

**COUNTY OF MONTEREY STANDARD AGREEMENT**

This **Agreement** is made by and between the County of Monterey, a political subdivision of the State of California (hereinafter “County”) and:

Goodwill Central Coast

(hereinafter “CONTRACTOR”).

In consideration of the mutual covenants and conditions set forth in this Agreement, the parties agree as follows:

**1.0 GENERAL DESCRIPTION:**

The County hereby engages CONTRACTOR to perform, and CONTRACTOR hereby agrees to perform, the services described in **Exhibit A** in conformity with the terms of this Agreement. The goods and/or services are generally described as follows:

**Provide:**

expanded subsidized employment services to CalWORKs eligible customers.

**2.0 PAYMENT PROVISIONS:**

2.01 County shall pay the CONTRACTOR in accordance with the payment provisions set forth in **Exhibit A**, subject to the limitations set forth in this Agreement. The total amount payable by County to CONTRACTOR under this Agreement shall not exceed the sum of: \$ 1,750,000.00.

**3.0 TERM OF AGREEMENT:**

3.01 The term of this Agreement is from July 1, 2026 to June 30, 2027, unless sooner terminated pursuant to the terms of this Agreement. This Agreement is of no force or effect until signed by both CONTRACTOR and County and with County signing last, and **CONTRACTOR may not commence work before County signs this Agreement.**

3.02 The County reserves the right to cancel this Agreement, or any extension of this Agreement, without cause, with a thirty day (30) written notice, or with cause immediately.

**4.0 SCOPE OF SERVICES AND ADDITIONAL PROVISIONS:**

The following attached exhibits are incorporated herein by reference and constitute a part of this Agreement:

**Exhibit A Scope of Services/Payment Provisions**

**Exhibit B Other:** see page 11(a) for a list of Exhibits

## 5.0 PERFORMANCE STANDARDS:

- 5.01 CONTRACTOR warrants that CONTRACTOR and CONTRACTOR's agents, employees, and subcontractors performing services under this Agreement are specially trained, experienced, competent, and appropriately licensed to perform the work and deliver the services required under this Agreement and are not employees of the County, or immediate family of an employee of the County.
- 5.02 CONTRACTOR, its agents, employees, and subcontractors shall perform all work in a safe and skillful manner and in compliance with all applicable laws and regulations. All work performed under this Agreement that is required by law to be performed or supervised by licensed personnel shall be performed in accordance with such licensing requirements.
- 5.03 CONTRACTOR shall furnish, at its own expense, all materials, equipment, and personnel necessary to carry out the terms of this Agreement, except as otherwise specified in this Agreement. CONTRACTOR shall not use County premises, property (including equipment, instruments, or supplies) or personnel for any purpose other than in the performance of its obligations under this Agreement.

## 6.0 PAYMENT CONDITIONS:

- 6.01 Prices shall remain firm for the initial term of the Agreement and, thereafter, may be adjusted annually as provided in this paragraph. The County does not guarantee any minimum or maximum amount of dollars to be spent under this Agreement.
- 6.02 Negotiations for rate changes shall be commenced, by CONTRACTOR, a minimum of ninety days (90) prior to the expiration of the Agreement. Rate changes are not binding unless mutually agreed upon in writing by the County and the CONTRACTOR.
- 6.03 Invoice amounts shall be billed directly to the ordering department.
- 6.04 CONTRACTOR shall submit such invoice periodically or at the completion of services, but in any event, not later than 30 days after completion of services. The invoice shall set forth the amounts claimed by CONTRACTOR for the previous period, together with an itemized basis for the amounts claimed, and such other information pertinent to the invoice. The County shall certify the invoice, either in the requested amount or in such other amount as the County approves in conformity with this Agreement and shall promptly submit such invoice to the County Auditor-Controller for payment. The County Auditor-Controller shall pay the amount certified within 30 days of receiving the certified invoice.
- 6.05 CONTRACTOR shall not receive reimbursement for mileage or travel expenses unless set forth in this Agreement.

## 7.0 TERMINATION:

- 7.01 During the term of this Agreement, the County may terminate the Agreement for any reason by giving written notice of termination to the CONTRACTOR at least thirty (30) days prior to the effective date of termination. Such notice shall set forth the effective date of termination. In the event of such termination, the amount payable under this Agreement shall be reduced in proportion to the services provided prior to the date of termination.

7.02 The County may cancel and terminate this Agreement for good cause effective immediately upon written notice to CONTRACTOR. “Good cause” includes the failure of CONTRACTOR to perform the required services at the time and in the manner provided under this Agreement. If County terminates this Agreement for good cause, the County may be relieved of the payment of any consideration to CONTRACTOR, and the County may proceed with the work in any manner, which County deems proper. The cost to the County shall be deducted from any sum due the CONTRACTOR under this Agreement.

7.03 The County’s payments to CONTRACTOR under this Agreement are funded by local, state and federal governments. If funds from local, state and federal sources are not obtained and continued at a level sufficient to allow for the County’s purchase of the indicated quantity of services, then the County may give written notice of this fact to CONTRACTOR, and the obligations of the parties under this Agreement shall terminate immediately, or on such date thereafter, as the County may specify in its notice, unless in the meanwhile the parties enter into a written amendment modifying this Agreement.

## 8.0 INDEMNIFICATION:

CONTRACTOR shall indemnify, defend, and hold harmless the County, its officers, agents, and employees, from and against any and all claims, liabilities, and losses whatsoever (including damages to property and injuries to or death of persons, court costs, and reasonable attorneys’ fees) occurring or resulting to any and all persons, firms or corporations furnishing or supplying work, services, materials, or supplies in connection with the performance of this Agreement, and from any and all claims, liabilities, and losses occurring or resulting to any person, firm, or corporation for damage, injury, or death arising out of or connected with the CONTRACTOR’s performance of this Agreement, unless such claims, liabilities, or losses arise out of the sole negligence or willful misconduct of the County. “CONTRACTOR’s performance” includes CONTRACTOR’s action or inaction and the action or inaction of CONTRACTOR’s officers, employees, agents and subcontractors.

## 9.0 INSURANCE REQUIREMENTS:

9.01 **Evidence of Coverage:** Prior to commencement of this Agreement, the Contractor shall provide a “Certificate of Insurance” certifying that coverage as required herein has been obtained. Individual endorsements executed by the insurance carrier shall accompany the certificate. In addition, the Contractor upon request shall provide a certified copy of the policy or policies.

This verification of coverage shall be sent to the County’s Contracts/Purchasing Department, unless otherwise directed. The Contractor shall not receive a “Notice to Proceed” with the work under this Agreement until it has obtained all insurance required and the County has approved such insurance. This approval of insurance shall neither relieve nor decrease the liability of the Contractor.

9.02 **Qualifying Insurers:** All coverages, except surety, shall be issued by companies which hold a current policy holder’s alphabetic and financial size category rating of not less than A- VII, according to the current A.M. Best’s Rating Guide or a company of equal financial stability that is approved by the County’s Purchasing Agent.

9.03 **Insurance Coverage Requirements:** Without limiting CONTRACTOR’s duty to

indemnify, CONTRACTOR shall maintain in effect throughout the term of this Agreement a policy or policies of insurance with the following minimum limits of liability:

**Commercial General Liability Insurance:** including but not limited to premises and operations, including coverage for Bodily Injury and Property Damage, Personal Injury, Contractual Liability, Broad form Property Damage, Independent Contractors, Products and Completed Operations, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence, and \$2,000,000 in the aggregate.

*(Note: any proposed modifications to these general liability insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)*

**Auto Liability Coverage:** must include motor vehicles, including scheduled, non-owned, and hired vehicles, used in providing services under this Agreement, with a combined single limit or Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.

*(Note: any proposed modifications to these auto insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)*

**Workers' Compensation Insurance:** if CONTRACTOR employs others in the performance of this Agreement, in accordance with California Labor Code section 3700 and with Employer's Liability limits not less than \$1,000,000 each person, \$1,000,000 each accident and \$1,000,000 each disease.

*(Note: any proposed modifications to these Workers' Compensation Insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)*

**Professional Liability Insurance:** if required for the professional services being provided, (e.g., those persons authorized by a license to engage in a business or profession regulated by the California Business and Professions Code), in the amount of not less than \$1,000,000 per claim and \$2,000,000 in the aggregate, to cover liability for malpractice or errors or omissions made in the course of rendering professional services. If professional liability insurance is written on a "claims-made" basis rather than an occurrence basis, the CONTRACTOR shall, upon the expiration or earlier termination of this Agreement, obtain extended reporting coverage ("tail coverage") with the same liability limits. Any such tail coverage shall continue for at least three years following the expiration or earlier termination of this Agreement.

*(Note: Professional liability insurance coverage is required if the contractor is providing a professional service regulated by the state. Examples of service providers regulated by the state are insurance agents, professional architects and engineers, doctors, certified public accountants, lawyers, etc. However, other professional Contractors, such as computer or software designers, technology services, and services providers such as claims administrators, should also have professional liability. If in doubt, consult with your risk or contract manager.)*

If the contractor maintains broader coverage and/or higher limits than the minimums shown above, the County requires and shall be entitled to the broader coverage and/or higher limits maintained by the contractor.

#### 9.04 **Other Requirements:**

All insurance required by this Agreement shall be with a company acceptable to the County and issued and executed by an admitted insurer authorized to transact Insurance business in the State of California. Unless otherwise specified by this Agreement, all such insurance shall be written on an occurrence basis, or, if the policy is not written on an occurrence basis, such policy with the coverage required herein shall continue in effect for a period of three years following the date CONTRACTOR completes its performance of services under this Agreement.

Each liability policy shall provide that the County shall be given notice in writing at least thirty days in advance of any endorsed reduction in coverage or limit, cancellation, or intended non-renewal thereof. Each policy shall provide coverage for Contractor and additional insureds with respect to claims arising from each subcontractor, if any, performing work under this Agreement, or be accompanied by a certificate of insurance from each subcontractor showing each subcontractor has identical insurance coverage to the above requirements.

#### **Additional Insured Status:**

The County of Monterey, its officers, officials, employees, agents, and volunteers are to be covered as additional insureds on the auto liability policy for liability arising out of automobiles owned, leased, hired or borrowed by or on behalf of the Contractor. Auto liability coverage shall be provided in the form of an endorsement to the CONTRACTOR'S insurance.

The County of Monterey, its officers, officials, employees, agents, and volunteers are to be covered as additional insureds on the commercial general liability policy with respect to liability arising out of work or operations performed by or on behalf of the CONTRACTOR including materials, parts, or equipment furnished in connection with such work or operations. General liability coverage shall be provided in the form of an endorsement to the CONTRACTOR'S insurance (at least as broad as ISO Form CG 20 10 11 85 or if not available, through the addition of both CG 20 10, CG 20 26, CG 20 33, or CG 20 38; and CG 20 37 if a later edition is used).

#### **Primary Coverage:**

For any claims related to this contract, the CONTRACTOR'S insurance coverage shall be primary and non-contributory and at least as broad as ISO CG 20 01 04 13 as respects the County, its officers, officials, employees, agents, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, agents, or volunteers shall be excess of the CONTRACTOR'S insurance and shall not contribute with it. This requirement shall also apply to any Excess or Umbrella liability policies.

#### **Workers' Compensation Insurance Waiver of Subrogation:**

The Workers' Compensation Insurance policy required hereunder shall be endorsed to state that the Workers' Compensation Insurance carrier waives its right of subrogation against County, its officers, officials, employees, agents, or volunteers, which might arise by reason of payment under such policy in connection with performance under this Agreement by CONTRACTOR. Should CONTRACTOR be self-insured for Workers' Compensation Insurance, CONTRACTOR hereby agrees to waive its right of subrogation against County, its officers, officials, employees, agents, or volunteers.

Prior to the execution of this Agreement by the County, CONTRACTOR shall file certificates of insurance and endorsements with the County's contract administrator and County's Contracts/Purchasing Division, showing that the CONTRACTOR has in effect the insurance required by this Agreement. The CONTRACTOR shall file a new or amended certificate of insurance within five (5) calendar days after any change is made in any insurance policy, which would alter the information on the certificate then on file. Acceptance or approval of insurance shall in no way modify or change the indemnification clause in this Agreement, which shall continue in full force and effect. CONTRACTOR shall always during the term of this Agreement maintain in force the insurance coverage required under this Agreement and shall send, without demand by County, annual certificates to County's Contract Administrator and County's Contracts/Purchasing Division. If the certificate is not received by the expiration date, County shall notify CONTRACTOR and CONTRACTOR shall have five calendar days to send in the certificate, evidencing no lapse in coverage during the interim. Failure by CONTRACTOR to maintain such insurance is a default of this Agreement, which entitles County, at its sole discretion, to terminate this Agreement immediately.

## 10.0 RECORDS AND CONFIDENTIALITY:

- 10.01 **Confidentiality:** CONTRACTOR and its officers, employees, agents, and subcontractors shall comply with any and all federal, state, and local laws, which provide for the confidentiality of records and other information. CONTRACTOR shall not disclose any confidential records or other confidential information received from the County or prepared in connection with the performance of this Agreement, unless County specifically permits CONTRACTOR to disclose such records or information. CONTRACTOR shall promptly transmit to County any and all requests for disclosure of any such confidential records or information. CONTRACTOR shall not use any confidential information gained by CONTRACTOR in the performance of this Agreement except for the sole purpose of carrying out CONTRACTOR's obligations under this Agreement.
- 10.02 **County Records:** When this Agreement expires or terminates, CONTRACTOR shall return to County any County records which CONTRACTOR used or received from County to perform services under this Agreement.
- 10.03 **Maintenance of Records:** CONTRACTOR shall prepare, maintain, and preserve all reports and records that may be required by federal, state, and County rules and regulations related to services performed under this Agreement. CONTRACTOR shall maintain such records for a period of at least three years after receipt of final payment under this Agreement. If any litigation, claim, negotiation, audit exception, or other action relating to this Agreement is pending at the end of the three-year period, then CONTRACTOR shall retain said records until such action is resolved.
- 10.04 **Access to and Audit of Records:** The County shall have the right to examine, monitor and audit all records, documents, conditions, and activities of the CONTRACTOR and its subcontractors related to services provided under this Agreement. Pursuant to Government Code section 8546.7, if this Agreement involves the expenditure of public funds in excess of \$10,000, the parties to this Agreement may be subject, at the request of the County or as part of any audit of the County, to the examination and audit of the State Auditor pertaining

to matters connected with the performance of this Agreement for a period of three years after final payment under the Agreement.

- 10.05 **Royalties and Inventions:** County shall have a royalty-free, exclusive and irrevocable license to reproduce, publish, and use, and authorize others to do so, all original computer programs, writings, sound recordings, pictorial reproductions, drawings, and other works of similar nature produced in the course of or under this Agreement. CONTRACTOR shall not publish any such material without the prior written approval of County.
- 10.06 **Format of Deliverables:** For this section, “Deliverables” shall mean all electronic documents CONTRACTOR provides to the County under this Agreement. CONTRACTOR shall ensure all Deliverables comply with the requirements of the Web Content Accessibility Guidelines (“WCAG”) 2.1, pursuant to the Americans with Disabilities Act (“ADA”). CONTRACTOR bears the burden to deliver Deliverables, such as Adobe Acrobat Portable Document Format (“PDF”) and Microsoft Office files, complying with WCAG 2.1. CONTRACTOR shall defend and indemnify the County against any breach of this Section. This Section shall survive the termination of this Agreement. Find more on Accessibility at this State website: <https://webstandards.ca.gov/accessibility/>.

## 11.0 **NON-DISCRIMINATION:**

- 11.01 During the performance of this Agreement, CONTRACTOR, and its subcontractors, shall not unlawfully discriminate against any person because of race, religious creed, color, sex, national origin, ancestry, physical disability, mental disability, medical condition, marital status, age (over 40), sexual orientation, or any other characteristic set forth in California Government code § 12940(a), either in CONTRACTOR’s employment practices or in the furnishing of services to recipients. CONTRACTOR shall ensure that the evaluation and treatment of its employees and applicants for employment and all persons receiving and requesting services are free of such discrimination. CONTRACTOR and any subcontractor shall, in the performance of this Agreement, fully comply with all federal, state, and local laws and regulations which prohibit discrimination. The provision of services primarily or exclusively to such target population as may be designated in this Agreement shall not be deemed to be prohibited discrimination.

## 12.0 **COMPLIANCE WITH TERMS OF STATE OR FEDERAL GRANTS:**

If this Agreement has been or will be funded with monies received by the County pursuant to a contract with the state or federal government in which the County is the grantee, CONTRACTOR will comply with all the provisions of said contract, to the extent applicable to CONTRACTOR as a subgrantee under said contract, and said provisions shall be deemed a part of this Agreement, as though fully set forth herein. Upon request, County will deliver a copy of said contract to CONTRACTOR, at no cost to CONTRACTOR.

## 13.0 **COMPLIANCE WITH APPLICABLE LAWS:**

- 13.01 CONTRACTOR shall keep itself informed of and in compliance with all federal, state, and local laws, ordinances, regulations, and orders, including but not limited to all state and federal tax laws that may affect in any manner the Project or the performance of the Services or those engaged to perform Services under this AGREEMENT as well as any privacy laws including, if applicable, HIPAA. CONTRACTOR shall procure all permits and licenses,

pay all charges and fees, and give all notices require by law in the performance of the Services.

13.02 CONTRACTOR shall report immediately to County’s Contracts/Purchasing Officer, in writing, any discrepancy or inconsistency it discovers in the laws, ordinances, regulations, orders, and/or guidelines in relation to the Project of the performance of the Services.

13.03 All documentation prepared by CONTRACTOR shall provide for a completed project that conforms to all applicable codes, rules, regulations, and guidelines that are in force at the time such documentation is prepared.

**14.0 INDEPENDENT CONTRACTOR:**

In the performance of work, duties, and obligations under this Agreement, CONTRACTOR is always acting and performing as an independent contractor and not as an employee of the County. No offer or obligation of permanent employment with the County or County department or agency is intended in any manner, and CONTRACTOR shall not become entitled by virtue of this Agreement to receive from County any form of employee benefits including but not limited to sick leave, vacation, retirement benefits, workers’ compensation coverage, insurance or disability benefits. CONTRACTOR shall be solely liable for and obligated to pay directly all applicable taxes, including federal and state income taxes and social security, arising out of CONTRACTOR’s performance of this Agreement. In connection therewith, CONTRACTOR shall defend, indemnify, and hold County harmless from any and all liability which County may incur because of CONTRACTOR’s failure to pay such taxes.

**15.0 NOTICES:**

Notices required under this Agreement shall be delivered personally or by first-class, postage pre-paid mail to the County and CONTRACTOR’S contract administrators at the addresses listed below:

<b>FOR COUNTY</b>
Roderick W. Franks
Name
Director
Title
1000 S. Main St., Suite 301, Salinas, CA 93901
Address
(831) 755-4430
Phone

<b>FOR CONTRACTOR</b>
Adrian Licea
Name
Director of Mission Services
Title
1325 N. Main St., Salinas, CA 93905
Address
(831) 204-2209
Phone

**16.0 MISCELLANEOUS PROVISIONS.**

16.01 **Conflict of Interest:** CONTRACTOR represents that it presently has no interest and agrees not to acquire any interest during the term of this Agreement, which would directly, or indirectly conflict in any manner or to any degree with the full and complete performance

of the services required to be rendered under this Agreement.

- 16.02 **Amendment:** This Agreement may be amended or modified only by an instrument in writing signed by the County and the CONTRACTOR.
- 16.03 **Waiver:** Any waiver of any terms and conditions of this Agreement must be in writing and signed by the County and the CONTRACTOR. A waiver of any of the terms and conditions of this Agreement shall not be construed as a waiver of any other terms or conditions in this Agreement.
- 16.04 **Contractor:** The term “CONTRACTOR” as used in this Agreement includes CONTRACTOR’s officers, agents, and employees acting on CONTRACTOR’s behalf in the performance of this Agreement.
- 16.05 **Disputes:** CONTRACTOR shall continue to perform under this Agreement during any dispute.
- 16.06 **Assignment and Subcontracting:** The CONTRACTOR shall not assign, sell, or otherwise transfer its interest or obligations in this Agreement without the prior written consent of the County. None of the services covered by this Agreement shall be subcontracted without the prior written approval of the County. Notwithstanding any such subcontract, CONTRACTOR shall continue to be liable for the performance of all requirements of this Agreement.
- 16.07 **Successors and Assigns:** This Agreement and the rights, privileges, duties, and obligations of the County and CONTRACTOR under this Agreement, to the extent assignable or delegable, shall be binding upon and inure to the benefit of the parties and their respective successors, permitted assigns, and heirs.
- 16.08 **Headings:** The headings are for convenience only and shall not be used to interpret the terms of this Agreement.
- 16.09 **Time is of the Essence:** Time is of the essence in each and all of the provisions of this Agreement.
- 16.10 **Governing Law:** This Agreement shall be governed by and interpreted under the laws of the State of California; venue shall be Monterey County.
- 16.11 **Non-exclusive Agreement:** This Agreement is non-exclusive and both County and CONTRACTOR expressly reserve the right to contract with other entities for the same or similar services.
- 16.12 **Construction of Agreement:** The County and CONTRACTOR agree that each party has fully participated in the review and revision of this Agreement and that any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in the interpretation of this Agreement or any amendment to this Agreement.
- 16.13 **Counterparts:** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Agreement.

16.14 **Authority:** Any individual executing this Agreement on behalf of the County or the CONTRACTOR represents and warrants hereby that he or she has the requisite authority to enter into this Agreement on behalf of such party and bind the party to the terms and conditions of this Agreement.

16.15 **Integration:** This Agreement, including the exhibits, represent the entire Agreement between the County and the CONTRACTOR with respect to the subject matter of this Agreement and shall supersede all prior negotiations, representations, or agreements, either written or oral, between the County and the CONTRACTOR as of the effective date of this Agreement, which is the date that the County signs the Agreement.

16.16 **Interpretation of Conflicting Provisions:** In the event of any conflict or inconsistency between the provisions of this Agreement and the Provisions of any exhibit or other attachment to this Agreement, the provisions of this Agreement shall prevail and control.

## 17.0 CONSENT TO USE OF ELECTRONIC SIGNATURES.

17.01 The parties to this Agreement consent to the use of electronic signatures via DocuSign to execute this Agreement. The parties understand and agree that the legality of electronic signatures is governed by state and federal law, 15 U.S.C. Section 7001 et seq.; California Government Code Section 16.5; and, California Civil Code Section 1633.1 *et. seq.* Pursuant to said state and federal law as may be amended from time to time, the parties to this Agreement hereby authenticate and execute this Agreement, and any and all Exhibits to this Agreement, with their respective electronic signatures, including any and all scanned signatures in portable document format (PDF).

### 17.02 **Counterparts.**

The parties to this Agreement understand and agree that this Agreement can be executed in two (2) or more counterparts and transmitted electronically via facsimile transmission or by delivery of a scanned counterpart in portable document format (PDF) via email transmittal.

### 17.03 **Form: Delivery by E-Mail or Facsimile.**

Executed counterparts of this Agreement may be delivered by facsimile transmission or by delivery of a scanned counterpart in portable document format (PDF) by e-mail transmittal, in either case with delivery confirmed. On such confirmed delivery, the signatures in the facsimile or PDF data file shall be deemed to have the same force and effect as if the manually signed counterpart or counterparts had been delivered to the other party in person.

\*\*\*\*\* THIS SECTION INTENTIONALLY LEFT BLANK \*\*\*\*\*

18.0 SIGNATURE PAGE

IN WITNESS WHEREOF, County and CONTRACTOR have executed this Agreement as of the day and year written below.

<b>COUNTY OF MONTEREY</b>	
By:	Chief Contracts & Procurement Officer
By:	Department Head (if applicable)
Date:	
Approved as to Form Office of the County Counsel, <sup>1</sup> Susan K. Blicht, County Counsel	
By:	<small>DocuSigned by:</small> <i>Anne Brunton</i> <small>A46091E5DE83189</small> County Counsel
Date:	5/21/2026   4:44 PM PDT
Approved as to Fiscal Provisions <sup>2</sup>	
By:	<small>DocuSigned by:</small> <i>Ma Mon</i> <small>2617DD077D65495</small> Auditor/Controller
Date:	5/26/2026   9:57 PM PDT
Reviewed as to Liability Provisions <sup>3</sup> Office of the County Counsel-Risk Management	
By:	David Bolton, Risk Manager
Date:	

<b>CONTRACTOR</b>	
Goodwill Central Coast	
Contractor/Business Name*	
By:	<small>Signed by:</small> <i>[Signature]</i> <small>39FB29F888EAD400</small> (Signature of Chair, President, or Vice-President)
Christine Westbrook, President & CEO	
Name and Title	
Date: 5/15/2026   1:45 PM PDT	
By:	<small>Signed by:</small> <i>Abbie Aribas</i> <small>UCB413907D3746B</small> (Signature of Secretary, Assist. Secretary, CFO, Treasurer or Assist. Treasurer)
Abbie Aribas	
Name and Title	
Date: 5/18/2026   1:52 PM PDT	

County Board of Supervisors' Agreement No. \_\_\_\_\_ approved on \_\_\_\_\_

\*INSTRUCTIONS: If CONTRACTOR is a corporation, including non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two (2) specified officers (California Corporations Code §, 313). If CONTRACTOR is a Limited Liability Corporation (LLC), the full legal name of the LLC shall be set forth above together with the signatures of either 1) any member or 2) two (2) managers (Corporations Code § 17703.01, subs. (a) and (d)). If CONTRACTOR is a partnership, the full legal name of the partnership shall be set forth above together with the signature of a partner who has authority to execute on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign.

1Approval by the office of the County Counsel is required.

2Approval by Auditor/Controller is required.

3Review by Risk Manager is required only if changes are made in the indemnification or Insurance paragraphs.

**LIST OF EXHIBITS**  
**Goodwill Central Coast**

Exhibit A	Scope of Work/Payment Provisions
Exhibit B	DSS Additional Provisions
Exhibit C	Budget
Exhibit D	Invoice
Exhibit E	Friday Weekly Report
Exhibit F	Worksite Agreement
Exhibit G	Case Closure Summary
Exhibit H	Weekly Job Coordination Report
Exhibit I	Monthly Progress Report Form
Exhibit J	Service Referral Form
Exhibit K	JSE-ESE Progress Report
Exhibit L	HIPAA Certification
Exhibit M	Lobbying Certification
Exhibit N	Audit & Recovery of Overpayments
Exhibit N-1	Schedule of County Programs

**SCOPE OF WORK/PAYMENT PROVISIONS**

**Goodwill Central Coast, a California Non-Profit Corporation**

- A. **TOTAL FUNDING:** **\$1,750,000.00** ESE Allocation
- B. **CONTRACT TERM:** July 1, 2026 – June 30, 2027
- C. **CONTACT INFORMATION:**
  - County Contract Manager: County of Monterey Department of Social Services  
David Rosen, Management Analyst III  
730 La Guardia Street, Salinas, CA 93905  
Phone: (831) 784-2115  
[rosend@countyofmonterey.gov](mailto:rosend@countyofmonterey.gov)  
[501-CWES-Contracts@countyofmonterey.gov](mailto:501-CWES-Contracts@countyofmonterey.gov)
  - County Fiscal Contact: County of Monterey Department of Social Services  
Edelia Russo, Accountant II  
1000 South Main Street, Suite 306, Salinas, CA 93901  
Phone: (831) 755-4433  
[Russoel@countyofmonterey.gov](mailto:Russoel@countyofmonterey.gov)
  - Contractor Contract Manager: Goodwill Central Coast  
Adrian Licea  
Director of Mission Services  
Goodwill Central Coast  
1325 N Main Street  
Salinas, CA 93906  
(831) 204-2209  
[alicea@ccgoodwill.org](mailto:alicea@ccgoodwill.org)
  - Contractor Fiscal Contact: Gloria Baltazar  
Grants Accountant  
Goodwill Central Coast  
1566 Moffett Street  
Salinas, CA 93905  
(831) 423-8611 Ext 8207  
[gbaltazar@ccgoodwill.org](mailto:gbaltazar@ccgoodwill.org)
  - Locations of Service: 1566 Moffett Street  
Salinas, CA 93905  
  
1325 N Main Street  
Salinas, CA 93906

## SCOPE OF WORK/PAYMENT PROVISIONS

**D. CONTRACT AWARD INFORMATION**

CONTRACTOR UEI Number: KKR3W9SAMMX3

Date County Awarded Funding: July 1, 2026

ALN and Dollar Amount: 93.558 (dollar amount variable)

Federal Award Description: Temporary Assistance for Needy Families (TANF)

Research and Development: No

Indirect Cost Rate: N/A

**E. PURPOSE**

The purpose of this agreement is to provide administrative and wage subsidy funding to CONTRACTOR (Goodwill Central Coast) to provide an Expanded Subsidized Employment (ESE) training program and unsubsidized job coordination for CalWORKs Employment Services (CWES) customers referred to ESE by County of Monterey Department of Social Services (MCDSS) CWES staff.

**F. PROGRAM DESIGN**

Goodwill Central Coast (GCC) will provide expanded subsidized employment, training, supervision, intensive case management, job performance evaluations, and unsubsidized job coordination for 300 eligible CWES Welfare-To-Work customers for each fiscal/contract year. ESE will be offered at Goodwill stores throughout the county, developed non-profit and private sector sites, and County of Monterey departmental sites.

GCC Employment Specialists assist 'work-ready' customers with transitioning to unsubsidized employment with no lapse in that employment. The unsubsidized employment placement may start with an ESE Training placement.

- a. Work-ready is determined by the GCC Employment Specialist's assessment of the customer based upon interviews as well as GCC ESE Training and Development Associate and non-GCC ESE Site Supervisor's input into each customer's ESE Monthly Evaluations and Weekly Progress Report (**EXHIBIT I**).
1. Target Population is all eligible CWES customers.
  2. The targeted number of customers: 300 customers for each contract year.
  3. Performance Goals:
    - a. 95% of referred customers are scheduled for an orientation within three (3) business days from the referral date.
    - b. 100% of customers who attend and complete orientation leave with an assigned worksite.
    - c. 55% of customers who participate in the program meet their minimum participation hours requirement each month.
    - d. 95% of customers who successfully complete the program obtain and/or improve on five (5) transferable skills.
    - e. 40% of customers who complete the program obtain full-time, unsubsidized employment, which assists customers in moving towards self-sufficiency and off cash aid.
  4. Subsidized Wages:

## SCOPE OF WORK/PAYMENT PROVISIONS

- a. Each Goodwill ESE customer shall receive at least the California State minimum wage per hour while in subsidized employment and attending any Goodwill training or workshops such as Digital Literacy.
  - b. Customers who do not meet their minimum required Work Participation Rate (WPR) hours each month may be dropped from the program. Some site locations may require more hours than the customer's WPR hours. In order to participate in ESE at those sites, the customers must agree to work the number of hours required by the site. *For example, a customer is only required to work thirty-five (35) WPR hours, but the site requires forty (40) hours per week.*
5. Duration of Subsidized Employment Positions:
- a. Subsidized payments are authorized initially for four (4) months.
  - b. Customers are dismissed from ESE by the Site Supervisor for unsatisfactory performance.
  - c. Site Supervisors are required to notify GCC and the COUNTY Contract Manager of any terminations.
  - d. When the customer approaches the three (3) month mark of employment, the Employment Specialist and CWES Case Manager confer to determine if an extension is appropriate.
6. Extensions of Subsidized Employment Positions:
- a. GCC must obtain written authorization *in advance* from the COUNTY Contract Manager to extend a placement.
  - b. Extensions may be granted if funding is available and additional time will increase the likelihood of either of the following:
    - i. The participant obtaining unsubsidized employment with the participating employer.
    - ii. The participant obtaining skills and experiences relevant to unsubsidized employment in an employment field.
7. ESE positions are exempt from unemployment insurance per section 634.5 of the Unemployment Insurance Code.
8. GCC will provide Worker's Compensation for ESE customers.

## G. CONTRACTOR RESPONSIBILITIES

In accordance with the principles of this Agreement, the duties and responsibilities of CONTRACTOR are outlined as follows:

1. Administration CONTRACTOR shall:
  - a. Provide programmatic oversight of the CONTRACTOR responsibilities provided under this Agreement.
  - b. Monitor the program through established processes and in compliance with applicable city, county, state, and federal regulations.
  - c. Submit monthly reimbursement claims to the COUNTY, no later than the 10th of the month following the invoice month, by completing the monthly invoice

## SCOPE OF WORK/PAYMENT PROVISIONS

(EXHIBIT D) and emailing it to the COUNTY Contracts Manager at [501-CWES-Contracts@countyofmonterey.gov](mailto:501-CWES-Contracts@countyofmonterey.gov).

- d. Schedule and attend regular bi-monthly meetings during the term of this Agreement with essential GCC, and CWES staff to review the status of the program, including the number and progress of serviced customers, challenges and opportunities for improvement, and remaining services to be rendered. Additional meetings shall be scheduled as needed to discuss other areas that affect either party to this Agreement.
- e. Provide services and supplies and participate in an annual open house convened by CWES that includes all CWES contractors.
- f. Participate/facilitate a Service in the Spotlight training yearly.
- g. Respond to program improvement requests as well as deficiencies in meeting the service requirements in this Agreement within two (2) business days of the request and/or deficiency being identified through contract monitoring or reported by the COUNTY Contract Manager. Identification and response shall be captured in written communication. Corrective actions shall be agreed upon by both parties. Corrective actions shall be implemented as soon as deemed possible by both parties. Uncorrected deficiencies may result in delayed payment of monthly invoicing and/or termination of this Agreement.
- h. Ensure appropriate staffing to support the administration and service provided for in this Agreement. Ensure replacement staffing is available to continue the uninterrupted provision of services under this Agreement in the event of staffing vacancies related to sickness, absence, or staffing changes.

## 2. Tracking and Reporting

CONTRACTOR shall:

- a. Respond to COUNTY customer ESE referrals by the next business day. The response shall be provided electronically using secure electronic mail. The response shall indicate the date the customer is scheduled to attend ESE orientation.
- b. Enter the customer information, including: Case Number, Last Name, First Name, Assigned Location, Referral Date, Start Date, End Date, Program Status, Employer, and Hours Worked with New Employer into the service provider's Friday Report (EXHIBIT E).
- c. Provide the Friday Report (EXHIBIT E) to the COUNTY Contract Manager on a weekly basis, and within two (2) days of receiving a request, by emailing it to the CWES Contract Manager and [501-CWES-Contracts@countyofmonterey.gov](mailto:501-CWES-Contracts@countyofmonterey.gov).
- d. Provide a current electronic copy of the monthly hours completed and monthly wages paid to the COUNTY Contract Manager monthly with regular invoicing using secure email at [501-CWES-Contracts@countyofmonterey.gov](mailto:501-CWES-Contracts@countyofmonterey.gov) and the assigned management analyst.
- e. Gather efficacy data by regularly conducting surveys with ESE customers regarding their experiences with the ESE program. Electronic copies of the summaries of all survey responses and aggregate scoring will be provided to the COUNTY Contract Manager monthly using secure email at [501-CWES-Contracts@countyofmonterey.gov](mailto:501-CWES-Contracts@countyofmonterey.gov) and the Contract Manager's County email address.

## SCOPE OF WORK/PAYMENT PROVISIONS

## 3. Orientation

CONTRACTOR shall:

- a. Provide client orientations every Tuesday and Thursday
- b. Schedule newly referred regular ESE customers, and, at times when mutually agreed upon, Job Search Workshop (JSW) customers to attend an eight (8) hour ESE orientation on the first available Tuesday and Thursday of every week.
- c. Develop, maintain, and provide an ESE participant handbook to each referred customer at the ESE orientation.
- d. Ensure that each orientation includes, but is not limited to: instruction for completion of the monthly evaluations, review of the worksite agreement, delivery and discussion of the ESE participant handbook, instructions for completing the employee time card, ESE participant expectations and code of conduct, grievance reporting procedures, formal worksite safety training, an explanation about the subsidized employment process, available employment site locations, information about how sites are assigned, information about the ESE time period and when paid job search and coordination services will be provided, as well as answers to any questions ESE customers may have about the ESE program.
- e. Allow CWES Partners to provide presentations during orientation that inform customers of additional services they may be eligible to receive.
- f. Offer customers a Digital Literacy workshop with additional weekly tutoring. This workshop covers key applications including word processing, spreadsheets, and presentation applications, as well as skills for living in an Internet or networked environment and a foundational understanding of computing.

## 4. Placement

CONTRACTOR shall:

- a. Start referred customers in a subsidized and supported work environment the next working day following the completed orientation. The work placement shall meet the number of hours identified on the referral which could be as few as five (5) hours per week and as many as forty (40) hours per week. The work placement shall be able to last for a period of four (4) months. The subsidized employment positions shall consist of no less than four (4) consecutive paid work weeks in a supported work environment aimed at developing basic job skills and eight (8) additional paid work weeks focused on both the continued development of job skills and job search activities. If a customer does not acquire an unsubsidized employment position, or a Subsidized Employment position where there is a promise to hire during the first twelve (12) weeks of participation, then CONTRACTOR may request extensions that the COUNTY Contract Manager may approve before the end of the fourth (4<sup>th</sup>) month.
- b. Place customers who have been referred to non-GCC ESE in a subsidized and supported work environment by the agreed-upon hiring date following the orientation. The work placement shall meet the number of hours identified on the referral which could be as few as five (5) hours per week and as many as forty (40) hours per week. The subsidized employment position shall consist of four (4) months of paid work weeks including paid job search activities offered at least once

## SCOPE OF WORK/PAYMENT PROVISIONS

per week. If a customer does not acquire an unsubsidized employment position, the CONTRACTOR may request extensions that may be approved by the COUNTY Contract Manager.

- c. Complete the ESE Worksite Agreement (**EXHIBIT F**) for each customer placed in an ESE position prior to the customer starting in the position. Provide an electronic copy of each customer's signed ESE Worksite Agreement using secure electronic mail to the non-GCC ESE Site Supervisor, and the CWES Case Manager (CCM).
- d. Record and report each customer's ESE hours in the Friday Report (**EXHIBIT E**) each Friday via email to the CWES Contract Manager and [501-CWES-Contracts@countyofmonterey.gov](mailto:501-CWES-Contracts@countyofmonterey.gov).
- e. Serve as each referred customer's employer of record and provide all payroll services. This includes providing worker's compensation insurance for all GCC ESE and non-GCC ESE customers. This also includes the collection of timesheets, verification of hours worked, processing and issuance of wages bi-weekly, reporting of all wages to the COUNTY Contract Manager, and serving as a reference for future employment opportunities.
- f. Pay at least the state minimum wage for each customer placed in an ESE-supported work position.
- g. Complete an ESE Case Closure Summary (**EXHIBIT G**) on all ESE customers including those who do not successfully complete either the orientation process or do not attend their scheduled work placement site. Immediately inform the designated Office Assistant (OA) and the COUNTY Contract Manager using secure electronic mail whenever services have been closed for an ESE customer.
- h. Create different levels of ESE that support the differing skill levels of the customer as they move through the program:
  - i. Level One: Customers who have entry-level or below skills and need to gain basic skills such as showing up to work daily on time, and customer service skills. Examples of jobs include working in a Goodwill store on the floor.
  - ii. Level Two: Customers who have more than entry-level skills or have obtained entry-level skills through their time in a Goodwill store. These customers should be moved to another worksite to continue their skill-building. Examples of jobs include:
    1. working in e-commerce, the warehouse, human resources, or finance at Goodwill Headquarters,
    2. A higher-level non-Goodwill site that is above a basic skills gain.

## 5. Site Development

CONTRACTOR shall:

- a. Provide a minimum of sixty (60) GCC ESE positions to support the placement of up to twenty (20) new/additional individuals per month. This includes the development of sites accessible to customers living in South County (including, but not limited to, Bradley, Parkfield, Lockwood, San Ardo, and San Lucas), the Monterey Peninsula, and the greater Salinas areas.

## SCOPE OF WORK/PAYMENT PROVISIONS

- b. Develop a process for establishing subsidized employment reimbursement agreements with private employers. Agreements shall clearly delineate the length of time and reimbursement amount allocated to each subsidized employment position as well as detail CONTRACTOR and private employer responsibilities throughout the agreement. Subsidized employment agreements with private employers shall result in each customer obtaining unsubsidized employment with the private employer, or because of the subsidized employment, upon completion.
- c. Develop GCC ESE-supported worksites and positions to support customers who are monolingual in a language other than English, or who have limited English proficiency.
- d. Develop and maintain sufficient ESE worksites to ensure each referred customer is placed the next workday following the orientation. Ensure that new GCC ESE worksite locations and/or positions are added as needed to satisfy the number of referrals and time requirements outlined in this Agreement.
- e. Develop non-GCC ESE worksites as identified by the COUNTY Contract Manager. Coordinate with the prospective non-GCC ESE Site Supervisor to conduct a site visit. Tour each newly developed non-GCC ESE site. Provide the new non-GCC ESE Site Supervisors with ESE program information and answer Site Supervisor questions. Report to the COUNTY Contract Manager when a newly identified non-GCC ESE site is developed, and the Site Supervisor is ready to begin interviewing prospective ESE customers for placement. Serve as the liaison to GCC ESE Training and Development Associates for each GCC ESE worksite developed. Areas of training that CONTRACTOR is responsible for include, but is not limited to:
  - i. Orienting the customer on the ESE program, including the completion of the worksite agreement,
  - ii. timesheet submission,
  - iii. how to correctly fill out and submit the CWES 123 form,
  - iv. the weekly and monthly completion of the customer evaluation, and
  - v. the requirement to report timely periods of missed work.
- f. Respond to GCC ESE Training and Development Associate inquiries within forty-eight (48) hours.
- g. Serve as the liaison to non-GCC ESE Site Supervisors for each non-GCC ESE worksite developed. This includes, but is not limited to, providing each non-GCC ESE Site Supervisor with training on the ESE program regarding completion of the worksite agreement, timecard submission, the monthly completion of the customer evaluation, and the requirement to report timely periods of missed work. Respond to non-GCC ESE Site Supervisor inquiries within forty-eight (48) hours.
- h. Ensure regular assessment, hands-on training, skill development, and supervision are provided at each ESE job site. Develop work site positions that allow ESE customers making satisfactory progress to have upward mobility throughout their placement. This requires a “tiered” structure to work site positions. Ensure work site positions allow for increasing responsibility, access to new skill development, decreased supervision as appropriate, and increased pay as appropriate. Higher-tiered work site positions may be at the original work site or at alternative ESE work

## SCOPE OF WORK/PAYMENT PROVISIONS

sites.

## 6. Certifications

CONTRACTOR Shall:

Provide, or arrange, program training that results in ESE customers obtaining skill-gains and/or obtaining certifications of completion related to in-demand career fields. Skills Gain and Certifications may include, but are not limited to:

- Forklift driving
- E-commerce marketing
- Customer service
- Warehouse & distribution operations
- Digital Literacy
- Retail Training Academy
- Job Readiness Workshops

## 7. Program Staff

CONTRACTOR shall:

### a. Provide a Director of Mission Services (0.5 FTE)

- i. Provide one (1) Director who will oversee the supervision of the staff and program services to ensure programmatic and financial contract obligations are met. In addition, the Director is tasked with producing required monthly outcomes reports that show enrollments, job placements, and coordinates with the Grants Accountant to provide supporting documentation and expenditure reports needed to prepare the monthly invoice.
- ii. Provide programmatic oversight and monitoring of the ESE program through established processes and in compliance with federal regulations.
- iii. Oversee the supervision of the staff and program services to ensure programmatic and financial contract obligations are met.
- iv. Work closely with all program staff to provide proper training and ensure established workflows are followed closely.
- v. Work to develop and enhance the skill sets of all program staff to add to their repertoire of tools they can use when providing service to ESE participants.

### b. Provide a Program Manager (0.6 FTE)

- i. Provide one (1) 0.6 FTE ESE Program Manager to ensure daily compliance with the administrative and operational requirements detailed in this Agreement.
- ii. The ESE Program Manager shall communicate directly with the COUNTY Contract Manager regarding:

## SCOPE OF WORK/PAYMENT PROVISIONS

1. The need for additional or holding referrals.
  2. The scheduling of orientations, including ad-hoc orientations.
  3. A day-to-day operational change that would significantly impact ESE program.
- iii. The ESE Program Manager shall assist the Director in developing key aspects of the program such as:
1. work site development,
  2. employer partnership, and
  3. skill-building programs,
- iv. The ESE Program Manager shall be qualified to carry out the role and responsibility of key roles or be able to draw on qualified staff to provide program support to ensure that business operations run smoothly without a loss of service.
- c. Provide Training and Development Associates (3 @ 1.0 FTE each)
- i. Provide at least one (1) GCC ESE Training and Development Associate for each GCC ESE worksite, not to exceed three (3) FTE's. Provide additional Training and Development Associates as needed to ensure all referred GCC ESE customers are placed in a supported worksite in the time periods detailed in this Agreement.
  - ii. Training and Development Associates shall ensure that the ESE Monthly Evaluations and Weekly Progress Report (**EXHIBIT I**) is completed for each customer and provided to the Employment Services Specialists timely. Training and Development Associates shall provide basic job skills training and support to each GCC ESE customer to whom they are assigned. Training and Development Associates shall work with each GCC ESE customer to identify barriers to employment. Training and Development Associates report the barriers to the Employment Services Specialist, who then report the barriers to the CCM using secure electronic mail.
- d. Provide a Business Services Specialist (1.0 FTE)
- i. Coordinate and expand Goodwill's network of employer partners and support workforce employees as they prepare to enter unsubsidized, regular employment through business development and providing individualized guidance to workforce employees in developing career pathways.
  - ii. Business & Partnership Development
    1. Identify, research, and engage with local businesses throughout the county to establish employment partnerships for both subsidized and unsubsidized job placements.
    2. Build and maintain business relationships with employers and create ongoing job opportunities for workforce employees.

## SCOPE OF WORK/PAYMENT PROVISIONS

3. Expand offsite subsidized placement offerings in a variety of industries to diversify available career paths/training opportunities for workforce employees.
  4. Highlight and present program offerings to potential employer partners to communicate the value of collaboration with Goodwill.
  5. Track business partnership activity, hiring outcomes, and employer/workforce employee's feedback and incorporate for continuous improvement.
  6. Host/attend job fairs in the community.
- iii. Workforce Employee Support
1. Providing individualized career planning, resume development and interview preparation techniques, including coaching in workplace expectations and other related career readiness skills.
  2. Assist workforce employees with individualized job search related activities.
  3. Be a liaison between employee and employer.
  4. Connect workforce employees with employer partners and advocate for their placement.
  5. Work closely with Mission Services staff to understand workforce employees' needs and employer expectations.
  6. Contribute and provide workshops, attend hiring events and participate in networking activities.
  7. Utilize feedback from workforce employees and employers to help shape program offerings and training focus.
- e. Provide a Lead Employment Specialist (ES) (1 @ 1.0 FTE)
- i. Provide one (1) full-time Lead Employment Services Specialist to ensure daily compliance with the administrative and operational requirements detailed in this Agreement.
  - ii. The Lead Employment Services Specialist shall communicate directly with the COUNTY Contract Manager regarding:
    1. The need for additional or holding referrals.
    2. The scheduling of orientations, including ad-hoc orientations.
    3. A day-to-day operational change that would significantly impact the ESE program.
  - iii. The Lead Employment Services Specialist shall assist the Director in developing key aspects of the program, such as:
    1. Work site development
    2. Employer partnership,
    3. Skill-building programs,

## SCOPE OF WORK/PAYMENT PROVISIONS

- iv. The Lead Employment Services Specialist shall be qualified to carry out the role and responsibility of key roles or be able to draw on qualified staff to provide program support to ensure that business operations run smoothly without a loss of service.
- f. Provide two (2) Employment Services Specialists (ESS) (2 @ 1.0 FTE)
  - i. Provide two (2) full-time Employment Services Specialists to deliver the intensive case management services detailed in this Agreement.
  - ii. Ensure each referred GCC ESE customer is placed in a supported worksite and position appropriate for an unskilled worker by the next workday following the completion of the orientation.
  - iii. Ensure each placed GCC ESE customer meets their assigned work hours weekly and monthly.
  - iv. Ensure that the prior day's timecards are sent using secure electronic mail to the designated OA and the ESE Contract Manager.
  - v. Ensure weekly contact with each placed GCC ESE customer during the first four (4) weeks of placement.
  - vi. Ensure monthly, in-person contact with each placed GCC and non-GCC ESE customer.
  - vii. Ensure each customer contact is used to determine the customer's needs, satisfaction with their placement, and progress toward the skills needed to secure future subsidized/unsubsidized employment.
  - viii. Ensure that the ESE Monthly Evaluations and Weekly Progress Reports (**EXHIBIT I**) are completed by the Training and Development Associates for each GCC ESE customer during the first four (4) weeks of participation.
  - ix. Ensure that the ESE Monthly Evaluations and Weekly Progress Reports (**EXHIBIT I**) are completed by the Training and Development Associates and Site Supervisors for GCC and non-GCC ESE customers.
  - x. Ensure that an electronic copy of each weekly progress report and monthly evaluation is sent using secure electronic mail to the COUNTY Contract Manager and the designated OA for each placed customer.
  - xi. Visit each GCC and non-GCC ESE worksite a minimum of one (1) time per quarter to meet with both customers and Training and Development Associates/Site Supervisors to discuss any site concerns regarding evaluations, training, safety, and progress.
  - xii. Ensure that each GCC ESE worksite placement allows for each customer to work every available workday during each calendar month that the customer is participating in the ESE program.
  - xiii. Ensure each customer's timecard is completed as required and that each customer is paid during regular payment schedules.
  - xiv. Ensure that ESE customers working at GCC worksites will have time off benefits administered consistent with GCC policy for all other employees. ESE customers working at non-GCC worksites will receive holiday pay

## SCOPE OF WORK/PAYMENT PROVISIONS

- when their worksite is closed due to a holiday.
- xv. Ensure that additional workdays (Saturdays and Sundays) are available to each GCC ESE customer each week to make up hours that may be missed due to both excused and unexcused absences.
  - xvi. Ensure that GCC ESE customers with limited means of transportation are provided priority for placement close to their residence, and/or a suitable alternative worksite is available.
  - xvii. Immediately report to the customer's CCM within one (1) business day, if the GCC ESE customer misses a scheduled day of work. This report shall be made using secure electronic mail.
  - xviii. Make daily attempts to contact GCC ESE customers that are absent from their worksite. Daily contact attempts shall be made until the customer responds or the CCM determines that GCC ESE services should be closed for the customer.
  - xix. Provide support to ESE customers and Training and Development Associates/Site Supervisors to address and report unsatisfactory performance as a component of regular monthly reporting.
  - xx. Coordinate with each ESE customer's CCM to incorporate ESE participation as an activity and component of the customer's WTW plan to meet WPR.
  - xxi. Participate in group meetings as requested which may include either combination of the ESE customer, CONTRACTOR, CCM, and Training and Development Associates/Site Supervisor.
  - xxii. Provide bilingual (English-Spanish) case management services either directly or by a translator.
  - xxiii. Identify the employment barriers of each ESE customer and make recommendations to the customer's CCM on how to remove the barriers.
  - xxiv. Contact the site of each new ESE placement the day following the 1st day of a customer's start date to ensure the customer attended as required. If the customer did not attend, report the absence to the CCM immediately using secure electronic mail.
  - xxv. Make three (3) attempts throughout the next workday to contact each ESE customer who did not attend their first scheduled workday at the ESE worksite as scheduled. Determine the reason for the customer's absence. Report the reason to the customer's CCM immediately using secure electronic mail. Ensure the customer's CCM is informed that attempts to contact the customer have been unsuccessful.
  - xxvi. Close ESE services when directed by the CCM or COUNTY Contract Manager. Record the service closure on the ESE Case Closure Summary (**EXHIBIT G**) and complete all the fields, including the ESE scheduled and actual end dates, program exit status, and employment status if applicable.
  - xxvii. Respond using secure electronic mail to COUNTY inquiries about customer progress within two (2) business days.

## SCOPE OF WORK/PAYMENT PROVISIONS

- xxviii. Report to the customer's CCM using secure electronic mail whenever a referred customer misses a scheduled appointment, or the customer's services are required to be interrupted and/or discontinued.
- xxix. Contact the COUNTY Contract Manager if the active GCC ESE placement caseload reaches maximum capacity. Coordinate with the COUNTY Contract Manager on actions to take to support excessive caseload management and placement.
- xxx. The Employment Services Specialists shall assist customers with their transition into OJT/SE and ultimately unsubsidized positions relevant to the customer's employment goal as soon as the customer is determined to be "work-ready" with no lapse in employment. The determination of "work-ready" is made by the Employment Services Specialist assessment of each customer based upon interviews and GCC ESE Training and Development Associates or non-GCC ESE Site Supervisor input as well as the customer's weekly/monthly ESE progress report.
- xxxi. Each Employment Services Specialist shall provide a Weekly Job Coordination Report (**EXHIBIT H**) detailing the weekly progress that each GCC and non-GCC ESE customer has made toward obtaining future subsidized or unsubsidized employment. The Weekly Job Coordination Report shall also identify each customer that has been placed in other subsidized or unsubsidized positions and provide a running total of the number of job placements as well as a running total of customers that have completed ESE. The weekly job coordination report shall also identify those ESE customers that have completed ESE and have not obtained other subsidized or unsubsidized employment.
1. Each ESE customer's completion status shall be accurately reflected on the ESE Case Closure Summary (**EXHIBIT G**). An electronic copy of the weekly job coordination report shall be sent to the designated OA and the COUNTY Contract Manager using secure electronic mail to:
    - [501-CWES-Contracts@countyofmonterey.gov](mailto:501-CWES-Contracts@countyofmonterey.gov).
- g. Grants Accountant (0.2 FTE)
- i. Monitor and analyze programmatic and fiscal performance and procedures to ensure compliance with contractual requirements, federal, state, and local regulations, as well as internal policies. Conducts internal case file/record reviews and audits to ensure contractual performance expectations are met.
  - ii. Ensure data entry and collection methods meet outcomes management and compliance standards. Create and aggregate reports to assist directors in monitoring and assessing program progress.
  - iii. Coordinate follow-up and corrective action planning for internal and external audits. Ensure external audit recommendations are executed.
- h. Career Training Specialist (0.5 FTE)
- i. Provide classroom style instruction in soft skills, job readiness, job retention, and digital literacy with the objective of building participants'

## SCOPE OF WORK/PAYMENT PROVISIONS

- skillsets and knowledge to support career advancement and/or to successfully obtain and retain competitive employment.
  - ii. Provide instruction in group and individual settings to build participants' digital literacy skills and knowledge in computer basics, internet fundamentals, common application software such as Microsoft Word, Excel, PowerPoint, and Outlook that will prepare them to obtain digital literacy certifications through Northstar and deliver instruction in education and training programs such as job search workshops.
  - iii. Facilitate workshops related to employment, such as career exploration and planning, goal setting, networking, social media, job search strategies, resume writing and interviewing, job readiness, and for a variety of life skills, such as problem solving, esteem building, customer service, and coping with life stressors, as appropriate to meet the needs of the community of participants served.
  - iv. Maintain an ongoing assessment of individual participant progress and encourage continued courses according to the needs of the students.
  - v. Support in the development/improvement of Goodwill's digital literacy and job readiness curriculums.
- i. Career Training Coordinator (0.6 FTE)
- i. Develop curriculum, maintain calendars/scheduling, and provide classroom-style instruction in soft skills, job readiness, job retention, and digital literacy to build participants' skillsets and knowledge to support career advancement and/or to successfully obtain and retain competitive employment.
  - ii. Provide instruction in group and individual settings to build participants' digital literacy skills and knowledge in computer basics, internet fundamentals, common application software such as Microsoft Word, Excel, PowerPoint, and Outlook, that will prepare them to obtain digital literacy certifications through NorthStar and deliver instruction in education and training programs such as job search workshops.
  - iii. Facilitate workshops related to employment, such as career exploration and planning, goal setting, networking, social media, job search strategies, resume writing and interviewing, job readiness, and for a variety of life skills, such as problem solving, esteem building, customer service, and coping with life stressors, as appropriate to meet the needs of the community of participants served.
  - iv. Providing administrative training and program support to all Career Training Specialists.
  - v. Develop, design, improve, and modify all course curricula.
  - vi. Assist the Mission Services Director in the management of current course offerings, project timelines, reports, and design and implementation of new courses as needed.
  - vii. Provide ongoing assessment of individual participant progress, create lesson plans, and adapt curriculum and lesson plans according to the needs of the students.
- j. Career Center Coordinator (0.5 FTE)

## SCOPE OF WORK/PAYMENT PROVISIONS

- i. Orient ESE participants to services including internet access, job boards, employment and training resources, and in-demand positions in the area.
- ii. Assist participants with learning effective job search skills, navigating our current labor market, preparing applications and resumes, and conducting mock interviews.
- iii. Assist workforce development staff with educating employers about the various employment and training services that meet their workforce needs and inquire about potential job openings.
- iv. Complete general clerical work required for job placement and outcomes tracking.
- v. Job placement services will be provided weekly to each ESE customer. Which includes:
  1. Resume development, restructuring, and submission.
  2. Interview scheduling and follow-up.
  3. Interview practice.
  4. Career exploration and advice.
  5. Early and consistent customer encouragement and motivation to secure unsubsidized employment as soon as possible.
- vi. Assess and refer any ESE job search customer that would benefit from the network with employers and other workforce entities including, but not limited to Business and HR Associations, Local Chambers, etc., to assist with the development of on-the-job training, and subsidized and/or unsubsidized employment opportunities.
- k. GCC may modify staffing to create personnel, programmatic and fiscal efficiencies within the perimeters of the budget and approval from the COUNTY Contract Manager.
- l. When necessary, ensure services are provided safely in a variety of methods using virtual/online platforms.
  - i. Ensure services are continued and provided to CWES customers safely, including services provided by phone or virtual/online platforms (i.e., Zoom, Skype, GoToMeeting, etc.) where the technology is available.
  - ii. Ensure the health and safety of CONTRACTOR staff, CWES customers, and the general public, by taking preventative measures, including increased cleaning and sanitizing, ensuring CONTRACTOR staff and CWES customers follow safety measures such as social distancing (as appropriate), wearing masks (when required), and encouraging sick CONTRACTOR staff and CWES customers to stay home.

**H. NON-DISPLACEMENT PROVISIONS** *[WELFARE & INSTITUTIONS CODE SECTION 11324.6]*

Subsidized placement shall not result in any of the following:

1. Displacement or partial displacement of current employees.

## SCOPE OF WORK/PAYMENT PROVISIONS

2. The filling of positions, which would otherwise be promotional opportunities for current employees.
3. The filing of a position, prior to compliance with applicable personnel procedures or provisions of collective bargaining agreements.
4. The filling of established unfilled public agency positions unless the positions are unfunded in a public agency budget.
5. The filling of a position created by termination, layoff, or reduction in workforce.
6. A strike, lockout or other bona fide labor dispute, or violation of any existing collective bargaining agreement between employees and employers.
7. The filling of a work assignment customarily performed by a worker in a job classification within a recognized collective bargaining unit in that worksite, or funded positions are vacant or regular employees laid off.
8. The termination of a contract for services, prior to the expiration date, results in displacement full or partial of workers performing contracted services.
9. The denial to a customer or employee of protection afforded to other workers on the worksite by state and federal laws governing workplace health, safety, and representation.

### I. COUNTY RESPONSIBILITIES

In accordance with the principles of this agreement, COUNTY shall:

1. Report to the State as required regarding AB 74 Expanded Subsidized Employment expenditures and participation.
2. Review monthly invoices and reports submitted by GCC and forward them to the Administrative Services Branch for payment.
3. Identify and refer up to twenty (20) CWES customers each month.
  - a. Submit the following information using secure/encrypted electronic mail to CONTRACTOR:
    - i. The CSF 136, Service Referral (**EXHIBIT J**) contains the following information: CWES Case Worker Name, Customer's CalSAWS Case Number, Customer's Name, Customer's working telephone number (if available), referral date, the reason for the referral, a statement about the customer's needs, required work participation hours, preferred starting worksite and start date, and any additional information deemed necessary and relevant by the CCM.
4. Communicate at a minimum within two (2) working days to:
  - a. Respond to any inquiries from GCC regarding an ESE referral or placement.
  - b. Share any changes in customer status or circumstances that impact ESE.
  - c. Be available for bi-monthly meetings and as needed with GCC and/or customers.
5. Coordinate with CONTRACTOR on any line-item budget adjustments necessary to allow for appropriate realignment of funds within the approved budget.
6. Coordinate with CONTRACTOR thirty (30) days in advance to re-schedule orientations

## SCOPE OF WORK/PAYMENT PROVISIONS

that fall on holidays or days when either the CONTRACTOR or COUNTY are unable to provide the orientations.

7. Conduct a minimum of two (2) contract monitoring visits to evaluate service delivery and CONTRACTOR performance in relation to targets, goals, and responsibilities. Provide written documentation of contract monitoring findings and recommendations to CONTRACTOR after each visit. Monitoring visits will include a review of each line item in this Agreement.

**J. PAYMENT PROVISIONS:**

- J.1 County shall pay CONTRACTOR per the terms set forth in **Exhibit B, DSS Additional Provisions**, Section 1, PAYMENT BY COUNTY.
- J.2 Total cost of this program is ***one million seven hundred and fifty thousand dollars (\$1,750,000.00)***.
  - J.2.1 Details regarding payments toward this project shall be reported *monthly* on the *Monthly* Invoices in the form of **Exhibit D, Invoice**.
- J.3 Maximum amount payable by COUNTY to CONTRACTOR under this Agreement shall not exceed ***one million seven hundred and fifty thousand dollars (\$1,750,000.00)***, per **Exhibits C, Budgets**.
- J.4 CONTRACTOR shall submit original signed monthly invoices with supportive documentation to COUNTY setting forth the amount claimed by the 10<sup>th</sup> day of the month in which services were performed on the form set in **Exhibit D, Invoice**. The final fiscal year invoices will be due no later than *July 10, 2027*.
  - a. All original signed invoices shall be submitted to the County Contract Monitor as listed in Section C.

*(End of Exhibit A)*

**MONTEREY COUNTY  
DEPARTMENT OF SOCIAL SERVICES**

**ADDITIONAL PROVISIONS**

**I. PAYMENT BY COUNTY:**

**1.01 Monthly claims/invoices by CONTRACTOR:** Not later than the tenth (10<sup>th</sup>) day of each month, CONTRACTOR shall submit to COUNTY a signed invoice setting forth the amount claimed. All invoices (monthly and final) shall be submitted in the form set forth in **Exhibit D**.

**1.02 Final Invoice; forfeiture for late invoice:** CONTRACTOR's final month and end of fiscal year invoice is due, and must be received by COUNTY, no later than close of business on **July 10<sup>th</sup>**. **If the Final Invoice is not received by COUNTY by close of business on July 10<sup>th</sup>. CONTRACTOR understands and agrees that the reimbursement of CONTRACTOR's final expenses represented by that invoice may be forfeited, and COUNTY shall have no legal obligation regarding it, nor shall COUNTY be required to make any payment towards that untimely/late invoiced claim.**

**1.03 Allowable Costs:**

a) Allowable costs shall be the CONTRACTOR's actual costs of developing, supervising and delivering the services under this Agreement, as set forth in **Exhibit C**. Only the costs listed in **Exhibit C** as contract expenses may be claimed as allowable costs. Any dispute over whether costs are allowable shall be resolved in accordance with the provisions of 45 Code of Federal Regulations, Part 74, Sub-Part F and 48 Code of Federal Regulations (CFR), Chapter 1, Part 31.

b) Allowable costs for travel expenses incurred while providing services under this Agreement, as set forth in **Exhibit C**, must follow the Monterey County Auditor/Controller's Travel Policy <https://www.countyofmonterey.gov/government/departments-a-h/auditor-controller/policies-and-procedures> and should be invoiced the current per diem rates for lodging, meals, and mileage up to the rates listed online at <https://www.irs.gov/tax-professionals/standard-mileage-rates>.

**1.04 Cost Control:** CONTRACTOR shall not exceed by more than twenty (20) percent any contract expense line-item amount in the budget without the written approval of COUNTY, given by and through the Contract Administrator or Contract Administrator's designee. CONTRACTOR shall submit an amended budget with its request for such approval. Such approval shall not permit CONTRACTOR to receive more than the maximum total amount payable under this contract. Therefore, an increase in one-line item will require corresponding decreases in other line items.

**1.05 Payment in Full:**

a) If COUNTY certifies and pays the amount requested by CONTRACTOR, such payment shall be deemed payment in full for the month in question and may not thereafter be reviewed or modified, except to permit COUNTY's recovery of overpayments.

**EXHIBIT B**

b) If COUNTY certifies and pays a lesser amount than the amount requested, COUNTY shall, immediately upon certification of the lesser amount, notify CONTRACTOR in writing of such certification. If CONTRACTOR does not protest the lesser amount by delivering to COUNTY a written notice of protest within twenty (20) days after CONTRACTOR's receipt of the certification, then payment of the lesser amount shall be deemed payment in full for the month in question and may not thereafter be questioned by CONTRACTOR.

**1.06 Disputed payment amount:** If COUNTY pays a lesser amount than the amount requested, and if CONTRACTOR submits a written notice of protest to COUNTY within twenty (20) days after CONTRACTOR's receipt of the certification, then the parties shall promptly meet to review the dispute and resolve it on a mutually acceptable basis. No court action may be taken on such dispute until the parties have met and attempted to resolve the dispute in person.

**II. PERFORMANCE STANDARDS & COMPLIANCE**

**2.01 Outcome objectives and performance standards:** CONTRACTOR shall for the entire term of this Agreement provide the service outcomes set forth in **Exhibit A**. CONTRACTOR shall meet the contracted level of service and the specified performance standards described in **Exhibit A**, unless prevented from doing so by circumstances beyond CONTRACTOR's control, including but not limited to, natural disasters, fire, theft, and shortages of necessary supplies or materials due to labor disputes.

**2.02 County monitoring of services:** COUNTY shall monitor services provided under this Agreement in order to evaluate the effectiveness and quality of services provided.

**2.03 Notice of defective performance:** COUNTY shall notify CONTRACTOR in writing within thirty (30) days after discovering any defects in CONTRACTOR's performance. CONTRACTOR shall promptly take action to correct the problem and to prevent its recurrence. Such corrective action shall be completed and a written report made to the COUNTY concerning such action not later than thirty (30) days after the date of the COUNTY's written notice to CONTRACTOR.

**2.04 Termination for cause:** Notwithstanding Section 7.02 of the Agreement, if the corrective actions required above are not completed and the report to the COUNTY not made within thirty (30) days, the COUNTY may terminate this Agreement by giving five (5) days' written notice to CONTRACTOR.

**2.05 Remedies for Inadequate Service Levels:**

- a) For each month that service falls below 80% of the contracted level, CONTRACTOR shall submit to the COUNTY an analysis of the causes of the problem and any necessary actions to be taken to correct the problem. If the problem continues for another month, the COUNTY shall meet with CONTRACTOR to explore the problem and develop an appropriate written corrective action plan with appropriate time frames.

**EXHIBIT B**

- b) If CONTRACTOR does not carry out the required corrective action within the time frame specified, sanctions shall be applied in accordance with funding source regulations.
- c) Notwithstanding Section 7.02 of the Agreement, if, after the COUNTY notifies CONTRACTOR of any sanctions to be imposed, CONTRACTOR continues in its failure to take corrective action, then COUNTY may terminate this contract by giving CONTRACTOR five (5) days' written notice.
- d) If all appropriate corrective actions are taken but service still falls 80% or more below contracted level, COUNTY and CONTRACTOR may renegotiate the contracted level of service.

**2.06 Training for Staff:** CONTRACTOR shall insure that sufficient training is provided to its volunteer and paid staff to enable them to perform effectively on the project, and to increase their existing level of skills. Additionally, CONTRACTOR shall ensure that all staff completes Division 21 Civil Rights training.

**2.07 Bi-lingual Services:** CONTRACTOR shall ensure that qualified staff is available to accommodate non-English speaking, and limited English proficient, individuals.

**2.08 Assurance of drug free-workplace:** CONTRACTOR shall submit to the COUNTY evidence of compliance with the California Drug-Free Workplace Act of 1990, Government Code sections 8350 et seq., by doing the following:

- Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the person's or organization's workplace and specifying the actions that will be taken against employees for violations of the prohibition;
- Establishing a drug-free awareness program to inform employees about all of the following:
  - 1) the dangers of drug abuse in the workplace;
  - 2) the organization's policy of maintaining a drug-free workplace;
  - 3) any available drug counseling, rehabilitation, and employee assistance programs;
  - 4) the penalties that may be imposed upon employees for drug abuse violations;
  - 5) requiring that each employee engaged in the performance of the contract or grant be given a copy of the company's drug-free policy statement and that, as a condition of employment on the contract or grant, the employee agrees to abide by the terms of the statement.

**III. CONFIDENTIALITY**

CONTRACTOR and its officers, employees, agents, and subcontractors shall comply with Welfare and Institutions (W & I) Code Sec. 10850, 45 CFR Sec. 205.50, and all other applicable provisions of law which provide for the confidentiality of records and prohibit their being opened for examination for any purpose not directly connected with the administration of public social services. Whether or not covered by W&I Code Sec. 10850 or by 45 CFR Sec. 205.50, confidential medical or personnel records and the identities of clients and complainants shall not be disclosed unless there is proper consent to such disclosure or a court order

requiring disclosure. Confidential information gained by CONTRACTOR from access to any such records, and from contact with its clients and complainants, shall be used by CONTRACTOR only in connection with its conduct of the program under this Agreement. The COUNTY, through the Director of the Department of Social Services, and his/her representatives, shall have access to such confidential information and records to the extent allowed by law, and such information and records in the hands of the COUNTY shall remain confidential and may be disclosed only as permitted by law.

#### IV. NON-DISCRIMINATION

CONTRACTOR certifies that to the best of its ability and knowledge it will comply with the nondiscrimination program requirements set forth in this Section.

**4.01 Discrimination Defined:** The term “discrimination” as used in this contract, is the same term that is used in Monterey County Code, Chapter 2.80 “Procedures for Investigation and Resolution of Discrimination Complaints”; it means the illegal denial of equal employment opportunity, harassment (including sexual harassment and violent harassment), disparate treatment, favoritism, subjection to unfair or unequal working conditions, and/or other discriminatory practice by any Monterey County official, employee or agent, due to an individual’s race, color, ethnic group, national origin, ancestry, religious creed, sex, sexual orientation, age, veteran’s status, cancer-related medical condition, physical handicap (including AIDS) or disability. The term also includes any act of retaliation.

**4.02 Application of Monterey COUNTY Code Chapter 2.80:** The provisions of Monterey COUNTY Code Chapter 2.80 apply to activities conducted pursuant to this Agreement. Complaints of discrimination made by CONTRACTOR against the COUNTY, or by recipients of services against CONTRACTOR, may be pursued using the procedures established by Chapter 2.80. CONTRACTOR shall establish and follow its own written procedures for the prompt and fair resolution of discrimination complaints made against CONTRACTOR by its own employees and agents, and shall provide a copy of such procedures to COUNTY on demand by COUNTY.

**4.03 Compliance with laws:** During the performance of this Agreement, CONTRACTOR shall comply with all applicable federal, state and local laws and regulations which prohibit discrimination, including but not limited to the following:

- **California Fair Employment and Housing Act**, California Government Code Sec. 12900 et seq., see especially Section 12940 (c), (h), (1), (i), and (j); and the administrative regulations issued thereunder, 2 Calif. Code of Regulations Secs. 7285.0 et seq. (Division 4 - Fair Employment and Housing Commission);
- **California Government Code Secs. 11135 - 11139.5**, as amended (Title 2, Div. 3, Part 1, Chap. 1, Art. 9.5) and any applicable administrative rules and regulations issued under these sections; including **Title 22 California Code of Regulations 98000-98413**.

**EXHIBIT B**

- **Federal Civil Rights Acts of 1964 and 1991** (see especially Title VI, 42 USC Secs. 2000d et seq.), as amended, and all administrative rules and regulations issued thereunder (see especially 45 CFR Part 80);
- **The Rehabilitation Act of 1973**, Secs. 503 and 504 (29 USC Sec. 793 and 794), as amended; all requirements imposed by the applicable HHS regulations (45 CFR Parts 80, 84 and 91); and all guidelines and interpretations issued pursuant thereto;
- **7 Code of Federal Regulations (CFR)**, Part 15 and **28 CFR** Part 42;
- **Title II of the Americans with Disabilities Act of 1990** (P.L. 101-336), 42 U.S.C. Secs. 12101 et seq. and 47 U.S.C. Secs. 225 and 611, and any federal regulations issued pursuant thereto (see 24 CFR Chapter 1; 28 CFR Parts 35 and 36; 29 CFR Parts 1602, 1627, and 1630; and 36 CFR Part 1191);
- **Unruh Civil Rights Act**, Calif. Civil Code Sec. 51 et seq., as amended;
- **Monterey COUNTY Code**, Chap. 2.80.;
- **Age Discrimination in Employment Act 1975**, as amended (**ADEA**), 29 U.S.C. Secs 621 et seq.;
- **Equal Pay Act of 1963**, 29 U.S.C. Sec. 206(d);
- **California Equal Pay Act**, Labor Code Sec.1197.5.
- **California Government Code** Section 4450;
- **The Dymally-Alatorre Bilingual Services Act; Calif. Government Code Sec. 7290 et seq.**
- **The Food Stamp Act of 1977, as amended and in particular Section 272.6.**
- **California Code of Regulations, Title 24, Section 3105A(e)**
- **Removal of Barriers to Inter-Ethnic Adoption Act of 1996, Section 1808**

**4.04 Written assurances:** Upon request by COUNTY, CONTRACTOR will give any written assurances of compliance with the Civil Rights Acts of 1964 and 1991, the Rehabilitation Act of 1973 and/or the Americans with Disabilities Act of 1990, as may be required by the federal government in connection with this Agreement, pursuant to 45 CFR Sec. 80.4 or 45 CFR Sec. 84.5, and 91; 7 CFR Part 15; and 28 CFR Part 35, or other applicable State or federal regulation.

**4.05 Written non-discrimination policy:** Contractor shall maintain a written statement of its non-discrimination policies which shall be consistent with the terms of this Agreement. Such statement shall be available to employees, recipients of services, and members of the public, upon request.

**4.06 Grievance Information:** CONTRACTOR shall advise applicants who are denied CONTRACTOR's services, and recipients who do receive services, of their right to present grievances, and of their right to a State hearing concerning services received under this Agreement.

**4.07 Notice to Labor Unions:** CONTRACTOR shall give written notice of its obligations under paragraphs 4.01 - 4.08 to labor organizations with which it has a collective bargaining or other agreement.

**4.08 Access to records by government agencies:** CONTRACTOR shall permit access by COUNTY and by representatives of the State Department of Fair Employment and Housing, and any state agency providing funds for this Agreement, upon reasonable notice at any time during normal business hours, but in no case less than 24 hours' notice, to such of its books, records, accounts, facilities, and other sources of information as the inspecting party may deem appropriate to ascertain compliance with these non-discrimination provisions.

**4.09 Binding on Subcontractors:** The provisions of paragraphs 4.01 - 4.08 shall also apply to all of CONTRACTOR's subcontractors. CONTRACTOR shall include the non-discrimination and compliance provisions of these paragraphs in all subcontracts to perform work or provide services under this Agreement.

## V. ADDITIONAL REQUIREMENTS

**5.01 Covenant Against Contingent Fees:** CONTRACTOR warrants that no person or selling agency has been employed or retained to solicit this Agreement. There has been no agreement to make commission payments in order to obtain this Agreement. For breach or violation of this warranty, COUNTY shall have the right to terminate this Agreement without liability or, at its discretion, to deduct from the Agreement price or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingency fee.

**5.02 Debarment, Suspension and Fraud, and Abuse:** CONTRACTOR certifies to the best of its knowledge and belief, that it and any subcontractors:

- a) Are not presently debarred, suspended, proposed for disbarment, declared ineligible, or voluntarily excluded from covered transactions by any federal or State department or agency.
- b) Have not, within a three-year period preceding this Agreement, been convicted of, or had a civil judgment rendered against them for commission of fraud or a criminal offense 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 statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property.

**EXHIBIT B**

- c) Are not presently indicted for, or otherwise criminally or civilly charged by a governmental entity (federal, State, or local) with commission of any of the offenses in 5.02(b).
- d) Have not, within a three-year period preceding this Agreement, had one or more public transactions (federal, State, or local) terminated for cause or default.

CONTRACTOR shall report immediately to COUNTY in writing, any incidents of alleged fraud and/or abuse by either CONTRACTOR or its subcontractors.

CONTRACTOR shall maintain any records, documents, or other evidence of fraud and abuse until otherwise notified by COUNTY.

CONTRACTOR agrees to timely execute any and all amendments to this Agreement or other required documentation relating to the debarment/suspension status of any subcontractors.

**VI. CONTRACT ADMINISTRATORS**

**6.01 Contract Administrator – CONTRACTOR:** CONTRACTOR hereby designates **Adrian Licea** as its Contract Administrator for this Agreement. All matters concerning this Agreement which are within the responsibility of CONTRACTOR shall be under the direction of, or shall be submitted to, the CONTRACTOR's Contract Administrator. CONTRACTOR may, in its sole discretion, change its designation of the Contract Administrator, and shall promptly give written notice to COUNTY of any such change.

**6.02 Contract Administrator – COUNTY:** COUNTY hereby designates the Director of the Monterey County Department of Social Services as its Contract Administrator for this Agreement. All matters concerning this Agreement which are within the responsibility of COUNTY shall be under the direction of, or shall be submitted to, the Director or such other COUNTY employee in the Department of Social Services as the Director may appoint. COUNTY may, in its sole discretion, change its designation of the Contract Administrator, and shall promptly give written notice to CONTRACTOR of any such change.

**VII. CONTRACT DEPENDENT ON GOVERNMENT FUNDING**

COUNTY's payments to CONTRACTOR under this Agreement are funded by the State and Federal governments. If funds from State and Federal sources are not obtained and continued at a level sufficient to allow for COUNTY's purchase of the indicated quantity of services, then COUNTY may give written notice of this fact to CONTRACTOR, and the obligations of the parties under this Agreement shall terminate immediately, or on such date thereafter, as COUNTY may specify in its notice, unless in the meanwhile the parties enter into a written Amendment modifying this Agreement.

**VIII. APPEAL PROCESS**

In the event of a dispute or grievance regarding the terms and conditions of this Agreement, both parties shall abide by the following procedures:

- a) CONTRACTOR shall first discuss the problem informally with the designated DSS Contact/Program Analyst. If the problem is not resolved, CONTRACTOR must, within

**EXHIBIT B**

fifteen (15) working days of the failed attempt to resolve the dispute with DSS Contact/Program Analyst, submit a written complaint, together with any evidence, to the DSS Branch Deputy Director. The complaint must include a description of the disputed issues, the legal authority/basis for each issue which supports CONTRACTOR's position, and the remedy sought. The Branch Deputy Director shall, within fifteen (15) working days after receipt of CONTRACTOR's written complaint, make a determination on the dispute, and issue a written decision and reasons therefore. All written communication shall be pursuant to Section 14. NOTICES of this Agreement. Should CONTRACTOR disagree with the decision of the Division Deputy Director, CONTRACTOR may appeal the decision to the Director of the Department of Social Services.

- b) CONTRACTOR's appeal of the Branch Deputy Director's decision must be submitted to the Department Director within ten (10) working days from the date of the decision; be in writing, state the reasons why the decision is unacceptable, and include the original complaint, the decision that is the subject of appeal, and all supporting documents. Within twenty (20) working days from the date of CONTRACTOR'S appeal, the Department Director, or his/her designee, shall meet with CONTRACTOR to review the issues raised on appeal. The Department Director shall issue a final written decision within fifteen (15) working days of such meeting.
- c) CONTRACTOR may appeal the final decision of the Department Director in accordance with the procedures set forth in Division 25.1 (commencing with Section 38050) of the Health and Safety Code and the regulations adopted thereunder. (Title 1, Subchapter 2.5 commencing with Section 251, or Subchapter 3 commencing with Section 300, whichever is applicable, of the California Code of Regulations).
- d) CONTRACTOR shall continue to carry out the obligations under this Agreement during any dispute.
- e) Costs incurred by CONTRACTOR for administrative/court review are not reimbursable by COUNTY.

Goodwill Central Coast  
 July 1, 2026 - June 30, 2027  
 BUDGET

Category	Total FY 26/27 Expense
<b>Program Coordination</b>	
<b>Salaries &amp; Benefits</b>	
0.5 FTE Director of Mission Services	\$52,434.00
0.2 FTE Grants Accountant	\$24,333.00
0.6 FTE Program Manager	\$49,747.00
2.0 FTE Employment Services Specialists	\$120,374.00
0.6 FTE Career Training Coordinator	\$41,080.00
3.0 FTE Training & Development Associates	\$148,852.00
0.5 FTE Career Center Coordinantor	\$30,327.00
1.0 FTE Business Services Specialist	\$74,778.00
0.5 FTE Career Training Specialist	\$36,808.00
1.0 FTE Lead Employment Services Specialist	\$67,739.00
<b>Total Salaries &amp; Benefits</b>	<b>\$646,472.00</b>
<b>Operating Costs</b>	
Office Supplies	\$2,500.00
Training & Development	\$4,000.00
Small Equip/Furniture/Tools	\$2,500.00
Telephone and Internet	\$10,800.00
General & Property Insurance	\$14,646.00
Building Repairs/Maint/Landscaping	\$1,500.00
Utilities - Power & Water	\$5,500.00
Trash Removal/Dump/Hauling	\$1,440.00
Cost of Compensation	\$18,265.91
Equipment Maintenance/Repairs	\$5,400.00
Advertising & Marketing	\$1,200.00
Travel/Mileage/Parking	\$7,500.00
<b>Total Operating Cost</b>	<b>\$75,251.91</b>
<b>Direct Customer Supportive Services</b>	
Specific Contract Support	\$27,000.00
Student Supplies - Support & Instructional	\$3,450.00
<b>Total Direct Customer Supportive Services</b>	<b>\$30,450.00</b>
<b>Total Overhead</b>	<b>\$112,826.09</b>
<b>Total Program Coordination</b>	<b>\$865,000.00</b>
<b>Wage Subsidy</b>	
Participant Wages	\$750,000.00
18% Taxes/WC	\$135,000.00
<b>Total Wage Subsidy</b>	<b>\$885,000.00</b>
<b>Total Costs</b>	<b>\$1,750,000.00</b>

**Monthly Invoice**  
**Expanded Subsidized Employment**  
**07/01/2026 to 06/30/2027**

Goodwill Central Coast

PO#

Vendor ID

Date

INV#

Cust# MCDSS

David Rosen  
 CalWORKS Employment Services  
 730 La Guardia St.  
 Salinas, CA 93905

[501-CWES-Contracts@countyofmonterey.gov](mailto:501-CWES-Contracts@countyofmonterey.gov)  
[rosend@countyofmonterey.gov](mailto:rosend@countyofmonterey.gov)

Period of Service:

CATEGORY	TOTAL CONTRACT	MONTHLY EXPENSE	YTD EXPENSE	BALANCE CONTRACT
Program Coordination				
Salaries / Benefits	\$ 646,472.00			
Operating Costs	\$ 75,251.91			
Direct Customer Supportive Services	\$ 30,450.00			
Overhead	\$ 112,826.09			
Total Program Coordination	\$ 865,000.00			
Wage Subsidy	\$ 885,000.00			
<b>TOTAL</b>	<b>\$ 1,750,000.00</b>			

I hereby certify that this report is correct and complete to the best of my knowledge.

ESE Program Manager

Authorized Signature - Goodwill Central Coast

Title

Date

Senior Accountant

Authorized Signature - Goodwill Central Coast

Title

Date

Management Analyst

Authorized Signature - County of Monterey, DSS, CWES

Title

Date

**Please remit to:**

Goodwill Central Coast  
 1566 Moffett Street  
 Salinas, CA 93905





## ESE Worksite Agreement

### ESE Site AGREES:

1. To provide the above-named participant a temporary job listed above, to provide supervision and instruction regarding duties and work activities, and to orient the participant to the business's policies, job responsibilities, procedures, safety instructions, and regulations. The orientation will also include appropriate dress, work hours and break times, and other expectations. To provide equipment necessary for injury and damage prevention.
2. The ESE participant will be working under the same standards, conditions, and benefits (except Unemployment Insurance) as similarly situated regular employees and these conditions will comply with all State and Federal regulations governing health and safety, Worker's Compensation, and labor laws.
3. To keep accurate records of the ESE participant's attendance, complete the Timecard/Progress Report (attached) at the end of each month and submit it to the ESE Rep in person, by fax to (831) 287-2351.
4. To notify the ESE Representative ASAP of any difficulties the site may be experiencing with the new hire during the agreement period (i.e., attendance, communication, or performance issues). The site will notify the ESE Rep listed above of any significant change in job position/main duties (promotion, demotion, reassignment, hours change, etc.), or before terminating the participant for any reason. The site agrees to provide the ESE Program a completed Time Card/claim within three (3) days of termination.
5. To ensure that participant work hours do not fall below the number of hours specified in this agreement.
6. To complete and distribute an Employee Progress Report monthly to the participant, Goodwill Central Coast, and CWES Case Manager
7. To allow the participant time off to complete weekly or biweekly job search activities during the placement.

### GOODWILL CENTRAL COAST AGREES:

1. To visit and/or contact the ESE Site on a schedule to be mutually agreed upon for picking up time cards/progress reports, to ensure the satisfactory progress of the new employee, and/or to coordinate supportive services needed by the site or participant.
2. To provide the ESE Site Agreement, timecard, and monthly progress report to the CWES Case Manager.
3. To perform the duties outlined in the Agreement between the County of Monterey and Goodwill Central Coast.

### GENERAL PROVISIONS:

1. This agreement may be terminated by either party upon ten (10) days advance written notification. The site agrees not to terminate the employee without first notifying the ESE Rep listed above. This agreement may be terminated at the discretion of the CWES if funding becomes unavailable, or if the site:
  - a) Fails to meet the performance criteria specified in this agreement.
  - b) If a participant is unable to continue in the program, as determined by CWES.
2. Goodwill Central Coast is a California Non-profit Corporation 501 (c) 3 and or is authorized to implement the ESE program by the County of Monterey.
3. No person shall be denied training or employment; excluded from benefits, or discriminated against because of race, color, religion, sex, national origin, age, handicap, physical or mental disability, medical condition, marital status, sexual orientation, or political affiliation or belief.
4. A ESE position may not be created as the result of, and may not result in, any of the following: displacement of current employees, including overtime currently worked by these employees; the filling of positions that would otherwise be promotional opportunities for current employees; the filling of a position, prior to compliance with applicable personnel procedures or provisions; the filling of a position created by a layoff, or a reduction in workforce; the filling of a work assignment customarily performed by a worker in a job classification within a recognized collective bargaining unit in that specific worksite or the filling of a work assignment in any bargaining unit in which funded positions are vacant or in which regular employees are on layoffs; a strike, lockout, or other bona fide labor dispute, or violation of any existing collective bargaining agreement between employees. Activities under this agreement shall not violate any provisions limiting sectarian or political activities.

**ESE Worksite Agreement**

**SIGNATURES**

The undersigned approves this agreement. This agreement will not take effect and no person shall begin working until this agreement is signed and dated by all parties and returned to the ESE Representative listed above.

**IN WITNESS WHEREOF, this agreement has been executed by and on behalf of the parties signed below:**

**FOR PARTICIPANT:**

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Phone Number

**FOR GOODWILL CENTRAL COAST:**

\_\_\_\_\_  
Print Name and Title of Authorized Signer

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Phone Number

**FOR ESE SITE:**

\_\_\_\_\_  
Print Name and Title of Authorized Signer

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Phone Number



## Expanded Subsidized Employment (ESE) Case Closure Summary

<b>Participant Name:</b> Enter text here.		<b>Date:</b> Enter today's date.	
<b>Goodwill ESE Rep:</b> Enter text here.		<b>Case Number:</b> Enter text here.	
<b>Case Worker:</b> Enter text here.			
<b>ESE Placement information:</b>			
<b>Employer:</b> Enter text here.		<b>Job Title:</b> Enter text here.	
<b>Salary:</b> Enter amount.	<b>Hours:</b> Enter hours.	<b>Total ESE Funds Used:</b> Enter amount.	
<b>ESE Start Date:</b> Enter ESE start date.	<b>Scheduled End Date:</b> Enter ESE sched end date.	<b>Actual End Date:</b> Enter actual end date.	
<b>Program Exit Status:</b>			
<b>Participant:</b> Choose an item.			
<b>Employment Status:</b>			
<b>Participant Job Title:</b> Enter text here.			
<b>Date of Unsubsidized Employment:</b> Enter date of hire.	<b>Hourly Wage:</b> Enter hourly wage.	<b>Hours Per Week:</b> Enter hours/week.	
<b>Summary of reason(s) for exiting from the ESE program:</b> Enter text here.			

<p><b>Participant will be referred:</b></p> <p><input type="checkbox"/> Back to County CWES</p> <p><input type="checkbox"/> On-the-Job Training Program</p> <p><input type="checkbox"/> Other: If other, please explain here:</p>
---

Signature of Manager: \_\_\_\_\_ Date: \_\_\_\_\_

**EXHIBIT H**

Weekly Job Coordination Report					
Total Placements to date:		Placement Ratio:			
Total Successfully Completed:		Participants in Active Job Development:			
Location	Participant Name:	Interviews	Job Search/ Applications	Meetings w/ Participant	Employed
GWCC	Customer 1				
GWCC	Customer 2				
N. Main	Customer 3				
N. Main	Customer 4				
Soledad	Customer 5				
Soledad	Customer 6				
Marina	Customer 7				
Marina	Customer 8				
Child Support	Customer 9				
Seaside One-Stop	Customer 10				
Salinas One-Stop	Customer 11				
Additional Location	Customer 12				

**ESE ON-SITE MONTHLY EVALUATIONS &  
WEEKLY PROGRESS REPORT FORM**

NAME: \_\_\_\_\_ CASE NUMBER: \_\_\_\_\_

STORE: \_\_\_\_\_

APPRAISAL PERIOD FROM: \_\_\_\_\_ TO: \_\_\_\_\_

	Exceeds Standards	Achieves Standards		Below Standard
		P	M	
1. <b>JOB KNOWLEDGE:</b> Displays awareness of job duties, greets guests and offers assistance, is knowledgeable of different departments, and displays products in a pleasing way for guests to shop.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. <b>QUALITY OF WORK:</b> Capable of arranging products in an organized way, and keeping racks and shelves straightened and in the proper departments throughout the day.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. <b>PRODUCTIVITY:</b> Follows directions, checks work, keeps up on guest service, and requests additional projects. Meets store quotas.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. <b>DEPENDABILITY:</b> Arrives on time for work and from breaks and understands and carries out instructions in an acceptable manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. <b>ATTENDANCE:</b> Meets program guidelines for attendance. Follows proper procedures for calling in sick. Begins work on time.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. <b>RELATIONS WITH OTHERS:</b> Works well with co-workers, displays a professional attitude to guests, and is helpful and cooperative with all Goodwill guests and employees.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. <b>APPEARANCE:</b> Wears appropriate dress for the workplace. Maintains good cleanliness and grooming standards (each job site will determine appropriate dress).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. <b>COMMITMENT TO SAFETY:</b> Observes all safety procedures, communicates potential safety hazards with Skills Trainer or Store Manager in a timely manner, and practices safe work habits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. <b>OVERALL RATING:</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**TRAINEE PROGRESS REPORT FORM**

**RATER'S OVERALL COMMENTS:**

**TRAINEE'S COMMENTS (Use attachments if necessary):**

TRAINEE SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

T&D ASSOCIATE NAME: \_\_\_\_\_  
(PRINT)

T&D ASSOCIATE SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

---

**TRAINEE'S REFUSAL TO SIGN:** I certify that this performance appraisal was discussed with the trainee who refused to sign it.

T&D ASSOCIATE CERTIFICATION: \_\_\_\_\_ DATE: \_\_\_\_\_

Salinas Employment Services  
730 LA GUARDIA ST  
SALINAS, CA 93905-3354

County of Monterey - Employment Services

Phone: (831) 755-4452  
Worker Name: Enter name of CWES Case Worker  
Worker ID: Enter CWES Case Worker ID#  
Worker Phone Number: Enter CWES Case Worker Ph#  
Date: Enter date form was completed  
Case Name: Enter name of CWES Customer  
Case Number: Enter CWES Customer Case #

TEST USE ONLY

Service Referral

Enter name of CWES Customer  
Enter street address of CWES Customer  
Enter city, State and Zip code of CWES Customer

Customer Name: Enter name of CWES Customer  
Need Category: Education/Job Training  
Need Type: On the Job Experience  
Need Description: ESE

Provider and address:  
Goodwill Central Coast  
1325 N. Main Street  
Salinas, CA 93906-2828

Children	Age	SSN

DO NOT

Comments:

Language: (Enter preferred language, i.e. English)  
 Required Weekly Hours: (Enter number of hours needed for customer, i.e. 32)  
 State Review List for: (Enter month and year of review, i.e. March 2020)  
 Ready to start at: (Enter address of Goodwill locations in Monterey County)

INFORMATION FOR YOUR CUSTOMER:  
 ESE orientation is scheduled on: (Enter the date of the orientation, if known)  
 Orientations begins at 9:00 am and may last until 5:00 pm.  
 Orientation location: 1325 N. Main Street, Salinas, CA 93906  
**YOU MUST BRING YOUR ORIGINAL SOCIAL SECURITY CARD AND VALID ID TO THE ORIENTATION.**

### JSW-ESE Progress Report

Rating Time Period:

Name:

Req Wkly Hours:

Week #:

JSW ES Name:

Email Address:

GCC ES Name:

Email Address:

Place X in the appropriate box		Excellent	Very Good	Satisfactory	Needs Improvement	Comments
1	Attitude (Wants to learn and work hard)					
2	Cooperation (With supervisor)					
3	Dependability (Follows directions well)					
4	Punctuality (Arrives to work on time)					
5	Works Required Hours Weekly (An average of 22, 32, 38)					
6	Work Habits (Completes assigned work)					
7	Initiative (Asks to do new things)					
8	Quality of Work (Neat, accurate, and organized)					
9	Relationships With Co-Workers					
10	Personal Appearance (Appropriate dress, clean/ neat)					
<b>Overall Rating</b> (circle or highlight one)		Excellent	Very Good	Satisfactory	Needs Improvement	

Additional Comments:

\_\_\_\_\_  
Site Supervisor Signature

\_\_\_\_\_  
Participant Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## Health Insurance Portability & Accountability Act (HIPAA) Certification

WHEREAS, Sections 261 through 264 of the federal Health Insurance Portability and Accountability Act of 1996, Public Law 104-191, known as “the Administrative Simplification provisions,” direct the Department of Health and Human Services to develop standards to protect the security, confidentiality and integrity of health information; and

WHEREAS, pursuant to the Administrative Simplification provisions, the Secretary of Health and Human Services has issued regulations modifying 45 CFR Parts 160 and 164 (the “HIPAA Privacy Rule”); and

WHEREAS, CONTRACTOR and COUNTY have entered into an Agreement (“the Agreement”) to which this Certification is an attachment whereby CONTRACTOR will provide certain services to COUNTY; and

WHEREAS, CONTRACTOR may have access to Protected Health Information (as defined below) in fulfilling its responsibilities under the underlying Agreement.

THEREFORE, in consideration of the Parties’ continuing obligations under the Agreement, compliance with the HIPAA Privacy Rule, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, CONTRACTOR agrees to the provisions of this Certification and of the HIPAA Privacy Rule and to protect the interests of COUNTY.

### I. DEFINITIONS

Except as otherwise defined herein, any and all capitalized terms in this Section shall have the definitions set forth in the HIPAA Privacy Rule. In the event of an inconsistency between the provisions of this Certification and mandatory provisions of the HIPAA Privacy Rule, as amended, the HIPAA Privacy Rule shall control. Where provisions of this Certification are different than those mandated in the HIPAA Privacy Rule, but are nonetheless permitted by the HIPAA Privacy Rule, the provisions of this Certification shall control.

The term “Protected Health Information” means individually identifiable health information including, without limitation, all information, data, documentation, and materials, including without limitation, demographic, medical and financial information, that relates to the past, present, or future physical or mental health or condition of an individual; the provision of health care to an individual; or the past, present, or future payment for the provision of health care to an individual; and that identifies the individual or with respect to which there is a reasonable basis to believe the information can be used to identify the individual.

CONTRACTOR acknowledges and agrees that all Protected Health Information that is created or received by COUNTY and disclosed or made available in any form, including paper record, oral communication, audio recording, and electronic display by COUNTY, or its operating units, to CONTRACTOR or is created or received by CONTRACTOR on COUNTY’s behalf shall be subject to this Certification.

### II. CONFIDENTIALITY REQUIREMENTS

**EXHIBIT L**

- (a) CONTRACTOR agrees:
- (i) to use or disclose any Protected Health Information solely: (1) for meeting its obligations as set forth in any agreements between the Parties evidencing their business relationship or (2) as required by applicable law, rule or regulation, or by accrediting or credentialing organization to whom COUNTY is required to disclose such information, or as otherwise permitted under this Certification, or the underlying Agreement ,(if consistent with this Certification and the HIPAA Privacy Rule), or the HIPAA Privacy Rule, and (3) as would be permitted by the HIPAA Privacy Rule if such use or disclosure were made by COUNTY; and
  - (ii) at termination of the Agreement, (or any similar documentation of the business relationship of the Parties), or upon request of COUNTY, whichever occurs first, if feasible CONTRACTOR will return or destroy all Protected Health Information received from or created or received by CONTRACTOR on behalf of COUNTY that CONTRACTOR still maintains in any form, and retain no copies of such information, or if such return or destruction is not feasible, CONTRACTOR will extend the protections of this Agreement to the information and limit further uses and disclosures to those purposes that make the return or destruction of the information not feasible; and
  - (iii) to ensure that its agents, including a subcontractor(s), to whom it provides Protected Health Information received from or created by CONTRACTOR on behalf of COUNTY, agrees to the same restrictions and conditions that apply to CONTRACTOR with respect to such information. In addition, CONTRACTOR agrees to take reasonable steps to ensure that its employees' actions or omissions do not cause CONTRACTOR to breach the terms of the Agreement.
- (b) Notwithstanding the prohibitions set forth in this Certification or the Agreement, CONTRACTOR may use and disclose Protected Health Information as follows:
- (i) if necessary, for the proper management and administration of CONTRACTOR or to carry out the legal responsibilities of CONTRACTOR, provided that as to any such disclosure, the following requirements are met:
    - (A) the disclosure is required by law; or
    - (B) CONTRACTOR obtains reasonable assurances from the person to whom the information is disclosed that it will be held confidentially and used or further disclosed only as required by law, or for the purpose for which it was disclosed to the person, and the person notifies CONTRACTOR of any instances of which it is aware in which the confidentiality of the information has been breached;
  - (ii) for data aggregation services, if to be provided by CONTRACTOR for the health care operations of COUNTY pursuant to any agreements between the Parties evidencing their business relationship. For purposes of this Certification and the Agreement, data aggregation services means the combining of Protected Health Information by CONTRACTOR with the protected health information received by CONTRACTOR in its capacity as CONTRACTOR of another COUNTY, to permit data analyses that relate to the health care operations of the respective covered entities.
- (c) CONTRACTOR will implement appropriate safeguards to prevent use or disclosure of Protected Health Information other than as permitted in this Certification. The Secretary of Health and Human Services shall have the right to audit CONTRACTOR's records and practices related to use and disclosure of Protected Health Information to ensure

**EXHIBIT L**

COUNTY's compliance with the terms of the HIPAA Privacy Rule. CONTRACTOR shall report to COUNTY any use or disclosure of Protected Health Information which is not in compliance with the terms of this Certification of which it becomes aware. In addition, CONTRACTOR agrees to mitigate, to the extent practicable, any harmful effect that is known to CONTRACTOR of a use or disclosure of Protected Health Information by CONTRACTOR in violation of the requirements of this Certification or the Agreement.

**III. AVAILABILITY OF PHI**

CONTRACTOR agrees to make available Protected Health Information to the extent and in the manner required by Section 164.524 of the HIPAA Privacy Rule. CONTRACTOR agrees to make Protected Health Information available for amendment and incorporate any amendments to Protected Health Information in accordance with the requirements of Section 164.526 of the HIPAA Privacy Rule. In addition, CONTRACTOR agrees to make Protected Health Information available for purposes of accounting of disclosures, as required by Section 164.528 of the HIPAA Privacy Rule.

**IV. TERMINATION**

Notwithstanding anything in this Certification or the Agreement to the contrary, COUNTY shall have the right to terminate the Agreement immediately if COUNTY determines that CONTRACTOR has violated any material term of this Certification and/or the Agreement. If COUNTY reasonably believes that CONTRACTOR will violate a material term of this Certification and/or the Agreement and, where practicable, COUNTY gives written notice to CONTRACTOR of such belief within a reasonable time after forming such belief, and CONTRACTOR fails to provide adequate written assurances to COUNTY that it will not breach the cited term of this Certification and/or the Agreement within a reasonable period of time given the specific circumstances, but in any event, before the threatened breach is to occur, then COUNTY shall have the right to terminate the Agreement immediately.

**V. MISCELLANEOUS**

Except as expressly stated herein or the HIPAA Privacy Rule, the parties to the Agreement do not intend to create any rights in any third parties. The obligations of CONTRACTOR under this Section shall survive the expiration, termination, or cancellation of this Certification and/or the Agreement, and/or the business relationship of the parties, and shall continue to bind CONTRACTOR, its agents, employees, contractors, successors, and assigns as set forth herein.


The parties agree that, in the event that any documentation of the arrangement pursuant to which CONTRACTOR provides services to COUNTY contains provisions relating to the use or disclosure of Protected Health Information which are more restrictive than the provisions of this Certification or the Agreement, the provisions of the more restrictive documentation will control. The provisions of this Certification and the Agreement are intended to establish the minimum requirements regarding CONTRACTOR's use and disclosure of Protected Health Information.

In the event that either party believes in good faith that any provision of this Certification and/or the Agreement fails to comply with the then current requirements of the HIPAA Privacy Rule, such party shall notify the other party in writing. For a period of up to thirty (30) days, the parties shall address in good faith such concern and amend the terms of this Certification and/or the Agreement, if necessary to bring it into compliance. If, after such thirty-day period, the Certification and/or the Agreement fails to

**EXHIBIT L**

comply with the HIPAA Privacy Rule, then either party has the right to terminate upon written notice to the other party.

**CONTRACTOR:** Goodwill Central Coast

Signed by:  
By:  \_\_\_\_\_  
3FB29F858F0D409...

Title: CEO

Date: 5/15/2026 | 1:45 PM PDT

### 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 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 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 document for sub-awards at all tiers (including sub-contracts, sub-grants, and contracts under grants, loans, and cooperative agreements, and that all sub-recipients 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 Section 1352, Title 31, U.S. Code. 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.

Signed by:  
  
 Signature

CEO  
 Title

Goodwill Central Coast  
 Agency/Organization

5/15/2026 | 1:45 PM PDT  
 Date

## AUDIT & RECOVERY OF OVERPAYMENTS REQUIREMENTS

### I. CPA Audit on Termination:

#### 1.01 Audit Requirement

At the request of COUNTY, CONTRACTOR shall give to COUNTY an audit report(s) covering the contract period, prepared by an independent Certified Public Accountant. The purpose of the audit requirement is determining whether the reported costs are fair and reasonable and have been computed in accordance with generally accepted accounting principles, with the provisions of this Agreement, and with all applicable COUNTY requirements. The audit must identify all federal, state, and matching funds issued under this Agreement as a note, or as a supplemental schedule of expenses within Contractor's audits.

If CONTRACTOR expends a total of \$750,000 or more of federal funding per fiscal year, CONTRACTOR is required to submit an annual audit report(s) that was performed in compliance with the Uniform Guidance.

If CONTRACTOR expends less than \$750,000 in federal funding per fiscal year, then the COUNTY shall require an annual audit report(s) be performed in accordance with the Generally Accepted Auditing Standards (GAAS).

#### 1.02 Audit Submission /Fiscal Year-end

CONTRACTOR shall provide COUNTY with the audit report(s), required herein no later than six (6) months after the close of CONTRACTOR's Fiscal Year, except when CONTRACTOR has expended \$750,000 in federal funding and the Uniform Guidance allows a nine (9) month deadline. In the case where providing the required audit within the specified time period represents an unreasonable hardship, CONTRACTOR shall alert COUNTY and request an extension. Additional documentation may be requested by COUNTY to grant the extension. CONTRACTOR shall submit their audit to [501-DSS-AUDITS@countyofmonterey.gov](mailto:501-DSS-AUDITS@countyofmonterey.gov) and to their assigned program contract analyst by the deadline as described in this section.

#### 1.03 Audit Format

CONTRACTOR may submit to COUNTY one of the following in satisfaction of this Audit requirement:

1) If CONTRACTOR expends a total of \$750,000 or more of federal funding per fiscal year, CONTRACTOR is required to submit an annual audit report(s) that was performed in compliance with the Uniform Guidance.

-OR-

2) If CONTRACTOR expends less than \$750,000 in federal funding per fiscal year, then the COUNTY shall require an annual audit report(s) be performed in accordance with the Generally Accepted Auditing Standards (GAAS).

-OR-

3) Additionally, at the discretion of the CONTRACTOR, a program specific audit report(s) may be submitted in accordance with the Uniform Guidance.

**All Audits must include the following information within their audit:**

- a) A separate schedule listing programs and funding, see recommended format, Exhibit G-1.
- b) All Management Letters received by the CONTRACTOR relating to the performed audit, shall be submitted in conjunction with the annual audit report(s) to the COUNTY.

**1.04 Payment for Audit**

CONTRACTOR shall bear all costs in connection with, or resulting from, any audit and/or inspections including, but not limited to, actual cost incurred and the payment/repayment of any expenditures disallowed by COUNTY, State or Federal government entities, including any assessed interest and penalties.

If CONTRACTOR is exempt from federal audit procedures under UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS (Uniform Guidance), then payment for this audit shall be made by CONTRACTOR with resources other than grant funds, or those used for matching purposes. If CONTRACTOR is not exempt from federal audit procedures under the UNIFORM ADMINISTRATIVE REQUIREMENTS, COST PRINCIPLES, AND AUDIT REQUIREMENTS FOR FEDERAL AWARDS (Uniform Guidance), the cost of audits made in accordance with the provisions of this part are allowable charges to Federal awards. The charges may be considered a direct cost or an allocated indirect cost, as determined in accordance with the provisions of applicable Uniform Guidance cost principles, other applicable cost principles or regulations.

**II. Contractor Records**

Funds provided by COUNTY shall be accounted for separately in CONTRACTOR’s books and records. CONTRACTOR shall keep a systematic accounting record of the receipt and disbursement of COUNTY funds. CONTRACTOR shall permit COUNTY to audit, examine and to copy excerpts and transcripts from such records and to conduct audits or reviews of all records including, but not limited to, invoices, materials, personnel records, bank account records, business records, billing statements, payroll records, business expense records, and all other data related to matters covered by this Agreement. CONTRACTOR shall maintain such data and records in an accessible location and condition for a period of at least four (4) years from the close of this Agreement term, or until after the conclusion of any audit, whichever occurs last. The State of California and/or any Federal agency providing funds for this Agreement shall have the same rights conferred upon COUNTY herein. CONTRACTOR shall keep records that are sufficient to permit the tracing of funds to a level of expenditure adequate to ensure that the funds have not been unlawfully spent. CONTRACTOR’s records shall describe and support the use of funds for the agreed upon project or services outlined in this Agreement.

**III. Recovery of Overpayments:** If any audit shows that COUNTY has paid to CONTRACTOR any amount in excess of properly allowable costs, then CONTRACTOR shall reimburse COUNTY for that amount, either by a cash payment made within thirty (30) days after COUNTY notifies CONTRACTOR of the overpayment, or by an offset made by COUNTY against any payments owed by COUNTY to CONTRACTOR under this or any other contract.

Signed by:   
 \_\_\_\_\_  
3F229F858F0D409  
 (signature of authorized representative)

5/15/2026 | 1:45 PM PDT  
 (date)

GOODWILL CENTRAL COAST  
SCHEDULE OF COUNTY PROGRAMS  
FISCAL YEARS

<u>Program Name</u>	<u>County Dept.</u>	<u>Contract No.</u>	<u>CFDA #</u>	<u>Contract Period</u>	<u>Contract Amount</u>	<u>Expenditures</u>		<u>Amount Received from County</u>		<u>Identify Source of Funding for the Expenditures</u>			
						<u>Fiscal Year</u>	<u>Contract Life- to- Date</u>	<u>Fiscal Year</u>	<u>Contract Life- to- Date</u>	<u>Federal</u>	<u>Other Funds</u>	<u>Cash Match</u>	<u>In Kind Match</u>