the term of this Agreement, then COUNTY will notify CONTRACTOR of such occurrence and COUNTY may terminate or suspend this Agreement in whole or in part, with or without a prior notice period. Subsequent to termination of this Agreement under this provision, COUNTY shall have no obligation to make payments with regard to the remainder of the term.
  3. **For Cause.** Should CONTRACTOR default in the performance of this Agreement or materially breach any of its provisions, COUNTY may, at COUNTY's sole option, terminate or suspend this Agreement in whole or in part by written notice. Upon receipt of notice, CONTRACTOR shall immediately discontinue all services affected (unless the notice directs otherwise) and notify COUNTY as to the status of its performance. The date of termination shall be the date the notice is received by CONTRACTOR, unless the notice directs otherwise.
- B. **By CONTRACTOR.** Should COUNTY fail to pay CONTRACTOR all or any part of the payment set forth in EXHIBIT B, CONTRACTOR may, at CONTRACTOR's option terminate this Agreement if such failure is not remedied by COUNTY within thirty (30) days of written notice to COUNTY of such late payment.
- C. Upon termination, CONTRACTOR shall deliver to COUNTY all data, estimates, graphs, summaries, reports, and all other property, records, documents or papers as may have been accumulated or produced by CONTRACTOR in performing this Agreement, whether completed

or in process, except such items as COUNTY may, by written permission, permit CONTRACTOR to retain. Notwithstanding any other payment provision of this Agreement, COUNTY shall pay CONTRACTOR for satisfactory services performed to the date of termination to include a prorated amount of compensation due hereunder less payments, if any, previously made. In no event shall CONTRACTOR be paid an amount in excess of the full price under this Agreement nor for profit on unperformed portions of service. CONTRACTOR shall furnish to COUNTY such financial information as in the judgment of COUNTY is necessary to determine the reasonable value of the services rendered by CONTRACTOR. In the event of a dispute as to the reasonable value of the services rendered by CONTRACTOR, the decision of COUNTY shall be final. The foregoing is cumulative and shall not affect any right or remedy which COUNTY may have in law or equity.

## **20. SECTION HEADINGS**

The headings of the several sections, and any Table of Contents appended hereto, shall be solely for convenience of reference and shall not affect the meaning, construction or effect hereof.

## **21. SEVERABILITY**

If any one or more of the provisions contained herein shall for any reason be held to be invalid, illegal or unenforceable in any respect, then such provision or provisions shall be deemed severable from the remaining provisions hereof, and such invalidity, illegality or unenforceability shall not affect any other provision hereof, and this Agreement shall be construed as if such invalid, illegal or unenforceable provision had never been contained herein.

## **22. REMEDIES NOT EXCLUSIVE**

No remedy herein conferred upon or reserved to COUNTY is intended to be exclusive of any other remedy or remedies, and each and every such remedy, to the extent permitted by law, shall be cumulative and in addition to any other remedy given hereunder or now or hereafter existing at law or in equity or otherwise.

## **23. TIME IS OF THE ESSENCE**

Time is of the essence in this Agreement and each covenant and term is a condition herein.

## **24. NO WAIVER OF DEFAULT**

No delay or omission of COUNTY to exercise any right or power arising upon the occurrence of any event of default shall impair any such right or power or shall be construed to be a waiver of any such default or an acquiescence therein; and every power and remedy given by this Agreement to COUNTY shall be exercised from time to time and as often as may be deemed expedient in the sole discretion of COUNTY.

## **25. ENTIRE AGREEMENT AND AMENDMENT**

In conjunction with the matters considered herein, this Agreement contains the entire understanding and agreement of the parties and there have been no promises, representations, agreements, warranties or undertakings by any of the parties, either oral or written, of any character or nature hereafter binding except as set forth herein. This Agreement may be altered, amended or modified only by an instrument in writing, executed by the parties to this Agreement and by no other means. Each

party waives their future right to claim, contest or assert that this Agreement was modified, canceled, superseded, or changed by any oral agreements, course of conduct, waiver or estoppel.

**26. SUCCESSORS AND ASSIGNS**

All representations, covenants and warranties set forth in this Agreement, by or on behalf of, or for the benefit of any or all of the parties hereto, shall be binding upon and inure to the benefit of such party, its successors and assigns.

**27. COMPLIANCE WITH LAW**

CONTRACTOR shall, at its sole cost and expense, comply with all County, State and Federal ordinances and statutes now in force or which may hereafter be in force with regard to this Agreement. The judgment of any court of competent jurisdiction, or the admission of CONTRACTOR in any action or proceeding against CONTRACTOR, whether COUNTY is a party thereto or not, that CONTRACTOR has violated any such ordinance or statute, shall be conclusive of that fact as between CONTRACTOR and COUNTY.

**28. CALIFORNIA LAW AND JURISDICTION**

This Agreement shall be governed by the laws of the State of California. Any litigation regarding this Agreement or its contents shall be filed in the County of Santa Barbara, if in state court, or in the federal district court nearest to Santa Barbara County, if in federal court.

**29. EXECUTION OF COUNTERPARTS**

This Agreement may be executed in any number of counterparts and each of such counterparts shall for all purposes be deemed to be an original; and all such counterparts, or as many of them as the parties shall preserve undestroyed, shall together constitute one and the same instrument.

**30. AUTHORITY**

All signatories and parties to this Agreement warrant and represent that they have the power and authority to enter into this Agreement in the names, titles and capacities herein stated and on behalf of any entities, persons, or firms represented or purported to be represented by such entity(ies), person(s), or firm(s) and that all formal requirements necessary or required by any state and/or federal law in order to enter into this Agreement have been fully complied with. Furthermore, by entering into this Agreement, CONTRACTOR hereby warrants that it shall not have breached the terms or conditions of any other contract or agreement to which CONTRACTOR is obligated, which breach would have a material effect hereon.

**31. SURVIVAL**

All provisions of this Agreement which by their nature are intended to survive the termination or expiration of this Agreement shall survive such termination or expiration.

**32. PRECEDENCE**

In the event of conflict between the provisions contained in the numbered sections of this Agreement and the provisions contained in the Exhibits, the provisions of the Exhibits shall prevail over those in the numbered sections.

//

Agreement for Services of Independent Contractor between the **County of Santa Barbara** and **Goodwill Industries of Ventura and Santa Barbara Counties**.

**IN WITNESS WHEREOF**, the parties have executed this Agreement to be effective on the date executed by COUNTY.

**ATTEST:**

Mona Miyasato  
County Executive Officer  
Clerk of the Board

By: \_\_\_\_\_  
Deputy Clerk

**COUNTY OF SANTA BARBARA:**

By: \_\_\_\_\_  
Bob Nelson  
Chair, Board of Supervisors

Date: \_\_\_\_\_

**RECOMMENDED FOR APPROVAL:  
PROBATION DEPARTMENT**

By: \_\_\_\_\_  
Tanja Heitman, Chief

**CONTRACTOR:**

Goodwill Industries of Ventura and  
Santa Barbara Counties

By: \_\_\_\_\_  
Authorized Representative

Name: \_\_\_\_\_

Title: \_\_\_\_\_

**APPROVED AS TO FORM:**

Michael C. Ghizzoni  
County Counsel

By: \_\_\_\_\_  
Deputy County Counsel

**APPROVED AS TO ACCOUNTING FORM:**

Betsy M. Schaffer, CPA  
Auditor-Controller

By: \_\_\_\_\_  
Deputy

**APPROVED AS TO FORM:**

Risk Management

By: \_\_\_\_\_  
Risk Management



**EXHIBIT A**  
**STATEMENT OF WORK**

**Item I:**

Goodwill Industries of Ventura and Santa Barbara Counties (CONTRACTOR) shall provide employment preparation, occupational skills training, job placement, employment retention services, and subsidized employment to clients in **Lompoc** including; felony probationers, Post-Release Community Supervision (PRCS) clients and to clients sentenced to a period of post sentence probation supervision (PSS) under Penal Code section 1170(h). The services that will be delivered include the following:

**A. Service Component:**

1. CONTRACTOR will provide four (4) to five (5) individual Intake Interviews and Employment Preparation meetings with the client to assess his/her needs and to develop a vocation services plan for the client. CONTRACTOR will obtain and compile information to assist with vocational planning. Information obtained during the initial interview will include:
  - a. Address, phone number, and emergency contact;
  - b. Educational achievements and work history;
  - c. Disabilities, if any;
  - d. Employment barriers and assets;
  - e. Work restrictions, if any;
  - f. Criminal background; and
  - g. Need for auxiliary services such as child-care and transportation.
  
2. CONTRACTOR will provide assistance to clients in completing an employment portfolio which include:
  - a. Identification of employment barriers and how to overcome employment barriers;
  - b. Practice in filling out job applications and a master application;
  - c. Résumé preparation;
  - d. Mock interviewing;
  - e. Dress for success;
  - f. Job search techniques and labor market information, utilizing various on-line sites, printed material, and staff presentations;
  - g. Basic computer skills necessary to apply on-line.
  
3. CONTRACTOR will provide Occupational Skills Training through a variety of certification programs including the following:
  - a. Customer Service Training  
Customer Service Certification will be obtained from the National Retail Federation, which offers a National Professional Certification in Customer Service to assist employers in distinguishing and recognizing qualified professionals. Upon completion of the certification, participants will be knowledgeable in the following areas: getting to know the customer,

meeting customer needs, building a relationship, and providing ongoing support for the customer. This certificate takes approximately three (3) days to complete.

b. ServSafe Training

The ServSafe Training and assessment program will be provided to clients in preparation for employment in the food service industry. This safety training is required in all California restaurants. ServSafe Starters covers five key areas:

- (1) Basic food safety;
- (2) Personal hygiene;
- (3) Cross-contamination & allergens;
- (4) Time and temperature.

Clients obtain a Food Handler's Certificate upon completion of the training. This certificate takes one (1) day to complete.

c. Computer Applications Training

Computer Applications Training will be provided for clients that need to learn basic computer functions and can also allow clients to improve upon their knowledge of Word and/or Excel. Programs can be tailored to individual needs. Basic Computer Applications Training consists of the following: computer introduction, turning the computer on and off and using the mouse, using Windows and the start menu, using Windows to view and zoom, creating and editing documents, "Doing More with Word," saving and naming a file, and creating a mail merge.

4. CONTRACTOR will provide Job Development and Placement Services. Job Development will be conducted by the Case Manager with the client's full cooperation and participation. Case Managers will meet with clients at least once per week. Clients will contribute to the job search by conducting job searches on their own and their Case Manager through employer outreach. Clients can use CONTRACTOR's computers and office equipment to apply for jobs and research prospective employers.
5. CONTRACTOR will provide Job Retention and Supportive services for clients through the Case Managers for sixty (60) days after the client obtains employment to assist clients with any supportive services necessary to maintain competitive employment, including coaching and mentoring. The clients and their employers will be contacted at least twice per month and a report will be provided to the Santa Barbara County Probation Department outlining the client's employment status. Paystubs can be collected if necessary for verification. Performance surveys will be given to participants, employers, and referral sources throughout the program to ensure the success of the program and to enhance positive outcomes.
6. CONTRACTOR will provide Subsidized Employment (SE) Services, which will allow an employer to be reimbursed for up to 30 calendar days of wages after a client is hired. The employer must submit a copy of pay records in order to be reimbursed. CONTRACTOR will reimburse up to 40 hours of base pay (hourly wage at \$15.00 per hour) for up to 4 weeks or no more than 160 hours. Overtime is not reimbursable; however, the employer can request an employee to work

overtime and will be responsible for pay. All parties shall sign an SE agreement approved by COUNTY. COUNTY shall not be deemed an employer of any client under this Agreement. CONTRACTOR will request reimbursement from the County for SE Services provided and add 20% as a fee for services.

7. CONTRACTOR agrees to make initial contact with client within five (5) business days of referral, and begin providing services within fifteen (15) business days of referral.

**B. Budgeted Service Level:**

**Service Fee per participant (serving 30 participants)**

<b>30 Intake Interview and Employment Prep-</b>	<b>\$400 each = \$12,000</b>
<b>20 Occupational Skills Training (OST)</b>	<b>\$300 each = \$6,000</b>
<b>20 Job Development and Placement-</b>	<b>\$500 = \$10,000</b>
<b>20 Job Retention and Supportive Services (two [2] month period)</b>	<b>\$200 = \$4,000</b>
<b>10 Subsidized Employment (30 days)</b>	<b>\$15= \$28,800</b>

**Total Lompoc Service Budget \$60,800 (Per year as noted in Attachment B-1 Schedule of Fees)**

**C. Location of Services:**

CONTRACTOR will provide the service at the Goodwill Industries workforce services office in the city of Lompoc.

**D. Performance Measures:**

- a. Forty-five percent (45%) of participants that complete an intake will complete the Job Development/Placement Service phase and will secure employment.
- b. Eighty percent (80%) of participants that complete an intake will complete the Employment Preparation phase.
- c. Seventy-five percent (75%) of participants that complete an intake and meet the minimum requirements for subsidized employment will secure employment.
- d. Data captured on one hundred percent (100%) of referred clients to include date of intake, services referred, service completion date, and service completion status will be reported to COUNTY monthly via a Service Summary Sheet.

**Item II:**

Goodwill Industries of Ventura and Santa Barbara Counties (CONTRACTOR) shall provide subsidized employment to clients in **Santa Barbara and Santa Maria** including; felony probationers, Post-Release Community Supervision (PRCS) clients and to clients sentenced to a period of post sentence probation supervision (PSS) under Penal Code section 1170(h). The services that will be delivered include the following:

**A. Service Component:**

1. CONTRACTOR will provide Subsidized Employment (SE) services, which will allow the employer to be reimbursed for up to 30 calendar days of wages after a client is hired. The employer must submit a copy of pay records in order to be reimbursed. CONTRACTOR will reimburse up to 40 hours of base pay (hourly wage at \$15.00 per hour) for up to 4 weeks or no more than 160 hours. Overtime is not reimbursable; however, the employer can request an employee to work overtime and will be responsible for pay. All parties shall sign an SE agreement approved by COUNTY. COUNTY shall not be deemed an employer of any client under this Agreement. CONTRACTOR will request reimbursement from the County and add 20% as a fee for services.
2. CONTRACTOR agrees to make initial contact with clients within five (5) business days of referral, and begin providing services within fifteen (15) business days of referral.

**B. Budgeted Service Level:**

Santa Maria (30) Subsidized Employments 30 days at \$15=	\$86,400
Santa Barbara (11) Subsidized Employments 30 days at \$15=	\$31,680
<b>Total Service budget for Santa Barbara and Santa Maria Attachment B-1 Schedule of Fees)</b>	<b>\$118,080 (Per year as noted in</b>

**C. Location of Service:**

CONTRACTOR will provide the service at the Goodwill Industries workforce services office in the cities of Santa Barbara, and Santa Maria.

**D. Performance Measures**

- a. Forty-five percent (45%) of participants that complete an intake will complete the Job Development/Placement Service phase and will secure employment.
- b. Eighty percent (80%) of participants that complete an intake will complete the Employment Preparation phase.
- c. Seventy-five percent (75%) of participants that complete an intake and meet the minimum requirements for subsidized employment will secure employment.
- d. Data captured on one hundred percent (100%) of referred clients to include date of intake, services referred, service completion date, and service completion status will be reported to COUNTY monthly via a Service Summary Sheet.

**CONTRACTOR's Additional Requirements:**

1. Criminal Records Check
  - a. Ensure that all existing staff and prospective staff and volunteers assigned to this project have a criminal record check. CONTRACTOR is responsible for any associated costs. The

criminal record check shall be through one of the local law enforcement agencies and consist of a local law enforcement record check, a California Department of Motor Vehicle check, and a Live Scan submitted to the California Department of Justice (CDOJ). CONTRACTOR shall complete and submit a Staff Records Check (attached as Exhibit A-1) as appropriate for existing and prospective staff or volunteers.

2. Prospective CONTRACTOR staff or volunteer may commence services only after the results of the Live Scan have been received by the CONTRACTOR from the CDOJ and the person is deemed by COUNTY as suitable for work with the CONTRACTOR. Staff Professional Standards
  - e. Warrant that all employees and volunteers under this contract have background, training, work experience, licenses, and supervision necessary for the performance of services in a manner of, and according to the standards observed by, a practitioner of the same profession and in keeping with all Federal, State and County Laws. CONTRACTOR shall provide a list of current employees and copies of permits, licenses, certifications or other documents certifying staff training and qualifications upon demand from COUNTY.

**E. Confidentiality:**

1. CONTRACTOR agrees to maintain the confidentiality of client records and/or client information pursuant to: Title 42 United States Code (USC) Section 290 dd-2; Title 42 Code of Federal Regulations (CFR), Part 2; Title 22 California Code of Regulations (CCR) Section 51009; Welfare & Institutions Code (W&IC) Sections 14100.2 and 5328; Health and Safety Code (HSC) Sections 11812 and 11845.5; Civil Code Sections 56 – 56.37, 1798.80 – 1798.82, and 1798.85; and Penal Code (PC) Sections 11140, 11142 and 1330. Client records and/or information must comply with all appropriate State and Federal requirements. CONTRACTOR shall ensure that no list of persons receiving services under this Agreement is published, disclosed, or used for any purpose except for the direct administration of these services or other uses authorized by law that are not in conflict with requirements for confidentiality contained in the preceding codes.

**F. Status Reports:**

1. CONTRACTOR shall complete the a Services Summary Services Worksheet (please refer to ATTACHMENT A-2) to include a complete list of client referrals received, services provided, exits, and discharge details as identified in Attachment A2.

**G. Training:**

1. CONTRACTOR staff performing work under this agreement shall participate in at least one (1) training session on Evidence-Based Practices (EBPs) at no cost to COUNTY. Training sessions relevant to EBPs should ideally cover at least one (1) of the eight (8) criminogenic needs that have been identified through research as factors that are predictive of committing crimes.

The training session(s) shall be pre-approved by COUNTY, and may be conducted by the CONTRACTOR, an outside organization, or by the Probation Department as available. CONTRACTOR shall provide documentation to COUNTY of staff's attendance at the EBP training session(s).

2. CONTRACTOR staff performing work under this agreement shall participate in at least one (1) training per year on Implicit Bias in addition to any training required for the intervention curriculum.

#### **H. Meetings**

1. CONTRACTOR shall attend Re-entry Steering Committee and Quality Assurance (RSC-QA) meetings held by the Santa Barbara County Probation Department. CONTRACTOR will attend at least 4 RSC-QA meetings during the contract term. The RSC-QA is a standing committee of the Community Corrections Partnership and includes regular quality assurance updates provided by Probation Department staff relevant to the delivery of services contracted for in this Agreement.
2. CONTRACTOR shall participate in the annually held resource fairs organized for probation clients by local community-based organizations to share information with clients about available services in the community. Participation shall include sharing information to pertaining to CONTRACTOR's available services for this population, such as staffing an informational booth.
3. CONTRACTOR shall participate in monthly wraparound meetings at the Probation Report & Report Center to share information, address issues, and identify opportunities to improve service provision to clients.

ATTACHMENT A-1

CONTRACTOR STAFF (EMPLOYEES/VOLUNTEERS/SUB-CONTRACTORS) RECORD CHECKS

\_\_\_\_\_  
Contractor or Agency Name

\_\_\_\_\_  
Program

\_\_\_\_\_  
Contractor's Signature

\_\_\_\_\_  
Date

NAME(S) OF PERSON(S)	E=EMPLOYEE V=VOLUNTEER S=SUB-CONTRACTOR	LOCAL RECORD CHECK	CRIMINAL RECORD DECLARATION	LIVESCAN	
		Date Completed	Date Signed	Date Sent	Date Received

## ATTACHMENT A-2 SUMMARY SERVICES WORKSHEET

Goodwill Industries Employment Preparation & Subsidized Employment						Instructions: Log all clients, along with corresponding activities until exit.					
Program	Client Name	PIN	Intake Date	Referral Date	Services Referred	Service Completion Date	Service Completion Status	Secure Employment	Exit Date	Exit Explanation	
1											
2											
3											
4											
5											
6											
7											
8											
9											
10											
11											
12											
13											
14											
15											
16											
17											
18											
19											
20											
21											
22											
23											
24											
25											
26											
27											
28											
29											
30											
31											
32											
33											
34											
35											



## EXHIBIT B

### PAYMENT ARRANGEMENTS

#### Periodic Compensation (with attached Schedule of Fees)

- A. For CONTRACTOR services to be rendered under this Agreement, CONTRACTOR shall be paid a total contract amount, including cost reimbursements, not to exceed **\$357,760**.
- B. Payment for services and /or reimbursement of costs shall be made upon CONTRACTOR's satisfactory performance, based upon the scope and methodology contained in **EXHIBIT A** and **ATTACHMENT A-1** as determined by COUNTY. Payment for services and/or reimbursement of costs shall be based upon the costs, expenses, overhead charges and hourly rates for personnel, as defined in **ATTACHMENT B-1** (Schedule of Fees). Invoices submitted for payment that are based upon **ATTACHMENT B-1** must contain sufficient detail to enable an audit of the charges and provide supporting documentation if so specified in **EXHIBIT A and ATTACHMENT A-1**.
- C. Monthly, CONTRACTOR shall submit to the COUNTY DESIGNATED REPRESENTATIVE an invoice or certified claim on the County Treasury for the service performed over the period specified. These invoices or certified claims must cite the assigned Board Contract Number. COUNTY DESIGNATED REPRESENTATIVE shall evaluate the quality of the service performed and if found to be satisfactory and within the cost basis of **ATTACHMENT B-1** shall initiate payment processing. COUNTY shall pay invoices or claims for satisfactory work within 30 days of receipt of correct and complete invoices or claims from CONTRACTOR.
- D. COUNTY's failure to discover or object to any unsatisfactory work or billings prior to payment will not constitute a waiver of COUNTY's right to require CONTRACTOR to correct such work or billings or seek any other legal remedy.
- E. CONTRACTOR MONTHLY INVOICING REQUIREMENTS:

- 1. Invoice Format.

Monthly invoices shall be in a COUNTY pre-approved format. The invoice shall list costs by staff position (including total hours by position) and operating expense and equipment costs consistent with the line items on the attached ATTACHMENT B-1. All costs claimed by CONTRACTOR for reimbursement by COUNTY shall be identified in the specific format required by COUNTY.

- 2. Invoice Linkage to ATTACHMENT B-1 Budget Positions.

Any invoiced costs for staff positions or equipment costs not listed in ATTACHMENT B-1 of this Agreement will not be reimbursed by the COUNTY unless approved in advance by the COUNTY.

3. Invoice Timely Submission.

CONTRACTOR shall submit monthly invoices by the tenth of each subsequent month to the COUNTY DESIGNATED REPRESENTATIVE (i.e. representative listed in paragraph 2, Notices, of the main body of this Agreement).

4. Invoice Signature.

Invoices shall be signed and dated by an authorized CONTRACTOR's Designated Representative, as well as, identifying the name and title of the CONTRACTOR's Designated Representative preparing the invoice.

5. Client Monthly Status Report Format.

Client Monthly Status Report shall be in a COUNTY pre-approved format and shall list client first and last names, PIN, date of referral, date of enrollment, number of individual/group sessions attended, cumulative monthly attendance, date of discharge, exit status, and comments. Client Monthly Status Report shall be provided to COUNTY with each monthly invoice. **IMPORTANT: Monthly invoices will not be considered valid until copies of all required Client Monthly Status Reports are received by the COUNTY.**

6. Copies of Payroll Ledgers, Timecards, and Group/Individual Sign-In Logs.

Copies of payroll ledgers and timecards for the invoice service period for each CONTRACTOR's Designated Representative directly claimed on the invoice, as well as group/individual sign-in logs, shall be attached to the invoice. CONTRACTOR shall be notified if any invoice is missing copies of required payroll ledgers, timecards, and group/individual sign-in logs. **IMPORTANT: Monthly invoices will not be considered valid until copies of all required payroll ledgers, timecards, and group/individual sign-in logs are received by the COUNTY.**

7. Administrative/Overhead Costs.

Allocated Administrative/Overhead costs shall not be reimbursable and shall not be claimed unless such costs are identified and budgeted in ATTACHMENT B-1 of this Agreement.

8. Administrative/Overhead Documentation.

Annually, COUNTY may require the CONTRACTOR to submit written documentation to support the calculation of the set percentage and basis used to allocate administrative/overhead costs for the fiscal year in question, as well as, identifying all administrative/overhead costs by line item and by staff position for salaries.

9. Board of Directors List.

To the first monthly invoice submitted under this Agreement, the CONTRACTOR shall attach a list of the CONTRACTOR's Board of Directors including addresses, phone numbers and titles of

officers who are members of the Board. **IMPORTANT: No invoice shall be considered valid until a copy of this list of the Board of Directors is received by the COUNTY.**

F. OTHER FINANCIAL REQUIREMENTS:

1. CPA Prepared Financial Audit Report.

CONTRACTOR shall provide a copy of the most recent CONTRACTOR financial audit report and related management letter (prepared by a Certified Public Accountant) to the County along with the first monthly invoice under this Agreement and annually thereafter with the same calendar month invoice if this Agreement covers multiple years. The submission of the aforementioned audit report and management letter shall be a condition precedent for payment for each year covered by this Agreement.

2. Delivery of Service Commitment.

CONTRACTOR is expected to deliver the level of services (by fiscal year) as specified on the attached ATTACHMENT B-1. CONTRACTOR understands and acknowledges that the failure to timely expend funds for any given fiscal year of this Agreement may jeopardize the ability to meet performance measures or legal requirements and may raise questions about the need for services and viability of providing funds for these services.

3. Fiscal Records.

Maintain adequate fiscal and project books, records, documents, and other evidence pertinent to the CONTRACTOR's performance of the Agreement in accordance with generally accepted accounting principles. Adequate supporting documentation shall be maintained in such detail so as to permit tracing transactions from support documentation to the accounting record to the financial reports and billings. CONTRACTOR shall keep such records pursuant to this Agreement as would be kept by a reasonably prudent practitioner of CONTRACTOR's profession and as required by law and shall maintain such records for the greater of four (4) years following the termination of this Agreement or as otherwise stated by law and shall be subject to examination and audit by authorized State or COUNTY representatives at any time during CONTRACTOR's regular business hours upon reasonable notice.

4. Inspection of Records.

Make sure books, records, documents and other evidence is available to the COUNTY, or its Designated Representative, during the term of the Agreement or final audit, and for four (4) years after the termination of this Agreement or as otherwise required by law, whichever is later, and provide suitable facilities for access, monitoring, inspection, and copying thereof.

5. Access to Staff and Facilities.

Permit the COUNTY, or its Designated Representative, to have access to CONTRACTOR's staff and facilities wherever CONTRACTOR has been or is performing this Agreement and shall provide proper facilities for access, monitoring and inspection.

**ATTACHMENT B-1  
SCHEDULE OF FEES**

LOMPOC	Units of Service	Rate Per Unit of Service	July 2021-June 22	July 2022-June23	2 YEAR TOTAL
			Amount	Amount	Amount
<b>AB109 Services</b>					
Intake Interview and Employment Preparation <i>(Four [4] to Five [5] Meetings, Per Participant)</i>	18	\$400	\$7,200	\$7,200	\$14,400
Occupational Skills Training	12	\$300	\$3,600	\$3,600	\$7,200
Job Development and Placement	12	\$500	\$6,000	\$6,000	\$12,000
Job Retention & Supportive Services <i>(Two [2] Month Period)</i>	12	\$200	\$2,400	\$2,400	\$4,800
Subsidized Employment (30 days)	6	\$15	\$17,280	\$17,280	\$34,560
<b>SUBTOTAL AB109 CONTRACT AMOUNT NOT TO EXCEED:</b>			<b>\$36,480</b>	<b>\$36,480</b>	<b>\$72,960</b>
<b>SB678 Services</b>					
Intake Interview and Employment Preparation <i>(Four [4] to Five [5] Meetings, Per Participant)</i>	12	\$400	\$4,800	\$4,800	\$9,600
Occupational Skills Training	8	\$300	\$2,400	\$2,400	\$4,800
Job Development and Placement	8	\$500	\$4,000	\$4,000	\$8,000
Job Retention & Supportive Services <i>(Two [2] Month Period)</i>	8	\$200	\$1,600	\$1,600	\$3,200
Subsidized Employment (30 days)	4	\$15	\$11,520	\$11,520	\$23,040
<b>SUBTOTAL SB678 CONTRACT AMOUNT NOT TO EXCEED:</b>			<b>\$24,320</b>	<b>\$24,320</b>	<b>\$48,640</b>
<b>TOTAL LOMPOC:</b>			<b>\$60,800</b>	<b>\$60,800</b>	<b>\$121,600</b>
<b>SANTA MARIA</b>					
<b>AB109 Service</b>					
Subsidized Employment (30 days)	18	\$15	\$51,840	\$51,840	\$103,680
<b>SUBTOTAL AB109 CONTRACT AMOUNT NOT TO EXCEED:</b>			<b>\$51,840</b>	<b>\$51,840</b>	<b>\$103,680</b>
<b>SB678 Service</b>					
Subsidized Employment (30 days)	12	\$15	\$34,560	\$34,560	\$69,120
<b>SUBTOTAL SB678 CONTRACT AMOUNT NOT TO EXCEED:</b>			<b>\$34,560</b>	<b>\$34,560</b>	<b>\$69,120</b>
<b>TOTAL SANTA MARIA:</b>			<b>\$86,400</b>	<b>\$86,400</b>	<b>\$172,800</b>
<b>SANTA BARBARA</b>					
<b>AB109 Service</b>					
Subsidized Employment (30 days)	7	\$15	\$20,160	\$20,160	\$40,320
<b>SUBTOTAL AB109 CONTRACT AMOUNT NOT TO EXCEED:</b>			<b>\$20,160</b>	<b>\$20,160</b>	<b>\$40,320</b>
<b>SB678 Service</b>					
Subsidized Employment (30 days)	4	\$15	\$11,520	\$11,520	\$23,040
<b>SUBTOTAL SB678 CONTRACT AMOUNT NOT TO EXCEED:</b>			<b>\$11,520</b>	<b>\$11,520</b>	<b>\$23,040</b>
<b>TOTAL SANTA BARBARA:</b>			<b>\$31,680</b>	<b>\$31,680</b>	<b>\$63,360</b>
<b>TOTAL CONTRACT AMOUNT NOT TO EXCEED:</b>			<b>\$178,880</b>	<b>\$178,880</b>	<b>\$357,760</b>

**EXHIBIT C**  
**Indemnification and Insurance Requirements**  
**(For Service Contracts Not Requiring Professional Liability**  
**Insurance)**

**INDEMNIFICATION**

CONTRACTOR agrees to indemnify, defend (with counsel reasonably approved by COUNTY) and hold harmless COUNTY and its officers, officials, employees, agents and volunteers from and against any and all claims, actions, losses, damages, judgments and/or liabilities arising out of this Agreement from any cause whatsoever, including the acts, errors or omissions of any person or entity and for any costs or expenses (including but not limited to attorneys' fees) incurred by COUNTY on account of any claim except where such indemnification is prohibited by law. CONTRACTOR's indemnification obligation applies to COUNTY's active as well as passive negligence but does not apply to COUNTY's sole negligence or willful misconduct.

**NOTIFICATION OF ACCIDENTS AND SURVIVAL OF INDEMNIFICATION PROVISIONS**

CONTRACTOR shall notify COUNTY immediately in the event of any accident or injury arising out of or in connection with this Agreement. The indemnification provisions in this Agreement shall survive any expiration or termination of this Agreement.

**INSURANCE**

CONTRACTOR shall procure and maintain for the duration of this Agreement insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder and the results of that work by the CONTRACTOR, his agents, representatives, employees or subcontractors.

A. Minimum Scope of Insurance

Coverage shall be at least as broad as:

1. **Commercial General Liability (CGL):** Insurance Services Office (ISO) Form CG 00 01 covering CGL on an "occurrence" basis, including products-completed operations, personal & advertising injury, with limits no less than \$1,000,000 per occurrence and \$2,000,000 in the aggregate.
2. **Automobile Liability:** ISO Form Number CA 00 01 covering any auto (Code 1), or if CONTRACTOR has no owned autos, hired, (Code 8) and non-owned autos (Code 9), with limit no less than \$1,000,000 per accident for bodily injury and property damage.
3. **Workers' Compensation:** as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with limit of no less than \$1,000,000 per accident for bodily injury or disease.

If the CONTRACTOR maintains higher limits than the minimums shown above, the COUNTY requires and shall be entitled to coverage for the higher limits maintained by the CONTRACTOR. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to the COUNTY.

#### B. Other Insurance Provisions

The insurance policies are to contain, or be endorsed to contain, the following provisions:

**Additional Insured** – COUNTY, its officers, officials, employees, agents and volunteers are to be covered as additional insureds on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of the CONTRACTOR including materials, parts, or equipment furnished in connection with such work or operations. General liability coverage can be provided in the form of an endorsement to the CONTRACTOR's insurance at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10 and CG 20 37 if a later edition is used).

1. **Primary Coverage** – For any claims related to this Agreement, the CONTRACTOR's insurance coverage shall be primary insurance as respects the COUNTY, its officers, officials, employees, agents and volunteers. Any insurance or self-insurance maintained by the COUNTY, its officers, officials, employees, agents or volunteers shall be excess of the CONTRACTOR's insurance and shall not contribute with it.

2. **Notice of Cancellation** – Each insurance policy required above shall provide that coverage shall not be canceled, except with notice to the COUNTY.

3. **Waiver of Subrogation Rights** – CONTRACTOR hereby grants to COUNTY a waiver of any right to subrogation which any insurer of said CONTRACTOR may acquire against the COUNTY by virtue of the payment of any loss under such insurance. CONTRACTOR agrees to obtain any endorsement that may be necessary to effect this waiver of subrogation, but this provision applies regardless of whether or not the COUNTY has received a waiver of subrogation endorsement from the insurer.

4. **Deductibles and Self-Insured Retention** – Any deductibles or self-insured retentions must be declared to and approved by the COUNTY. The COUNTY may require the CONTRACTOR to purchase coverage with a lower deductible or retention or provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

5. **Acceptability of Insurers** – Unless otherwise approved by Risk Management, insurance shall be written by insurers authorized to do business in the State of California and with a minimum A.M. Best's Insurance Guide rating of "A- VII".

6. **Verification of Coverage** – CONTRACTOR shall furnish the COUNTY with proof of insurance, original certificates and amendatory endorsements as required by this Agreement. The proof of insurance, certificates and endorsements are to be received and approved by the COUNTY before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the CONTRACTOR's obligation to provide them. The CONTRACTOR shall furnish evidence of renewal of coverage throughout the term of the Agreement. The COUNTY reserves the right to require complete, certified copies of all required

insurance policies, including endorsements required by these specifications, at any time.

7. **Failure to Procure Coverage** – In the event that any policy of insurance required under this Agreement does not comply with the requirements, is not procured, or is canceled and not replaced, COUNTY has the right but not the obligation or duty to terminate the Agreement. Maintenance of required insurance coverage is a material element of the Agreement and failure to maintain or renew such coverage or to provide evidence of renewal may be treated by COUNTY as a material breach of contract.

8. **Subcontractors** – CONTRACTOR shall require and verify that all subcontractors maintain insurance meeting all the requirements stated herein, and CONTRACTOR shall ensure that COUNTY is an additional insured on insurance required from subcontractors.

9. **Special Risks or Circumstances** – COUNTY reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

Any change requiring additional types of insurance coverage or higher coverage limits must be made by amendment to this Agreement. CONTRACTOR agrees to execute any such amendment within thirty (30) days of receipt.

Any failure, actual or alleged, on the part of COUNTY to monitor or enforce compliance with any of the insurance and indemnification requirements will not be deemed as a waiver of any rights on the part of COUNTY.