

**AGREEMENT BETWEEN THE COUNTY OF SAN MATEO AND
EL CENTRO DE LIBERTAD**

THIS AGREEMENT, entered into this ____ day of _____, 20____,
by and between the COUNTY OF SAN MATEO, hereinafter called "County," and EL
CENTRO DE LIBERTAD, hereinafter called "Contractor";

W I T N E S S E T H:

WHEREAS, pursuant to Government Code Section 31000, County may contract with independent contractors for the furnishing of such services to or for County or any Department thereof;

WHEREAS, it is necessary and desirable that Contractor be retained for the purpose of performing the professional services for the Human Services Agency, Children and Family Services Division, hereinafter described, provision of court-mandated alcohol/drug testing.

**NOW, THEREFORE, IT IS HEREBY AGREED BY THE PARTIES HERETO
AS FOLLOWS:**

1. Exhibits and Attachments

The following exhibits and attachments are included hereto and incorporated by reference herein:

Exhibit A—Scope of Work

Exhibit B—Payments and Rates

Exhibit C - 504 Compliance

Exhibit D- Child Care Reporting Requirement

Exhibit E – Fingerprinting Certification Form

Exhibit F- Contractor's Declaration Form

2. Services to be performed by Contractor

In consideration of the payments set forth herein and in Exhibit B, Contractor shall perform services for County in accordance with the terms, conditions and specifications set forth herein and in Exhibit A.

3. Payments

In consideration of the services provided by Contractor in accordance with all terms, conditions and specifications set forth herein and in Exhibit A, County shall make payment to Contractor based on the rates and in the manner specified in Exhibit B. The County reserves the right to withhold payment if the County determines that the quantity or quality of the work performed is unacceptable. In no event shall the County's total fiscal obligation under this Agreement exceed **TWO HUNDRED TWENTY FIVE THOUSAND DOLLARS (\$225,000)**.

4. Term and Termination

Subject to compliance with all terms and conditions, the term of this Agreement shall be from **July 1, 2013 through June 30, 2016**.

This Agreement may be terminated by Contractor, the Human Services Agency Director or her designee at any time without a requirement of good cause upon thirty (30) days' written notice to the other party.

In the event of termination, all finished or unfinished documents, data, studies, maps, photographs, reports, and materials (hereafter referred to as materials) prepared by Contractor under this Agreement shall become the property of the County and shall be promptly delivered to the County. Upon termination, the Contractor may make and retain a copy of such materials. Subject to availability of funding, Contractor shall be entitled to receive payment for work/services provided prior to termination of the Agreement. Such payment shall be that portion of the full payment which is determined by comparing the work/services completed to the work/services required by the Agreement.

5. Availability of Funds

The County may terminate this Agreement or a portion of the services referenced in the Attachments and Exhibits based upon unavailability of Federal, State, or County funds, by providing written notice to Contractor as soon as is reasonably possible after the County learns of said unavailability of outside funding.

6. Relationship of Parties

Contractor agrees and understands that the work/services performed under this Agreement are performed as an independent Contractor and not as an employee of the County and that Contractor acquires none of the rights, privileges, powers, or advantages of County employees.

7. Hold Harmless

Contractor shall indemnify and save harmless County, its officers, agents, employees, and servants from all claims, suits, or actions of every name, kind, and description, brought for, or on account of: (A) injuries to or death of any person, including Contractor, or (B) damage to any property of any kind whatsoever and to whomsoever belonging, (C) any sanctions, penalties, or claims of damages resulting from Contractor's failure to comply with the requirements set forth in the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and all Federal regulations promulgated thereunder, as amended, or (D) any other loss or cost, including but not limited to that caused by the concurrent active or passive negligence of County, its officers, agents, employees, or servants, resulting from the performance of any work required of Contractor or payments made pursuant to this Agreement, provided that this shall not apply to injuries or damage for which County has been found in a court of competent jurisdiction to be solely liable by reason of its own negligence or willful misconduct.

The duty of Contractor to indemnify and save harmless as set forth herein, shall include the duty to defend as set forth in Section 2778 of the California Civil Code.

8. Assignability and Subcontracting

Contractor shall not assign this Agreement or any portion thereof to a third party or subcontract with a third party to provide services required by Contractor under this Agreement without the prior written consent of County. Any such assignment or subcontract without the County's prior written consent shall give County the right to automatically and immediately terminate this Agreement.

9. Insurance

The Contractor shall not commence work or be required to commence work under this Agreement unless and until all insurance required under this paragraph has been obtained and such insurance has been approved by Risk Management, and Contractor shall use diligence to obtain such insurance and to obtain such approval. The Contractor shall furnish the Department/Division with certificates of insurance evidencing the required coverage, and there shall be a specific contractual liability endorsement extending the Contractor's coverage to include the contractual liability assumed by the Contractor pursuant to this Agreement. These certificates shall specify or be endorsed to provide that thirty (30) days' notice must be given, in writing, to the Department/Division of any pending change in the limits of liability or of any cancellation or modification of the policy.

- (1) **Worker's Compensation and Employer's Liability Insurance** The Contractor shall have in effect during the entire life of this Agreement Workers' Compensation and Employer's Liability Insurance providing full statutory coverage. In signing this Agreement, the Contractor certifies, as required by Section 1861 of the California Labor Code, that it is aware of the provisions of Section 3700 of the California Labor Code which requires every employer to be insured against liability for Worker's Compensation or to undertake self-insurance in accordance with the provisions of the Code, and that it will comply with such provisions before commencing the

performance of the work of this Agreement.

- (2) **Liability Insurance** The Contractor shall take out and maintain during the life of this Agreement such Bodily Injury Liability and Property Damage Liability Insurance as shall protect him/her while performing work covered by this Agreement from any and all claims for damages for bodily injury, including accidental death, as well as any and all claims for property damage which may arise from Contractor's operations under this Agreement, whether such operations be by himself/herself or by any sub-contractor or by anyone directly or indirectly employed by either of them. Such insurance shall be combined single limit bodily injury and property damage for each occurrence and shall be not less than the amount specified below.

Such insurance shall include:

- | | |
|---|-------------|
| (a) Comprehensive General Liability | \$1,000,000 |
| (b) Motor Vehicle Liability Insurance | \$1,000,000 |
| (c) Professional Liability | \$1,000,000 |

County and its officers, agents, employees and servants shall be named as additional insured on any such policies of insurance, which shall also contain a provision that the insurance afforded thereby to the County, its officers, agents, employees and servants shall be primary insurance to the full limits of liability of the policy, and that if the County or its officers and employees have other insurance against the loss covered by such a policy, such other insurance shall be excess insurance only.

In the event of the breach of any provision of this section, or in the event any notice is received which indicates any required insurance coverage will be diminished or canceled, the County of San Mateo at its option, may, notwithstanding any other provision of this Agreement to the contrary, immediately declare a material breach of this Agreement and suspend all further work pursuant to this Agreement.

10. Compliance with Laws; Payment of Permits/Licenses

All services to be performed by Contractor pursuant to this Agreement shall be performed in accordance with all applicable Federal, State, County, and Municipal laws, including, but not limited to, Health Insurance Portability and Accountability Act of 1996 (HIPAA) and all Federal regulations promulgated thereunder, as amended, and the Americans with Disabilities Act of 1990, as amended, and Section 504 of the Rehabilitation Act of 1973, as amended and attached hereto and incorporated by reference herein as Attachment I, which prohibits discrimination on the basis of handicap in programs and activities receiving any Federal or County financial assistance. Such services shall also be performed in accordance with all applicable ordinances and regulations, including, but not limited to, appropriate licensure, certification regulations, provisions pertaining to confidentiality of records, and applicable quality assurance regulations.

In the event of a conflict between the terms of this Agreement and State, Federal, County, or Municipal law or regulations, the requirements of the applicable law will take precedence

over the requirements set forth in this Agreement.

Contractor will timely and accurately complete, sign, and submit all necessary documentation of compliance.

11. Non-Discrimination and Other Requirements

- A. *Section 504 applies only to Contractors who are providing services to members of the public.* Contractor shall comply with §504 of the Rehabilitation Act of 1973, which provides that no otherwise qualified handicapped individual shall, solely by reason of a disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination in the performance of this Agreement.
- B. *General non-discrimination.* No person shall, on the grounds of race, color, religion, ancestry, gender, age (over 40), national origin, medical condition (cancer), physical or mental disability, sexual orientation, pregnancy, childbirth or related medical condition, marital status, or political affiliation be denied any benefits or subject to discrimination under this Agreement.
- C. *Equal employment opportunity.* Contractor shall ensure equal employment opportunity based on objective standards of recruitment, classification, selection, promotion, compensation, performance evaluation, and management relations for all employees under this Agreement. Contractor's equal employment policies shall be made available to County of San Mateo upon request.
- D. *Violation of Non-discrimination provisions.* Violation of the non-discrimination provisions of this Agreement shall be considered a breach of this Agreement and subject the Contractor to penalties, to be determined by the County Manager, including but not limited to
 - i) termination of this Agreement;
 - ii) disqualification of the Contractor from bidding on or being awarded a County contract for a period of up to 3 years;
 - iii) liquidated damages of \$2,500 per violation;
 - iv) imposition of other appropriate contractual and civil remedies and sanctions, as determined by the County Manager.

To effectuate the provisions of this section, the County Manager shall have the authority to examine Contractor's employment records with respect to compliance with this paragraph and/or to set off all or any portion of the amount described in this paragraph against amounts due to Contractor under the Contract or any other Contract between Contractor and County.

Contractor shall report to the County Manager the filing by any person in any court of any complaint of discrimination or the filing by any person of any and all charges with the Equal Employment Opportunity Commission, the Fair Employment and Housing Commission or any other entity charged with the investigation of allegations within 30 days of such filing, provided that within such 30 days such entity has not notified Contractor that such charges are dismissed or otherwise unfounded. Such notification shall include the name of the complainant, a copy of such complaint, and a description of the circumstance. Contractor shall provide County with a copy of their response to the Complaint when filed.

- E. *Compliance with Equal Benefits Ordinance.* With respect to the provision of employee benefits, Contractor shall comply with the County Ordinance which prohibits contractors from discriminating in the provision of employee benefits between an employee with a domestic partner and an employee with a spouse.
- F. The Contractor shall comply fully with the non-discrimination requirements required by 41 CFR 60-741.5 (a), which is incorporated herein as if fully set forth.

12. Compliance with Contractor Employee Jury Service Ordinance

Contractor shall comply with the County Ordinance with respect to provision of jury duty pay to employees and have and adhere to a written policy that provides that its employees shall receive from the Contractor, on an annual basis, no less than five days of regular pay for actual jury service in San Mateo County. The policy may provide that employees deposit any fees received for such jury service with the Contractor or that the Contractor deducts from the employees' regular pay the fees received for jury service.

13. Retention of Records, Right to Monitor and Audit

(a) Contractor shall maintain all required records for three (3) years after County makes final payment and all other pending matters are closed, and shall be subject to the examination and/or audit of the County, a Federal grantor agency, and the State of California.

(b) Reporting and Record Keeping: Contractor shall comply with all program and fiscal reporting requirements set forth by appropriate Federal, State and local agencies, and as required by County.

(c) Contractor agrees to provide to County, to any Federal or State department having monitoring or review authority, to County's authorized representatives, and/or their appropriate audit agencies upon reasonable notice, access to and the right to examine all records and documents necessary to determine compliance with relevant Federal, State, and local statutes, rules and regulations, and this Agreement, and to evaluate the quality, appropriateness and timeliness of services performed.

14. Merger Clause

This Agreement, including the Exhibits attached hereto and incorporated herein by reference, constitutes the sole Agreement of the parties hereto and correctly states the rights, duties, and obligations of each party as of this Agreement's date. In the event that any term, condition, provision, requirement or specification set forth in this body of the Agreement conflicts with or is inconsistent with any term, condition, provision, requirement or specification in any exhibit and/or attachment to this Agreement, the provisions of this body of the Agreement shall prevail. Any prior Agreement, promises, negotiations, or representations between the parties not expressly stated in this document are not binding. All subsequent modifications shall be in writing and signed by the parties.

15. Controlling Law

The validity of this Agreement and of its terms or provisions, as well as the rights and duties of the parties hereunder, the interpretation, and performance of this Agreement shall be governed by the laws of the State of California.

16. Notices

Any notice, request, demand, or other communication required or permitted hereunder shall be deemed to be properly given when deposited in the United State mail, postage prepaid, or when deposited with a public telegraph company for transmittal, charges prepaid, addressed to:

In the case of County, to:

Jerry Lindner, Human Services Manager
1487 Huntington Avenue
South San Francisco, CA 94080
650.877.5675

In the case of Contractor, to:

George Borg, Executive Director
500 Allerton Street
Redwood City, CA 94063
650.599.9955

IN WITNESS WHEREOF, the parties hereto, by their duly authorized representatives, have affixed their hands.

COUNTY OF SAN MATEO

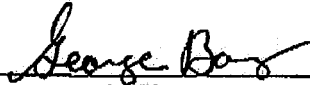
By: _____
President, Board of Supervisors, San Mateo County

Date: _____

ATTEST:

By: _____
Clerk of Said Board

EL CENTRO DE LIBERTAD
George Borg, Executive Director



Contractor's Signature

Date: 5-23-2013

Exhibit A

Scope of Work **July 1, 2013 through June 30, 2016**

In consideration of the payment set forth in Exhibit B, Contractor shall provide the following services. All payments under this Agreement must directly support services specified in this Agreement. Contractor will provide the following services:

Alcohol/Drug Testing

1. Contractor will conduct court-ordered urine testing for the San Mateo County Human Services Agency (HSA), Children and Family Services (CFS). Urine testing will be performed by Contractor at a location subject to mutual agreement, during mutually agreed upon hours. Testing specified in this section will be conducted only on those clients referred to Contractor by CFS staff, at intervals specified by CFS staff. A Contractor's staff member of the same gender as the client will supervise each testing. In addition, a Spanish-speaking staff member will be regularly available for test supervision.
2. New clients will fall under the category of "mandatory testing" (2 random tests per week) schedule. Adjustments to the mandatory schedule need to be approved by the Program Manager.
3. Any missed test is considered administrative positive.
4. Clients will continue with a "mandatory testing" schedule until they have five (5) weeks of continuous negative tests (10 consecutive negative tests). The social worker is responsible for keeping track of the clients' test results, and must notify the Contractor when the client will transition from a mandatory to random testing schedule.
5. Once the client has successfully had five weeks of continuous negative tests, s/he will be transitioned to a "random testing" schedule of three (3) times per month. S/he will be tested three (3) times per month. The social worker will have the responsibility to advise the client on when to go for each random test and FAX the authorization for the test to the Contractor.
6. If two (2) consecutive tests are "missed" or come up administrative positive tests, the client will automatically go back on a mandatory testing schedule and social worker will re-refer clients to the Alcohol and Other Drug (AOD) assessors for further evaluation.
7. Once a client is negative for three (3) consecutive months, all testing should be discontinued absent other reasons. The social worker is responsible for keeping track of the clients' test results.

8. If a client fails to show up for a scheduled appointment, Contractor will notify the social worker in writing.
9. Contractor will test for the following drugs:
 - a. AMPHETAMINES
 1. D-Amphetamine
 2. Methamphetamine
 - b. BARBITUATES
 1. Amobarbital
 2. Butalbital
 3. Phenobarbital
 4. Secobarbital
 - c. BENZODIAZEPINES
 1. Chlordiazepoxide (Librium)
 2. Clorazepate (Tranxene)
 3. Diazepam (Valium)
 4. Oxazepam (Serax)
 - d. OPIATES
 1. Codeine
 2. Heroin
 3. Hydromorphone
 4. Morphine
 - e. OTHER DRUGS
 1. Cannabinoids
 2. Cocaine
 3. Methadone
 4. Methaqualone (Quaalude)
 5. Phencyclidine (PCP)
 6. Propoxyphene (Darvon)

The 100-mg/ml limit for marijuana precludes the possibility of registering the THC positive from passively inhaled smoke.

10. For other specialized tests requested by CFS or Contractor, CFS staff or Contractor must get prior approval from CFS Program Manager. Frequency, cost, rationale and effectiveness for the specialized test will be taken into consideration in the approval of the test. Services and cost of other specialized services must be pre-approved by CFS Program Manager before a test can be conducted. Services provided outside of pre-approval by a CFS Program Manager will not be reimbursed.
11. If a client has been referred for alcohol screening only, a preliminary test will be done by the use of an in-house breath analyzer at a cost of FIVE DOLLARS (\$5.00). If the results are positive, back-up urine test will be done to provide hard copy evidence to support any subsequent court actions.

12. Verbal results of alcohol screens will be available immediately. Any lab tests will take twenty-four (24) hours to forty-eight (48) hours for verbal confirmation of a positive screen, with an additional twenty-four (24) hours required for the written reports to the Contractor. A copy of the written report will be mailed to the referring social worker on the same day it is received by Contractor. The original report will remain in the Contractor's file.
13. If court appearance is required to justify the laboratory procedures and test results, a member of Contractor's staff familiar with court appearances will be assigned to appear in court. Charge for court appearance will be billed at regular witness rates, as described in Exhibit B.
14. County will pay Contractor only for actual screens performed. The cost of reports, no shows, and clients unable to produce a sample is factored into the administrative services of the screens. Administrative services are included in the test rates as described in Exhibit B.

Alcohol and Other Drug (AOD) Assessments

1. Contractor agrees to conduct Alcohol and Other Drug Assessments for clients referred by the Human Services Agency on an approved referral form. Assessments will be conducted by a counselor registered with an AOD certifying association and have specific training in administering the Addiction Severity Index (ASI) Lite. The actual Assessment will typically take between 1.5 to 3 hours, with an additional .5 to 1 hour for report preparation. Additional time will be documented for the final report.
2. The report will be completed within three (3) working days.
3. Contractor shall utilize the ASI Lite assessment tool to conduct AOD Assessments. The counselor will also take a comprehensive inventory of the client's past alcohol and drug history.
4. In addition to utilizing the ASI Lite, the counselor shall assess the client for additional functioning including life, mental health and social factors. The counselor shall also take the employment history of the client.
5. Contractor will maintain the capacity to conduct AOD assessments in both English and Spanish languages, at a minimum.
6. Contractor will provide a written report, in a format approved by the County, documenting the results of the AOD Assessment.
7. The Assessment report shall include analysis of the results of the ASI, as well as analysis of the life, mental health and social factors assessment. The final

Assessment report will include appropriate referrals for services based on the results of the Assessment.

8. If a court appearance is required to testify on the AOD assessment, Contractor will appear in court as required. Charge for court appearance will be billed at regular witness rates, as described in Exhibit B.

Outpatient Drug Treatment/Therapy

1. Contractor agrees to provide outpatient drug treatment and therapy sessions for clients court-ordered to undergo such treatment plans.

Exhibit B**Payments and Rates**
July 1, 2013 through June 30, 2016

1. In consideration of the services provided by Contractor in Exhibit A, County shall pay Contractor based on the following alcohol/drug testing services provided by Contractor upon request of Children and Family Services Staff.

Type	Cost
Urine Screens	\$30.00 / screen
Breath Analyzer	\$5.00 / screen
AOD Assessment	\$80.00 per hour
Report Writing	\$80.00 hourly/included in assessment
AOD Testifying	paid at employee's regular hourly rate
Drug Treatment/Therapy	Price to be negotiated based on individual client treatment plan
Witness Rate	Paid at employee's regular hourly rate

2. County will pay Contractor upon submission of monthly bill by Contractor and approval of billing by the Director of Children and Family Services or her designee. Contractor's billing will include the following information:

- a. Drug Testing
 - i. Name of all clients referred for drug testing, and name of referring CFS social worker
 - ii. Copy of current referral of all clients who actually provided a sample
 - iii. Outcome of each test
 - iv. Billing amount for each test
 - v. Copy of each test result report
- b. AOD Assessment
 - i. Name of all clients referred for AOD assessment, and name of referring CFS social worker
- c. Outpatient Drug Treatment/Therapy
 - i. Name of all clients engaged in Outpatient Drug Treatment/Therapy services, and name of referring CFS social worker

3. Contractor will submit monthly billings to the County by the tenth (10th) day of the month following the month services were provided. Billings will be submitted to:
**Nilda Cardenas, Human Services Agency, Children and Family Services,
1 Davis Drive, Belmont, CA 94002**, for approval and processing of payment.
4. The maximum amount County shall be obligated to pay Contractor for these services shall not exceed **SEVENTY FIVE THOUSAND DOLLARS (\$75,000) YEARLY** for a period of three (3) years. The maximum amount the County shall pay the Contractor shall not exceed **TWO HUNDRED TWENTY FIVE THOUSAND DOLLARS (\$225,000)** for the term of this Agreement.
5. All payments under this Agreement must directly support services specified in this Agreement.
6. County may withhold all or part of Contractor's total payment if the Director of Human Services Agency or her designee reasonably determines that Contractor has not satisfactorily performed the services described in Exhibit A.
7. County will give thirty (30) days prior written notice to Contractor of County's intent to withhold payment.
8. If County reasonably determines that circumstances warrant immediate action, County may withhold payment immediately, without the thirty (30) day waiting period, upon County's written notice with justification to Contractor.

Exhibit C

**(Required only from Contractors who provide services
directly to the Public on the County's behalf.)**

**Assurance of Compliance with Section 504 of the
Rehabilitation Act of 1973, as Amended**

The undersigned (hereinafter called the "Contractor(s)") hereby agrees that it will comply with Section 504 of the Rehabilitation Act of 1973, as amended, all requirements imposed by the applicable DHHS regulation, and all guidelines and interpretations issued pursuant thereto.

The Contractor(s) gives/give this assurance in consideration of the purpose of obtaining contracts after the date of this assurance. The Contractor(s) recognizes/recognize and agrees/agree that contracts will be extended in reliance on the representations and agreements made in this assurance. This assurance is binding on the Contractor(s), its successors, transferees, and assignees, and the person or persons whose signatures appear below are authorized to sign this assurance on behalf of the Contractor(s).

The Contractor(s): (Check a or b)

- a. ☒ employs fewer than 15 persons.
- b. ☐ employs 15 or more persons and, pursuant to section 84.7 (a) of the regulation (45 C.F.R. 84.7 (a)), has designated the following person(s) to coordinate its efforts to comply with the DHHS regulation.

George Borg

Name of 504 Person - Type or Print

El Centro de Libertad

Name of Contractor(s)-Type or Print

500 Allerton Street

Street Address or P.O. Box

Redwood City, CA 94063

City, State, Zip Code

I certify that the above information is complete and correct to the best of my knowledge.

5-23-2013
Date

George Borg
Signature and Title of
Authorized Official

*Exception: DHHS regulations state that:

"If a recipient with fewer than 15 employees finds that, after consultation with a disabled person seeking its services, there is no method of complying with (the facility accessibility regulations)...other than making a significant alteration in its existing facilities, the recipient may, as an alternative, refer the handicapped person to other providers of those services that are accessible."

Child Abuse Prevention and Reporting

Contractor agrees to ensure that all known or suspected instances of child abuse or neglect are reported to a child protective agency. Contractor agrees to fully comply with the Child Abuse and Neglect Reporting Act, Cal Pen Code 11164 et seq. Contractor will ensure that all known or suspected instances of child abuse or neglect are reported to an agency (police department, sheriff's department, County probation department if designated by the County to receive mandated reports, or the County welfare department) described in Penal Code Section 11165.9. This responsibility shall include:

- A. A requirement that all employees, consultants, or agents performing services under this Contract who are required by the Penal Code to report child abuse or neglect, sign a statement that he or she knows of the reporting requirement and will comply with it.
- B. Establishing procedures to ensure reporting even when employees, consultants, or agents who are not required to report child abuse under the Penal Code gain knowledge of, or reasonably suspect that a child has been a victim of abuse or neglect.
- C. Contractor agrees that its employees, subcontractors, assignees, volunteers, and any other persons who provide services under this Contract and who will have supervisory or disciplinary power over a minor or any person under his or her care (Penal 11105.3) will be fingerprinted in order to determine whether they have a criminal history which would compromise the safety of children with whom Contractor's employees, subcontractors, assignees or volunteers have contact. All fingerprinting services will be at County's sole discretion and Contractor's sole expense.

Exhibit E

FINGERPRINTING CERTIFICATION FORM

Agreement with El Centro de Libertad

FOR

Court Mandated Alcohol and Other Drugs Assessments and Testing

Contractor agrees that its employees and/or its subcontractors, assignees and volunteers who, during the course of performing services under this Agreement, have contact with children, will be fingerprinted in order to determine whether they have a criminal history which would compromise the safety of children with whom Contractor's employees, assignees and subcontractors or volunteers have contact.

George Borg
Name

Chief Executive Officer
Title

George Borg
Signature

5-23-2013
Date

**County of San Mateo
Contractor's Declaration Form**

I. CONTRACTOR INFORMATION

Contractor Name:	El Centro de Libertad	Phone:	650-599-9955
Contact Person:	Geroge Borg, Executive Director	Fax:	650-599-9273
Address:	500 Allerton Street Redwood City, CA 94063	Email:	gborgsteps@aol.com
		Number of employees:	

II. EQUAL BENEFITS (check one or more boxes)

Contractors with contracts in excess of \$5,000 must treat spouses and domestic partners equally as to employee benefits.

- ☒ Contractor complies with the County's Equal Benefits Ordinance by:
- ☒ offering equal benefits to employees with spouses and employees with domestic partners.
 - ☐ offering a cash equivalent payment to eligible employees in lieu of equal benefits.
- ☐ Contractor does not comply with the County's Equal Benefits Ordinance.
- ☐ Contractor is exempt from this requirement because:
- ☐ Contractor has no employees, does not provide benefits to employees' spouses, or the contract is for \$5,000 or less.
 - ☐ Contractor is a party to a collective bargaining agreement that began on _____ (date) and expires on _____ (date), and intends to offer equal benefits when said agreement expires.

III. NON-DISCRIMINATION (check appropriate box)

- ☐ Finding(s) of discrimination have been issued against Contractor within the past year by the Equal Employment Opportunity Commission, Fair Employment and Housing Commission, or other investigative entity. Please see attached sheet of paper explaining the outcome(s) or remedy for the discrimination.
- ☒ No finding of discrimination has been issued in the past year against the Contractor by the Equal Employment Opportunity Commission, Fair Employment and Housing Commission, or any other entity.

IV. EMPLOYEE JURY SERVICE (check one or more boxes)

Contractors with original or amended contracts in excess of \$100,000 must have and adhere to a written policy that provides its employees living in San Mateo County up to five days regular pay for actual jury service in the County.

- ☒ Contractor complies with the County's Employee Jury Service Ordinance.
- ☐ Contractor does not comply with the County's Employee Jury Service Ordinance.
- ☐ Contractor is exempt from this requirement because:
- ☐ the contract is for \$100,000 or less.
 - ☐ Contractor is a party to a collective bargaining agreement that began on _____ (date) and expires on _____ (date), and intends to comply when the collective bargaining agreement expires.
 - ☐ Contractor has no employees.
 - ☐ Contractor has no employees who live in San Mateo County.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct, and that I am authorized to bind this entity contractually.

George Borg
Signature

5-23-2013
Date

George Borg
Name

CEO
Title