

AGREEMENT
BETWEEN
COUNTY OF ORANGE
AND
SENECA FAMILY OF AGENCIES
FOR THE PROVISION OF
FAMILY FINDING AND ENGAGEMENT SERVICES

~~This AGREEMENT, entered into this 1st day of April 2019, which date is particularized for purpose of reference only;~~ This AGREEMENT is by and between the COUNTY OF ORANGE, hereinafter referred to as "COUNTY," and SENECA FAMILY OF AGENCIES, a California non-profit corporation, hereinafter referred to as "CONTRACTOR." This Agreement shall be administered by the County of Orange Social Services Agency Director or designee, hereinafter referred to as "ADMINISTRATOR."

WITNESSETH:

WHEREAS, COUNTY issued a Request For Proposal for Family Finding and Engagement Services in 2021;

WHEREAS, COUNTY desires to contract with CONTRACTOR for the provision of ~~Family Finding and Engagement Services;~~ family finding and engagement services;

WHEREAS, CONTRACTOR agrees to render such services on the terms and conditions hereinafter set forth;

WHEREAS, such services are authorized and provided for pursuant to Section 16501 of the Welfare and Institutions Code; and

~~NOW, THEREFORE, IT IS MUTUALLY~~ ACCORDINGLY, THE PARTIES AGREED AS FOLLOWS:

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1. TERM

The term of this Agreement shall commence on April 1, ~~2019~~2022 and terminate on ~~March 31, 2022~~June 30, 2024, unless earlier terminated pursuant to the provisions of Paragraph 42 of this Agreement; however, CONTRACTOR shall be obligated to perform such duties as would normally extend beyond this term, including, but not limited to, obligations with respect to indemnification, audits, reporting, ~~and accounting.~~ ~~CONTRACTOR and ADMINISTRATOR may mutually agree in writing to extend the term of this Agreement, for up to twelve (12) additional months upon the same terms and conditions, provided that COUNTY's maximum obligation as stated in Subparagraph 20.1 of this Agreement does not increase as a result.~~ and accounting. This Agreement may be renewed thereafter for a two-year term upon mutual agreement of both parties. The COUNTY does not have to provide a reason if it elects not to renew this Agreement.

2. ALTERATION OF TERMS

2.1 This Agreement, including any ~~Exhibit~~Attachment(s) attached hereto and incorporated by reference, fully expresses all understandings of the parties and is the total Agreement between the parties as to the subject matter of this Agreement. No addition to, or alteration of, the terms of this Agreement, whether written or verbal, are valid or binding unless made in the form of a written amendment to this Agreement which is formally approved and executed by both parties.

2.2 The various headings, numbers, and organization herein are for the purpose of convenience only and shall not limit or otherwise affect the Agreement.

3. STATUS OF CONTRACTOR

3.1 CONTRACTOR is, and shall at all times be deemed to be, an independent contractor, and shall be wholly responsible for the manner in which it performs the services required of it by the terms of this Agreement. Nothing herein contained shall be construed as creating the relationship of employer and employee, or principal and agent, between COUNTY and CONTRACTOR or any of CONTRACTOR's agents or employees. CONTRACTOR assumes exclusively the responsibility for the acts of its employees or agents as they relate to services to be provided during the course

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and scope of their employment.

3.2 CONTRACTOR, its agents, and employees shall not be entitled to any rights and/or privileges of COUNTY employees, and shall not be considered in any manner to be COUNTY employees.

3.3 CONTRACTOR certifies it is in compliance with Disabled Veteran Business Enterprise requirements at the time this Agreement is executed.

4. DESCRIPTION OF SERVICES

4.1 CONTRACTOR agrees to provide those services, facilities, equipment, and supplies, as described in the ~~Exhibit~~ Attachment A to the Agreement between County of Orange and SENECA FAMILY OF AGENCIES, for the Provision of Family Finding and Engagement Services, attached hereto and incorporated herein by reference. CONTRACTOR shall operate continuously throughout the term of this Agreement with the number and type of staff described and as required for provision of services hereunder.

4.2 Subject to thirty (30) days advance written notice, ADMINISTRATOR may require changes in staffing allocations to reflect current workload demands or service needs as long as COUNTY’s maximum funding obligation, as set forth in this Agreement, is not exceeded.

4.3 Upon the request of ADMINISTRATOR, CONTRACTOR shall send appropriate staff to attend an orientation session and subsequent training sessions given by COUNTY.

5. LICENSES AND STANDARDS

5.1 CONTRACTOR warrants that it and its personnel, described in Paragraph 27 of this Agreement, who are subject to individual registration and/or licensing requirements, have all necessary licenses and permits required by the laws of the United States, State of California (hereinafter referred to as “State”), County of Orange, and all other appropriate governmental agencies to perform the services described in this Agreement, and agrees to maintain, and require its personnel to maintain, these licenses and permits in effect for the duration of this Agreement. Further, CONTRACTOR warrants that its employees shall conduct themselves in compliance

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with such laws and licensure requirements, including, without limitation, compliance with laws applicable to sexual harassment and ethical behavior. CONTRACTOR must notify ADMINISTRATOR within one (1) business day of any change in license or permit status (e.g., becoming expired, inactive, etc.).

5.2 In the performance of this Agreement, CONTRACTOR shall comply with all applicable provisions of the California Welfare and Institutions Code (WIC); Title 45 of the Code of Federal Regulations (CFR); implementing regulations under 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards; and all applicable laws and regulations of the United States, State of California, County of Orange, and County of Orange Social Services Agency, and all administrative regulations, rules, and policies adopted thereunder, as each and all may now exist or be hereafter amended.

5.2.1 For federally funded Agreements in the amount of \$25,000 or more, CONTRACTOR certifies that its officers and/or principals are not debarred or suspended from federal financial assistance programs and/or activities.

6. DELEGATION AND ASSIGNMENT/CHANGE OF OWNERSHIP

6.1 Delegation and Assignment

6.1.1 In the performance of this Agreement, CONTRACTOR may neither delegate its duties or obligations nor assign its rights, either in whole or in part, without the prior written consent of COUNTY. Any attempted delegation or assignment without prior written consent shall be void. The transfer of assets in excess of ten percent (10%) of the total assets of CONTRACTOR, or any change in the corporate structure, the governing body, or the management of CONTRACTOR, which occurs as a result of such transfer, shall be deemed an assignment of benefits under the terms of this Agreement requiring COUNTY approval.

6.1.2 COUNTY reserves the right to immediately terminate the Agreement in the event COUNTY determines that the assignee is not qualified or otherwise acceptable to COUNTY for the provision of services under the Agreement.

6.2 Change of Ownership

CONTRACTOR agrees that if there is a change or transfer in ownership of CONTRACTOR's business prior to completion of this Agreement, and COUNTY agrees to an assignment of the Agreement, the new owners shall be required, under the terms of sale or other instruments of transfer, to assume CONTRACTOR's duties and obligations contained in this Agreement and complete them to the satisfaction of COUNTY.

7. SUBCONTRACTS

7.1 CONTRACTOR shall not subcontract for services under this Agreement without the prior written consent of ADMINISTRATOR. If ADMINISTRATOR consents in writing to a subcontract, in no event shall the subcontract alter, in any way, any legal responsibility of CONTRACTOR to COUNTY. All subcontracts must be in writing and copies of same shall be provided to ADMINISTRATOR. CONTRACTOR shall include in each subcontract any provision ADMINISTRATOR may require.

8. FORM OF BUSINESS ORGANIZATION/NAME CHANGE

8.1 Form of Business Organization

Upon the request of ADMINISTRATOR, CONTRACTOR shall prepare and submit, within thirty (30) days thereafter, an affidavit executed by persons satisfactory to ADMINISTRATOR, containing, but not limited to, the following information:

- 8.1.1 The form of CONTRACTOR's business organization, i.e., proprietorship, partnership, corporation, etc.
- 8.1.2 A detailed statement indicating the relationship of CONTRACTOR, by way of ownership or otherwise, to any parent organization or individual.
- 8.1.3 A detailed statement indicating the relationship of CONTRACTOR to any subsidiary business organization or to any individual who may be providing services, supplies, material, or equipment to CONTRACTOR or in any manner does business with CONTRACTOR under this Agreement.

8.2 Change in Form of Business Organization

If, during the term of this Agreement, the form of CONTRACTOR's business organization changes, or the ownership of CONTRACTOR changes, or when

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changes occur between CONTRACTOR and other businesses that could impact services provided through this Agreement, CONTRACTOR shall promptly notify ADMINISTRATOR, in writing, detailing such changes. A change in the form of business organization may, at COUNTY's sole discretion, be treated as an attempted assignment of rights or delegation of duties of this Agreement.

8.3 Name Change

CONTRACTOR must notify COUNTY, in writing, of any change in CONTRACTOR's status with respect to name changes that do not require an assignment of the Agreement. While CONTRACTOR is required to provide name change information without prompting from the COUNTY, CONTRACTOR must also provide an update to COUNTY of its status upon request by COUNTY.

9. NON-DISCRIMINATION

9.1 In the performance of this Agreement, CONTRACTOR agrees that it shall not engage nor employ any unlawful discriminatory practices in the admission of clients, provision of services or benefits, assignment of accommodations, treatment, evaluation, employment of personnel, or in any other respect, on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status, or any other protected group, in accordance with the requirements of all applicable federal or State laws.

9.2 CONTRACTOR shall furnish any and all information requested by ADMINISTRATOR and shall permit ADMINISTRATOR access, during business hours, to books, records, and accounts in order to ascertain CONTRACTOR's compliance with Paragraph 9 et seq.

9.3 Non-Discrimination in Employment

9.3.1 CONTRACTOR shall comply with Executive Order 11246, entitled "Equal Employment Opportunity," as amended by Executive Order 11375, and as supplemented in Department of Labor regulations (Title 41 CFR Part 60).

9.3.2 All solicitations or advertisements for employees placed by or on behalf of

CONTRACTOR shall state that all qualified applicants will receive consideration for employment without regard to race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, military and veteran status, or any other protected group, in accordance with the requirements of all applicable federal or State laws. Notices describing the provisions of the equal opportunity clause shall be posted in a conspicuous place for employees and job applicants.

- 9.3.3 CONTRACTOR shall refer any and all employees desirous of filing a formal discrimination complaint to:

California Department of ~~Social Services~~ Fair Employment

~~Public Inquiry and Response Bureau~~

~~P.O. Box 944243, M.S. 8-4-23~~

~~Sacramento~~ 2218 Kausen Drive, Suite 100

Elk Grove, CA 95758-14

Telephone: ~~—~~ (800) 952-5253 884-1684

~~—~~ (800) 952-8349 (For the hard of hearing) 700-2320 (TTY)

9.4 Non-Discrimination in Service Delivery

- 9.4.1 CONTRACTOR shall comply with Titles VI and VII of the Civil Rights Act of 1964, as amended; Section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; the Food Stamp Act of 1977, as amended, and in particular 7 CFR section 272.6; Title II of the Americans with Disabilities Act of 1990, as amended; California Civil Code Section 51 et seq., as amended; California Government Code (CGC) Sections 11135-11139.5, as amended; CGC Section 12940 (c), (h), (i), and (j); CGC Section 4450; Title 22, California Code of Regulations (CCR) Sections 98000-98413; the Dymally-Alatorre Bilingual Services Act (CGC Section 7290-7299.8); Section 1808 of the Removal of Barriers to Interethnic Adoption Act of 1996; and other applicable federal and State laws, as well as their implementing regulations (including Title 45 CFR

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Parts 80, 84, and 91; Title 7 CFR Part 15; and Title 28 CFR Part 42), and any other law pertaining to Equal Employment Opportunity, Affirmative Action, and Nondiscrimination, as each may now exist or be hereafter amended. CONTRACTOR shall not implement any administrative methods or procedures which would have a discriminatory effect or which would violate the California Department of Social Services (CDSS) Manual of Policies and Procedures (MPP) Division 21, Chapter 21-100. If there are any violations of this Paragraph, CDSS shall have the right to invoke fiscal sanctions or other legal remedies in accordance with WIC Section 10605, or CGC Sections 11135-11139.5, or any other laws, or the issue may be referred to the appropriate federal agency for further compliance action and enforcement of Subparagraph ~~9.4.9.4~~ et seq.

9.4.2 CONTRACTOR shall provide any and all clients desirous of filing a formal complaint any and all information as appropriate:

9.4.2.1 Pamphlet: “Your Rights Under California Welfare Programs”
(PUB 13)

9.4.2.2 Discrimination Complaint Form

9.4.2.3 Civil Rights Contacts:

County Civil Rights Contact:

Orange County Social Services Agency

Program Integrity

Attn: Civil Rights Coordinator

P.O. Box 22001

Santa Ana, CA 92702-2001

Telephone: (714) 438-8877

State Civil Rights Contact:

California Department of Social Services

Civil Rights Bureau

P.O. Box 944243, M/S-~~15~~ 8-16-70

Sacramento, CA 94244-2430

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Telephone: (916) 654-2107
 Toll Free: (866) 741-6241
Federal Civil Rights Contact:
 Office for Civil Rights
 U.S. Department of Health and Human Services
~~Office of Civil Rights~~
~~50 U.N. Plaza, Room 322~~
 90 7th Street, Suite 4-100
 San Francisco, CA 941023
 Customer Response Center: (800) 368-1019

9.4.3 The following websites provide Civil Rights information, publications and/or forms:

9.4.3.1 ~~<http://www.cdss.ca.gov/cdssweb/entres/forms/English/PUB470.pdf>~~
<http://www.cdss.ca.gov/cdssweb/entres/forms/English/PUB470.pdf> (Pub 470 - Your rights Under Adult Protective Services)

9.4.3.2 ~~<http://www.cdss.ca.gov/inforesources/Civil-Rights/Your-Rights-Under-California-Welfare-Program>~~
<http://www.cdss.ca.gov/inforesources/Civil-Rights/Your-Rights-Under-California-Welfare-Program> (Pub 13 – Your Rights Under California Welfare Programs)

9.4.3.3 ~~<http://ssa.ocgov.com/about/services/contact/complaints/comply>~~
 (SSA Contractor and Vendor Compliance page)

10. NOTICES

10.1 All notices, requests, claims, correspondence, reports, statements authorized or required by this Agreement, and/or other communications shall be addressed as follows:

COUNTY: County of Orange Social Services Agency
 Contracts ~~and Procurement~~ Services
 500 N. State College Blvd, Suite 100
 Orange, CA 92868

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— CONTRACTOR: Seneca Family of Agencies
~~6925 Chabot~~ 8945 Golf Links Road
Oakland, CA 9461805

- 10.2 All notices shall be deemed effective when in writing and ~~deposited~~when:
 - 10.2.1 Deposited in the United States mail, first class; postage prepaid and addressed as ~~above. Any communications, including notices, requests, claims, correspondence, reports, and~~shown in the Subparagraph 10.1;
 - 10.2.2 Sent by Email;
 - 10.2.3 Faxed and transmission confirmed; or ~~statements authorized~~
 - 10.2.4 Accepted by U.S. Postal Services Express Mail, Federal Express, United Parcel Service, or ~~required by this Agreement addressed in~~any other ~~fashion shall be deemed not given.~~expedited delivery service.

~~10.2~~10.3 The parties each may designate by written notice from time to time, in the manner aforesaid, any change in the address to which notices must be sent.

11. NOTICE OF DELAYS

Except as otherwise provided under this Agreement, when either party has knowledge that any actual or potential situation is delaying or threatens to delay the timely performance of this Agreement, that party shall, within one (1) business day, give notice thereof, including all relevant information with respect thereto, to the other party.

12. INDEMNIFICATION

12.1 CONTRACTOR agrees to indemnify, defend with counsel approved in writing by COUNTY, and hold U.S. Department of Health and Human Services, the State, COUNTY, and their elected and appointed officials, officers, employees, agents, and those special districts and agencies which COUNTY’s Board of Supervisors acts as the governing Board (“COUNTY INDEMNITEES”) harmless from any claims, demands, or liability of any kind or nature, including, but not limited to, personal injury or property damage arising from or related to the services, products, or other performance provided by CONTRACTOR pursuant to this Agreement. If judgment is entered against CONTRACTOR and COUNTY by a court of competent jurisdiction because of the concurrent active negligence of COUNTY or COUNTY

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INDEMNITEES, CONTRACTOR and COUNTY agree that liability will be apportioned as determined by the court. Neither party shall request a jury apportionment.

13. INSURANCE

13.1 Prior to the provision of services under this Agreement, CONTRACTOR agrees to purchase all required insurance at CONTRACTOR's expense, including all endorsements required herein, necessary to satisfy COUNTY that the insurance provisions of this Agreement have been complied with. CONTRACTOR agrees to keep such insurance coverage, Certificates of Insurance and endorsements on deposit with ADMINISTRATOR during the entire term of this Agreement. In addition, all subcontractors performing work on behalf of CONTRACTOR pursuant to this Agreement shall obtain insurance subject to the same terms and conditions as set forth herein for CONTRACTOR.

13.2 CONTRACTOR shall ensure that all subcontractors performing work on behalf of CONTRACTOR pursuant to this Agreement shall be covered under CONTRACTOR's insurance as an Additional Insured or maintain insurance subject to the same terms and conditions as set forth herein for CONTRACTOR. CONTRACTOR shall not allow subcontractors to work if subcontractors have less than the level of coverage required by COUNTY from CONTRACTOR under this Agreement. It is the obligation of CONTRACTOR to provide notice of the insurance requirements to every subcontractor and to receive proof of insurance prior to allowing any subcontractor to begin work. Such proof of insurance must be maintained by CONTRACTOR through the entirety of this Agreement for inspection by COUNTY representative(s) at any reasonable time.

13.3 All self-insured retentions (SIRs) shall be clearly stated on the Certificate of Insurance. -Any self-insured retention (SIR) in an amount in excess of fifty thousand dollars (\$50,000) shall specifically be approved by the COUNTY's Risk Manager, or designee, upon review of CONTRACTOR's current audited financial report. If CONTRACTOR's SIR is approved, CONTRACTOR, in addition to, and without limitation of, any other indemnity provision(s) in the Agreement, agrees to all of the

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following:

- 13.3.1 In addition to the duty to indemnify and hold COUNTY harmless against any and all liability, claim, demand or suit resulting from CONTRACTOR's, its agent's, employee's or subcontractor's performance of this Agreement, CONTRACTOR shall defend COUNTY at its sole cost and expense with counsel approved by Board of Supervisors against same; and
- 13.3.2 CONTRACTOR's duty to defend, as stated above, shall be absolute and irrespective of any duty to indemnify or hold harmless; and
- 13.3.3 -The provisions of California Civil Code Section 2860 shall apply to any and all actions to which the duty to defend stated above applies, and CONTRACTOR's SIR provisions shall be interpreted as though CONTRACTOR was an insurer and COUNTY was the insured.
- 13.4 If CONTRACTOR fails to maintain insurance acceptable to COUNTY for the full term of this Agreement, COUNTY may terminate this Agreement.
- 13.5 Qualified Insurer
 - 13.5.1 The policy or policies of insurance must be issued by an insurer with a minimum rating of A- (Secure A.M. Best's Rating) and VIII (Financial Size Category as determined by the most current edition of the Best's Key Rating Guide/Property-Casualty/United States or ambest.com). It is preferred, but not mandatory, that the insurer be licensed to do business in the state of California (California Admitted Carrier).
- 13.6 If the insurance carrier does not have an A.M. Best Rating of A-/VIII, the CEO/Office of Risk Management retains the right to approve or reject a carrier after a review of the company's performance and financial ratings.
- 13.7 The policy or policies of insurance maintained by CONTRACTOR shall provide the minimum limits and coverage as set forth below:

<u>Coverage</u>	<u>Minimum Limits</u>
Commercial General Liability	\$1,000,000 per occurrence \$2,000,000 aggregate

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Automobile Liability including coverage for owned, non-owned and hired vehicles	\$1,000,000 per occurrence
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Workers' Compensation	Statutory
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Employer's Liability Insurance	\$1,000,000 per occurrence
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Network Security & Privacy Liability	\$1,000,000 per claims made
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Sexual Misconduct Liability	\$1,000,000 per occurrence
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13.8 Required Coverage Forms

13.8.1 Commercial General Liability coverage shall be written on Insurance Services Office (ISO) form CG 00 01 or a substitute form providing liability coverage at least as broad.

13.8.2 Business Auto Liability coverage shall be written on ISO form CA 00 01, CA 00 05, CA 0012, CA 00 20 or a substitute form providing coverage at least as broad.

13.9 Required Endorsements

13.9.1 Commercial General Liability policy shall contain the following endorsements, which shall accompany the Certificate of Insurance:

13.9.1.1 An Additional Insured endorsement using ISO form CG 20 26 04 13, or a form at least as broad, naming the County of Orange, its elected and appointed officials, officers, agents and employees, as Additional Insureds or provide blanket coverage, which will state AS REQUIRED BY WRITTEN CONTRACT.

13.9.1.2 A primary non-contributing endorsement using ISO form CG 20 01 04 13, or a form at least as broad, evidencing that CONTRACTOR's insurance is primary and any insurance or self-insurance maintained by the County of Orange shall be excess and non-contributing.

13.9.2 The Network Security and Privacy Liability policy shall contain the

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following endorsements which shall accompany the Certificate of Insurance.

13.9.2.1 An Additional Insured endorsement naming the County of Orange, its elected and appointed officials, officers, agents and employees as Additional Insureds for its vicarious liability.

13.9.2.2 A primary and non-contributing endorsement evidencing that the CONTRACTOR’s insurance is primary and any insurance or self-insurance maintained by the County of Orange shall be excess and non-contributing.

13.10 The Workers’ Compensation policy shall contain a waiver of subrogation endorsement waiving all rights of subrogation against the County of Orange, its elected and appointed officials, officers, agents and employees or provide blanket coverage, which will state AS REQUIRED BY WRITTEN CONTRACT.

13.11 All insurance policies required by this Agreement shall waive all rights of subrogation against the County of Orange, its elected and appointed officials, officers, agents and employees when acting within the scope of their appointment or employment.

13.12 CONTRACTOR shall notify COUNTY in writing within thirty (30) days of any policy cancellation and ten (10) days for non-payment of premium and provide a copy of the cancellation notice to COUNTY. Failure to provide written notice of cancellation may constitute a material breach of the contract, upon which the COUNTY may suspend or terminate this Agreement.

13.13 If CONTRACTOR’s Network Security & Privacy Liability policy is a “claims made” policy, CONTRACTOR shall agree to maintain Network Security & Privacy Liability coverage for two (2) years following completion of this Agreement.

13.14 The Commercial General Liability policy shall contain a severability of interests clause also known as a “separation of insureds” clause (standard in the ISO CG 0001 policy).

13.15 Insurance certificates should be mailed to COUNTY at the address indicated in

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Paragraph 10 of this Agreement.

13.16 If CONTRACTOR fails to provide the insurance certificates and endorsements within seven (7) days of notification by CEO/County Procurement Office or ADMINISTRATOR, award may be made to the next qualified ~~CONTRACTOR~~proponent.

13.17 COUNTY expressly retains the right to require CONTRACTOR to increase or decrease insurance of any of the above insurance types throughout the term of this Agreement. Any increase or decrease in insurance will be as deemed by County of Orange Risk Manager as appropriate to adequately protect COUNTY.

13.18 COUNTY shall notify CONTRACTOR in writing of changes in the insurance requirements. If CONTRACTOR does not deposit copies of acceptable certificates of insurance and endorsements with COUNTY incorporating such changes within thirty (30) days of receipt of such notice, this Agreement may be in breach without further notice to CONTRACTOR, and COUNTY shall be entitled to all legal remedies.

13.19 The procuring of such required policy or policies of insurance shall not be construed to limit CONTRACTOR's liability hereunder nor to fulfill the indemnification provisions and requirements of this Agreement, nor act in any way to reduce the policy coverage and limits available from the insurer.

14. NOTIFICATION OF LITIGATION, INCIDENTS, CLAIMS, OR SUITS

CONTRACTOR shall report to COUNTY, in writing within twenty-four (24) hours of occurrence, the following:

14.1 Any instance in which CONTRACTOR becomes a party to any litigation against COUNTY, or a party to litigation that may reasonably affect CONTRACTOR's performance under this Agreement. While CONTRACTOR is required to provide this information without prompting from COUNTY, any time there is a change to CONTRACTOR's litigation status, CONTRACTOR must also provide an update to COUNTY whenever requested by COUNTY.

14.2 Any accident or incident relating to services performed under this Agreement that involves injury or property damage which may result in the filing of a claim or lawsuit

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against CONTRACTOR and/or COUNTY.

- 14.3 Any third party claim or lawsuit filed against CONTRACTOR arising from or relating to services performed by CONTRACTOR under this Agreement.
- 14.4 Any injury to an employee of CONTRACTOR that occurs on COUNTY property.
- 14.5 Any loss, disappearance, destruction, misuse or theft of any kind whatsoever of COUNTY property, monies or securities entrusted to CONTRACTOR under the term of this Agreement.
- 14.6 Any Notice of Contract Breach, or equivalent, received from any entity for whom CONTRACTOR is providing the same or similar services, under a written agreement, regardless of service location or jurisdiction.

15. CONFLICT OF INTEREST

- 15.1 CONTRACTOR shall exercise reasonable care and diligence to prevent any actions or conditions that could result in a conflict with ~~the best~~COUNTY interests ~~of COUNTY. This~~. In addition to the CONTRACTOR, this obligation shall apply to ~~CONTRACTOR~~, CONTRACTOR's employees, agents, and subcontractors associated with ~~accomplishing work~~the provision of goods and services ~~hereunder~~.provided under this Agreement. The CONTRACTOR's efforts shall include, but not be limited to, establishing ~~precautions to prevent~~rules and procedures ~~preventing~~ its employees, agents, and subcontractors from providing or offering gifts, entertainment, payments, loans, or other considerations which could be deemed to influence or appear to influence COUNTY staff or elected officers ~~from acting in the best interests~~performance of COUNTYtheir duties.
- 15.2 CONTRACTOR shall notify COUNTY, in writing, of any potential conflicts of interest between CONTRACTOR and COUNTY that may arise prior to, or during the period of, Agreement performance. While CONTRACTOR will be required to provide this information without prompting from COUNTY any time there is a change regarding conflict of interest, CONTRACTOR must also provide an update to COUNTY whenever requested by COUNTY.

16. ANTI-PROSELYTISM PROVISION

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No funds provided directly to institutions or organizations to provide services and administer programs under Title 42 United States Code (USC) Section 604a(a)(1)(A) shall be expended for sectarian worship, instruction, or proselytization, except as otherwise permitted by law.

17. SUPPLANTING GOVERNMENT FUNDS

CONTRACTOR shall not supplant any federal, State, or COUNTY funds intended for the purposes of this Agreement with any funds made available under this Agreement. CONTRACTOR shall not claim reimbursement from COUNTY for, or apply sums received from COUNTY with respect to, that portion of its obligations which have been paid by another source of revenue. CONTRACTOR agrees that it shall not use funds received pursuant to this Agreement, either directly or indirectly, as a contribution or compensation for purposes of obtaining federal, State, or COUNTY funds under any federal, State, or COUNTY program without prior written approval of ADMINISTRATOR.

18. EQUIPMENT

18.1 All items purchased with funds provided under this Agreement, or which are furnished to CONTRACTOR by COUNTY, which have a single unit cost of at least five thousand dollars (\$5,000), including sales tax, shall be considered Capital Equipment. Title to all Capital Equipment shall, upon purchase, vest and remain in COUNTY. The use of such items of Capital Equipment is limited to the performance of this Agreement. Upon the termination of this Agreement, CONTRACTOR shall immediately return any items of Capital Equipment to COUNTY or its representatives, or dispose of them in accordance with the directions of ADMINISTRATOR.

CONTRACTOR further agrees to the following:

18.1.1 To maintain all items of Capital Equipment in good working order and condition, normal wear and tear excepted.

18.1.2 To label all items of Capital Equipment, do periodic inventories as required by ADMINISTRATOR, and to maintain an inventory list showing where and how the Capital Equipment is being used, in accordance with procedures developed by ADMINISTRATOR. All such lists shall be submitted to ADMINISTRATOR within ten (10) days of any request

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therefore.

- 18.1.3 To report in writing to ADMINISTRATOR immediately after discovery, the loss or theft of any items of Capital Equipment. For stolen items, the local law enforcement agency must be contacted and a copy of the police report submitted to ADMINISTRATOR.
- 18.1.4 To purchase a policy or policies of insurance covering loss or damage to any and all Capital Equipment purchased under this Agreement, in the amount of the full replacement value thereof, providing protection against the classification of fire, extended coverage, vandalism, malicious mischief, and special extended perils (all risks) covering the parties' interests as they appear.
- 18.2 The purchase of any Capital Equipment by CONTRACTOR shall be requested in writing, shall require the prior written approval of ADMINISTRATOR, and shall fulfill the provisions of this Agreement which are appropriate and directly related to CONTRACTOR's service or activity under the terms of this Agreement. COUNTY may refuse reimbursement for any costs resulting from Capital Equipment purchased which are incurred by CONTRACTOR, if prior written approval has not been obtained from ADMINISTRATOR.
- 18.3 ~~Personal~~ Computer Equipment
No ~~personal~~ computers and/or personal electronic devices, such as tablets and laptop computers, or any component thereof, may be purchased with funds provided under this Agreement, regardless of purchase price, without prior written approval of ADMINISTRATOR. Any such purchase shall be in accordance with specifications provided by ADMINISTRATOR, be subject to the same inventory control conditions specified in Subparagraphs ~~18.1.1 to 18.1.4~~ 18.1.1 to 18.1.4, and, at the sole discretion of ADMINISTRATOR, become the property of COUNTY upon termination of this Agreement.
19. BREACH SANCTIONS
- 19.1 Failure by CONTRACTOR to comply with any of the provisions, covenants, or conditions of this Agreement shall be a material breach of this Agreement. In such

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event, ADMINISTRATOR may, and in addition to immediate termination and any other remedies available at law, in equity, or otherwise specified in this Agreement:

19.1.1 Afford CONTRACTOR a time period within which to cure the breach, which period shall be established by ADMINISTRATOR; and/or

19.1.2 Discontinue reimbursement to CONTRACTOR for and during the period in which CONTRACTOR is in breach, which reimbursement shall not be entitled to later recovery; and/or

19.1.3 Offset against any monies billed by CONTRACTOR but yet unpaid by COUNTY those monies disallowed pursuant to Subparagraph 19.1.2 above.

19.2 ADMINISTRATOR will give CONTRACTOR written notice of any action pursuant to this Paragraph, which notice shall be deemed served on the date of mailing.

20. PAYMENTS

20.1 Maximum Contractual Funding Obligation

The maximum funding obligation of COUNTY under this Agreement shall not exceed the amount of ~~\$1,125,000~~ 843,750 or actual allowable costs, whichever is less. The ~~annual~~ estimated amount for ~~the first three (3) month and each twelve (12) month period is of the Agreement are~~ as follows:

20.1.1 ~~\$375,000~~ 93,750 for April 1, 2019~~22~~ through ~~March 31, 2020~~ June 30, 2022;

20.1.2 \$375,000 for ~~April~~ July 1, 2020~~2~~ through ~~March 31, 2021~~ June 30, 2023; and

20.1.3 \$375,000 for ~~April~~ July 1, 2021~~3~~ through ~~March 31, 2022~~ June 30, 2024.

20.2 Allowable Costs

During the term of this Agreement, COUNTY shall pay CONTRACTOR monthly in arrears, for actual allowable costs incurred and paid by CONTRACTOR pursuant to this Agreement, as defined in Title 2 CFR Part 200, or as approved by ADMINISTRATOR. However, COUNTY, ~~in~~ at its sole discretion, may pay CONTRACTOR for anticipated allowable costs that will be incurred by CONTRACTOR for June ~~of each Agreement year~~ 2022, June 2023 and June 2024, during the month of such anticipated expenditure.

20.3 Claims

20.3.1 CONTRACTOR shall submit monthly claims to be received by

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ADMINISTRATOR no later than the twentieth (20th) calendar day of the month for expenses incurred in the preceding month, ~~except as detailed below in Subparagraph 20.3.4.~~ In the event the twentieth (20th) calendar day falls on a weekend or COUNTY holiday, CONTRACTOR shall submit the claim the next business day. COUNTY holidays include New Year's Day, Martin Luther King Jr. Day, President Lincoln's Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving Day, and Christmas Day.

20.3.2 All claims must be submitted on a form approved by ADMINISTRATOR. ADMINISTRATOR may require CONTRACTOR to submit supporting source documents with the monthly claim, including, inter alia, a monthly statement of services, general ledgers, supporting journals, time sheets, invoices, canceled checks, receipts, and receiving records, some of which may be required to be copied. Source documents that CONTRACTOR must submit shall be determined by ADMINISTRATOR and/or COUNTY's Auditor-Controller. CONTRACTOR shall retain all financial records in accordance with Paragraph 26 of this Agreement.

20.3.3 Payments should be released by COUNTY within a reasonable time period of approximately thirty (30) days after receipt of a correctly completed claim form and required supporting documentation.

20.3.4 Year-End and Final Claims

20.3.4.1 CONTRACTOR shall submit a final claim for each ~~Agreement~~COUNTY fiscal year, ~~April~~July 1 through ~~March~~June 30, covered under the term of this Agreement, as stated in Paragraph 1, by no later than ~~May 31~~August 30th of each corresponding ~~Agreement~~COUNTY fiscal year. -Claims received after ~~May 31~~August 30th of each corresponding ~~Agreement~~COUNTY fiscal year may, at ADMINISTRATOR's sole discretion, not be reimbursed. ADMINISTRATOR may modify the date upon which the final claim per each

~~Agreement~~COUNTY fiscal year must be received, upon written notice to CONTRACTOR.

20.3.4.2 The basis for final settlement shall be the actual allowable costs as defined in Title 45 CFR and 2 CFR, Part 200, incurred and paid by CONTRACTOR pursuant to this Agreement; limited, however, to the maximum funding obligation of COUNTY. In the event that any overpayment has been made, COUNTY may offset the amount of the overpayment against the final payment. In the event overpayment exceeds the final payment, CONTRACTOR shall pay COUNTY all such sums within five (5) business days of notice from COUNTY. Nothing herein shall be construed as limiting the remedies of COUNTY in the event an overpayment has been made.

21. OVERPAYMENTS

Any payment(s) made by COUNTY to CONTRACTOR in excess of that to which CONTRACTOR is entitled under this Agreement shall be repaid to COUNTY, in accordance with any applicable regulations and/or policies in effect during the term of this Agreement, or as established by COUNTY procedure. Any overpayments made by COUNTY which result from a payment by any other funding source shall be repaid, at the discretion of ADMINISTRATOR, to COUNTY or the funding source. Unless earlier repaid, CONTRACTOR shall make repayment within thirty (30) days after the date of the final audit findings report and prior to any administrative appeal process. In the event an overpayment owing by CONTRACTOR is collected from COUNTY by the funding source, then CONTRACTOR shall reimburse COUNTY within thirty (30) days thereafter and prior to any administrative appeal process. CONTRACTOR agrees to pay all costs incurred by COUNTY necessary to enforce the provisions set forth in this Paragraph.

22. OUTSTANDING DEBT

CONTRACTOR shall have no outstanding debt with COUNTY, or shall be in the process of resolving outstanding debt to ADMINISTRATOR's satisfaction, prior to entering into and during the term of this Agreement.

23. REVENUE

23.1 Whenever CONTRACTOR receives any money specifically designated for use in

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programs funded through this Agreement, such monies shall be considered to be a cost off-set and treated as a reduction against the amount claimed by CONTRACTOR.

23.2 CONTRACTOR is not required to apply grants or gifts which are unrestricted in use to any cost or expense of CONTRACTOR in which COUNTY participates.

24. FINAL REPORT

CONTRACTOR shall complete and submit to ADMINISTRATOR a final report within sixty (60) days after the termination of this Agreement, which shall summarize the activities and services provided by CONTRACTOR during the term of this Agreement. CONTRACTOR and ADMINISTRATOR may mutually agree to modify the date upon which the final report must be submitted. Any agreement must be in writing.

25. INDEPENDENT AUDIT

25.1 -CONTRACTOR shall employ a licensed certified public accountant who shall prepare and file with ADMINISTRATOR an annual organization-wide audit of related expenditures during the term of this Agreement in compliance with 31 USC 7501 – 7507, as well as its implementing regulations under 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles and Audit Requirements for Federal Awards. If CONTRACTOR is not subject to the aforementioned regulations for any year covered during the term of this Agreement, CONTRACTOR shall provide ADMINISTRATOR an Independent Auditor's Report of CONTRACTOR's financial statements. The audit must be performed in accordance with generally accepted government auditing standards. CONTRACTOR shall cooperate with COUNTY, State, and/or federal agencies to ensure that corrective action is taken within six (6) months after issuance of all audit reports with regard to audit exceptions.

25.2 It is mutually understood that CONTRACTOR's yearly fiscal cycle covers July 1 through June 30. CONTRACTOR shall provide ADMINISTRATOR copies of organization-wide audits for each of the fiscal cycles corresponding with the term of this Agreement. CONTRACTOR shall provide each audit within fourteen (14) calendar days of CONTRACTOR's receipt. Failure of CONTRACTOR to comply

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with this Paragraph shall be sufficient cause for ADMINISTRATOR to deny payment under this or any subsequent Agreement with CONTRACTOR until such time as the required audit(s) are provided to ADMINISTRATOR. ADMINISTRATOR may modify CONTRACTOR's audit submission deadline upon notice to CONTRACTOR.

26. RECORDS, INSPECTIONS, AND AUDITS

26.1 Financial Records

26.1.1 CONTRACTOR shall prepare and maintain accurate and complete financial records. Financial records shall be retained by CONTRACTOR for a minimum of five (5) years from the date of final payment under this Agreement, or until all pending COUNTY, State, and federal audits are completed, whichever is later.

26.1.2 CONTRACTOR shall establish and maintain reasonable accounting, internal control, and financial reporting standards in conformity with generally accepted accounting principles established by the American Institute of Certified Public Accountants and to the satisfaction of ADMINISTRATOR.

26.2 Client Records

26.2.1 CONTRACTOR shall prepare and maintain accurate and complete records of clients served and dates and type of services provided under the terms of this Agreement in a form acceptable to ADMINISTRATOR.

26.2.2 CONTRACTOR shall keep all COUNTY data provided to CONTRACTOR during the term(s) of this Agreement for a minimum of five (5) years from the date of final payment under this Agreement, or until all pending COUNTY, State, and federal audits are completed, whichever is later. These records shall be stored in Orange County, unless CONTRACTOR requests and COUNTY provides written approval for the right to store the records in another county. Notwithstanding anything to the contrary, upon termination of this Agreement, CONTRACTOR shall relinquish control with respect to COUNTY data to COUNTY in accordance with Subparagraph ~~43.2~~42.2.

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26.2.3 COUNTY may refuse payment for a claim if client records are determined by COUNTY to be incomplete or inaccurate. In the event client records are determined to be incomplete or inaccurate after payment has been made, COUNTY may treat such payment as an overpayment within the provisions of this Agreement.

26.3 Public Records

To the extent permissible under the law, all records, including, but not limited to, reports, audits, notices, claims, statements, and correspondence, required by this Agreement, may be subject to public disclosure. COUNTY will not be liable for any such disclosure.

26.4 Inspections and Audits

26.4.1 The U.S. Department of Health and Human Services, Comptroller General of the United States, Director of CDSS, State Auditor-General, ADMINISTRATOR, COUNTY's Auditor-Controller, and Internal Audit Department, or any of their authorized representatives, shall have access to any books, documents, papers, and records, including medical records, of CONTRACTOR which any of them may determine to be pertinent to this Agreement. Further, all the above mentioned persons have the right at all reasonable times to inspect or otherwise evaluate the work performed or being performed under this Agreement and the premises in which it is being performed.

26.4.2 CONTRACTOR shall make its books and records available within the borders of Orange County within ten (10) days of receipt of written demand by ADMINISTRATOR.

26.4.3 In the event CONTRACTOR does not make available its books and financial records within the borders of Orange County, CONTRACTOR agrees to pay all necessary and reasonable expenses incurred by COUNTY, or COUNTY's designee, necessary to obtain CONTRACTOR's books and records.

26.4.4 CONTRACTOR shall pay to COUNTY the full amount of COUNTY's liability to the State or Federal Government or any agency thereof resulting

from any disallowances or other audit exceptions to the extent that such liability is attributable to CONTRACTOR's failure to perform under this Agreement.

26.5 Evaluation Studies

CONTRACTOR shall participate, as requested by COUNTY, in research and/or evaluative studies designed to show the effectiveness and/or efficiency of CONTRACTOR's services or provide information about CONTRACTOR's project.

27. PERSONNEL DISCLOSURE

27.1 This Paragraph ~~27~~27 applies to all of CONTRACTOR's personnel providing services through this Agreement, paid and unpaid, including those identified in Paragraph ~~11~~10 of ~~Exhibit~~Attachment A (hereinafter referred to as "Personnel").

27.2 CONTRACTOR shall make available to ADMINISTRATOR a current list of all Personnel providing services hereunder, including résumés and job applications. Changes to the list will be immediately provided to ADMINISTRATOR, in writing, along with a copy of a résumé and/or job application. The list shall include:

27.2.1 Names and dates of birth of all Personnel by title, whose direct services are required to provide the programs described herein;

27.2.2 A brief description of the functions of each position and the hours each person works each week, or for part-time Personnel, each day or month, as appropriate;

27.2.3 The professional degree, if applicable, and experience required for each position; and

27.2.4 The language skill, if applicable, for all Personnel.

27.3 Where authorized by law, and in a manner consistent with California Government Code ~~§~~Section 12952, CONTRACTOR shall require prospective Personnel to provide detailed information regarding the conviction of a crime, by any court, for offenses other than minor traffic offenses. Information discovered subsequent to the hiring or promotion of any prospective Personnel shall be cause for termination from the performance of services under this Agreement.

27.4 Where authorized by law, CONTRACTOR shall conduct, at no cost to COUNTY, a

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clearance on the following public websites of the names and dates of birth for all Personnel who will have direct, interactive contact with clients served through this Agreement: U.S. Department of Justice National Sex Offender Website (~~www.nsopw.gov~~)(www.nsopw.gov) and Megan's Law Sex Offender Registry (~~www.meganslaw.ca.gov~~)(www.meganslaw.ca.gov).

- 27.5 Where authorized by law, CONTRACTOR shall conduct, at no cost to COUNTY, a criminal record background check on all Personnel who will have direct, interactive contact with clients served through this Agreement. - Background checks conducted through the California Department of Justice shall include a check of the California Central Child Abuse Index, when applicable. - Candidates will satisfy background checks consistent with this Paragraph and their performance of services under this Agreement.
- 27.6 CONTRACTOR shall ensure that clearances and background checks described in Subparagraphs ~~27.4~~27.4 and ~~27.5~~27.5 are completed prior to CONTRACTOR's Personnel providing services under this Agreement.
- 27.7 In the event a record is revealed through the processes described in Subparagraphs ~~27.4 and 27.5~~27.4 and 27.5, COUNTY will be available to consult with CONTRACTOR on appropriateness of Personnel providing services through this Agreement.
- 27.8 CONTRACTOR warrants that all Personnel assigned by CONTRACTOR to provide services under this Agreement have satisfactory past work records and/or reference checks indicating their ability to perform the required duties and accept the kind of responsibility anticipated under this Agreement. CONTRACTOR shall maintain records of background investigations and reference checks undertaken and coordinated by CONTRACTOR for Personnel assigned to provide services under this Agreement, for a minimum of five (5) years from the date of final payment under this Agreement, or until all pending COUNTY, State, and federal audits are completed, whichever is later, in compliance with all applicable laws.
- 27.9 CONTRACTOR shall immediately notify ADMINISTRATOR concerning the arrest and/or subsequent conviction, for offenses, other than minor traffic offenses, of any

Personnel performing services under this Agreement, when such information becomes known to CONTRACTOR. ADMINISTRATOR may determine whether such Personnel may continue to provide services under this Agreement and shall provide notice of such determination to CONTRACTOR in writing. CONTRACTOR's failure to comply with ADMINISTRATOR's decision shall be deemed a material breach of this Agreement, pursuant to Paragraph 19 above.

- 27.10 COUNTY has the right to approve or disapprove all of CONTRACTOR's Personnel performing work hereunder, and any proposed changes in CONTRACTOR's Personnel.
- 27.11 COUNTY shall have the right to require CONTRACTOR to remove any Personnel from the performance of services under this Agreement. At the request of COUNTY, CONTRACTOR shall immediately replace said Personnel.
- 27.12 CONTRACTOR shall notify COUNTY immediately when Personnel is terminated for cause from working on this Agreement.
- 27.13 Disqualification, if any, of CONTRACTOR Personnel, pursuant to this Paragraph 27, shall not relieve CONTRACTOR of its obligation to complete all work in accordance with the terms and conditions of this Agreement.

28. EMPLOYMENT ELIGIBILITY VERIFICATION

As applicable, CONTRACTOR warrants that it fully complies with all federal and State statutes and regulations regarding the employment of aliens and others, and that all its employees performing work under this Agreement meet the citizenship or alien status requirement set forth in federal statutes and regulations. CONTRACTOR shall obtain, from all employees performing work hereunder, all verification and other documentation of employment eligibility status required by federal or State statutes and regulations including, but not limited to, the Immigration Reform and Control Act of 1986, Title 8 USC Section 1324 et seq., as they currently exist and as they may be hereafter amended. CONTRACTOR shall retain all such documentation for all covered employees for the period prescribed by the law. CONTRACTOR shall indemnify, defend with counsel approved in writing by COUNTY, and hold harmless, COUNTY, and its agents, officers and employees from employer sanctions and any other liability which may be assessed against CONTRACTOR

or COUNTY or both in connection with any alleged violation of any federal or State statutes or regulations pertaining to the eligibility for employment of any persons performing work under this Agreement.

~~1. ENFORCEMENT OF CHILD SUPPORT OBLIGATIONS~~

~~1.1 CONTRACTOR certifies it is in full compliance with all applicable federal and State reporting requirements regarding its employees and with all lawfully served Wage and Earnings Assignment Orders and Notices of Assignments and will continue to be in compliance throughout the term of the Agreement with the County of Orange. Failure to comply shall constitute a material breach of the Agreement and failure to cure such breach within sixty (60) calendar days of notice from the COUNTY shall constitute grounds for termination of the Agreement.~~

~~1.2 In the case of an individual contractor or contractor doing business in a form other than an individual, CONTRACTOR agrees to furnish ADMINISTRATOR within thirty (30) days of the award of this Agreement:~~

~~1.2.1 His/her name, date of birth, Social Security number, and residence address;~~

~~or~~

~~1.2.2 In the case of a contractor doing business in a form other than as an individual, the name, date of birth, Social Security number, and residence address of each individual who owns an interest of ten percent (10%) or more in the contracting entity.~~

~~1.3 It is expressly understood that this data will be transmitted to governmental agencies charged with the establishment and enforcement of child support orders, and for no other purpose.~~

29. CHILD AND DEPENDENT ADULT/ELDER ABUSE REPORTING

CONTRACTOR shall establish a procedure acceptable to ADMINISTRATOR to ensure that all employees, agents, subcontractors, and all other individuals performing services under this Agreement report child abuse or neglect to one of the agencies specified in Penal Code Section 11165.9 and dependent adult or elder abuse as defined in Section 15610.07 of the WIC to one of the agencies specified in WIC Section 15630. CONTRACTOR shall require such employees, agents, subcontractors, and all other individuals performing services under this Agreement to sign a statement acknowledging the child abuse reporting requirements set forth in Sections 11166 and 11166.05 of the Penal

Code and the dependent adult and elder abuse reporting requirements, as set forth in Section 15630 of the WIC, and shall comply with the provisions of these code sections, as they now exist or as they may hereafter be amended.

30. NOTICE TO EMPLOYEES REGARDING THE SAFELY SURRENDERED BABY LAW

CONTRACTOR shall notify and provide to its employees, a fact sheet regarding the Safely Surrendered Baby Law, its implementation in Orange County, and where and how to safely surrender a baby. The fact sheet is available on the Internet at www.babysafe.ca.gov for printing purposes. The information shall be posted in all reception areas where clients are served.

31. CONFIDENTIALITY

31.1 CONTRACTOR agrees to maintain the confidentiality of its records pursuant to WIC Sections 827, 362.5 and 10850-10853, the CDSS MPP, Division 19-000, and all other provisions of law, and regulations promulgated thereunder relating to privacy and confidentiality, as each may now exist or be hereafter amended.

31.2 All records and information concerning any and all persons referred to CONTRACTOR by COUNTY or COUNTY's designee shall be considered and kept confidential by CONTRACTOR and CONTRACTOR's employees, agents, subcontractors, and all other individuals performing services under this Agreement. CONTRACTOR shall require all of its employees, agents, subcontractors, and all other individuals performing services under this Agreement to sign an agreement with CONTRACTOR before commencing the provision of any such services, agreeing to maintain confidentiality pursuant to State and federal law and the terms of this Agreement.

31.3 CONTRACTOR shall inform all of its employees, agents, subcontractors, and all other individuals performing services under this Agreement of this provision and that any person violating the provisions of said California state law may be guilty of a crime.

31.4 CONTRACTOR agrees that any and all subcontracts entered into shall be subject to the confidentiality requirements of this Agreement.

31.5 CONTRACTOR agrees to maintain the confidentiality of its records with respect to

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Juvenile Court matters, in accordance with WIC Section 827, all applicable statutes, caselaw, and Orange County Juvenile Court Policy regarding Confidentiality, as it now exists or may hereafter be amended.

31.5.1 No access, disclosure, or release of information regarding a child who is the subject of Juvenile Court proceedings shall be permitted except as authorized. If authorization is in doubt, no such information shall be released without the written approval of a Judge of the Juvenile Court.

31.5.2 CONTRACTOR must receive prior written approval of the Juvenile Court before allowing any child to be interviewed, photographed, or recorded by any publication or organization, or to appear on any radio, television, or internet broadcast or make any other public appearance. Such approval shall be requested through child's Social Worker.

32. SECURITY

32.1 Security Requirements

32.1.1 CONTRACTOR agrees to maintain the confidentiality of all COUNTY and COUNTY-related records and information pursuant to all statutory laws relating to privacy and confidentiality that currently exists or exists at any time during the term of this Agreement. CONTRACTOR represents and warrants that it has implemented and will maintain during the term of this Agreement administrative, physical, and technical safeguards to reasonably protect private and confidential client information, to protect against anticipated threats to the security or integrity of COUNTY data, and to protect against unauthorized physical or electronic access to or use of COUNTY data. Such safeguards and controls shall include at a minimum:

32.1.1.1 Storage of confidential paper files that ensures records are secured, handled, transported, and destroyed in a manner that prevents unauthorized access.

32.1.1.2 Control of access to physical and electronic records to ensure COUNTY data is accessed only by individuals with a need to know for the delivery of contract services.

32.1.1.3 Control to prevent unauthorized access and to prevent CONTRACTOR employees from providing COUNTY data to unauthorized individuals.

32.1.1.4 Firewall protection.

32.1.1.5 Use of encryption methods of electronic COUNTY data while in transit from CONTRACTOR networks to external networks, when applicable.

32.1.1.6 Measures to securely store all COUNTY data, including, but not be limited to, encryption at rest and multiple levels of authentication and measures to ensure COUNTY data shall not be altered or corrupted without COUNTY's prior written consent. CONTRACTOR further represents and warrants that it has implemented and will maintain during the term of this Agreement administrative, technical, and physical safeguards and controls consistent with State and federal security requirements.

32.2 Security Breach Notification

32.2.1 CONTRACTOR shall have policies and procedures in place for the effective management of Security Breaches, as defined below. In the event of any actual, attempted, suspected, threatened, or reasonably foreseeable circumstance CONTRACTOR experiences or learns of that either compromises or could reasonably be expected to comprise COUNTY data through unauthorized use, disclosure, or acquisition of COUNTY data ("Security Breach"), CONTRACTOR shall immediately notify COUNTY of its discovery. After such notification, CONTRACTOR shall, at its own expense, immediately:

32.2.1.1 Investigate to determine the nature and extent of the Security Breach.

32.2.1.2 Contain the incident by taking necessary action, including, but not limited to, attempting to recover records, revoking access, and/or correcting weaknesses in security.

32.2.1.3 Report to COUNTY the nature of the Security Breach, the COUNTY data used or disclosed, the person who made the unauthorized use or received the unauthorized disclosure, what CONTRACTOR has done or will do to mitigate any harmful effect of the unauthorized use or disclosure, and the corrective action CONTRACTOR has taken or will take to prevent future similar unauthorized use or disclosure.

32.2.2 The COUNTY, ~~in~~ at its sole discretion and on a case-by-case basis, will determine what actions are necessary in response to the Security Breach and who will perform these actions. Actions may include, but are not limited to: notifications; investigation and remediation costs, including notification of all whose personal information was disclosed; outside investigation; forensics; counsel; crisis management; and credit monitoring. In the event COUNTY determines CONTRACTOR will conduct additional action(s), CONTRACTOR shall bear the costs. In the event COUNTY conducts additional actions(s) arising out of or in connection with a Security Breach, CONTRACTOR shall reimburse COUNTY for costs associated to legally required actions.

33. COPYRIGHT ACCESS

The U.S. Department of Health and Human Services, the CDSS, and COUNTY will have a royalty-free, nonexclusive, and irrevocable license to publish, translate, or use, now and hereafter, all material developed under this Agreement, including those covered by copyright.

34. WAIVER

No delay or omission by either party hereto to exercise any right or power accruing upon any noncompliance or default by the other party with respect to any of the terms of this Agreement shall impair any such right or power or be construed to be a waiver thereof. A waiver by either of the parties hereto of any of the covenants, conditions, or agreements to be performed by the other shall not be construed to be a waiver of any succeeding breach thereof, or of any other covenant, ~~condition, or agreement herein contained.~~

~~condition, or agreement herein contained.~~

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~~2. PETTY CASH~~

~~CONTRACTOR is authorized to establish a petty cash fund in an amount not to exceed one thousand dollars (\$1,000).~~

35. SERVICES DURING EMERGENCY AND/OR DISASTER

- 35.1 CONTRACTOR acknowledges that service usage may surge during or after an emergency or disaster. For purposes of this Agreement, an emergency is defined as a sudden, urgent, usually unexpected occurrence or event requiring immediate action to protect the health and well-being of COUNTY residents. A disaster is defined as an occurrence that has resulted in property damage, deaths, and/or injuries to a community. Emergencies and/or disasters as described above may require resources or support beyond the local government's capability and will typically involve a proclamation of a local emergency by the local governing body (e.g., city council, county board of supervisors, or state) and may be declared at the federal level by the President of the United States.
- 35.2 CONTRACTOR agrees to collaborate with COUNTY, on an urgent basis, to adjust service delivery in a manner that assists COUNTY in meeting the needs of clients COUNTY identifies as being impacted by emergencies and/or disasters. Time limited adjustments may include, but are not limited to: providing services at different location(s), assigning staff to work days or hours beyond typical work schedules or that may exceed contracted Full Time Equivalents (FTEs), reassigning staff to an assignment in which their experience or skill is needed, and prioritizing services for staff as requested by COUNTY.
- 35.3 CONTRACTOR shall service COUNTY during emergencies and/or declared disaster under the same terms and conditions that apply during non-emergency/disaster conditions. With the exception of overtime hours which require pre-authorization, reimbursement of ordinary expenditures provided during or after an emergency/disaster shall be calculated by the same rates that apply during non-emergency/disaster conditions. Additionally, any costs to continue services to clients during an emergency and/or disaster shall be incurred by the Contractor. These costs may include, but are not limited to: Personal Protective Equipment or other supplies

necessary to conduct business during an emergency and/or disaster.

~~35.36.~~ PUBLICITY, LITERATURE, ADVERTISEMENTS AND SOCIAL MEDIA

~~35.136.1~~ COUNTY owns all rights to the name, logos, and symbols of COUNTY. The use and/or reproduction of COUNTY's name, logos, or symbols for any purpose, including commercial advertisement, promotional purposes, announcements, displays, or press releases, without COUNTY's prior written consent is expressly prohibited.

~~35.236.2~~ CONTRACTOR may develop and publish information related to this Agreement where all of the following conditions are satisfied:

~~35.2.136.2.1~~ ADMINISTRATOR provides its written approval of the content and publication of the information at least thirty (30) days prior to CONTRACTOR publishing the information, unless a different timeframe for approval is agreed upon by the ADMINISTRATOR;

~~35.2.236.2.2~~ Unless directed otherwise by ADMINISTRATOR, the information includes a statement that the program, wholly or in part, is funded through County, State, and Federal Government funds;

~~35.2.336.2.3~~ The information does not give the appearance that the COUNTY, its officers, employees, or agencies endorse:

~~35.2.3.136.2.3.1~~ Any commercial product or service; and

~~35.2.3.236.2.3.2~~ Any product or service provided by CONTRACTOR, unless approved in writing by ADMINISTRATOR; and

~~35.2.436.2.4~~ If CONTRACTOR uses social media (such as Facebook, Twitter, YouTube, or other publicly available social media sites) to publish information related to this Agreement, CONTRACTOR shall develop social media policies and procedures and have them available to the ADMINISTRATOR. CONTRACTOR shall comply with COUNTY Social Media Use Policy and Procedures as they pertain to any social media developed in support of the services described within this Agreement. ~~The policy is available on the Internet at <http://www.ocgov.com/gov/eo/eio/govpolicies>.~~ The policy is available on

the Internet at <https://cio.ocgov.com/egovernment-policies>.

~~36-37.~~ REPORTS

~~36-137.1~~ CONTRACTOR shall provide information deemed necessary by ADMINISTRATOR to complete any State-required reports related to the services provided under this Agreement.

~~36-237.2~~ CONTRACTOR shall maintain records and submit reports containing such data and information regarding the performance of CONTRACTOR's services, costs, or other data relating to this Agreement, as may be requested by ADMINISTRATOR, upon a form approved by ADMINISTRATOR. ADMINISTRATOR may modify the provisions of this Paragraph upon written notice to CONTRACTOR.

~~37-38.~~ ENERGY EFFICIENCY STANDARDS

As applicable, CONTRACTOR shall comply with the mandatory standards and policies relating to energy efficiency in the State Energy Conservation Plan (Title 24, CCR).

~~38-39.~~ ENVIRONMENTAL PROTECTION STANDARDS

CONTRACTOR shall be in compliance with the Clean Air Act (Title 42 USC Section 7401 et seq.), the Clean Water Act (Title 33 USC Section 1251 et seq.), Executive Order 11738 and Environmental Protection Agency, hereinafter referred to as "EPA," regulations (Title 40 CFR), as any may now exist or be hereafter amended. Under these laws and regulations, CONTRACTOR assures that:

~~38-139.1~~ No facility to be utilized in the performance of the proposed grant has been listed on the EPA List of Violating Facilities;

~~38-239.2~~ It will notify COUNTY prior to award of the receipt of any communication from the Director, Office of Federal Activities, U.S. EPA, indicating that a facility to be utilized for the grant is under consideration to be listed on the EPA List of Violating Facilities; and

~~38-339.3~~ It will notify COUNTY and EPA about any known violation of the above laws and regulations.

~~39-40.~~ CERTIFICATION AND DISCLOSURE REGARDING PAYMENTS TO INFLUENCE CERTAIN FEDERAL TRANSACTIONS

~~39-140.1~~ CONTRACTOR shall be in compliance with Section 319 of Public Law 101-
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121 pursuant to ~~Title 31 USC Section 1352 and the guidelines with respect to those provisions set down by the Office of Management and Budget (OMB) and published in the Federal Register dated December 20, 1989, Volume 54, No. 243, pp. 52306-52332.~~ Section 1352, Title 31, U.S. Code. Under these laws and regulations, it is mutually understood that any contract which utilizes federal monies in excess of \$100,000 must contain, and CONTRACTOR must certify compliance utilizing a form provided by ADMINISTRATOR that ~~includes~~ includes the following text below in Subparagraphs 1.1.1 - 40.1.1.4.

~~2.1.1—The definitions and prohibitions contained in the clause at Federal Acquisition Regulation 52.203-12, Limitation on Payments to Influence Certain Federal Transactions, included in this solicitation, are hereby incorporated by reference in Subparagraph B of this certification.~~

~~39.1.1.140.1.1~~ The offeror, by signing its offer, hereby ~~undersigned~~ certifies to the best of his or her knowledge and belief ~~as of December 23, 1989,~~ that:

~~39.1.1.140.1.1.1~~ No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress ~~on his or her behalf~~ in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan or cooperative agreement.

~~39.1.1.240.1.1.2~~ If any funds other than federal appropriated funds ~~(including profit or fee received under a covered federal transaction)~~ have been paid, or will be paid, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress ~~on his or her~~

~~behalf~~ in connection with this ~~solicitation, the offeror~~ Agreement, grant, loan, or cooperative agreement, the undersigned shall complete and submit ~~with its offer, OMB standard form~~ Standard Form-LLL, ~~“Disclosure of~~ Form to Report Lobbying Activities, ~~to the Contracting Officer, and,”~~ in accordance with its instructions.

~~39.1.1.340.1.1.3~~ ~~He or she will include~~ The undersigned shall require that the language of this certification ~~in~~ be included in the award documents for all ~~subcontract awards~~ subawards at ~~any tier~~ all tiers (including subcontracts, subgrants, and contracts under grants loans and ~~require that all recipients of subcontract awards in excess of \$100,000~~ cooperative agreements) and that subrecipients shall certify and disclose accordingly.

~~39.1.1.440.1.1.4~~ This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification ~~and disclosure~~ is a prerequisite for making or entering into this ~~Agreement~~ transaction imposed by Section 1352, Title 31, ~~USC~~ U.S. Code. Any person who ~~makes an expenditure prohibited under this provision or who fails to file or amend the disclosure form to be filed or amended by this provision,~~ required certification shall be subject to a civil penalty of not less than \$10,000, and not more than \$100,000, for each such failure.

~~40.41.~~ POLITICAL ACTIVITY

CONTRACTOR agrees that the funds provided herein shall not be used to promote, directly or indirectly, any political party, political candidate, or political activity, except as permitted by law.

~~41.42.~~ TERMINATION PROVISIONS

~~41.42.1~~ ADMINISTRATOR may terminate this Agreement without penalty, immediately with cause or after thirty (30) days written notice without cause, unless otherwise specified. Notice shall be deemed served on the date of mailing. Cause

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shall include, but not be limited, to any breach of contract, any partial misrepresentation whether negligent or willful, fraud on the part of CONTRACTOR, discontinuance of the services for reasons within CONTRACTOR's reasonable control, and repeated or continued violations of COUNTY ordinances unrelated to performance under this Agreement that, in the reasonable opinion of COUNTY, indicate a willful or reckless disregard for COUNTY laws and regulations. Exercise by ADMINISTRATOR of the right to terminate this Agreement shall relieve COUNTY of all further obligations under this Agreement.

~~41.242.2~~ For ninety (90) calendar days prior to the expiration date of this Agreement, or upon notice of termination of this Agreement ("Transition Period"), CONTRACTOR agrees to cooperate with ADMINISTRATOR in the orderly transfer of service responsibilities, case records, and pertinent documents. The Transition Period may be modified as agreed upon in writing by the parties. During the Transition Period, service and data access shall continue to be made available to COUNTY without alteration. CONTRACTOR also shall assist COUNTY in extracting and/or transitioning all data in the format determined by COUNTY.

~~41.342.3~~ In the event of termination of this Agreement, cessation of business by CONTRACTOR, or any other event preventing CONTRACTOR from continuing to provide services, CONTRACTOR shall not withhold the COUNTY data or refuse for any reason, to promptly provide to COUNTY the COUNTY data if requested to do so on such media as reasonably requested by COUNTY, even if COUNTY is then or is alleged to be in breach of this Agreement.

~~41.442.4~~ The obligations of COUNTY under this Agreement are contingent upon the availability of federal and/or State funds, as applicable, for the reimbursement of CONTRACTOR's expenditures, and inclusion of sufficient funds for the services hereunder in the budget approved by the Orange County Board of Supervisors each fiscal year this Agreement remains in effect or operation. In the event that such funding is terminated or reduced, ADMINISTRATOR may immediately terminate this Agreement, reduce COUNTY's maximum **funding** obligation, or modify this Agreement, without penalty. The decision of ADMINISTRATOR shall be binding

on CONTRACTOR. ADMINISTRATOR will provide CONTRACTOR with written notification of such determination. ~~CONTRACTOR~~ shall immediately comply with ADMINISTRATOR's decision.

~~41.542.5~~ If any term, covenant, condition, or provision of this Agreement or the application thereof is held invalid, void, or unenforceable, the remainder of the provisions in this Agreement shall remain in full force and effect and shall in no way be affected, impaired, or invalidated thereby.

43. COOPERATIVE AGREEMENT

43.1 The provisions and pricing of this Agreement will be extended to other California local or state governmental entities. Governmental entities wishing to use this Agreement will be responsible for issuing their own purchase documents/price agreements, providing for their own acceptance, and making any subsequent payments. CONTRACTOR shall be required to include in any Contract entered into with another agency or entity that is entered into as an extension of this Agreement a contract clause that will hold harmless the County of Orange from all claims, demands, actions or causes of actions of every kind resulting directly or indirectly, arising out of, or in any way connected with the use of this Agreement. Failure to do so will be considered a material breach of this Agreement and grounds for immediate contract termination. The cooperative entities are responsible for obtaining all certificates of insurance and bonds required. CONTRACTOR is responsible for providing each cooperative entity a copy of the Agreement upon request by the cooperative entity. The County of Orange makes no guarantee of usage by other users of this Agreement.

43.2 The CONTRACTOR shall be required to maintain a list of the cooperative entities using this Agreement. The list shall report dollar volumes spent annually and shall be provided on an annual basis to the COUNTY, at the COUNTY's request.

~~42.44.~~ GOVERNING LAW AND VENUE

This Agreement has been negotiated and executed in the State of California and shall be governed by and construed under the laws of the State of California, without reference to conflict of law provisions. In the event of any legal action to enforce or interpret this

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IN WITNESS WHEREOF, the Parties hereto have executed this Agreement the date set forth opposite their signatures. If Contractor is a corporation, Contractor shall provide two signatures as follows: 1) the first signature must be either the Chairman of the Board, the President, or any Vice President; 2) the second signature must be that of the Secretary, an Assistant Secretary, the Chief Financial Officer, or any Assistant Treasurer. In the alternative, a single corporate signature is acceptable when accompanied by a corporate resolution or by-laws demonstrating the legal authority of the signature to bind the company.

Contractor: SENECA FAMILY OF AGENCIES

Dated: _____ Dated: _____

~~SIGNED AND CERTIFIED THAT A COPY OF THIS AGREEMENT HAS BEEN DELIVERED TO THE CHAIR OF THE BOARD PER G.C. SEC. 25103, RESO 79-1535~~
ATTEST:

~~ROBIN STEILER~~
Clerk

Print Name Title

Signature Date

Print Name Title

Signature Date

~~County of the Board~~
~~Orange County~~, a political subdivision of the State of California

Purchasing Agent/Designee Authorized Signature:

Print Name Title

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Signature

Date

APPROVED AS TO FORM
COUNTY COUNSEL
COUNTY OF ORANGE, CALIFORNIA

By: _____
DEPUTY

Dated: _____

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EXHIBIT _____

Print Name

Title

Signature

Date

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ATTACHMENT A
TO
AGREEMENT
BETWEEN
COUNTYSCOPE OF ORANGEWORK
AND
SENECA FAMILY OF AGENCIES
FOR THE PROVISION OF
FAMILY FINDING AND ENGAGEMENT SERVICES

1. POPULATION TO BE SERVED

1.1 CONTRACTOR shall provide Family Finding and Engagement Services (FFES) to find and engage family members and/or other supportive adults with ~~a-prior relationship, or potential for one, to the~~ children, youth, and young adults in foster care who have non-existent or distant connections with family members or other supportive adults and who could be experiencing complex care needs as referred by ADMINISTRATOR as defined below:

1.1.1 Children/youth are defined as individuals up to eighteen (18) years of age, who are dependents of the Orange County Juvenile Court, and placed in out-of-home care; and

1.1.2 Young adults are defined as individuals who are eighteen (18) to twenty-one (21) years of age, who are dependents of the Orange County Juvenile Court, and placed in out-of-home care.

1.2 The children/youth/young adults to be served shall be hereinafter referred to as "CLIENT/CLIENTS."

2. DEFINITIONS

2.1 Children and Family Services (CFS): The division in the Social Services Agency (SSA) that provides services to protect children from abuse and neglect, and at-risk Families.

2.2 Family Finding and Engagement Services (FFES): A collection of strategies that help locate and engage family members and fictive kin (also known as a nonrelative

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extended family member) for children who enter foster care, aim to find relatives and other important adults who can provide permanent homes for children and youth, or caring, lifelong support networks that can provide relational permanence if relatives are unable to care for children in their homes.

- 2.3 Fictive Kin: A nonrelative extended family member, which is defined as an adult caregiver who has an established familial relationship with a relative of the child or a familial or mentoring relationship with the child.

2.3. WORKLOAD STANDARDS

- ~~2.1.3.1~~ For purposes of this Agreement, CONTRACTOR and ADMINISTRATOR agree to the following:

~~2.1.2~~ ~~At the time of referral, most CLIENTS will have non-existent or distant connections with family members or other supportive adults and could be experiencing extraordinary medical and behavioral health care needs.~~

- ~~2.1.3.1.1~~ Siblings referred ~~(two (2) or more CLIENTS)~~ will be counted as one (1) referral, if they have the same parents.

- ~~2.2.3.2~~ CONTRACTOR's workload standards with respect to ~~Exhibit A to this Agreement~~ Attachment A is as follows:

- 3.2.1 Provide FFES for up to fifteen (15) CLIENTS referred by ADMINISTRATOR for the initial three-month term of this Agreement.

- ~~2.2.13.2.2~~ Provide FFES for up to sixty (60) CLIENTS ~~from new child welfare cases and longer term child welfare services cases~~ referred by ADMINISTRATOR for each fiscal year of the term of this Agreement.

- ~~2.2.23.2.3~~ With concurrence of ADMINSTRATOR, close referral once new family members/supportive adults have been engaged and there is a stable plan to sustain relationship with CLIENT.

- ~~2.3.3.3~~ CONTRACTOR and ADMINISTRATOR may mutually agree in writing to modify workload standards as set forth in this Paragraph and as authorized by COUNTY, without reducing the level of service to be provided by CONTRACTOR.

3.4. GOALS, STRATEGIES, AND OUTCOME OBJECTIVES

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~~3.1.4.1~~ The primary goals of FFES are to:

- ~~3.1.14.1.1~~ Increase CLIENTS' family connectedness;
- ~~3.1.24.1.2~~ Increase the number of CLIENTS in less-restrictive placement settings;
- ~~3.1.34.1.3~~ Increase the number of CLIENTS with permanent placements with family members or other significant adults; and
- ~~3.1.44.1.4~~ Reduce the length of stay in foster care.

~~3.2.4.2~~ CONTRACTOR will integrate the following strategies in providing services:

- ~~3.2.14.2.1~~ The CONTRACTOR shall incorporate the applicable Protective and Promotive Factors into the FFES program, as developed and described by the Center for the Study of Social Policy (~~<https://cssp.org/our-work/projects/protective-factors-framework/>~~), into the FFES program which are identified and described below in Table 1. (~~<https://cssp.org/resource/youth-thrive-protective-promotive-factors/>~~).
- ~~3.2.24.2.2~~ CONTRACTOR shall administer a pre- and post-service survey, the Protective Factors Survey as approved by ADMINISTRATOR a primary assessment instrument to each CLIENT to measure resulting change from FFES among Protective and Promotive Factors as part of the larger outcomes evaluation.

Table 1

Youth Resilience	<p>Internal, adaptive traits that evolve from youths' positive or adverse life experiences, and that enable youth to survive and thrive:</p> <ul style="list-style-type: none"> • positive identity, positive self-concept • self-worth • self-compassion • sense of competence and self-efficacy • sense of personal responsibility • autonomy • timely help-seeking • belief in one's ability to influence the environment positively • self-advocacy
------------------	--

	<ul style="list-style-type: none"> ● healthy coping
Social Connections	<ul style="list-style-type: none"> ● Physically and emotionally safe, stable and supportive environments including equitable schools, communities and social institutions ● Healthy, supportive, caring relationships with family and other adults who provide positive advice; promote high expectations; and set developmentally appropriate limits, rules and monitoring ● Healthy, supportive, caring relationships with peers and intimate partners ● Opportunities for constructive engagement in family, school, community and social institutions
Knowledge of Adolescent Development	<ul style="list-style-type: none"> ● Youth and adults have accurate information about youth biopsychosocial and cognitive development, including the impact of trauma ● Youth and adults have accurate information about preventing negative outcomes for youth (e.g., substance abuse, pregnancy, suicide, gang involvement) ● Youth and adults recognize that all youth have strengths and capacities
Concrete Support in Times of Need	<ul style="list-style-type: none"> ● Opportunities for additional skill building (e.g., tutoring, counseling) ● Crisis assistance (e.g., mental health, substance abuse, intimate partner violence, health, housing, workforce development, legal, recreation, respite) ● Psychoeducational assistance (e.g., cognitive, behavioral and academic assessment and services)
Cognitive and Social-Emotional Competence	<p>Youth engage in behaviors that promote healthy biopsychosocial and cognitive development, including:</p> <ul style="list-style-type: none"> ● exercising self regulation and impulse control ● building critical thinking, planning, decision-making, conflict resolution and communication skills ● displaying a sense of right and wrong ● understanding one's personal developmental history and needs ● committing to realistic, productive goals, positive work habits, activities, values and beliefs ● experiencing positive emotions (e.g., joy, love, hope, optimism, trust, faith) ● demonstrating character strengths (e.g., respect, compassion, integrity) ● identifying productive interests and seeking to excel ● forming and sustaining healthy relationships ● engaging in positive risk-taking ● avoiding drugs, alcohol and risky sexual activity ● building essential life skills (e.g., financial management, self care, home maintenance) ● deepening cultural knowledge ● exploring spirituality

~~• consuming nutritious foods and exercising within one's physical means~~

4.2.2.1 CONTRACTOR shall conduct the pre-test during intake assessment to identify CLIENT's protective factors on which to focus over the course of services.

4.2.2.2 CONTRACTOR shall conduct the post-test at termination of FFES to measure the impact of services.

4.2.2.3 CONTRACTOR shall submit pre-tests and post-tests to ADMINISTRATOR within fifteen (15) calendar days of service termination and /or upon request of ADMINISTRATOR.

~~3.3.4.3~~ The outcome objectives are as follows:

~~3.3.14.3.1~~ CONTRACTOR shall attempt to make connections for one hundred percent (100%) of CLIENTS referred by SSA. For purposes of measuring this outcome, CONTRACTOR must complete the following steps to initiate connections within thirty (30) days of receipt of the referral:

~~3.3.1.14.3.1.1~~ Receive, date stamp, and provide initial review of all referrals sent by SSA.

~~3.3.1.24.3.1.2~~ Contact the assigned social worker to acknowledge receipt of the referral and to coordinate initiation of services.

~~3.3.1.34.3.1.3~~ Create a case file unique to each CLIENT, ensuring that those who are part of a sibling set can be easily identified.

~~3.3.1.44.3.1.4~~ Initiate comprehensive family finding and engagement strategies and techniques to achieve the goals referenced in Subparagraph 4.1 of ~~Exhibit~~ Attachment A.

~~3.3.24.3.2~~ CONTRACTOR shall, by the time of closure of each referral, establish a connection, defined as a family member or natural support person who was identified through FFES and is committed to being a

lifelong support for the identified CLIENT, for seventy percent (70%) of CLIENTS.

4.5. HOURS OF OPERATION

~~4.5.1~~ CONTRACTOR shall provide services during hours that are responsive to the needs of the target population(s), as determined by ADMINISTRATOR. At a minimum, CONTRACTOR shall provide services Monday through Friday, from 8:00 a.m. to 5:00 p.m., except COUNTY holidays as established by the Orange County Board of Supervisors.

~~4.25.2~~ CONTRACTOR shall maintain flexible schedules to engage families seven (7) days a week, including evenings.

~~4.3.5.3~~ CONTRACTOR's holiday schedule shall not exceed COUNTY's holiday schedule which is as follows: New Year's Day, Martin Luther King Jr. Day, President Lincoln's Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Friday after Thanksgiving Day, and Christmas Day. CONTRACTOR shall obtain prior written approval from ADMINISTRATOR for any closure outside of COUNTY's holiday schedule and the hours listed in ~~P~~Subparagraph 5.1 of this ~~Exhibit~~Attachment A.- Any unauthorized closure shall be deemed a material breach of this Agreement, pursuant to Paragraph 19, and shall not be reimbursed.

~~5.6.~~ SERVICES TO BE PROVIDED

~~5.4.6.1~~ CONTRACTOR shall establish or re-establish a relationship between CLIENT and one (1) or more adults with a known connection. Services to include, but not be limited to, review of case files; interviews with CLIENT and family members/other supportive adults; telephone calls; internet searches; e-mail communications ~~and~~; in-person visits; engagement strategies; and individualized FFES plans will be designed to increase the rate of family reunification, kinship placements, and overall connections for CLIENTS while in care.

~~5.2.6.2~~ CONTRACTOR shall implement family-centered, family-friendly, collaborative,

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linguistically, and culturally ~~appropriate~~ responsive services.

~~5.3~~6.3 CONTRACTOR shall implement family finding and engagement practices through a trauma informed lens, as described by the National Child Traumatic Stress Network (<https://www.nctsn.org/>).

~~5.4~~6.4 CONTRACTOR shall maintain regular communication with ADMINISTRATOR and each CLIENT's social worker, at least monthly, throughout the period of search for family members/supportive adults and engagement activities with those family members/supportive adults.

6.5 CONTRACTOR shall collaborate with CLIENT's social worker to identify other resources or services to support CLIENT's positive permanency outcomes.

~~5.5~~6.6 CONTRACTOR shall attend meetings, as requested by ADMINISTRATOR, as they relate to FFES.

~~5.6~~6.7 CONTRACTOR shall deliver services in the home of the CLIENT, homes of family members and other supportive adults, or at other mutually agreed upon sites including virtually through interactive video conferencing technology and phone calls.

~~5.7~~6.8 Where authorized by law, CONTRACTOR shall conduct, at no cost to COUNTY, a clearance on the following public websites of the names and dates of birth for all family members and/or other supportive adults who will have direct, interactive contact with CLIENTS served through this Agreement: U.S. Department of Justice National Sex Offender Website (www.nsopw.gov), Megan's Law Sex Offender Registry (www.meganslaw.ca.gov) (or equivalent in other state), and County Superior Court Criminal and Traffic Case system in which the individual resides (e.g., Orange County Superior Court of California Criminal and Traffic Cases - <http://www.occourts.org/>).

~~5.8~~6.9 CONTRACTOR shall obtain appropriate consent to contact CLIENT's therapist to consult on the best approach to initiate meeting new family members/supportive

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adults, and conduct consultation with the therapist.

~~5.9.6.10~~ CONTRACTOR ~~will be required to~~ shall deliver FFES in Orange County, other California counties, other states throughout the country, and other countries as needed, to find and engage family members and other supportive adults related to the CLIENT.

6.7. FACILITIES

~~2.2~~ CONTRACTOR's facility(ies) shall be centrally located, safe, clean structures, and maintained in compliance with all applicable laws, rules, regulations, building codes, statutes, and orders, as they now exist or may be subsequently amended.

~~6.7.1~~ Administrative services under this Agreement shall be provided at:

SENECA FAMILY OF AGENCIES

- 233 S. Quintana Drive
- Anaheim Hills, CA 92807

~~6.7.2~~ CONTRACTOR and ADMINISTRATOR may mutually agree in writing as to the facility(ies) and location(s) where services shall be provided without changing COUNTY's maximum obligation.

~~3.~~ CASE RECORDS

~~CONTRACTOR shall maintain case records on each CLIENT which shall include, but not be limited to:~~

~~3.1~~ ADMINISTRATOR's original referral packet;

~~3.2~~ Documentation, notes, photographs, and summary findings reports which evidences intensive search and engagement efforts;

~~3.3~~ Release of information forms; and

~~3.4~~ Completed Individual Client Status Reports to identify the quantity and quality of connections made.

~~4.~~ REPORTS

8. REPORTING REQUIREMENTS

CONTRACTOR shall prepare and submit to ADMINISTRATOR written reports, including, but not limited to:

~~6.3.1~~ 6.3.1 Monthly Aggregate Outcomes and Statistical Report

~~6.3.1.1~~ 6.3.1.1 CONTRACTOR shall prepare and submit to ADMINISTRATOR a monthly outcomes report, in a format approved by the ADMINISTRATOR, by the tenth (10th) calendar day of the month for the preceding month's services.

~~6.3.1.2~~ 6.3.1.2 The report will include, but not be limited to, a listing of the names of all active cases; the number of referrals received; the number of new cases opened; the number of active cases, in each stage of the FFES process, on the last day of the month; the number of cases closed; a breakdown by age group to delineate CLIENTS; the number of ~~clients~~ CLIENTS for whom connections were established in that month; the average length of time invested to achieve connections; results of the pre/post Protective Factors Survey and other information as requested by ADMINISTRATOR.

~~6.4.2~~ 6.4.2 Individual Client Status Report

~~6.4.2.1~~ 6.4.2.1 CONTRACTOR shall prepare and submit a monthly status report to each CLIENT's assigned social worker, in a format approved by ADMINISTRATOR, by the tenth (10th) calendar day of the month for the preceding month's services.

~~6.4.2.2~~ 6.4.2.2 The report will include, but not be limited to, a summary that documents CONTRACTOR's diligence in responding to the referral, as well as the outcomes achieved.

~~6.4.2.3~~ 6.4.2.3 The summary will include a list of all family members and/or other supportive adults identified, located and/or contacted. This listing will be in a written and/or visual format, and will include the relationship and engagement status of each of the contacts/connections.

~~6.4.2.4~~ 6.4.2.4 The report will include plans for FFES to be provided in the

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following month.

~~6.5.8.3~~ Intensive Relative Search and Engagement Final Report

Upon closure of services for each CLIENT, CONTRACTOR shall prepare and submit a final report which will include, but not be limited to:

~~6.5.18.3.1~~ A written summary of all information gleaned from ADMINISTRATOR's case files, additionally secured records, and interviews with CLIENT, CLIENT's social worker, and CLIENT's family members/supportive adults, etc.

~~6.5.28.3.2~~ Date of entry into FFES and date of exit from FFES.

~~6.5.38.3.3~~ A visualization of the known and discovered connections (e.g., family tree, etc.) in a format approved by ADMINISTRATOR.

8.3.4 A service exit plan to sustain and grow the connections upon termination of FFES.

~~7.9.~~ UTILIZATION REVIEW

9.1 CONTRACTOR and ADMINISTRATOR's designee shall meet at least semi-annually to review and evaluate a random selection of family case records. The review may include, but is not limited to, an evaluation of the necessity and appropriateness of services provided and length of services. CLIENT cases to be reviewed shall be randomly selected by ADMINISTRATOR and may include both open and closed cases.

~~7.19.2~~ ADMINISTRATOR may conduct a Utilization Review (UR) at CONTRACTOR's facility referenced in Paragraph 67 of this ~~Exhibit~~ Attachment A, with date and time determined at ADMINISTRATOR's discretion. ADMINISTRATOR may provide oral and/or written feedback regarding the UR findings. CONTRACTOR shall comply with the findings of the UR and take corrective action accordingly.

~~7.29.3~~ In the event CONTRACTOR, ADMINISTRATOR, and COUNTY's Children and Family Services staff representatives and/or ADMINISTRATOR's designee are unable to resolve differences of opinion regarding the ~~findings~~ necessity and appropriateness of ~~the UR~~ services and length of services, the dispute shall be

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submitted to COUNTY’s Director of Children and Family Services for final resolution. Nothing in this ~~S~~subparagraph shall affect COUNTY’s termination rights under Paragraph 42 of this Agreement.

8.10. BUDGET

~~8.10.1~~The ~~annual~~ budget for services provided pursuant to ~~Exhibit~~Attachment A of this Agreement is set forth as follows:

LINE ITEMSBUDGET FOR PERIOD OF APRIL 1, 2022 THROUGH JUNE 30, 2022

~~SALARIES~~STAFF
~~ING AND~~
~~EMPLOYEE~~
~~BENEFITS~~BENFI
~~TS:~~

~~DIRECT~~
~~SERVICE~~
~~POSITIONS~~STAF
~~ING~~

	<u>Position Type⁽¹⁾</u>	<u>Maxim um Hourly Rate #(2)</u>	<u>FTEs #(3)</u>	<u>Amount</u>
Family Finding Supervisor	30.60 D	\$50.86	1.00	\$60,000
Search & Engagement Liaison Lead				
Bilingual Family Finder	25.67 D	\$30.96	31.00	<u>137,696</u>
SUBTOTAL DIRECT SERVICE POSITIONS				
Bilingual Family Finder	D	\$30.96	962.00	
Employee Benefits (21%) ⁽²⁾			\$197.6	<u>41,516</u>
SUBTOTAL DIRECT SERVICE AND BENEFITS				\$239,212

~~ADMINISTRATIVE SERVICE~~
~~POSITIONS~~

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Regional Executive Director Health Information Specialist	61.21A 21.22A	\$84.56 \$30.96	0.1002 0.50	\$12,000 <u>20,800</u>
SUBTOTAL ADMINISTRATIVE SERVICE POSITIONS				
Manager	A	\$37.15	00.02	
Employee Benefits (21%) ⁽³⁾			<u>6,888</u>	
Staffing Subtotal				\$58,932
SUBTOTAL ADMINISTRATIVE SERVICE POSITIONS AND EMPLOYEE BENEFITS⁽⁴⁾ (31%)				
				\$39,688
TOTAL SALARIES STAFFING & EMPLOYEE BENEFITS				\$278,900
TOTAL SERVICES AND SUPPLIES ⁽⁵⁾⁽⁶⁾			\$5,337	7
Office Expense TOTAL OPERATING EXPENSES⁽⁷⁾				
Program Expense			18,300	
Telephone				4,140
Mileage ⁽⁴⁾				9,660
Training				7,570
SUBTOTAL STAFFING AND BENEFITS, SERVICES & AND SUPPLIES-, AND OPERATING EXPENSES				
			\$85,227	
OPERATING EXPENSES				
Facility Interest INDIRECT COSTS ⁽⁸⁾ (10%)			\$158	\$8,523
Facility Depreciation			450	

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~~Facility Leasehold Improvements~~ MAXIMUM OBLIGATION \$93,750
 APRIL 1, 2022 - JUNE 30, 2022
~~Facility Repair and Maintenance~~ 2,970
~~Utilities~~ 1,800
ANNUAL BUDGET FOR THE PERIOD OF JULY 1, 2022 THROUGH JUNE 30, 2023 AND JULY 1, 2023 THROUGH JUNE 30, 2024

~~Equipment Repair and Maintenance~~ 270
STAFFING AND BENEFITS:

	<u>Position Type⁽¹⁾</u>	<u>Maximum Hourly Rate⁽²⁾</u>	<u>FTEs⁽³⁾</u>	<u>Amount</u>
STAFFING				
Family Finding Supervisor	D	\$50.86	1.00	
Lead Bilingual Family Finder	D	\$30.96	1.00	
Bilingual Family Finder	D	\$30.96	2.00	
Regional Executive Director	A	\$84.56	0.02	
Health Information Specialist	A	\$30.96	0.50	
QA Manager	A	\$37.15	0.02	
Staffing Subtotal				\$235,733
EMPLOYEE BENEFITS ⁽⁴⁾ (31%)				\$73,077
TOTAL STAFFING & EMPLOYEE BENEFITS				\$308,810
TOTAL SERVICES AND SUPPLIES⁽⁵⁾⁽⁶⁾				\$21,377
SUB TOTAL OPERATING EXPENSES ⁽⁷⁾				\$6,548 10,724
TOTAL SUBTOTAL STAFFING AND BENEFITS, SERVICES AND SUPPLIES & , AND OPERATING EXPENSES				\$48,618 \$34,911

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INDIRECT COSTS ⁽⁵⁾⁽⁸⁾ (10%)	\$47,482	\$34,089
TOTAL LINE ITEM ANNUAL BUDGET		\$375,000
MAXIMUM COUNTY OBLIGATION		\$1,125,000 843,750

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(1) Position Types are classified as “D” for Direct or “A” for Administrative. Direct services positions include staff who are integral to service delivery and may include staff who provide direct face-to-face service to CLIENTs and/or staff who supervise/manage direct service personnel. Administrative positions include staff that support service delivery and whose activities and functions can be directly allocated to the program.

(2) Maximum hourly rate which will be permitted during the term of this Agreement; employees may be paid at less than maximum hourly rate.

(3) For hourly employees, Full-Time Equivalent (FTE) is defined as the amount of time (stated as a percentage) the position will be providing services under the terms of this Agreement. This percentage is based upon a 40-hour work week. For salaried employees, FTE is defined as the amount of time (stated as a percentage) the position will be paid for under the terms of this Agreement, regardless of the number of hours actually worked.

(4) Employee Benefits include contributions to ~~401k or retirement plans;~~ health insurance; dental insurance; life insurance; ~~long term disability insurance~~ 403(b) retirement plan; payroll taxes such as FICA, Federal Unemployment Tax, State Unemployment Tax, and Workers’ Compensation Tax, ~~based on the currently prevailing rates;~~ and expense for accrued vacation time payout, for a separated employee, limited to the actual vacation time accrued during the fiscal year in which the expense is claimed, minus the actual vacation time used by the employee during said fiscal year. The overall benefit rate shall not exceed ~~twenty~~thirty-one percent (~~21~~31%) of the actual salary expense claimed.

- (45) Mileage is limited to the amount allowed by IRS.
- ~~(5)~~, (6) Services and supplies expenses shall include costs related to office supplies, family engagement activity and staff travel expenses, family finding searches, subscriptions for search tools, staff recruitment and training, telephone and mileage expenses.
- (7) Operating expenses shall include occupancy related costs such as facility interest and depreciation, building maintenance, utilities, and insurance; and equipment related costs such as lease, repair, maintenance and depreciation of equipment.
- (8) Indirect ~~costs include~~ cost includes administrative costs not directly charged to the program; including executive leadership, centralized agency departments (e.g., accounting, human resources, and information technology, ~~training, centralized quality assurance, and facility services. Per the federally negotiated rate agreement, indirect costs reflect 20.60% of staff salaries (not including benefits).~~), and other non-payroll costs (e.g., insurance, accreditation, and financial auditing). Indirect costs are based on ten percent (10%) of total expenditures. In the event the indirect cost rate is reduced, the reduction shall be afforded to ADMINISTRATOR and the budget amended accordingly. CONTRACTOR shall provide notification to ADMINISTRATOR of any changes in the rate.

~~4.1 For each of the three (3) Agreement years (April 1 through March 31), the maximum annual budget for services provided pursuant to Exhibit A shall not exceed \$375,000.~~

~~4.2 ADMINISTRATOR and CONTRACTOR may agree, subject to advance written notice, to add, delete, or modify line items and/or amounts, and/or the number and type of positions specified in the annual budget included in Subparagraph 10.1 of this Exhibit, without reducing the level of services to be provided or exceeding COUNTY's maximum obligation stated in Subparagraph 20.1 of this Agreement. Failure to obtain advance written approval for any proposed Budget Modification Request may result in disallowance of reimbursement for those costs.~~

~~4.3 In the event the budget shown in Subparagraph 10.1 of this Exhibit is modified,~~

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~~the modified budget shall remain in effect for the remainder of the contract term, unless superseded by subsequent budget modification(s) that have been approved in writing by ADMINISTRATOR. For example, if Budget Modification #1 is approved on August 15, 2019, the modified budget will remain in effect until Budget Modification #2 is requested and approved in writing. The annual budget beginning on April 1st of each Agreement year shall be identical to the most recently modified annual budget.~~

~~4.4 In the event ADMINISTRATOR reduces the maximum obligation as stated in Subparagraph 20.1, CONTRACTOR and ADMINISTRATOR may mutually agree in writing to proportionately reduce the service goals as set forth in this Exhibit.~~

~~8.2~~10.2 Expenses for extra pay, including, but not limited to, overtime, stipends, bonuses, staff incentives, severance pay, etc. shall not be eligible for reimbursement under this Agreement unless authorized in writing by ADMINISTRATOR. Such authorization shall be considered as an exception and may be approved, on a case-by-case basis, at the sole discretion of ADMINISTRATOR.

~~4.5 Computer equipment, software and related components to be used for the direct provision of services may be purchased in accordance with Subparagraph 18.3 of this Agreement.~~

~~5. STAFF~~

10.3 CONTRACTOR and ADMINISTRATOR may agree, subject to advance written notice, to add, delete or modify line items and/or amounts and/or the number and type of FTE positions without changing COUNTY’s maximum funding obligation as stated in Subparagraph 20.1 of this Agreement or reducing the level of service to be provided by CONTRACTOR. Further, in accordance with Subparagraph 42.4 of this Agreement, in the event ADMINISTRATOR reduces the maximum funding obligation as stated in Subparagraph 20.1, CONTRACTOR and ADMINISTRATOR may mutually agree in writing to proportionately reduce the service goals as set forth in this Attachment. Failure to obtain advance written approval for any proposed Budget Modification Request may result in disallowance

of reimbursement for those costs.

10.4 In the event one of the annual budgets shown in Subparagraph 10.1 of this Attachment is modified, the modification shall remain in effect until the end of the specific fiscal period modified. For example, if the annual budget for the term of July 1, 2021 through June 30, 2022 is modified, the modification will be effective until June 30, 2022. Beginning July 1, 2022, the budget will revert to the budget included in Subparagraph 10.1 of this Attachment until it is modified, if applicable.

11. STAFFING REQUIREMENTS

11.1 CONTRACTOR shall be responsible for providing training and maintaining a competent, stable, and experienced workforce to fulfill service requirements. CONTRACTOR's staff shall be able to read, write, speak, and understand English. If CLIENT contact is required to obtain the required documentation or provide services, CONTRACTOR will be required to provide translation services for languages needed so that all CLIENTS are provided services in their primary language.

11.2 CONTRACTOR shall use a formal recruitment plan which complies with federal and State employment and labor regulations. CONTRACTOR shall recruit and maintain trained personnel who are responsive to, and who understand, the diversity of cultures which can be found among the CLIENT population identified in Paragraph 1 of Attachment A. CONTRACTOR shall employ staff with the background, training, and experience to provide FFES.

~~8.3.1.3~~ CONTRACTOR shall provide the following described staff positions:

~~8.3.1.1~~ 11.3.1 Family Finding Supervisor

Duties:

~~8.3.1.1~~ 11.3.1.1 Provides oversight of the FFES program and direct service staff, including responsibility for contract, budget report, communication and collaboration with ADMINISTRATOR, and services to CLIENTS.

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~~8.3.1.2~~ 11.3.1.2 Provides general weekly and group supervision to all ~~Search and Engagement Liaisons; and~~ Family Finders.

~~8.3.1.3~~ 11.3.1.3 Participates in program development, goal planning, budget analysis, program evaluation, review of documentation of services in Seneca’s Electronic Health Record, and other operational aspects as assigned by the Regional Executive Director.

Minimum Qualifications:

~~8.3.1.4~~ 11.3.1.4 ~~Bachelor’s~~ Master’s degree in ~~human services;~~ psychology, ~~child and adolescent development;~~ social work, counseling, or related field from an accredited college/university; or

~~8.3.1.5~~ 11.3.1.5 ~~A~~ Bachelor’s degree in a social services related field and a minimum of ~~three (3) years’~~ one (1) year’s demonstrated experience in the delivery of family finding and engagement services to CLIENTS.

~~5.1~~ Search and Engagement Liaison

11.3.2 Lead Bilingual Family Finder

Duties:

11.3.2.1 Provides coaching and mentorship opportunities to FFES staff including family finding trainings, and supports the development of the program.

11.3.2.2 Holds a Family Finding caseload, adhering to all duties of Family Finding staff as listed below.

11.3.2.3 Conducts thorough case record reviews.

Minimum Qualifications:

11.3.2.4 Bachelor’s degree from an accredited college or university.

11.3.2.5 Able to read, write, and speak Spanish.

11.3.2.6 A valid California Class C driver’s license.

11.3.3 Bilingual Family Finder

Duties:

~~5.1.1 Engages newly found family members/supportive adults in order to establish on going contact, visitation, and/or possible placement for CLIENTS;~~

~~8.3.1.6~~ 11.3.3.1 Works closely with SSA social work staff and others ~~in order to search and identify possible~~ potential connections ~~and to facilitate the implementation of plans of contact;~~ for CLIENTS.

11.3.3.2 Conducts case record reviews and family finding searches in order to identify family members and other meaningful people who can provide positive support and a permanent lifelong connection to CLIENTS.

11.3.3.3 Collaborates with SSA social work staff and other providers to prepare CLIENT for initial and ongoing contact with found family members.

~~8.3.1.7~~ 11.3.3.4 Utilizes community-based resources to support engagement of found family members/supportive adults with CLIENTS;

~~5.1.2 Adheres to the Health Insurance Portability and Accountability Act (HIPAA) and confidentiality provisions contained in this Agreement in contacting family members;~~

~~8.3.1.8~~ 11.3.3.5 Implements safety measures in supporting CLIENT contacts with found family members/supportive adults;

~~8.3.1.9~~ 11.3.3.6 Utilizes effective crisis management techniques when needed; ~~and.~~

~~8.3.1.10~~ 11.3.3.7 ~~Completes and maintains~~ Complete timely documentation ~~of and communicates~~ all ~~FPES activities~~ findings

with SSA social work staff.

Minimum Qualifications:

~~Minimum Qualifications:~~

~~8.3.1.11~~11.3.3.8 Bachelor's degree ~~in human services, psychology, child and adolescent development, social work, or related field~~ from an accredited college or university; ~~and~~.

~~5.1.3~~—A minimum of one (1) year demonstrated experience working with at risk children, youth, and young adults.

11.3.3.9 Able to read, write and speak Spanish.

11.3.3.10 A valid California Class C driver's license.

~~8.3.2~~11.3.4 Regional Executive Director

Duties:

~~Responsible for~~Duties:

11.3.4.1 Oversees and administers all agency program(s) within the specified region.

~~8.3.2.1~~11.3.4.2 Provides oversight of day-to-day operations, communication, and coordination with ADMINISTRATOR; integration of COUNTY and CONTRACTOR initiatives; ensuring adherence to evidence-based practices; and ensuring compliance with all COUNTY, State, and federal regulations; ~~and~~.

~~8.3.2.2~~11.3.4.3 Provides supervision to the Family Finding Supervisor.

11.3.4.4 Ensures the delivery of high-quality services and provides continuity across programs.

11.3.4.5 Plans for future program growth and development.

Minimum Qualifications:

~~8.3.2.3~~11.3.4.6 Master's degree in social work or related field from an accredited college or university (professional licensed

preferred); and).

11.3.4.7 A minimum of three (3) years' experience in the development of new programs within the ~~child-welfare, probation, and mental~~ behavioral health ~~fields~~ field.

~~8.3.2.4~~ 11.3.4.8 A minimum one (1) year of supervisory experience.

~~8.3.3~~ 11.3.5 Health Information Specialist

Duties:

~~5.1.4~~ Provides general clerical and administrative support to ensure efficient program operations;

11.3.5.1 ~~Supports~~ Maintains CLIENTS' records with a focus on quality assurance of the program.

~~8.3.3.1~~ 11.3.5.2 Support program staff in responding to family requests and charting provided activities;

~~8.3.3.2~~ 11.3.5.3 Monitors timely documentation ~~compliance; and~~.

~~8.3.3.3~~ 11.3.5.4 Works under the guidance of the CONTRACTOR's Regional Executive Director and Regional Quality Assurance Manager to implement all data reporting activities for the FFES program.

~~Minimum Qualifications:~~

11.3.5.5 Provides general clerical and administrative support to ensure efficient program operations.

Minimum Qualifications:

~~8.3.3.4~~ 11.3.5.6 Bachelor's degree in a social service related field from an accredited college or university;

~~5.1.5~~ Excellent organizational, writing, and communications skills; and

~~5.1.6~~ Strong computer skills.

~~5.2~~ Staffing Requirements

~~5.2.1—All staff shall speak, read, and write in English, with the ability to prepare clear, complete, and concise written and verbal reports in English.~~

~~5.2.2—A minimum of fifty percent (0.50) of a full-time equivalent Search and Engagement Liaison positions shall be proficient in Spanish.~~

~~5.3—~~ Training

11.3.5.7 At least twenty-one (21) years old with a valid California Class C driver’s license.

11.3.6 Quality Assurance (QA) Manager

Duties:

11.3.6.1 Supervises the Health Information Specialist.

11.3.6.2 Oversees billing and documentation, monitors program licenses, and aids in maintaining quality assurance for all assigned regional programs.

11.3.6.3 Develops new procedures as required to improve the overall quality of the department.

Minimum Qualification:

11.3.6.4 Bachelor’s degree, preferably in social services or liberal arts, from an accredited college or university.

11.3.6.5 Experience managing Electronic Health Records.

11.3.6.6 Clearance of Tuberculosis test, physical exam, fingerprinting, and any other mandatory State/Federal requirements.

11.3.6.7 A valid California Class C driver’s license. Must be insurable under CONTRACTOR’s insurance policy.

12. TRAINING

~~8.4~~12.1 COUNTY reserves the right to approve training topics eligible for reimbursement under this Agreement.

12.2 CONTRACTOR’s staff shall attend SSA training, conferences, and meetings as

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required by SSA.

12.3 CONTRACTOR ~~will~~ shall provide CONTRACTOR's staff with onboarding, ongoing training and assistance to ensure that ~~all staff working under this Agreement receive~~ service deliverables are met.

~~8.5~~12.4 CONTRACTOR shall ensure that CONTRACTOR's staff receives cultural ~~sensitivity/diversity~~ awareness and responsiveness training within one hundred eighty (180) days of employment. The topics of such training must be approved by ADMINISTRATOR.

12.5 ~~If deemed~~ CONTRACTOR shall maintain a log of in-house training activities for CONTRACTOR's staff that attend trainings including the subject, date, hours, and location of the courses. This log shall be made available to SSA, upon request.

13. QUALITY ASSURANCE/QUALITY CONTROL

13.1 CONTRACTOR shall establish and utilize a comprehensive Quality Control Plan, on a format approved by the SSA, to monitor the level of program service and quality. The Quality Control Plan will be effective upon contract start date and will be updated and resubmitted for SSA approval when changes occur. The Quality Control Plan will include, but not be limited to, the following:

13.1.1 The method for ensuring the services, deliverables, and requirements defined in this Agreement are being provided at or above the level of quality per this Attachment A, Scope of Work;

13.1.2 The method for assuring that the professional staff rendering services under this Agreement has the necessary ~~and requested by ADMINISTRATOR, CONTRACTOR will ensure that staff complete~~ qualifications;

~~8.5.1~~13.1.3 The method of identifying and preventing deficiencies in the quality of service as defined by COUNTY ~~sponsored training~~ policy; and

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