

**Petaluma People Services Center**

Agreement to Provide

**MY PATHWAY PROGRAM SERVICES**

Funding Amount: **\$991,873**

Term: **07/01/2026 to 06/30/2027**

Agreement Number: ET-PPSC-MPP-2627

Funding Source: 2011 Realignment, Temporary Assistance to Needy Families (TANF), Federal Workforce Innovation and Opportunity Act (WIOA) Youth Formula Funds, and Federal Workforce Innovation and Opportunity Act (WIOA) Title IV Vocational Rehabilitation Funds

Assistance Listing Numbers: 93.558, 17.259, and 84.126A

**AGREEMENT FOR PROVISION OF SERVICES**

This agreement ("Agreement"), dated as of July 1, 2026 ("Effective Date"), is by and between the County of Sonoma, a political subdivision of the State of California (hereinafter "County"), and Petaluma People Services Center, a California non-profit Corporation, designated as a Sub-recipient of federal funds, as more thoroughly described in Exhibit E attached hereto (hereinafter "Contractor").

**RECITALS**

WHEREAS, Contractor represents that it is duly qualified by reason of training, experience, equipment, organization, staffing, and facilities to provide the services contemplated by this Agreement and is experienced in providing workforce services to youth and young adults; and

WHEREAS, in the judgment of the Board of Supervisors and Human Services Department it is necessary and desirable to employ the services of Contractor for My Pathway Program Services;

NOW, THEREFORE, in consideration of the foregoing recitals and the mutual covenants contained herein, the parties hereto agree as follows:

**AGREEMENT**

1. Scope of Services.

1.1. Contract Documents. The following documents, if checked, and the provisions set forth therein are attached hereto and incorporated herein, and shall be dutifully performed according to the terms of this agreement:

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|---|--|
| <input checked="" type="checkbox"/> <b>Exhibit A: Scopes of Work</b>                  | <input checked="" type="checkbox"/> <b>Exhibit B: Fiscal Provisions/Budget</b>               |
| <input checked="" type="checkbox"/> <b>Exhibit C: Insurance Requirements</b>          | <input checked="" type="checkbox"/> <b>Exhibit D: Assurance of Compliance</b>                |
| <input checked="" type="checkbox"/> <b>Exhibit E: Additional Federal Requirements</b> | <input type="checkbox"/> Exhibit F: Professional Licensure/Certification                     |
| <input checked="" type="checkbox"/> <b>Exhibit G: Media Communications</b>            | <input type="checkbox"/> Exhibit H: Accessibility  |
| <input checked="" type="checkbox"/> <b>Exhibit I: Data System Requirements</b>        | <input checked="" type="checkbox"/> <b>Exhibit J: Adverse Actions / Complaint Procedures</b> |

1.2. Contractor's Specified Services. Contractor shall perform the services described in "Exhibit A: Scopes of Work" (hereinafter "Exhibit A"), attached hereto and incorporated herein by this reference, and within the times or by the dates provided for in Exhibit A and pursuant to Article 7, Prosecution of Work. In the event of a conflict between the body of this Agreement and Exhibit A, the provisions in the body of this Agreement shall control.

1.3. Cooperation With County. Contractor shall cooperate with County and County staff in the performance of all work hereunder.

1.4. Performance Standard. Contractor shall perform all work hereunder in a manner consistent with the level of competency and standard of care normally observed by a person practicing in Contractor's profession. County has relied upon the professional ability and training of Contractor as a material inducement to enter into this Agreement. Contractor hereby agrees to provide all services under this Agreement in accordance with generally accepted professional practices and standards of care, as well as the requirements of applicable federal, state and local laws, it being understood that acceptance of Contractor's work by County shall not operate as a waiver or release. If County determines that any of Contractor's work is not in accordance with such level of competency and standard of care, County, in its sole discretion, shall have the right to do any or all of the following: (a) require Contractor to meet with County to review the quality of the work and resolve matters of concern; (b) require Contractor to repeat the work at no additional charge until it is satisfactory; (c) terminate this Agreement pursuant to the provisions of Article 4; or (d) pursue any and all other remedies at law or in equity.

1.5. Assigned Personnel.

1.5.1. Contractor shall assign only competent personnel to perform work hereunder.

1.5.2. Any and all persons identified in this Agreement or any exhibit hereto as the project manager, project team, or other professional performing work hereunder are deemed by County to be key personnel whose services were a material inducement to County to enter into this Agreement, and without whose services County would not have entered into this Agreement. Contractor shall not remove, replace, substitute, or otherwise change any key personnel without the prior written consent of County.

1.5.3. Contractor is required to ensure that all persons working with minor(s) under this Agreement have successfully undergone appropriate and adequate fingerprinting and background checks through the Department of Justice, Federal Bureau of Investigations and Child Abuse Central Index (CACI).

1.5.4. In the event that any of Contractor's personnel assigned to perform services under this Agreement become unavailable due to resignation, sickness or other factors outside of Contractor's control, Contractor shall be responsible for timely provision of adequately qualified replacements.

1.5.5. In the event that at any time County, in its sole discretion, desires the removal of any person or persons assigned by Contractor to perform work under this Agreement, Contractor shall remove such person or persons immediately upon receiving written notice from County.

2. Payment.

For all services and incidental costs required hereunder, Contractor shall be paid on a cost reimbursement basis in accordance with the budget set forth in "Exhibit B: Fiscal Provisions/Budget" (hereinafter "Exhibit B"), attached hereto and incorporated herein by this reference. Contractor shall be paid an amount not to exceed Nine Hundred Ninety-One Thousand, Eight Hundred Seventy-Three Dollars (\$991,873.00), without the prior written approval of County. Expenses not expressly authorized by the Agreement shall not be reimbursed.

Unless otherwise noted in this agreement, payments shall be made within the normal course of county business after presentation of an invoice in a form approved by the County for services performed. Payments shall be made only upon the satisfactory completion of the services as determined by the County.

2.1. Overpayment. If County overpays Contractor for any reason, Contractor agrees to return the amount of such overpayment to County at County's option, permit County to offset the amount of such overpayment against future payments owed to Contractor under this Agreement or any other agreement.

2.2. Pursuant to California Revenue and Taxation code (R&TC) Section 18662, the County shall withhold seven percent of the income paid to Contractor for services performed within the State of California under this agreement, for payment and reporting to the California Franchise Tax Board, if Contractor does not qualify as: (1) a corporation with its principal place of business in California, (2) an LLC or Partnership with a permanent place of business in California, (3) a corporation/LLC or Partnership qualified to do business in California by the Secretary of State, or (4) an individual with a permanent residence in the State of California.

2.2.1. If Contractor does not qualify, County requires that a completed and signed Form 587 be provided by the Contractor in order for payments to be made. If Contractor is qualified, then the County requires a completed Form 590. Forms 587 and 590 remain valid for the duration of the Agreement provided there is no material change in facts. By signing either form, the contractor agrees to promptly notify the County of any changes in the facts. Forms should be sent to the County pursuant to Article 12. To reduce the amount withheld, Contractor has the option to provide County with either a full or partial waiver from the State of California.

3. Term of Agreement.

The term of this Agreement shall be from 07/01/2026 to 06/30/2027 unless terminated earlier in accordance with the provisions of Article 4 below.

4. Termination.

4.1. Termination Without Cause. Notwithstanding any other provision of this Agreement, at any time and without cause, County shall have the right, in its sole discretion, to terminate this Agreement by giving five (5) days written notice to Contractor.

4.2. Termination for Cause. Notwithstanding any other provision of this Agreement, should Contractor fail to perform any of its obligations hereunder, within the time and in the manner herein provided, or otherwise violate any of the terms of this Agreement, County may immediately terminate this Agreement by giving Contractor written notice of such termination, stating the reason for termination.

4.3. Change in Funding. Contractor understands and agrees that County shall have the right to terminate this Agreement immediately upon written notice to Contractor in the event that (1) any state or federal agency or other funder reduces, withholds, terminates or funds are not made available for which the County anticipated using to pay Contractor for services provided under this Agreement or (2) County has exhausted all funds legally available for payments due to become due under this Agreement.

4.4. Delivery of Work Product and Final Payment Upon Termination. In the event of termination, Contractor, within 14 days following the date of termination, shall deliver to County all materials and work product subject to Article 9.19 (Ownership and Disclosure of Work Product) and shall submit to County an invoice showing the services performed, hours worked, and copies of receipts for reimbursable expenses up to the date of termination.

4.5. Payment Upon Termination. Upon termination of this Agreement by County, Contractor shall be entitled to receive as full payment for all services satisfactorily rendered and expenses incurred hereunder, an amount which bears the same ratio to the total payment specified in the Agreement as the services satisfactorily rendered hereunder by Contractor bear to the total services otherwise required to be performed for such total payment; provided, however, that if services which have been satisfactorily rendered are to be paid on a per-hour or per-day basis, Contractor shall be entitled to receive as full payment an amount equal to the number of hours or days actually worked prior to the termination times the applicable hourly or daily rate; and further provided, however, that if County terminates the Agreement for cause pursuant to Article 4.2, County shall deduct from such amount the amount of damage, if any, sustained by County by virtue of the breach of the Agreement by Contractor.

4.6. Authority to Terminate. The Board of Supervisors has the authority to terminate this Agreement on behalf of the County. In addition, the Purchasing Agent or the Director of the Human Services Department, in consultation with County Counsel, shall have the authority to terminate this Agreement on behalf of the County.

5. Indemnification.

Contractor agrees to accept all responsibility for loss or damage to any person or entity, including County, and to indemnify, hold harmless, and release County, its officers, agents, and employees, from and against any actions, claims, damages, liabilities, disabilities, or expenses, that may be asserted by any person or entity, including Contractor, that arise out of, pertain to, or relate to Contractor's or its agents', employees', contractors', subcontractors', or invitees' performance or obligations under this Agreement. Contractor agrees to provide a complete defense for any claim or action brought against County based upon a claim relating to such Contractor's or its agents', employees, contractors, subcontractors, or invitees performance or obligations under this Agreement. Contractor's obligations under this Section apply whether or not there is contributory or concurrent negligence on County's part, but to the extent required by law, excluding liability due to County's conduct. Subject to Contractor's approval, County shall have the right to select its legal counsel at Contractor's expense. Contractor may not reasonably withhold its approval. This indemnification obligation is not limited in any way by any limitation on the amount or type of damages or compensation payable to or for Contractor or its agents under workers' compensation acts, disability benefits acts, or other employee benefit acts.

6. Insurance.

With respect to performance of work under this Agreement, Contractor shall maintain and shall require all of its subcontractors, consultants, and other agents to maintain insurance as described in "Exhibit C: Insurance Requirements" (hereinafter "Exhibit C"), which is attached hereto and incorporated herein by this reference.

7. Prosecution of Work.

The execution of this Agreement shall constitute Contractor's authority to proceed immediately with the performance of this Agreement. Performance of the services hereunder shall be completed within the time required herein, provided, however, that if the performance is delayed by earthquake, flood, high water, or other Act of God or by strike, lockout, or similar labor disturbances, the time for Contractor's performance of this Agreement shall be extended by a number of days equal to the number of days Contractor has been delayed.

8. Extra or Changed Work.

Extra or changed work or other changes to the Agreement may be authorized only by written amendment to this Agreement, signed by both parties. Minor changes, which do not exceed the delegated signature authority of the Department Head and which do not significantly change the scope of work or significantly lengthen time schedules may be executed by the Department Head in a form approved by County Counsel. The Board of Supervisors must authorize all other extra or changed work. The parties expressly recognize that, pursuant to Sonoma County Code Section 1-11, County personnel are without authorization to order extra or changed work or waive Agreement requirements. Failure of Contractor to secure such written authorization for extra or changed work shall constitute a waiver of any and all right to adjustment in the Agreement price or Agreement time due to such unauthorized work and thereafter Contractor shall be entitled to no compensation whatsoever for the performance of such work. Contractor further expressly waives any and all right or remedy by way of restitution and quantum meruit for any and all extra work performed without such express and prior written authorization of the County.

9. Representations of Contractor.

9.1. Standard of Care. County has relied upon the professional ability and training of Contractor as a material inducement to enter into this Agreement. Contractor hereby agrees that all its work will be performed and that its operations shall be conducted in accordance with generally accepted and applicable professional practices and standards as well as the requirements of applicable federal, state and local laws, it being understood that acceptance of Contractor's work by County shall not operate as a waiver or release.

9.2. Status of Contractor. The Parties intend that Contractor, in performing the services specified herein, shall act as an independent contractor and shall control the work and the manner in which it is performed. Contractor represents and warrants that Contractor is an independently established business entity that customarily advertises and provides services of the same nature as the services provided for County under this Agreement, and that Contractor maintains a separate business location and has all required business licenses and tax registration, if any, in order to perform services under this Agreement. Nothing contained in this Agreement shall be construed to give County the power to direct and control the day-to-day activities of Contractor, and

nothing in this Agreement shall be deemed or construed to create the relationship of principal and agent, or of partnership or joint venture, or to give either Party the power or authority to act for, bind, or commit the other Party in any way. Contractor shall have the right to set their own hours and location of work, consistent with the nature of the services provided under this Agreement. Contractor shall determine the method, means and manner of performance of, but not limited to, such matters as outlined in Exhibit "A," without restriction by County. County is interested only in the results to be achieved from Contractor's performance of the services. Contractor shall provide its own resources, tools and equipment and direct its operation in all respects in performing the services hereunder. This Agreement shall not in any manner restrict Contractor from performing services for other clients or businesses. Contractor is not to be considered an agent or employee of County for any purpose and is not entitled to participate in any pension plan, worker's compensation plan, insurance, bonus, or similar benefits County provides its employees. In the event County exercises its right to terminate this Agreement pursuant to Article 4, above, Contractor expressly agrees that it shall have no recourse or right of appeal under rules, regulations, ordinances, or laws applicable to employees.

9.3. Subcontractors. No performance of this Agreement or any portion thereof, may be assigned or subcontracted without the express written consent of the County. Any attempt by the Contractor to assign or subcontract any performance of this Agreement without the express written consent of the County shall be invalid and shall constitute a breach of this Agreement.

9.3.1. In the event the Contractor is allowed to subcontract, the County shall look to the Contractor for results of its subcontracts. The Contractor agrees to be responsible for all the subcontractor's acts and omissions to the same extent as if the subcontractors were employees of the Contractor. No subcontracts shall alter in any way any legal responsibility of the Contractor to the County. Whenever the Contractor is authorized to subcontract or assign, the terms of this Agreement shall prevail over those of any such subcontract or assignment.

9.4. No Suspension or Debarment. Contractor warrants that it is not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in covered transactions by any federal department or agency. Contractor also warrants that it is not suspended or debarred from receiving federal funds as listed in the List of Parties Excluded from Federal Procurement or Non-procurement Programs issued by the General Services Administration. If the Contractor becomes debarred, Contractor has the obligation to inform the County.

9.5. Taxes. Contractor agrees to file federal and state tax returns and pay all applicable taxes on amounts paid pursuant to this Agreement and shall be solely liable and responsible to pay such taxes and other obligations, including, but not limited to, state and federal income and FICA taxes. Contractor agrees to indemnify and hold County harmless from any liability which it may incur to the United States or to the State of California as a consequence of Contractor's failure to pay, when due, all such taxes and obligations. In case County is audited for compliance regarding any withholding or other applicable taxes, Contractor agrees to furnish County with proof of payment of taxes on these earnings.

9.6. Records Maintenance. Contractor shall keep and maintain full and complete program, client, and statistical documentation and financial records,

subcontracts and other records concerning all services performed that are compensable under this Agreement and shall make such documents and records available at County's request for inspection at any reasonable time.

9.6.1. Contractor shall retain all records pertinent to this Agreement, including financial, statistical, property, and participant records and supporting documentation for a period of ten years from the date of final payment of this Agreement. If, at the end of ten years, there is ongoing litigation or an outstanding audit involving those records, Contractor shall retain the records until resolution of the litigation or audit.

9.7. Monitoring, Assessment & Evaluation. Authorized federal, state and/or county representatives shall have, with advance notice and during normal business hours, the right to monitor, assess, evaluate, audit, and examine all administrative, financial and program performance activities and records of Contractor and its subcontractors pursuant to this Agreement. Said monitoring, assessment, evaluation, audit and examination may include, but is not limited to, administrative, financial, statistical, data and procurement processes, inspections of project premises, inspection of food preparation sites as appropriate, interviews of program staff and participants, and examination and/or duplication of records with respect to all matters covered by this Agreement. Contractor shall cooperate with County in this process and shall make program and administrative staff available during any monitoring, assessment, evaluation, audit or examination.

9.8. Conflict of Interest. Contractor covenants that it presently has no interest and that it will not acquire any interest, direct or indirect, that represents a financial conflict of interest under state law or that would otherwise conflict in any manner or degree with the performance of its services hereunder. Contractor further covenants that in the performance of this Agreement no person having any such interests shall be employed. In addition, if requested to do so by County, Contractor shall complete and file and shall require any other person doing work under this Agreement to complete and file a "Statement of Economic Interest" with County disclosing Contractor's or such other person's financial interests.

9.9. Statutory Compliance/Living Wage Ordinance. Contractor agrees to comply, and to ensure compliance by its subconsultants or subcontractors, with all applicable federal, state and local laws, regulations, statutes and policies – including but not limited to the County of Sonoma Living Wage Ordinance, applicable to the services provided under this Agreement as they exist now and as they are changed, amended or modified during the term of this Agreement. Without limiting the generality of the foregoing, Contractor expressly acknowledges and agrees that this Agreement may be subject to the provisions of Article XXVI of Chapter 2 of the Sonoma County Code, requiring payment of a living wage to covered employees. Noncompliance during the term of the Agreement will be considered a material breach and may result in termination of the Agreement or pursuit of other legal or administrative remedies.

9.10. Nondiscrimination. Without limiting any other provision hereunder, Contractor shall comply with all applicable federal, state, and local laws, rules, and regulations in regard to nondiscrimination in employment practices and in delivery of services because of race, color, ancestry, national origin (including limited English proficiency), religious creed, belief or grooming, sex (including sexual orientation, gender identity, gender expression, transgender status, pregnancy, childbirth, medical

conditions related to pregnancy, childbirth or breast feeding, sex stereotyping), marital status, age, medical condition, physical or mental disability, genetic information, military or veteran status, or any other legally protected category or prohibited basis, including without limitation, the County's Non-Discrimination Policy. All nondiscrimination rules or regulations required by law to be included in this Agreement are incorporated herein by this reference.

9.10.1. Contractor understands and agrees that administrative methods and/or procedures which have the effect of subjecting individuals to discrimination or otherwise defeating the objectives of the applicable and aforementioned laws will be prohibited.

9.10.2. Contractor shall provide County with a copy of their Equal Employment Opportunity and Affirmative Action policies upon request and shall sign and submit to County an Assurance of Compliance, attached hereto as "Exhibit D: Assurance of Compliance" (hereinafter "Exhibit D"), and incorporated by this reference, in order to certify that contractor is in compliance with the State and Federal laws related to equal employment opportunity and delivery of services.

9.10.3. Contractor and subcontractors shall give written notice of their obligations under this clause to labor organizations with which they have a collective bargaining or other agreement.

9.10.4. Any and all subcontracts to perform work under this Agreement shall include the nondiscrimination and compliance provisions of this article and subcontractors shall agree to, sign and submit to Contractor a copy of the Assurance of Compliance, Exhibit D. Contractor shall maintain copies of these Assurances and submit copies to County upon County's request.

9.11. AIDS Discrimination. Contractor agrees to comply with the provisions of Chapter 19, Article II, of the Sonoma County Code prohibiting discrimination in housing, employment, and services because of AIDS or HIV infection during the term of this Agreement and any extensions of the term.

9.12. Confidentiality. Contractor agrees to maintain the confidentiality of all client information in accordance with all applicable state and federal laws and regulations, including the requirement to implement reasonable and appropriate administrative, physical, and technical safeguards to protect all confidential information. Contractor shall be in compliance with all State and Federal regulations pertaining to the privacy and security of personally identifiable information (hereinafter "PII") and/or protected health information (hereinafter "PHI").

9.12.1. Contractor agrees to comply with the provisions of 45 Code of Federal Regulations 205.50, Section 10850 of the Welfare and Institutions Code, Section 827 of the Welfare & Institutions Code and Division 19 of the California Department of Social Services Manual of Policies and Procedures to assure that all records are confidential, and will not be open to examination for any purpose not directly connected with the administration of any public social services program.

Contractor, and each of its employees, agents, contractors and subcontractors, shall fully comply and ensure compliance relative to the services provided hereunder with all applicable laws regarding the confidentiality of PHI, including but not limited to, the regulations under the Health Insurance Portability and

Accountability Act (hereinafter "HIPAA") and the Health Information Technology for Economic and Clinical Health Act (hereinafter "HITECH Act").

9.12.2. Contractor shall protect from unauthorized disclosure, confidential, sensitive and/or personal identifying information, concerning persons receiving services pursuant to this Agreement, except for statistical information not identifying any client. The Contractor shall not use such information for any purpose not directly connected with the administration of the services provided herein. The Contractor shall promptly transmit to the County all requests for disclosure of such information not emanating from the client. The Contractor shall not disclose, except as otherwise specifically permitted by this Agreement or authorized by the client in writing, any such information to anyone other than the County without prior written authorization from the County. "Personal identifying information" shall include, but not be limited to: name, identifying number, social security number, state driver's license or state identification number, financial account numbers, and symbol or other identifying characteristic assigned to the individual, such as finger or voice print or a photograph.

9.12.3. No person will publish, disclose or use or permit or cause to be published, disclosed or used any confidential information pertaining to an applicant, recipient, or client.

9.12.4. Contractor agrees to inform all employees, agents and partners of the provisions and that any person knowingly and intentionally violating the provisions of this Article may be guilty of a misdemeanor.

9.12.5. Contractor understands and agrees that this Article shall survive any termination or expiration of this Agreement in accordance with 9.6 above.

9.13. Information Security. In addition to any other provisions of this Agreement, all parties to this Agreement shall be responsible for ensuring that electronic media containing confidential and sensitive client data is protected from unauthorized access. Contractor agrees to report any actual or suspected security incident or actual or suspected breach of PHI, PII or other confidential information within twenty-four (24) hours to the County via email to [Privacy&Security@sonoma-county.org](mailto:Privacy&Security@sonoma-county.org).

9.13.1. Contractor shall ensure that all computer workstations, laptops, tablets, smart-phones and other devices used to store and transmit confidential client data and information are: 1) physically located in areas not freely accessible to or in open view of persons not authorized to have access to confidential data and information, 2) protected by unique secure passwords, and 3) configured to automatically lock or timeout after no more than 30 minutes of inactivity. Contractor shall ensure that users of such computing devices log off or lock their device before leaving it unattended or when done with a session.

9.13.2. Contractor shall encrypt all confidential client data, whether for storage or transmission on portable and non-portable computing and storage devices using non-proprietary, secure, generally-available encryption software. Proprietary encryption algorithms will not be acceptable. Such devices shall include, but not be limited to, desktop, laptop or notebook computers, optical or magnetic drives, flash or jump drives, and wireless devices such as cellular phones and other handheld computing devices with data storage capability.

9.13.3. Contractor shall ensure all electronic transmission of confidential client data sent outside a secure private network or secure electronic device via email,

either in the body of the email or in an attachment, or sent by other file transfer methods is sent via an encrypted method.

9.13.4. Contractor shall apply security patches and upgrades in a timely manner, and keep virus software up-to-date on all systems on which County data may be stored or accessed.

9.13.5. Contractor shall 1) perform regular backups of automated files and databases, and 2) destroy or wipe all confidential client data from all electronic storage media and devices in a manner that prevents recovery of any and all confidential client data in accordance with Article 9.6 above.

9.13.6. All information security requirements stated herein shall be enforced and implemented immediately upon execution of this agreement, and continue beyond the term of the Agreement in accordance with Article 9.6. above.

9.14. Artificial Intelligence Policy. Contractor agrees to comply, and to ensure compliance by its subconsultants or subcontractors, with [the Sonoma County Information Technology Artificial Intelligence \(AI\) Policy](#). No County confidential, restricted, personal, proprietary, or protected data of any kind, including data that is not owned by the County, may be shared (copied, typed, interfaced, etc.) with these platforms. AI technology shall not be used to create work product under this agreement that requires a professional license or certificate and AI technology shall not be used as a replacement for any review and certification by any other licensed professionals.

9.15. Political and Sectarian Activities. Contractor warrants as follows: (a) it shall comply with requirements that no program under this Agreement shall involve political or lobbying activities; (b) it shall not employ or assign participants in the program to any sectarian facility, except as provided by federal and state law or regulation; (c) it shall not use funds made available under this Agreement for political or lobbying activities.

9.16. Drug-Free Workplace. Contractor will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by complying with all requirements set forth in the Act.

9.17. Facilities. Contractor warrants that all of the Contractor's facilities: (a) will be adequately supervised, (b) will be maintained in a safe and sanitary condition, (c) will be available for monitoring by County and/or state and federal monitors, (d) are accessible to handicapped individuals if appropriate, and (e) are nonsectarian.

9.18. Mandated Reporting. Contractor, and their employees, must comply with any applicable laws concerning the mandated reporting of abuse or neglect of children, elders age 60 and older or dependent adults, ages 18 to 59. Appropriate mandated reporter training is available from the County's Human Services Department through the Family, Youth and Children Services and Adult Protective Services Divisions. Any person who is not a mandated reporter, who knows or reasonably suspects, that a child or elder or dependent adult has been a victim of abuse may report that abuse to the appropriate Human Services Division or local law enforcement.

9.19. Ownership and Disclosure of Work Product. All reports, original drawings, graphics, plans, studies, and other data or documents ("documents"), in whatever form or format, assembled or prepared by Contractor or Contractor's subcontractors, consultants, and other agents in connection with this Agreement shall be the property of County. County shall be entitled to immediate possession of such documents upon

completion of the work pursuant to this Agreement. Upon expiration or termination of this Agreement, Contractor shall promptly deliver to County all such documents, which have not already been provided to County in such form or format, as County deems appropriate. Such documents shall be and will remain the property of County without restriction or limitation. Contractor may retain copies of the above- described documents but agrees not to disclose or discuss any information gathered, discovered, or generated in any way through this Agreement without the express written permission of County.

9.20. Authority. The undersigned hereby represents and warrants that he or she has authority to execute and deliver this Agreement on behalf of Contractor.

10. Demand for Assurance.

Each party to this Agreement undertakes the obligation that the other's expectation of receiving due performance will not be impaired. When reasonable grounds for insecurity arise with respect to the performance of either party, the other may in writing demand adequate assurance of due performance and until such assurance is received may, if commercially reasonable, suspend any performance for which the agreed return has not been received. "Commercially reasonable" includes not only the conduct of a party with respect to performance under this Agreement, but also conduct with respect to other agreements with parties to this Agreement or others. After receipt of a justified demand, failure to provide within a reasonable time, but not exceeding thirty (30) days, such assurance of due performance as is adequate under the circumstances of the particular case is a repudiation of this Agreement. Acceptance of any improper delivery, service, or payment does not prejudice the aggrieved party's right to demand adequate assurance of future performance. Nothing in this Article limits County's right to terminate this Agreement pursuant to Article 4.

11. Assignment and Delegation.

Neither party hereto shall assign, delegate, sublet, or transfer any interest in or duty under this Agreement without the prior written consent of the other, and no such transfer shall be of any force or effect whatsoever unless and until the other party shall have so consented.

12. Method and Place of Giving Notice.

All notices shall be made in writing and shall be given by personal delivery or by U.S. Mail. Notices shall be addressed as follows:

TO COUNTY: County of Sonoma, Human Services Department  
Contracts Unit  
3600 Westwind Boulevard  
Santa Rosa, CA 95403  
contracts@sonomacounty-hsd.gov

TO CONTRACTOR: Petaluma People Services Center  
1500 Petaluma Blvd. South  
Petaluma, CA, 94952

When a notice is given by a generally recognized overnight courier service, the notice shall be deemed received on the next business day. When a copy of a notice or

payment is sent by facsimile or email, the notice shall be deemed received upon transmission as long as (1) the original copy of the notice is promptly deposited in the U.S. mail and postmarked on the date of the facsimile or email, (2) the sender has a written confirmation of the facsimile transmission or email, and (3) the facsimile or email is transmitted before 5 p.m. (recipient's time). In all other instances, notices shall be effective upon receipt by the recipient. Changes may be made in the names and addresses of the person to whom notices are to be given by giving notice pursuant to this paragraph.

13. Miscellaneous Provisions.

13.1. No Waiver of Breach. The waiver by County of any breach of any term or promise contained in this Agreement shall not be deemed to be a waiver of such term or provision or any subsequent breach of the same or any other term or promise contained in this Agreement.

13.2. Construction. To the fullest extent allowed by law, the provisions of this Agreement shall be construed and given effect in a manner that avoids any violation of statute, ordinance, regulation, or law. The parties covenant and agree that in the event that any provision of this Agreement is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remainder of the provisions hereof shall remain in full force and effect and shall in no way be affected, impaired, or invalidated thereby. Contractor and County acknowledge that they have each contributed to the making of this Agreement and that, in the event of a dispute over the interpretation of this Agreement, the language of the Agreement will not be construed against one party in favor of the other. Contractor and County acknowledge that they have each had an adequate opportunity to consult with counsel in the negotiation and preparation of this Agreement.

13.3. Consent. Wherever in this Agreement the consent or approval of one party is required to an act of the other party, such consent or approval shall not be unreasonably withheld or delayed.

13.4. No Third Party Beneficiaries. Nothing contained in this Agreement shall be construed to create and the parties do not intend to create any rights in third parties.

13.5. Applicable Law and Forum. This Agreement shall be construed and interpreted according to the substantive law of California, regardless of the law of conflicts to the contrary in any jurisdiction. Any action to enforce the terms of this Agreement or for the breach thereof shall be brought and tried in Santa Rosa or the forum nearest to the city of Santa Rosa, in the County of Sonoma.

13.6. Captions. The captions in this Agreement are solely for convenience of reference. They are not a part of this Agreement and shall have no effect on its construction or interpretation.

13.7. Merger. This writing is intended both as the final expression of the Agreement between the parties hereto with respect to the included terms and as a complete and exclusive statement of the terms of the Agreement, pursuant to Code of Civil Procedure Section 1856. No modification of this Agreement shall be effective unless and until such modification is evidenced by a writing signed by both parties.

13.8. Survival of Terms. All express representations, waivers, indemnifications, and limitations of liability included in this Agreement will survive its completion or termination for any reason.

13.9. Time of Essence. Time is and shall be of the essence of this Agreement and every provision hereof.

13.10. Counterpart; Electronic Signatures. The parties agree that this Agreement may be executed in two or more counterparts, each of which shall be deemed an original, and together which when executed by the requisite parties shall be deemed to be a complete original agreement. Counterparts may be delivered via facsimile, electronic mail (including PDF) or other transmission method, and any counterpart so delivered shall be deemed to have been duly and validly delivered, be valid and effective for all purposes, and shall have the same legal force and effect as an original document. This Agreement, and any counterpart, may be electronically signed by each or any of the parties through the use of any commercially-available digital and/or electronic signature software or other electronic signature method in compliance with the U.S. federal ESIGN Act of 2000, California's Uniform Electronic Transactions Act (Cal. Civil Code § 1633.1 et seq.), or other applicable law. By its use of any electronic signature below, the signing party agrees to have conducted this transaction and to execution of this Agreement by electronic means.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the Effective Date.

CONTRACTOR  
Petaluma People Services Center

COUNTY OF SONOMA

By: \_\_\_\_\_  
Name: Jenifer Weiss  
Title: Executive Director

By: \_\_\_\_\_  
Name: Angela Struckmann  
Title: Director, Human Services  
Department

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

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

APPROVED AS TO SUBSTANCE FOR  
COUNTY

By: \_\_\_\_\_  
Name: Charity Doronila  
Title: Director, Employment & Training  
Division

EXEMPT FROM COUNTY COUNSEL  
REVIEW

APPROVED AS TO FORM FOR COUNTY

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

CERTIFICATES OF INSURANCE ON FILE  
WITH COUNTY

INSURANCE REQUIREMENT CHANGES  
APPROVED, WAIVED, OR EXEMPTED BY  
RISK MANAGEMENT

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

## **Exhibit A: Scopes of Work**

This Exhibit A (Scopes of Work) includes the following, which are attached hereto and incorporated herein by this reference:

1. Exhibit A: Scope of Work – Overview
2. Exhibit A-1: Scope of Work – MPP Youth Eligibility Criteria
3. Exhibit A-2: Scope of Work – MPP Visual
4. Exhibit A-3: Scope of Work – Required Program Elements
5. Exhibit A-4: Scope of Work – Program Performance

**I. Program Overview**

- A. The My Pathway Program (MPP) is a comprehensive case management program based on the requirements of the Workforce Innovation and Opportunity Act (WIOA) that provides youth and young adults ages 14-24 with the education, training, work experience, and supports necessary to gain and retain permanent employment on their chosen career pathway. MPP emphasizes career pathway planning, work readiness training and paid work experience. Contractor will work in partnership with Job Link's WIOA Programs and the Sonoma County Youth Ecology Corps (SCYEC) to refer and enroll participating youth to paid work experience/training opportunities.
- B. MPP is designed to serve WIOA eligible youth, as well as youth eligible for CalWORKs, current/former foster youth, and students with disabilities supported by the Student Training and Employment Program (STEP). All youth participants will be offered the same level and type of program services as outlined in this contract, regardless of funding eligibility.

**II. Target Population**

- A. Contractor will make available and provide services to eligible youth as defined in Exhibit A-1. Contractor agrees to prioritize youth ages 16-24 who are not-in-school and not working (i.e. disconnected and opportunity youth), current or former foster youth (i.e. STAY youth), youth receiving CalWORKs benefits (aided youth or adult caretaker), and students with disabilities ages 16-21 (i.e. STEP youth).
- B. With the exception of STEP youth, County will approve enrollment of other in-school youth ages 14-21 on a limited basis and only after it has been determined there are no alternative community services able to meet the youth's needs. Additionally, WIOA enrollments for in-school youth must constitute no more than 10% of total youth enrollments, meaning that at least 90% of all WIOA youth enrollments must be out-of-school youth.

**III. Outreach, Recruitment and Enrollment**

- A. Contractor will conduct outreach and recruit eligible youth across all **five Supervisorial Districts** of the County, ensuring services are accessible in each region, in accordance with the strategies proposed as a result of the County's Request for Proposals. Contractor will prioritize areas of greatest need including, but not limited to, locations with the greatest numbers of opportunity youth and high poverty areas as defined by WIOA. In addition, Contractor will work in partnership with SCYEC Contractor(s) to enroll eligible youth into WIOA for work-based learning opportunities under SCYEC.
- B. Contractor will conduct a formal intake and eligibility process with each participant prior to program enrollment. Contractor will assess youth commitment and suitability based on program requirements and ensuring to include those willing to participate in a work experience opportunity as appropriate based on their skills, interests and needs (see Exhibit A-2 for visual depiction of program). Contractor will refer non-eligible/suitable youth to alternative community services as applicable.

- C. County will send all referrals for potential eligible youth received by Human Services Department staff, partners or community members to Contractor, as applicable.
- D. Contractor will collect verification of program eligibility and complete applicable entries in the required CalJOBS data system prior to enrolling each participant.
  - 1. For purpose of STEP enrollment, Contractor will work with Department of Rehabilitation (DOR) partner Specific Point of Contact (SPOC) to ensure and verify youth is a consumer of DOR prior to MPP enrollment and maintains DOR eligibility through duration of STEP services provision, as prescribed by County.

#### **IV. Service Targets**

Contractor will serve at least 145 active, WIOA-eligible youth, 10 STAY-eligible youth, 5 CalWORKs youth, and 25 STEP-eligible youth during this contract period.

#### **V. Program Design Framework**

- A. Objective Assessment. Contractor will administer an in-depth objective assessment that includes a review of basic skills, occupational skills, prior work experience, employability, interests, aptitudes, supportive service needs, and developmental needs. The assessment must also consider a youth's strengths in addition to areas needing improvement.
  - 1. Multiple assessment tools may be necessary since there is no standard approach that will work for everyone, including youth with disabilities.
- B. Individual Service Strategy. Contractor will develop an Individual Service Strategy (ISS) for each participant based on the objective assessment results and in coordination with the youth. The ISS must identify career pathways that include short- and long-term education and employment goals, including work experience, prescribed objectives and appropriate services; include a clear progression plan, with timelines to meet goals; directly link youth needs to one or more performance indicators.
  - 1. Contractor will regularly review and update the ISS with the youth as necessary based on changes in goals, barriers, services, etc.
- C. Case Management. Contractor will provide comprehensive, ongoing case management for youth participants to: coordinate service delivery, including career planning, preparation and training; address barriers; and ensure youth engagement in the program. Case management should be client-centered, incorporating trauma-informed, anti-bias approaches, inclusive practices, as well as positive youth development strategies, in guiding and supporting participant on their path toward obtaining their employment and/or education goals.
  - 1. Contractor must contact participants or an adult with significant influence over the participant (e.g., a relative, a schoolteacher, or other school official, a probation officer or other officer of the court, a clergy person, or a foster parent) at least once every thirty (30) days during program participation.
    - a. If there is no direct contact with the participant at least once every ninety (90) days, the participant must be exited.

2. To encourage participation, achievement and attainment of individual goals that lead to education and career success, incentives may be used in accordance with the requirements prescribed by County.
- D. Service Delivery. Contractor will make available the full continuum of services to all participants, including work readiness training and the WIOA-required 14 elements described in Exhibit A-3, through coordination of services.
1. Contactor must offer work readiness training to all participants. This includes, but is not limited to, resume development; job seeking and interviewing skills; understanding employer and workplace expectations; positive work habits (e.g. coming to work on time, getting along with coworkers, etc.); understanding behaviors and attitudes necessary to compete in the labor market; effective coping and problem-solving skills; and other skills that will develop the individual's capacity to move toward employment.
  2. Contractor must offer all participants an opportunity to receive follow-up services that align with their ISS; thus, the type and intensity of services may differ with each youth. However, follow-up services must include more than contacting youth solely for the purpose of securing documentation to report a performance outcome.
  3. Contractor will ensure that youth that are only STEP-eligible are off-boarded prior to their 22<sup>nd</sup> birthday and as appropriate, will refer to Job Link for continued services.
  4. Contractor will refer to its Serving Youth with Disabilities Policy when serving and referring youth identified as having a disability.
  5. Contractor will ensure that any youth who express or identify a need, are referred to appropriate services or agencies for assistance.

**VI. Work Experience/Training Referrals**

- A. Once Contractor has determined a youth participant is work-ready, through use of a formal assessment tool, for one of MPP's paid work experience opportunities (defined in Exhibit A-2), Contractor will refer the youth, collect right to work documents, and enroll as applicable, to SCYEC or to Sonoma County Job Link's WIOA Programs, depending on the interests, needs, and readiness of the participant (see Exhibit A-2).
- B. Contractor may offer unpaid work experience to youth participants.
- C. Contractor will support employer outreach for the development of work-based learning opportunities.
- D. For STEP participant work experiences, Contractor will be responsible for the following, in coordination with Job Link program staff:
  1. Identify program staff that will oversee paid work experience placements, provide onboarding, timekeeping, maintain and provide participant timesheets, and off boarding.
  2. Collect I-9 documents from youth, and as applicable, collection of work permits for minors, using County provided work permit intent form.

3. Maintain timely communications of STEP participants work experience start and end dates, as prescribed by County.
- E. Contractor will continue to support, coach, and provide case management to youth participants during the work experience and will communicate with Job Link/SCYEC and/or, if applicable, work experience hosts, regarding any issues or barriers that may affect participant success.

**VII. Data and Reporting Requirements**

- A. County's Case Management Data System. Contractor will enter, update and maintain data including eligibility, demographics, program activities and services, case notes, follow-up, and performance in CalJOBS for each WIOA- funded youth.
1. Contractor may be required to enter information for participants funded by other sources into CalJOBS or in a locally developed data tracking system as determined by County.
- B. Reporting Requirements. Reports required by County include, but may not be limited to:
1. Monthly fiscal claims that include youth participation and funding information.
  2. For STEP youth, monthly reports verifying participant eligibility, training and work-based learning activity hours worked, wages earned, and other participant information, as prescribed by County.
  3. Youth participant performance and progress tracking reports as prescribed by County.
  4. Other reports as required by Federal or State regulations, funders, grants and County, as needed or requested.
- C. Documentation Requirements. Contractor will ensure that required documentation as defined by County is present in all individual case files and available for review by County.

**VIII. Confidentiality**

- A. Contractor will comply with the provisions of WIOA and applicable sections of the Welfare and Institutions Code, the California Education Code, the Rehabilitation Act, and/or any other appropriate statute or requirement as it relates to the protection of Personally Identifiable Information (PII).
1. All applications and individual records related to services provided under this Agreement, including eligibility for services, enrollment and referral, shall be confidential and shall not be open to examination for any purposes not directly connected with the delivery of such services.
  2. No person will publish, disclose use, or permit, cause to be published, disclosed or used, any confidential information pertaining to youth applicants or participants unless a specific release is voluntarily signed by the participant.

**IX. Performance Goals**

Contractor will provide services to achieve WIOA and other performance measures as described in Exhibit A-4 for WIOA-, STAY-, CalWORKs and STEP-funded participants.

**X. Results Based Accountability**

- A. When the RBA planning process is initiated by the County, the County and Contractor will create and maintain an RBA Plan to develop performance measures. Development of outcomes related to the contract will be a collaborative effort between the County and Contractor.
1. Contractor will apply, document, and report on performance measures and activities detailed in the RBA Plan.
  2. At the request of the County, Contractor shall ensure that the program director overseeing this program attends RBA Training, led by Sonoma County Human Services Department Upstream Team.
  3. At the requests of the County, Contractor shall participate in Turn the Curve meetings twice annually to review and discuss performance measure outcomes.
  4. Contractor will disaggregate the performance measures by demographics and geographic area for reporting.
  5. The RBA Plan may be modified at any time as agreed to in writing by both parties.

**XI. Other Program Requirements**

- A. Staffing. Contractor must maintain a skilled, trained workforce and ensure all staff members who work with youth are fingerprinted and approved by the Department of Justice prior to beginning work.
1. Contractor will provide culturally and linguistically competent services and have a plan to assist monolingual participants regardless of language of origin.
  2. Contractor is required to attend and participate in mandatory meetings and trainings as prescribed by County.
- B. Location of Services. Contractor will serve youth who reside across the county and ensure that all locations at which services are provided are adequately supervised, maintained in a safe and sanitary condition, accessible to individuals with a disability, compliant with federal and state laws, and nonsectarian.
- C. Non-discrimination. Contractor will comply fully with the nondiscrimination and equal opportunity provisions of WIOA. Contractor acknowledges it is the government's right to seek judicial enforcement of this assurance.
- D. Accurate and Timely Submissions. Contractor will maintain complete, up-to-date, and accurate records, tracking mechanisms and management controls. Contractor will be responsible for submitting all data, documents, and required reports, accurately, on time, and in the manner prescribed by County.
- E. Responsiveness. Contractor will respond in a timely manner to every communication and request for information from County.

## Exhibit A-1: MPP Youth Eligibility Criteria

### I. WIOA Out-of-School Youth Eligibility Criteria

A. Is 16-24 years old and not attending any school<sup>1</sup> at the time of application; **and**

B. Possesses authorization to work documentation; **and**

C. Is registered for Selective Service (if male and 18 years old or older); **and**

D. Has at least one of the following barriers:

- a. Secondary school dropout & older than 18
- b. Under 18 & out of school for a complete school quarter
- c. Offender<sup>2</sup>
- d. Homeless or a runaway<sup>3</sup>
- e. Current/former foster youth<sup>4</sup>
- f. Pregnant or parenting<sup>5</sup>
- g. Disabled<sup>6</sup>
- h. Low income and needs additional education or employment assistance<sup>7</sup>, as defined by one or more of the following locally defined barriers:
  - i. Is being treated for substance abuse and/or mental health issues
  - ii. Has never had a job
  - iii. Has never held a FT job for more than 13 consecutive weeks
  - iv. Has been fired from a job within the 12 months prior to application

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<sup>1</sup>With a few exceptions, e.g., Title II Adult Ed, Job Corps, school equivalency programs, dropout reengagement programs, or charter schools with federal & state partnerships (e.g., John Muir).

<sup>2</sup> Subject to any stage of the criminal justice process or who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or convictions or for whom services under WIOA may be beneficial.

<sup>3</sup> Lacks a fixed, regular, and adequate nighttime residence (see EDD's WSD17-07 for details)

<sup>4</sup>In foster care or aged out of the foster care system or who has attained 16yrs and left foster care for kinship, guardianship, or adoption; a child eligible for assistance under Section 477 of the Social Security Act; or in an out of home placement.

<sup>5</sup> Includes custodial and non-custodial parents including non-custodial fathers.

<sup>6</sup> A physical or mental impairment that substantially limits one or more of the person's major life activities (see Americans with Disabilities Act of 1990, 42 U.S.C. 12102).

<sup>7</sup> Requires additional assistance to enter or complete an educational program or to secure or hold employment.

<sup>8</sup> A victim who was displaced from their home or work due to a local/regional natural disaster.

v. Is a victim of a local natural disaster<sup>8</sup>

i. Low income and has high school diploma/GED and is basic skills deficient or an English language learner

II. Foster Youth Eligibility Criteria

A. Is 16-24 years old at the time of application; **and**

B. Is currently enrolled in foster care or extended foster care, and has a current social worker or Probation Officer and is under the care and jurisdiction of the County **or**

C. Is a former foster youth, meaning at some time in their childhood, the youth was a dependent of the Court.

III. CalWORKs Recipient Eligibility Criteria

A. Is 16-24 years old at the time of application; **and**

B. Is an aided adult caretaker **or**

C. Is an aided youth on their family's CalWORKs grant at the time of application

Note: Eligibility criteria may be subject to change.

IV. STEP- Students with Disabilities Eligibility Criteria

A. Is an eligible consumer with Department of Rehabilitation (DOR) prior to MPP enrollment; **and**

B. Is an individual with a disability in a secondary, postsecondary, or other recognized education program who:

i. Is not younger than 16;

ii. Is not older than 21 (must be offboarded before 22<sup>nd</sup> birthday); **and**

iii. Is eligible for, and receiving, special education or related services under Part B of the Individuals with Disabilities Education Act<sup>9</sup> **or**

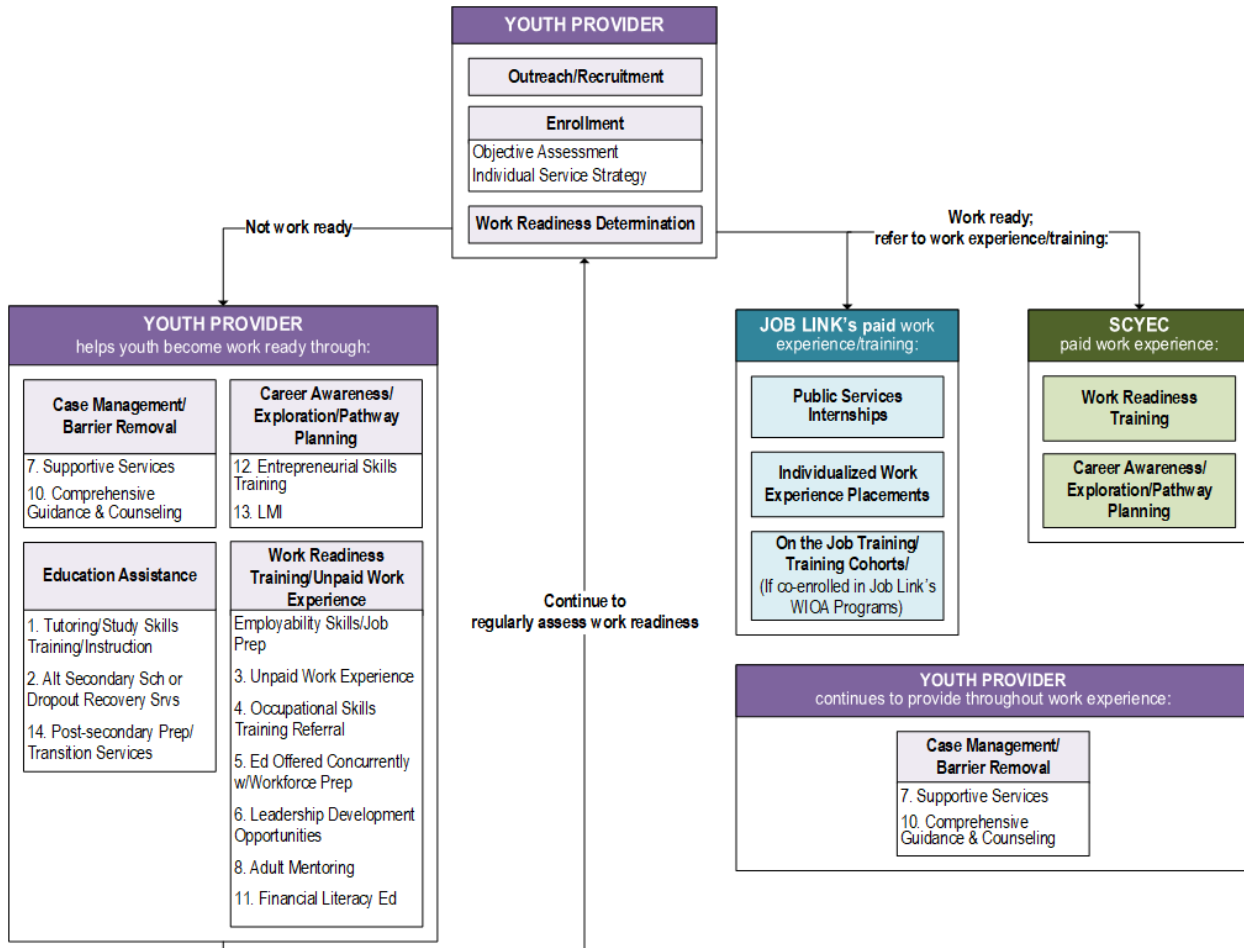
iv. Is an individual with a disability for purposes of Federal Education Section 504<sup>10</sup>

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<sup>9</sup> under Part B of the Individuals with Disabilities Education Act (20 U.S.C. 1411 et seq)

<sup>10</sup> which defines a person with a disability as 'any person who (i) has a physical or mental impairment which substantially limits one or more major life activities, (ii) has a record of such an impairment, or (iii) is regarded as having such and impairment" (34 CFR 104.3)

### Exhibit A-2: MPP Visual



### Exhibit A-3: Required Program Elements

1. **Tutoring, Study Skills Training, Instruction, and Dropout Prevention** and recovery strategies lead to completion of a secondary school diploma or its recognized equivalent or a recognized postsecondary credential. Services leading to a high school diploma include providing academic support, helping a youth identify areas of academic concern, assisting with overcoming learning obstacles, or providing tools and resources to develop learning strategies. Secondary school dropout prevention strategies include tutoring, literacy development, active learning experiences, after-school opportunities, and individualized instruction.
2. **Alternative Secondary School or Dropout Recovery Services** assist youth who have struggled in traditional secondary education or who have dropped out of school. Alternative secondary school services, such as basic education skills training, individualized academic instruction, and English as a Second Language training, assist youth who have struggled in traditional secondary education. Dropout recovery services, such as credit recovery, counseling, and educational plan development, assist youth who have dropped out of school.
3. **Paid and Unpaid Work Experience** is a planned, structured, time limited workplace learning experience that provides the youth participant with opportunities for career exploration and skill development and includes academic and occupational education, which may occur concurrently or sequentially with the work experience and inside or outside the worksite. Work experiences may include:
  - a. Paid summer employment opportunities and other temporary paid employment opportunities available throughout the year, including the Sonoma County Youth Ecology Corps (SCYEC) crews and individualized opportunities (i.e., TWEX) provided by Job Link.
  - b. Internships with various public services agencies, provided by Job Link.
  - c. Job shadowing, a temporary, unpaid exposure to the workplace in an occupational area of interest to the participant.
  - d. Pre-apprenticeship programs designed to prepare participants to enter and succeed in an apprenticeship program.
  - e. On-the-Job Training and opportunities to participate in training cohorts are available to youth age 18-24 who are co-enrolled in Job Link's WIOA Programs to help participants develop skills required and employment competencies in in-demand sectors.

Work experience is a priority of MPP. Provider may offer **unpaid** work experience activities. Paid work experience opportunities will be developed and coordinated by Job Link's WIOA Programs, with the exception of SCYEC, a stand-alone environmentally focused work experience program. Provider will refer appropriate youth to Job Link or SCYEC based on specific referral criteria (as defined by County) and continue to provide case management during the work experience opportunity as well as regular communication regarding any issues or barriers that may affect youth success.

4. **Occupational Skills Training** is an organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate, or advanced levels. Priority consideration must be given to program that lead to credentials aligned with in-demand industry sectors or occupations in the local area. Training providers must be listed on the California Eligible Training Provider List. Funds for Occupational Skills Training *may* be available to youth co-enrolled in Job Link's WIOA Programs.
5. **Education Offered Concurrently with Workforce Preparation** is an integrated education and training model and describes how workforce preparation activities, basic academic skills, and hands-on occupational skills training are taught within the same time frame and connected to training in a specific occupation or career pathway.
6. **Leadership Development Opportunities** encourage responsibility, confidence, employability, self-determination, and other positive social behaviors such as: (a) exposure to postsecondary educational possibilities; (b) community and service learning projects; (c) peer-centered activities, including peer mentoring and tutoring; (d) organizational and team work training, including team leadership training; (e) training in decision-making, including determining priorities and problem solving; (f) citizenship training, including life skills training such as parenting and work behavior training; (g) civic engagement activities which promote the quality of life in a community; and (h) other leadership activities that place youth in a leadership role such as serving on youth leadership committees.
7. **Supportive Services** enable an individual to participate in WIOA activities and include, but are not limited to: linkages and referrals to community services; reasonable accommodations; and assistance with transportation, child care, educational testing, school supplies, uniforms, work-related tools, and employment and training-related applications, tests, and certifications.
8. **Adult Mentoring** is a formal relationship between a youth and an adult mentor with structured activities where the mentor offers guidance, support, and encouragement to develop the competence and character of the mentee. It must last at least 12 months and may take place both during the program and following exit, and includes workplace mentoring.
9. **Follow-up Services** are critical services provided immediately following a youth's exit from the program to help ensure the youth is successful in employment and/or postsecondary education and training. They may include regular contact with a youth participant's employer, including assistance in addressing work-related problems that arise. Follow-up services may include the following elements: supportive services; adult mentoring; financial literacy education; services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area; and activities that help youth prepare for and transition to postsecondary education and training.
10. **Comprehensive Guidance and Counseling** provides individualized counseling to participants, including drug/alcohol and mental health counseling and referral to partner programs, as appropriate. When referring participants to necessary counseling that cannot be provided by the local youth program or its service

providers, the local youth program must coordinate with the organization it refers to in order to ensure continuity of service.

11. **Financial Literacy Education** provides youth with knowledge and skills they need to achieve long-term financial stability and includes: creating budgets, checking/savings accounts, and making informed financial decisions; effectively manage spending, credit, and debt; learning the significance of credit reports and credit scores; understanding and evaluating financial products, services, and opportunities; learning about identity theft; activities that address the particular needs of non-English speakers or youth with disabilities; financial education that is age appropriate, timely, and provides opportunities to put lessons into practice; and approaches to help participants gain the knowledge, skills, and confidence to make informed financial decisions that enable them to attain greater financial health and stability.
12. **Entrepreneurial Skills Training** provides the basics of starting and operating a small business and develops the skills associated with entrepreneurship, including the ability to: take initiative; creatively identify business opportunities; develop budgets and forecast resource needs; understand various options for acquiring capital; and communicate effectively and market oneself. Approaches may include: 1) entrepreneurship education that provides an introduction to the values and basics of starting and running a business; 2) enterprise development which provides supports and services that help youth develop their own businesses; and 3) experiential programs that provide youth with experience in the day-to-day operation of a business (e.g., developing a youth-run business that young people participating in the program work in and manage).
13. **Services that Provide Labor Market Information** offer labor market and employment information about in-demand industry sectors or occupations available in the local area, such as career awareness, career counseling, and career exploration services. Numerous youth and user-friendly free tools and applications exist that can help youth make appropriate decisions about education and careers.
14. **Postsecondary Preparation and Transition Activities** help youth prepare for and transition to postsecondary education and training. Includes: exploring postsecondary education options (e.g., technical training schools, community and 4-year colleges, and Registered Apprenticeships); assisting youth to prepare for SAT/ACT testing; assisting with college admission applications; searching and applying for scholarships and grants; filling out the proper Financial Aid applications; and connecting youth to postsecondary education programs.

## **Exhibit A-4: Program Performance**

### **A. WIOA Performance Indicators**

WIOA performance indicators, as listed below, will apply to all participants who are enrolled in MPP, regardless of funding source. Performance targets are subject to change pending negotiations with Employment Development Department.

#### **Employment/Education Rate 2<sup>nd</sup> and 4<sup>th</sup> Quarters after Exit- Requirements: $\geq 73\%$ and $75\%$ , respectively**

The percentage of participants in education or training activities, or in unsubsidized employment, during the second/fourth quarters after program exit.

#### **Median Earnings in the 2nd Quarter after Exit- Requirement: \$6,900**

The median earnings of participants in unsubsidized employment during the second quarter after program exit.

#### **Credential Attainment Rate- Requirement: $\geq 50\%$**

The percentage of participants enrolled in an education or training program who attain a recognized postsecondary credential or secondary school diploma/recognized equivalent during participation in or within one year after exit. Participants obtaining a secondary school diploma/equivalent attain this indicator only if they are also employed or enrolled in an education/training program leading to a recognized postsecondary credential within one year after program exit.

#### **Measurable Skills Gain- Requirement: 61%**

The interim progress towards a credential or employment of those enrolled in education/training services, as measured by one of the following gains:

- a. Educational functioning level gain, for those receiving educational instruction below the postsecondary level, as indicated by pre/post scores on the CASAS basic skills assessment or program exit plus entry into postsecondary education
- b. Attainment of secondary school diploma/equivalent
- c. Secondary report card showing a 2.0 GPA or higher or post-secondary transcript showing 12 units completed per semester (or 12 units per 2 consecutive semesters if part-time) and a 2.0 GPA or higher (per the state's academic standards)
- d. Satisfactory or better progress report, towards established milestones, such as completion of one year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training
- e. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks, such as knowledge-based exams

**B. STEP Performance Outputs/Outcomes**

- a. 100% of STEP participants will be offered workplace readiness training.
- b. 90% of STEP participants will be provided work-based learning experiences.
- c. 90% of STEP participants will complete the STEP program in the first year.
- d. 65% will attain permanent gainful employment after participation in the program.
- e. At least 60% of high school STEP participants will enroll in some form of post-secondary education after high school graduation.
- f. At least 60% of STEP program participants will be co-enrolled into DOR/WIOA programs.

**C. Additional Local Performance Priority Areas**

In addition to the WIOA performance indicators and STEP outputs/outcomes described above, the following are also a priority for all youth served in MPP (performance targets to be developed by County):

- Progression in achieving goals and steps on career path identified in individual service strategy (ISS)
- Work readiness training participation and time spent in training before job search
- Work experience/training referrals, participation, and completion
- Skill development (e.g., basic skills, life skills, work readiness skills, leadership skills, and occupational skills)
- Exit to unsubsidized employment and post-secondary training or education

## **Exhibit B: Fiscal Provisions/Budget**

### 1. Sub-Recipient.

All or part of this Agreement will be paid with Federal awards. Contractor is designated as a Sub-recipient and the federal funds received under this agreement must be used in accordance with Federal statutes, regulations and the terms and conditions of the Federal award.

### 2. Fiscal Responsibilities.

In consideration of the obligations to be performed by Contractor herein, Contractor shall be reimbursed for its actual costs, in accordance with the agreed upon budget included herein by reference. Notwithstanding the foregoing, the total amount to be paid to Contractor under the terms of this Agreement shall in no case exceed the amount stated in Article 2 of this Agreement.

2.1. Claiming and Documentation. Contractor shall receive reimbursement for its actual costs by submitting a Monthly Cost Report for reimbursement by the tenth (10<sup>th</sup>) of each month for all services provided to County's clients in the previous month. All costs reported by Contractor shall be supported by appropriate accounting documentation. The documentation shall establish that County is charged a fair and equitable portion of any indirect or shared costs attributable to services performed under this Agreement. The Monthly Cost Report shall be submitted to:

County of Sonoma Human Services Department  
Employment & Training Division  
Attn: Lilian Vieyra Torres (lvieyratorres@sonomacounty-hsd.gov)  
2227 Capricorn Way, Ste 100  
Santa Rosa, CA 95407

2.2. Accrual Reporting. Contractor will report accrued expenditures for each quarter in order that County can comply with State quarterly reporting requirements.

2.3. Allowable Costs. No amount or rate negotiated and included in the Contractor's program budget summary or budget backup shall be considered to be an allowable cost in and of itself; such amounts or rates are subject to final approval upon presentation of documentation establishing that actual costs were incurred and are allowable in accordance with Code of Federal Regulations Title 2 CFR Sections 200.420-475.

2.4. No Supplantation. Contractor must not claim reimbursement under this Agreement for expenditures reimbursed or financed by any other source. No supplantation of program financing by Contractor is contemplated or allowed.

2.5. Indirect Cost Rate. Contractor is responsible for complying with the [Human Services Department Indirect Cost Rate Policy](#).

2.6. Financial Records. Contractor understands and accepts its obligation to establish and maintain financial records of all program expenditures.

2.6.1. Contractor shall maintain a financial management system which ensures control over the use of funds received by Contractor in accordance with generally-accepted accounting principles. Contractor must comply with the provisions for cost allocations contained in Federal Office of Management and Budget 2 CFR Part

200, Subpart E. The inability of Contractor to demonstrate compliance will cause a corresponding reduction in reimbursement.

2.6.1.1. Charges to awards for salaries and wages, whether treated as direct costs or indirect costs, must be based on documented payrolls approved by a responsible official(s) of the organization. The distribution of salaries and wages to various program funding sources must be supported by personnel activity reports (such as timesheets or time studies) except when a substitute system has been approved in writing by the cognizant agency. Such activity reports must account for the total activity for which employees are compensated and must be maintained for all staff members (professionals and nonprofessionals) whose compensation is charged, in whole or in part, to this Agreement.

2.6.2. If it should be determined during the term of this Agreement by the Human Services Department, County Administrator, Auditor-Controller, and/or Board of Supervisors that funds are not being utilized by Contractor in accordance with this Agreement, an audit may be ordered of Contractor's books, financial records, and program records. The cost of this audit shall be deducted from the total paid to Contractor through this Agreement.

2.6.3. In the event that Contractor terminates its business activities, all records related to this Agreement shall be promptly delivered to County by Contractor. Contractor shall be liable for any and all attorneys' fees incurred by County in recovering records pursuant to this section.

### 3. Procurement.

Contractor must maintain documented procurement policies and procedures consistent with federal, state, and local requirements and any procurement must comply with those policies and procedures. For purposes of this Agreement, procurement for goods or services must comply with the [Sonoma County Procurement Thresholds for Goods and Services](#).

If Contractor wishes to purchase equipment exceeding Five Thousand Dollars (\$5,000) which is not specifically identified and approved under this Agreement, Contractor must request in writing permission from County to purchase. If County approves the purchase, Contractor shall provide County with proof of purchase within ten (10) days.

3.1. Contractor shall record the following information when equipment is acquired:

- A. Date acquired;
- B. Equipment Description;
- C. Equipment identification number (serial number);
- D. Cost or other basis of valuation;
- E. Fund source; and
- F. Rate of depreciation (or depreciation schedule), if applicable.

4. Funding Contingency. Notwithstanding anything contained in the Agreement to the contrary, Contractor acknowledges that any payments to be made to it as provided herein shall be expressly contingent upon the receipt of sufficient funds by County. This contingency is for the express benefit of County and may be waived only by giving express written and executed notice to Contractor.

4.1. Modification of Funding. County reserves the right to modify levels of funding for programs and renegotiate Agreement budgets, if needed, due to increases or decreases in funding. County also reserves the right to request changes in program design in order to accommodate changes made by the funder. The County Human Services Director has authority to request and approve program design changes.

5. Budget Adjustments.

5.1. Request. Request for transfer of funds between line items shall be submitted on a "Line Item Adjustment Request" as provided by the County. The Contractor must provide justification and supporting documentation for the requested revision.

5.2. Approval. The County is authorized to approve and execute a "Line Item Adjustment Request", which details the transfer of funds between Budget line items, and to approve such changes without an Amendment to this Agreement so long as they do not result in an increase in County's maximum financial obligation.

5.3. Adjustments Requiring Written Consent. County's written approval is required prior to the transfer of any program funds between Budget line items when the amount of the individual line item adjustment is more than the greater of \$2,500 or 15% of funds budgeted per line item.

5.4. Equipment. Requests to purchase equipment in excess of Five Thousand Dollars (\$5,000) and not included in original budget shall require County approval prior to purchase.

6. Closeout. Within thirty (30) calendar days after the termination of this Agreement, Contractor shall submit to County a final cost report showing the actual allowable Agreement costs. If the cost report shows that the actual allowable costs for the term of the Agreement exceeded payments, the County will remit the difference to the Contractor provided that the remittance will not cause the total payments made hereunder to exceed the funding amount set forth in Article 2 of this Agreement. If the cost report shows that the payments exceeded the actual allowable costs for the term of the Agreement, Contractor shall enclose with the cost report funds equal to the difference between payments received and costs incurred.

7. Audits. County will conduct a fiscal monitoring annually. In addition, Contractors, who receive multiple Federal Awards which taken together total over One Million Dollars (\$1,000,000), are required to have a single agency audit in accordance with the Federal Office of Management and Budget, 2 CFR Part 200, Subpart F. A copy of this audit must be forwarded to the County by the auditor as soon as it is complete.

7.1. As applicable, the Contractor shall ensure that both State and Federally-Funded expenditures are displayed separately in the single audit report's "Schedule of Expenditures of Federal Awards (SEFA)". The SEFA should include the Assistance Listing Number (ALN) and Pass-through Identifying Contract Number.

8. Repayment.

8.1. Contractor is responsible for the repayment of all audit exceptions and disallowances taken by County, State, or Federal agencies related to activities conducted by Contractor under this Agreement.

8.2. Where unallowable costs have been claimed and reimbursed, they will be refunded to the program that reimbursed the unallowable cost using a cash refund or offset to a subsequent claim.

9. Funding.

9.1. All or part of this Agreement may be paid with Federal awards.

9.2. Federal awards are not for and no funds shall be used for experimental, research, or development (R&D) purposes, within the meaning of 37 CFR Part 401.

9.3. Federally awarded funds must be used in accordance with Federal statutes and regulations. As a pass-through entity, the County is required to provide certain information regarding Federal award(s) to Contractor as a Sub-recipient. County will provide required information regarding the Federal Award upon receipt of funding documents from the funding source.

**Federal Award Identification Details**

Federal Funds	
Federal Award Project Description	Workforce Innovation & Opportunity Act (WIOA)
Federal Agency	U.S. Department of Labor
Assistance Listing Program Title and Number:	17.259 - WIOA Youth Formula Funds
FAIN No.	25A55AY000154
Funding Amount	\$747,017
Federal Award Project Description	Workforce Innovation & Opportunity Act (WIOA)
Federal Agency	U.S. Department of Labor
Assistance Listing Program Title and Number:	84.126A – State Vocational Rehabilitation Services Program
FAIN No.	H126A240005
Funding Amount	\$81,000
Federal Award Project Description	Temporary Assistance for Needy Families
Federal Agency	U.S. Department of Health and Human Services
Assistance Listing Program Title and Number:	93.558 -- Temporary Assistance for Needy Families
FAIN No.	2501CATANF
Funding Amount	\$20,533
Non-Federal Funds	
Realignment (STAY) Funding	\$143,323

10. Contractor and its Subcontractor/Vendors shall comply with Governor’s Executive Order 2-18-2011, which bans expenditures on promotional and marketing items colloquially known as “S.W.A.G.” or “Stuff We All Get.”

11. Budget.

Staff Salaries	590,408
Staff Benefits	135,794
Utilities	3,870
Building Maintenance / Repairs	10,550
Communications	10,800
Software / Subscriptions	3,120
Insurance Expense and Other Fees	90
Equipment Lease / Rental	1,330
Equipment Purchase	9,616
Supplies and Materials	2,770
Staff Mileage / Travel	19,039
Staff Development	1,500
Outreach Activities	8,245
Direct Client Assistance	74,842
Other:	460
Indirect Costs @ 15%	119,439
<b>TOTAL AMOUNT NOT TO EXCEED</b>	<b>\$991,873</b>

### **Exhibit: C - Insurance Requirements**

With respect to the performance of work under this Agreement, the Contractor shall maintain, and shall require all subcontractors, consultants, and agents to maintain, insurance as described below, unless such insurance has been expressly waived by the attachment of a *Waiver of Insurance Requirements*. Any requirement for insurance to be maintained after completion of the work shall survive termination or completion of this Agreement.

The County of Sonoma reserves the right, but has no obligation, to review any of the required insurance policies and endorsements. The County's failure to demand evidence of full compliance with these requirements, or failure to identify any deficiency in the provided insurance, shall not relieve the Contractor from, nor be construed as a waiver of, the obligation to maintain all required insurance at all times during the performance of this Agreement.

#### **1. Workers' Compensation and Employers Liability Insurance**

- a. Required if Contractor has employees as defined by the Labor Code of the State of California.
- b. Workers' Compensation insurance with statutory limits as required by the Labor Code of the State of California.
- c. Employers Liability with minimum limits of \$1,000,000 per Accident; \$1,000,000 Disease per employee; \$1,000,000 Disease per policy.
- d. Required Evidence of Insurance: Certificate of Insurance evidencing coverage meeting the above requirements.

If Contractor currently has no employees as defined by the Labor Code of the State of California, Contractor agrees to obtain the above-specified Workers' Compensation and Employers Liability insurance should employees be engaged during the term of this Agreement or any extensions of the term.

#### **2. General Liability Insurance**

- a. Commercial General Liability Insurance written on an occurrence form, no less broad than ISO form CG 00 01 or equivalent. Coverage shall include premises and operations, products and completed operations, contractual liability, and personal and advertising injury.
- b. Minimum Limits: \$1,000,000 per Occurrence; \$2,000,000 General Aggregate; \$2,000,000 Products/Completed Operations Aggregate. The required limits may be provided by a combination of General Liability Insurance and Commercial Excess or Commercial Umbrella Liability Insurance. If Contractor maintains higher limits than the specified minimum limits, County requires and shall be entitled to coverage for the higher limits maintained by Contractor.
- c. Any deductible or self-insured retention shall be shown on the Certificate of Insurance. If the deductible or self-insured retention exceeds \$100,000 it must be approved in advance by County. Contractor is responsible for any deductible or self-insured retention and shall fund it upon County's written request, regardless of whether Contractor has a claim against the insurance or is named as a party in any action involving the County.

- d. **The County of Sonoma, its Officers, Agents and Employees** shall be included as additional insureds for liability arising out of operations by or on behalf of the Contractor in the performance of this Agreement by endorsement or under policy language providing automatic coverage to any person or organization required by written contract to be an additional insured.
- e. The insurance provided to the additional insureds shall apply on a primary and non-contributory basis with respect to any insurance or self-insurance program maintained by the contracting entity.
- f. The policy definition of “insured contract” shall include assumptions of liability arising out of both ongoing operations and the products-completed operations hazard (broad form contractual liability coverage including the “f” definition of insured contract in ISO form CG 00 01, or equivalent).
- g. The policy shall cover inter-insured suits between the additional insureds and Contractor and include a “separation of insureds” or “severability” clause which treats each insured separately.
- h. Required Evidence of Insurance: Certificate of Insurance evidencing coverage meeting the above requirements.

### 3. Sexual Abuse or Molestation (SAM) Liability

- a. If the Contractor’s scope of work involves direct or incidental contact with minors, dependent adults, or other vulnerable populations, the Contractor shall maintain affirmative coverage for Sexual Abuse or Molestation.

If the General Liability policy referenced above is not endorsed to include affirmative coverage for sexual abuse or molestation, Contractor shall obtain and maintain a policy covering Sexual Abuse and Molestation with a limit no less than \$1,000,000 per occurrence or claim.

- b. **The County of Sonoma, its Officers, Agents and Employees** shall be included as additional insureds on both the General Liability and, if applicable, Sexual Abuse and Molestation Liability policies with respect to liability arising out of work or operations performed by or on behalf of the Contractor in the performance of this Agreement, by endorsement or under policy language providing automatic coverage to any person or organization required by written contract to be an additional insured.
- c. The insurance provided to the additional insureds shall apply on a primary and non-contributory basis with respect to any insurance or self-insurance program maintained by the contracting entity.
- d. Required Evidence of Insurance:  
Certificate of Insurance evidencing either of the following:
  - Affirmative Sexual Abuse or Molestation coverage included in the General Liability policy; or
  - A separate Sexual Abuse and Molestation Liability policy meeting the requirements above.

### 4. Automobile Liability Insurance

- a. Minimum Limit: \$1,000,000 combined single limit per accident. The required limits may be provided by a combination of Automobile Liability Insurance and Commercial Excess or Commercial Umbrella Liability Insurance.
- b. Insurance shall cover all owned autos. If Contractor currently owns no autos, Contractor agrees to obtain such insurance should any autos be acquired during the term of this Agreement or any extensions of the term.
- c. Insurance shall cover hired and non-owned autos.
- d. Required Evidence of Insurance: Certificate of Insurance.

## 5. Professional Liability/Errors and Omissions Insurance

- a. Minimum Limit: \$1,000,000 per claim or per occurrence. Coverage shall apply to liability arising out of the Contractor's professional acts, errors, or omissions in the performance of services under this Agreement
- b. Any deductible or self-insured retention shall be shown on the Certificate of Insurance. If the deductible or self-insured retention exceeds \$100,000 it must be approved in advance by County.
- c. If the insurance is on a Claims-Made basis, the retroactive date shall be no later than the commencement of the work.
- d. Coverage applicable to the work performed under this Agreement shall be continued for two (2) years after completion of the work. Such continuation coverage may be provided by one of the following: (1) renewal of the existing policy; (2) an extended reporting period endorsement; or (3) replacement insurance with a retroactive date no later than the commencement of the work under this Agreement.
- e. Required Evidence of Insurance: Certificate of Insurance specifying the limits and the claims-made retroactive date.

## 6. Cyber Liability

- a. Minimum Limit: \$2,000,000 per claim per occurrence, \$2,000,000 aggregate.
- b. Coverage shall be sufficiently broad to respond to the duties and obligations as is undertaken by Contractor in this agreement and shall include, but not be limited to, claims involving security breach, system failure, data recovery, business interruption, cyber extortion, social engineering, infringement of intellectual property, including but not limited to infringement of copyright, trademark, trade dress, invasion of privacy violations, information theft, damage to or destruction of electronic information, release of private information, and alteration of electronic information. The policy shall provide coverage for breach response costs, regulatory fines and penalties as well as credit monitoring expenses.
- c. If the insurance is on a Claims-Made basis, the retroactive date shall be no later than the commencement of the work.
- d. Coverage applicable to the work performed under this Agreement shall be continued for two (2) years after completion of the work. Such continuation coverage may be provided by one of the following: (1) renewal of the existing policy; (2) an extended reporting period endorsement; or (3) replacement insurance with a retroactive date no later than the commencement of the work under this Agreement.

- e. Required Evidence of Insurance: Certificate of Insurance specifying the limits and the claims-made retroactive date.

## 7. Standards for Insurance Companies

Insurers, other than the California State Compensation Insurance Fund, shall have an A.M. Best's rating of at least A:VII.

## 8. Documentation

- a. All required Evidence of Insurance shall be submitted prior to the execution of this Agreement. Contractor agrees to maintain current Evidence of Insurance on file with County for the entire term of this Agreement and any additional periods if specified in Sections 1 – 4 above.
- b. The name and address for Additional Insured endorsements and Certificates of Insurance is:  
**The County of Sonoma, its Officers, Agents and Employees**  
**3600 Westwind Boulevard**  
**Santa Rosa, CA 95403**  
or pdf to:  
**contracts@sonomacounty-hsd.gov**
- c. Required Evidence of Insurance shall be submitted upon renewal, replacement, or extension of any required policy, and in no event later than the effective date of such renewal, replacement, or extension.
- d. Contractor shall provide immediate written notice if: (1) any of the required insurance policies is terminated; (2) the limits of any of the required policies are reduced; or (3) the deductible or self-insured retention is increased.
- e. Upon written request, certified copies of required insurance policies must be provided within thirty (30) days.

## 9. Policy Obligations

Contractor's indemnity and other obligations shall not be limited by the foregoing insurance requirements.

## 10. Material Breach

If Contractor fails to maintain insurance which is required pursuant to this Agreement, it shall be deemed a material breach of this Agreement. County, at its sole option, may terminate this Agreement and obtain damages from Contractor resulting from said breach. Alternatively, County may purchase the required insurance, and without further notice to Contractor, County may deduct from sums due to Contractor any premium costs advanced by County for such insurance. These remedies shall be in addition to any other remedies available to County.

**Exhibit D: Assurance of Compliance**

**ASSURANCE OF COMPLIANCE WITH  
NONDISCRIMINATION IN STATE AND FEDERALLY ASSISTED PROGRAMS**

CONTRACTOR HEREBY AGREES THAT it will comply with Title VI and VII of the Civil Rights Act of 1964 as amended; The Fair Housing Act, Title VIII of the Civil Rights Act of 1968 (42 USC §§ 3601 et seq.), 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 Section 272.6; Title II of the Americans with Disabilities Act of 1990; Workforce Innovation and Opportunity Act (Public Law 113-128); California Civil Code, Section 51 et seq., as amended; California Government Code Section 11135-11139.5, as amended; California Government Code Sections 12960 and 12940 (c), (h) (1), (i), and (j); California Government Code Section 4450; Title 22, California Code of Regulations 98000 – 98413; Title 24 of the California Code of Regulations, Section 3105A(e); the Dymally-Alatorre Bilingual Services Act; Section 1808 of the Removal of Barriers to Inter Ethnic Adoption Act of 1996 (California Government Code Section 7290-7299.8); Sonoma County Ordinance 4291, and other applicable federal, state and local laws, as well as their implementing regulations (including 45 Code of Federal Regulations (CFR) Parts 80, 84, and 91, 7 CFR Part 15, 28 CFR Parts 35 & 42, 41 CFR Parts 60 et seq., and 29 CFR Part 38), by ensuring that employment practices and the administration of public assistance and social services programs are nondiscriminatory, to the effect that no person shall because of ethnic group identification, age, sex (including pregnancy, childbirth, or related conditions, sexual orientation, gender identity, gender expression, transgender status and sex stereotyping), color, disability, medical condition (including AIDS and/or HIV), national origin (including limited English proficiency), race, ancestry, marital status, religion, religious creed or political belief be excluded from participation in or be denied the benefits of, or be otherwise subject to discrimination under any program or activity receiving federal or state financial assistance; and HEREBY GIVES ASSURANCE THAT it will immediately take any measures necessary to effectuate this agreement.

THIS ASSURANCE is given in consideration of and for the purpose of obtaining any and all federal and state assistance; and CONTRACTOR HEREBY GIVES ASSURANCE THAT administrative methods/procedures which have the effect of subjecting individuals to discrimination or defeating the objectives of the California Department of Aging or the California Department of Social Services (CDSS) Manual of Policies and Procedures (MPP) Chapter 21, as applicable, will be prohibited.

BY ACCEPTING THIS ASSURANCE, Contractor agrees to compile data, maintain records and submit reports as required, to permit effective enforcement of the aforementioned laws, rules and regulations and permit authorized State and/or federal government personnel, during normal working hours, to review such records, books and accounts as needed to ascertain compliance. If there are any violations of this assurance, State shall have the right to invoke fiscal sanctions or other legal remedies in accordance with Welfare and Institutions Code Section 10605, or Government Code Section 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 this assurance.

THIS ASSURANCE is binding on Contractor directly or through contract, license, or other provider services, as long as it receives federal or state assistance.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature

### **Exhibit E: Additional Federal Requirements**

County has determined that for the services provided under this Agreement, Contractor has been designated as Sub-recipient of Federal funds and as such, shall adhere to the following additional requirements.

1. Environmental Standards. Contractor shall comply with mandatory state standards and policies related to energy efficiency, which are contained in the state energy conservation plan issued in compliance with the Energy Policy Conservation Act, PL 94-163.

If Contractor receives more than \$100,000 under this Agreement, Contractor shall comply with all applicable federal standards, orders, or regulations issued pursuant to the Clean Air Act (42 U.S.C. 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. 1251-1387).

2. Union Organizing. Funds provided under this Agreement shall not be used to assist, promote, or deter union organizing.
3. Conflict of Interest and Standards of Conduct. Contractor shall disclose to County in writing any potential conflict to County per 2 CFR 200.112 and 2 CFR 200.318(c). Standards of Conduct shall include but is not limited to conflict of economic interest as well as conducting business with relatives (nepotism) or close personal friends and associates.
4. Grievances and Complaint System. Contractor will establish and maintain a grievance and complaint procedure in compliance with all applicable Federal regulations and State statutes, regulations and policies.
5. Prohibition on Certain Telecommunications and Video Surveillance. Contractor is prohibited from obligating or expending these federal funds to procure or obtain; extend or renew a contract to procure or obtain; or enter into a contract to procure or obtain equipment, services, or systems that uses *covered* telecommunications equipment or services as a substantial or essential component of any system, or as critical technology as part of any system, as described in Public Law 115-232, section 889 and 2 CFR 200.216.
6. Whistleblower Protections. Contractor shall comply with 41 U.S.C 4712 and 2 CFR 200.217 and not discharge, demote, or otherwise discriminate against an employee in reprisal for disclosing to any of the list of persons or entities described in 41 U.S.C 4712(a)(2) information that the employee reasonably believes is evidence of gross mismanagement of a federally-funded contract or grant, a gross waste of federal funds, an abuse of authority relating to a federal contract or grant, a substantial and specific danger to public health or safety, or a violation of law, rule, or regulation related to a federal contract (including the competition for or negotiation of a contract) or grant. Contractor shall inform all its employees in writing, in the predominant native language of the workforce, of the rights and remedies provided under the federal Whistleblower Protection Act, including 41 USC 4712 and 2 CFR 200.217.
7. Internal Controls. Contractor shall establish, document, and maintain effective internal controls over the Federal award as required in 2 CFR 200.303.

8. Procurement Requirements. Contractor shall comply with the [Sonoma County Procurement Thresholds for Goods and Services](#) and the requirements listed in 2 CFR 200.321.
9. Procurement of Recovered Materials. Contractor shall recognize mandatory standards and policies relating to the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act, per 2 CFR 200.323.
10. Ukraine- / Russia-Related Sanctions. Contractor shall comply with [federal economic sanctions](#) in response to Russia's actions in Ukraine, as well as any sanctions imposed under state law. Failure to comply may result in the termination of contracts or grants, as applicable.
11. Lobbying Certification. If Contractor receives more than \$100,000 under this Agreement, Contractor shall comply with regulations regarding Lobbying by signing Exhibit E-1, Certification Regarding Lobbying.
12. Debarment Certification. Contractor shall comply with the regulations implementing Executive Order 12549, Debarment and Suspension, Uniform Guidance 2 CFR Part 200, Appendix I by signing Exhibit E-2, Certification Regarding Debarment.
13. Drug Free Workplace Certification. Contractor shall comply with the government-wide requirements for a drug-free workplace codified at 29 CFR Part 98 and as certified by Contractor in Exhibit E-3.
14. Domestic Production Preference. Contractor should, to the greatest extent practicable under a federal award, provide a preference for the purchase, acquisition, or use of goods, products, or materials produced in the United States (including but not limited to iron, aluminum, steel, cement, and other manufactured products), as required in 2 CFR 200.322.
15. False Statements. Contractor understands that making false statements or claims in connection with this award is a violation of federal law and may result in criminal, civil, or administrative sanctions, including fines, imprisonment, civil damages and penalties, debarment from participating in federal awards or contracts, and/or any other remedy available by law.
16. Publications. Any publications produced with funds from this award must display the following language: "This project [is being]/[was] supported, in whole or in part, by federal award number [enter project FAIN] awarded to [name of Recipient] by the [Awarding Federal Agency]" .
17. Increasing Seat Belt Use. Contractor should adopt and enforce on-the-job seat belt policies and programs for their employees when operating company owned, rented or personally owned vehicles and should require contractors to do the same.
18. Reduce Text Messaging While Driving. Contractor is encouraged to adopt and enforce policies that ban text messaging while driving, and establish workplace safety policies to decrease accidents caused by distracted drivers.
19. Remedies for Non-Compliance. If Contractor fails to comply with any federal law, regulation, or the terms and conditions of this Agreement, fails to meet expected performance goals, or when such measures are otherwise required to comply with

federal law and grant funding, County may impose additional special conditions or take additional measures as described in 2 CFR 200.208 or 200.338.

20. Contract Work Hours/Safety Standards Act. If Contractor receives more than \$100,000 under this Agreement for construction or for services that involve the employment of mechanics or laborers, Contractor shall comply with 40 U.S.C. 3701-3708, as supplemented by Department of Labor regulations (29 CFR Part 5).
21. Incident Reporting & Mandatory Disclosures. Contractor shall comply with the provisions of the Workforce Services Directive WSD20-12, regarding Incident Reporting issued by the Employment Development Department of the State of California or any subsequent issuance related to incident reporting. Contractor will notify County of any incidence regarding information and complaints involving fraud, waste, abuse, bribery or gratuity violations or other criminal activity committed by staff, contractors or program participants within one working day of detection of the incidence. Failure to comply with these provisions may be deemed a material breach of this Agreement and may result in any remedies described in 2 CFR 200.339.
22. Occupational Safety and Health. Contractor will comply with all applicable federal, state, municipal and local standards for health and safety, including all provisions and amendments of the Occupational Safety and Health Act of 1979.
23. Child Support Compliance Act. Contractor agrees to abide by requirements of the California Child Support Compliance Act of Part 5 of Division 9 of the Family Code and that it shall comply with the earnings assignment orders of all employees and is providing the names of all employees to the New Employee Registry maintained by the California Employment Development Department.
24. Healthy Workplaces, Health Family Act. Contractor agrees to abide by the requirements of the Healthy Workplaces, Healthy Family Act of 2014 regarding the provision of paid sick leave to eligible employees.
25. Affordable Care Act. Contractor agrees to abide by the requirements of the Affordable Care Act for eligible employees.
26. Priority Hiring Considerations. If this Agreement includes services in excess of \$200,000, the Contractor shall give priority consideration in filling vacancies in positions funded by WIOA to qualified recipients of aid under Welfare and Institutions Section Code 11200 in accordance with California Public Contract Code Section 10353.
27. Salary and Bonus Limitations. In compliance with Public Law 109-234, none of the funds appropriated in Public Law 109-149 or prior Acts under the heading "Employment and Training", shall be used by a Contractor of such funds to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of Executive Level II, except as provided under section 101 of Public Law 109-149.
28. Buy American. If this Agreement includes services in excess of \$100,000, the Contractor shall comply with the Buy-America requirements of 49 U.S.C. 5323(j) and 49 CFR Part 661 for all procurements of steel, iron, and manufactured products used in PROJECT. Buy-America requirements apply to all purchases, including materials and supplies funded as operating costs, if the purchase exceeds the

threshold for small purchases (currently \$100,000.00). Separate requirements for rolling stock are set out at 49 U.S.C. 5323(j)(2)(c) and 49 CFR 661.11. Separate requirements for rolling stock are set out at 49 USC Section 5323(j)(2)(c) and 49 CFR Part 661.11.

**Exhibit E-1: Lobbying Certification**  
**CERTIFICATION REGARDING LOBBYING**

The undersigned certifies, to the best of his or her knowledge and belief, that:

- (1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any persons for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress 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.
- (2) If any funds other than Federal appropriated funds 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 in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
- (3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants and contracts under grants, loans, and cooperative agreements which exceed \$100,000) and that all subrecipients shall certify and disclose accordingly.

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 is a prerequisite for making or entering into this transaction imposed by 31 U.S.C. 1352. Any person who fails to file the 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.

Petaluma People Services Center  
Grantee/Contractor Organization

My Pathway Program  
Program/Title

Jenifer Weiss, Executive Director  
Name and Title of Authorized Signatory

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Exhibit E-2: CERTIFICATION REGARDING DEBARMENT,  
SUSPENSION, and OTHER RESPONSIBILITY MATTERS**

By signing this certification, Contractor certifies under penalty of perjury under state and federal laws that Contractor will comply with the regulations implementing Executive Order 12549, Debarment and Suspension, Uniform Guidance 2 CFR Part 180, I that the primary principal, to the best of their knowledge and belief, that it and its principals:

- a) Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any Federal department or agency;
- b) Have not within a three-year period preceding this proposal been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offence in connection with obtaining, attempting to obtain, or performing a public (Federal, State, or local) transaction or contract under a public transaction; violation of Federal or State antitrust statues or commission of embezzlement, theft, forgery, bribery, falsifications or destruction of records, making false statements, or receiving stolen property;
- c) Are not presently indicted for, or otherwise criminally or civilly charged by a government entity (Federal, State, or local) with, commission of any of the offenses enumerated in paragraph (b) of this certification, and
- d) Have not within a three-year period preceding this application/ proposal had one or more public transactions (Federal, State, or local) terminated for cause or default.

Where the primary principal is unable to certify to any of the statements in this certification, such principal shall attach an explanation.

Jenifer Weiss  
Name (Typed)

ET-PPSC-MPP-2627  
Registration (Contract) No.

Executive Director  
Title

Petaluma People Services Center  
Organization Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Exhibit E-3: Certification Regarding Drug Free Workplace**

**CERTIFICATION**

The undersigned hereby certifies compliance with Government Code Section 8355 in matters relating to providing a drug free workplace. The undersigned will:

1. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations, as required by Government Code Section 8355(a).
2. Establish a Drug-Free Awareness Program as required by Government Code Section 8355(b), to inform employees about all of the following:
  - a) The dangers of drug abuse in the workplace;
  - b) The person's or organization's policy of maintaining a drug-free workplace;
  - c) Available counseling, rehabilitation and employee assistance programs;
  - d) Penalties that may be imposed upon employees for drug abuse violations.
3. Provide as required by Government Code Section 8355(c) that every employee who works on the proposed contract:
  - a) Will receive a copy of the drug free policy statement, and
  - b) Will agree to abide by the terms of the statement as a condition of employment on the contract.

I hereby swear that I am duly authorized legally to bind this organization to the above described certification. I am fully aware that this certification is made under penalty of perjury under the laws of the State of California.

Petaluma People Services Center  
Contractor Organization

My Pathway Program  
Program/Title

Jenifer Weiss, Executive Director  
Name and Title of Authorized Signatory

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Exhibit G: Media Communications**

If Contractor provides media communications to the public, including but not limited to flyers, press releases, web or social media posts, public service announcements, or interviews, about any program activities or projects funded under this Agreement, Contractor shall give credit to County as the program's funding source. County reserves the right to review and approve media communications, prior to release. In providing any media coverage referenced above, Contractor shall comply with all confidentiality requirements in Article 9.12.

## **Exhibit I: Data System Requirements**

### **CalJOBS Requirements**

- A. Access to CalJOBS shall be allowed for designated staff and only for the purpose described in Exhibit A Scope of Work. Accessing client information related to anything other than what is described in the scope is strictly prohibited.
- B. Access to CalJOBS will be allowed only for Contractor staff that have signed and submitted a HSD Security & Confidentiality Agreement. This Agreement must be received by HSD prior to the issuance of a secure username and password.
- C. Contractor will provide written notification to HSD of any employee change that relates to this Agreement, including termination of access due to leave, job change or other reason, within two (2) business days of the change.
- D. Contractor will ensure that usernames and passwords are not shared by Contractor employees.
- E. Contractor agrees to require all persons who have access to client information in CalJOBS to comply with the provisions of Section 10850 of the Welfare and Institutions (W & I) Code and Division 19 of California Department of Social Services Manual of Policy and Procedures and that any person knowingly and intentionally violating the provisions of this Agreement is guilty of a misdemeanor.
- F. Contractor understands that there is a criminal penalty for release or use of the information by Contractor for any purpose other than stated in this Agreement.

All CalJOBS-related issues shall be made in writing via e-mail to [ataylor@sonomacounty-hsd.gov](mailto:ataylor@sonomacounty-hsd.gov)

### **Exhibit J: Adverse Actions/Complaint Procedures**

1. It is mutually agreed that applicants for, or recipients of, services under this Agreement are entitled to pursue a complaint to appeal any decision or action in the program that adversely impacts them. Such aggrieved persons may, if needed, be given assistance by the County in filing for a State or other Administrative Hearing. Contractor agrees to abide by the decisions rendered in this process.

1.1. Contractor shall assist participants alleging a violation to file such complaints as are allowed under federal and state law.

1.2. Contractor shall provide participants with the same procedures available to its non-participants relating to adverse actions, which are not appropriate to the process referenced above.

1.3. Contractor shall report complaints regarding program services to County within five (5) days of receipt of formal complaint.