

CHILDREN AND FAMILIES COMMISSION
OF SAN LUIS OBISPO COUNTY
CONTRACT FOR SERVICES

This Contract, entered into on _____, by and between the Children and Families Commission of San Luis Obispo County, a political subdivision of the State of California, pursuant to Health and Safety Code section 130140.1 (“the Commission”), whose address is 3220 South Higuera Street Suite 232, San Luis Obispo, CA 93401 San Luis Obispo Chamber of Commerce (“the Contractor”), providing Family-Friendly Workplace services to businesses in SLO County.

RECITALS

A. The Commission is a statutory Commission that was established in the County of San Luis Obispo pursuant to the provisions of Division 108 of the California Health and Safety Code, commencing at the California Health and Safety Code Section 130100 (“the Children and Families Act”); and

B. The Commission has adopted a county strategic plan (“the Strategic Plan”) for fostering early childhood development within San Luis Obispo County as required by, and in accordance with, the requirements of the Children and Families Act; and

C. The Contractor coordinates and carries out related activities that are in line with the Strategic Plan; and

D. The Commission receives regular allocations of funds pursuant to the Children and Families Act, which must be used to implement the Strategic Plan; and

E. The Commission desires to provide funding for Family-Friendly Workplace services, said services subject to the terms and conditions specified herein; and

F. The Contractor desires to carry out said services subject to the terms and conditions specified herein;

NOW, THEREFORE, in consideration of the covenants, conditions, agreements, and stipulations set forth herein, the parties agree as follows:

AGREEMENT

1. Scope of Services

a. Program Services.

i. The contractor shall provide Family-Friendly Workplace services as specifically set out in **Exhibit “A”** which is attached hereto and incorporated herein by reference.

ii. The Contractor shall attend bi-annual First 5 Partner meetings in October and April. Exact date and time to be determined.

b. Record keeping and reporting of services.

i. Contractor shall keep complete and accurate records of services delivered pursuant to this Agreement, which shall include, but not be limited to, performance measures, evaluation studies and records of services provided by various professional and paraprofessional personnel in sufficient detail to permit an evaluation of services without prior notice. Such records shall comply with all applicable Federal, State and County record maintenance requirements.

ii. Contractor shall for the duration of this agreement submit bi-annual program/service reports as described further in **Exhibit "A"** for the immediately preceding quarter by:

January 31
July 31

iii. Contractor shall submit to First 5 staff a copy of its annual financial audit of its financial statements prepared in the regular course of business within 3 months after completion of the audit.

iv. These reporting requirements are an integral part of the scope of services funded by this contract. Failure to perform shall be considered a material breach; may delay payment of compensation and can be cause for termination.

c. First 5 Healthy and Family Friendly Environment. Towards the advancement of a work environment that supports the health and well-being of employed family members and program participants, Contractor shall make reasonable effort to perform contracted services in an environment that:

- i. is 100% tobacco free, indoors and outdoors;
- ii. has a suitable location for mothers to breastfeed their children, including
 1. Privacy for milk expression: This can be their private office (if it can be locked) or an onsite designated lactation room(s) with an electrical outlet where breastfeeding employees can use a pump to express milk during the work period. A bathroom is not acceptable.
 2. Flexible breaks and work options: Lactating persons need to express milk about every 3 hours, or two or three times during a typical work day. Each milk expression time takes around 15 minutes, plus time to go to and from lactation room.
 3. Education: Employer-provided information and resources accessible through the worksite during pregnancy and after the baby

is born help prepare new parents for balancing the requirements of breastfeeding with their job responsibilities.

4. Support: A positive, accepting attitude from upper management, supervisors, and coworkers helps breastfeeding employees feel confident in their ability to continue working while breastfeeding.

- iii. promotes healthy habits by: (a) encouraging and serving healthy foods and age-appropriate portion sizes; (b) encouraging regular physical activity; and (c) eliminating the use of soda, punch, juice “drinks” and other sugar sweetened beverages.

2. Compensation. Commission shall pay to Contractor as compensation for all services performed by Contractor pursuant to this Contract, the following sums in the following manner.

- a. The total payable under the terms of this Agreement shall not exceed Seventy-Five Thousand Dollars (\$75,000) pursuant to the project budget and budget narrative in **Exhibit “B.”** which is attached hereto and incorporated herein by this reference.

- b. Contractor shall be reimbursed for all costs necessary and reasonable for performance of the obligations of the Agreement as established by the budget and budget narrative in **Exhibit “B.”** Any costs incurred by the Contractor over and above the sums set out in the budget shall be at the sole risk and expense of the Contractor.

- c. Contractor shall submit a request for payment of costs and actual expenses at least quarterly using a First 5 program invoice form, which First 5 staff shall provide to Contractor. Contractor must provide documentation verifying actual expenses incurred for which reimbursement is sought.

- d. The compensation shall be paid within thirty (30) days after the receipt of the properly completed First 5 program invoice and all documentation verifying expenses from Contractor. First 5 reserves the right to withhold compensation for Contractor’s failure to timely submit the quarterly program/services report for the quarter for which compensation is sought.

- e. Availability of Funds. This contract is valid only if sufficient funds are made available to the Commission from the State of California through funding pursuant to the Children and Families Act and/or other local, State or Federal funding sources. Should the Commission’s funding be insufficient to provide funding for this Agreement, the Commission may, in its sole discretion, terminate this Agreement. In such an event, the Commission shall have no further liability to pay any funds to the Contractor or to furnish any other consideration under this Agreement, and the Contractor shall not be obligated to perform any provisions of this Agreement or to provide services intended to be funded pursuant to this Agreement. If partial funds are provided, the Commission shall have the option to either cancel this Agreement with no liability to the Commission or offer an amendment to the Contractor to reflect the reduced amount. Where possible, the Commission shall make only prospective funding changes.

3. Budget Adjustments.

a. Contractor agrees to adhere to the budget included herein. Notwithstanding the above, Contractor may submit requests for budget adjustments to reallocate funds contained in **Exhibit “B.”** Requests must be submitted in advance, in writing and include showing of good cause that advances the overall purpose of the Agreement.

b. The First 5 Executive Director (“Director”) must, in advance and in writing, approve and execute amendments for budget adjustments contained in **Exhibit “B.”** Services rendered pursuant to any budget adjustment that has not first been requested in writing and approved by the Director, shall not be payable under this Agreement or any later amendment.

c. The Commission expressly grants to the Director the authority to approve said budget adjustments provided the change does not increase the maximum compensation of this Agreement or create any other obligation on the Commission under this Agreement.

4. Effective Date and Term.

a. Effective Date. The effective date of this contract is the date the last party signs this contract. All obligations imposed on both parties shall be binding on both parties commencing on the effective date and shall remain in effect until satisfied by performance.

b. Unless terminated earlier, pursuant to the provisions of this contract, the term of this contract shall be from its effective date until June 30, 2025 (the “Term.”) The Term of this Agreement may be extended upon written agreement by both parties.

5. Termination of the Agreement.

a. Termination for Cause.

i. If the Commission determines that there has been a material breach of this Agreement by Contractor which poses a threat to health and safety, the Commission may immediately terminate the Agreement. In addition, if any of the following occur, Commission shall have the right to terminate this Agreement effective immediately upon giving written notice to the Contractor.

1. Contractor fails to perform its duties obligations under this Contract;
or
2. Contractor fails to fulfill in a timely and professional manner its obligations under this Contract; or
3. Contractor fails to exercise good behavior either during or outside of working hours that is of such a nature as to bring discredit upon the Commission; or
4. Any requisite licenses or certifications required for the performance of this Contract and held by the Contractor are terminated, suspended, reduced or restricted; or

5. Contractor has not documented services or has not sufficiently documented services to the satisfaction of the Commission. This includes without limitation, failure to meet industry standard or failure to satisfy any special requirements of documentation needed by third party payors or Federal or State funding agencies; or
 6. Contractor has failed or refused to furnish information to cooperate with any inspection, review or audit of Contractor's program or Commission's use of Contractor's program. This includes interviews or reviews of records in any form of information storage.
- ii. All obligations to provide services shall be automatically terminated on the effective date of termination.
 - iii. For all other material breaches of this Contract, Commission must give Contractor written notice setting forth the nature of the breach. If Contractor fails to remedy said breach within ten (10) days from the date upon written notice, Commission may immediately terminate the Contract, upon written notice. Contractor shall thereafter have no further rights, powers or privileges against Commission under or arising out of this Contract.
 - iv. In the event a breach does not result in termination, but does result in costs being incurred by Commission, said costs shall be charged to and paid by Contractor, which costs may include, but are limited to, costs incurred by Commission in investigating and communicating with Contractor regarding said breach, including staff time.
- b. Termination for Convenience. Either party may terminate this Agreement at any time by giving to the other party sixty (60) days written notice of such termination. Termination shall have no effect upon the rights and obligations of the parties arising out of any transaction occurring prior to the effective date of such termination. Contractor shall be paid for all work satisfactorily completed prior to the effective date of said termination.

6. Independent Contractor Status.

a. Independent Contractor. Contractor is an independent contractor of the Commission. Nothing in this Agreement shall be construed as creating an employer-employee relationship, partnership or a joint venture relationship. Nothing in this contract authorizes or permits the Commission to exercise discretion or control over the professional manner in which Contractor provides services. Contractor's services shall be provided in a manner consistent with all applicable standards and regulations governing such services.

b. No Eligibility for Fringe Benefits. Contractor understands and agrees that Contractor and its personnel are not, and shall not be, eligible for membership in or any benefits from any Commission group plan for hospital, surgical, or medical insurance, or for membership in any Commission retirement program, or for paid vacation, paid sick leave, or other leave, with or without pay, or for any other benefit which accrues to a Commission employee.

7. Warranties of Contractor.

a. **Warranty of Contractor for Provisions of Services.** The Contractor warrants that Contractor has obtained and shall keep in full force and effect during the term of this Contract all permits, registrations, certificates, credentials and licenses necessary to accomplish the work specified in the Contract. Contractor warrants that it, and each of the personnel employed or otherwise retained by Contractor, shall at all times, to the extent required by law, be properly registered, certified, credentialed and licensed throughout the entire Term of this Agreement under the local, State and Federal laws and regulations applicable to the provision of services herein. Failure to maintain such permits, registrations, certificates, credentials and licenses throughout the entire Term of this Agreement, shall be deemed a breach of the Agreement and constitutes ground for termination by the Commission.

b. **Warranty of Contractor re Compliance with all Laws.** The Contractor warrants that Contractor shall keep informed of, observe, comply with and cause all of its agents and personnel to observe and comply with all Federal, State and local laws and rules and regulations made pursuant to such laws, which in any way affect the conduct of work under this Agreement. If any conflict arises between provisions of the scope of work or specifications in this Agreement and any law, then the Contractor shall immediately notify the Commission in writing.

c. **Warranty of Contractor re Facilities.** Contractor shall obtain and maintain for the duration of this contract, appropriate licenses, permits and certificates required by all local, State and Federal mandates applicable to the facilities used for performance of this Contract.

d. **Power and Authority of Contractor.** If the Contractor is a corporation, Contractor represents and warrants that it is and will remain, throughout the term of this Contract, either a duly organized, validly existing California corporation in good standing under the laws of the State of California or a duly organized, validly existing foreign corporation in good standing in the state of incorporation and authorized to transact business in the State of California.

e. **Signatory authority.** Contractor warrants that is has full power and authority to enter into and perform the Contract, and the person signed this Contract warrants that he/she has been properly authorized and empowered to enter into this Contract.

f. **Immigration Reform and Control Act.** Contractor acknowledges that Contractor, and all subcontractors hired by Contractor to perform services under this Contract are aware of and understand the Immigration Reform and Control Act (“IRCA”) of 1986, Public Law 99-603. Contractor certifies that Contractor is and shall remain in compliance with IRCA and shall ensure that any subcontractors hired by Contractor to perform services under this Contract are in compliance with IRCA.

8. Nondiscrimination. Contractor agrees that is will abide by all Federal and State labor and employment laws and regulations pertaining to unlawful discrimination prohibiting discrimination against any employee or applicant for employment because of race, color, religion, sexual orientation, disability, national origin, or any other protected class, and those conditions contained

in Presidential Executive Order number 11246, as amended by Executive Order (1) 75 and as approved by the Department of Labor Relations (41 CFR Part 61).

9. Indemnification.

a. Contractor agrees to accept responsibility for loss or damage to any person or entity, and shall defend, indemnify and hold harmless the Commission, its officers, agents, employees and volunteers from and against any and all claims, demands, damages, liabilities, costs, expenses, judgements, attorney fees, and costs of litigation, or other losses that may be asserted by any person or entity, including Contractor, and that arise out of or are made in connection with the acts or omissions related to the performance of any duty, obligation or work hereunder.

b. The obligation to indemnify shall be effective and shall extend to all such claims and losses, in their entirety, even when such claims or losses are brought about in part by the comparative passive negligence of the Commission, its officers and employees. However, this indemnity will not extend to any claims or losses arising out of the role negligence or willful misconduct of the Commission, its officers and employees.

c. The preceding paragraph applies to any theory of recovery relating to said act or omission, including, but not limited to the following:

- i. Violation of statute, ordinance or regulation.
- ii. Professional malpractice.
- iii. Willful, intentional or other wrongful acts, or failures to act.
- iv. Negligence or recklessness.
- v. Furnishing of defective or dangerous products.
- vi. Premises liability.
- vii. Strict liability.
- viii. Inverse condemnation.
- ix. Violation of civil rights.
- x. Violation of any federal or state statute, regulation or ruling resulting in a determination by the Internal Revenue Service, California Franchise Tax Board, or any other California public entity responsible for collecting payroll taxes, when the Contractor is not an independent contractor.

d. It is the intent of the parties to prove the Commission the fullest indemnification, defense, and hold harmless any rights allowed under the law. If any word(s) contained herein are deemed by a court to be in contravention of applicable law, said word(s) shall be severed from this contract, and the remaining language shall be given full force and effect.

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

11. Fiscal Monitoring, Audits and Reporting.

a. Fiscal Records. Contractor shall maintain accurate fiscal records pertaining to services performed under this Agreement. Such fiscal records shall be open for inspection to Commission auditors at any reasonable time and will reflect cost accounting that conforms to generally accepted accounting procedures which clearly identifies the source of all costs. Agreement costs shall not be co-mingled with other project costs. Contractor shall maintain such records and accounts for a minimum of five years, or in the cause of an audit, until audit findings are resolved, whichever is later.

b. Commission Audits/Scope. Commission may audit Contractor's fiscal records relating to services performed under this Contract, at Contractor's expense, at any time with fourteen (14) day advance written notice. Commission audits shall be conducted in accordance with generally accepted audit standards and limited to matters connected with the performance of the Contract, which includes without limitation, verification that services billed by the Contractor were actually provided. Contractor shall provide Commission with on-site access to all reasonable documents, records, and other supporting information for billing and services under this Contract. Disallowed costs shall be repaid to the Commission.

c. State Audit. Pursuant to California Government Code section 8546.7, every Commission contract involving the expenditure of funds in excess of ten thousand dollars (\$10,000.00) is subject to examination and audit of the State Auditor for a period of three years after final payment under the contract. Contractor shall permit the State auditor to have access to any pertinent books, documents, papers and records for the purpose of said audit.

d. Inspection Rights. Upon reasonable request, the Contractor shall allow the Commission to evaluate the quality, appropriateness and timelines of services performed under this Agreement and to inspect, evaluate and audit books, records and facilities maintained by Contractor and subcontractors pertaining to such services. Books and records include, without limitation, all physical records originated or prepared in the performance of this Agreement including work papers, reports, financial records and books of account. Upon reasonable request, at any time during the period of this Agreement, and for a period of five years thereafter, the Contractor shall furnish any such records, or copy thereof, or copy thereof, to Commission.

e. Tax Information Reporting. Upon request, Contractor shall submit its tax identification number or social security number, whichever is applicable, in the form of a signed W-9 form, to facilitate appropriate fiscal management and reporting.

f. No Discrimination In Level Of Services. As a condition for reimbursement, Contractor shall provide to and ensure that clients served under this Contract receive the same level of services as provided to all other clients served regardless of status or source of funding.

g. Accounting for Travel and Lodging. In the event that the scope of services expressly contemplates payment for travel and lodging, these costs must be reasonable and in no event shall exceed levels allowed for San Luis Obispo County employees on official business, unless otherwise provided for in this Agreement. A copy of the San Luis Obispo County's Travel Policy can be found here: <https://www.slocounty.ca.gov/Departments/Auditor-Controller-Treasurer-Tax-Collector/Forms-Documents/Resources-for-Vendors/County-Travel-Policy.pdf>

h. Gifts. Gifts may not be charged to this Contract, whether to Contractor, staff or anyone else.

i. Billing Irregularities. If Contractor bills Commission for any services or amount of services that were not actually provided, Contractor shall be responsible for reimbursing the Commission in full. More than five (5) instances of erroneous billing per calendar year shall be ground for termination of the Contract for cause. Further, the Commission's right to reimbursement shall extend for a period of three (3) years after the services are rendered or any audit discovers the erroneous billing, whichever is later but not to exceed a period of seven (7) years from the termination date of this Contract or any amendment thereto. For any single error in excess of five hundred (\$500.00) dollars or any cumulative error in excess of one thousand (\$1,000.00) dollars per years the Commission will be entitled to the legal rate of interest on the over charged amount from the date of billing.

j. Recognition. Contractor agrees to give appropriate recognition to First 5 as funder or partial funder of these services in printed, or electronic materials, media and advertising as outlined in the First 5 SLO County: Recognizing Your Funder Guide, incorporated by reference herein.

12. Miscellaneous Provisions.

a. Non-Assignment of Contract. Contractor shall not delegate, assign or otherwise transfer in whole or in part its rights or obligations under this Agreement without the prior written consent of Commission. Any such assignment, transfer or delegation without the Commission's prior written consent shall be null and void.

b. Entire Agreement and Modifications. This Agreement supersedes all previous contracts between the parties hereto on the same subject matter and constitutes the entire understanding of the parties hereto on the subject matter of this Contract. Contractor shall be entitled to no other benefits than those specified herein. No changes, amendments or alterations shall be effective unless in writing and signed by both parties. Contractor specifically acknowledges that in entering into and executing this contract, Contractor relies solely upon the provisions contained in this Contract and no others.

c. Governing Law and Venue. This Agreement shall be governed by, and construed in accordance with, the laws of the State of California, without regard to its conflict of laws provisions. Each party hereto agrees that the exclusive venue for any action arising out of breach of the interpretation of this Agreement or other documents delivered pursuant to any provisions thereof, shall be the Superior Court of the State of California for the County of San Luis Obispo.

d. Waiver. No delay or failure on the part of any of any party hereto in exercising any right, power or privilege under this Contract shall impair any such right, power or privilege or be construed as a waiver of any default or any acquiescence therein. No single or partial exercise of any such right, power or privilege shall preclude the further exercise of such right, power or privilege or the exercise of any other right, power or privilege. No waiver shall be valid unless

made in writing and signed by the party against whom enforcement of such waiver is sought and then only to the extent expressly specified therein.

e. Severability. The Contractor agrees that if any provisions of this Contract is found to be invalid, illegal or unenforceable, such term or provision shall be deemed stricken and the remainder of the Contract shall remain in full force and effect. Upon determination that any term or provision is invalid, illegal or unenforceable, the parties shall negotiate in good faith to modify this contract so as to affect the original intent of the parties as closely as possible.

f. Headings. The section headings contained in this agreement are for reference purposes only and shall not affect the meaning or interpretation of this agreement.

g. Notices. All notices given or made pursuant hereto shall be in writing and shall be deemed to have been duly given if delivered (a) personally; (b) mailed by registered or certified mail (postage paid, return receipt requested); (c) sent by a nationally recognized overnight courier (providing proof of delivery); or (d) sent by facsimile to the parties as follows:

To the Contractor at:

Jim Dantona, President and CEO
SLO Chamber
895 Monterey St. SLO CA 93401
(805) 781-2670

To the Commission at:

Wendy Wendt, Executive Director
Children and Families Commission of San Luis Obispo County
3220 South Higuera Street, Suite 232
San Luis Obispo, CA 93401

Any such notice shall be deemed to have been received if: (a) in the case of personal delivery, facsimile transmission with confirmation retained, and mail, with return receipt, on the dates of such delivery; (b) in the case of nationally recognized overnight courier, on the next business day after the date sent; and (c) in the case of mailing, on the third business day following posting.

h. Force Majeure. Neither the Commission nor the Contractor shall be deemed in default in the performance of the terms of this contract if either party is prevented from performing the terms of this Contract by causes beyond its control, including without limitation: acts of God; rulings or decisions by municipal, Federal, States or other governmental bodies; or any catastrophe resulting from flood, fire, explosion, pandemic or other causes beyond the control of the defaulting party. Any party delayed by force majeure shall as soon as reasonably possible give the other party written notice of the delay. The party delayed shall use reasonable diligence to correct the cause of the delay, if correctable, and if the condition that caused the delay is corrected, the party delayed shall immediately give the other parties written notice thereof and shall resume performance under this Contract.

i. Conflict of Interest. Contractor acknowledges that Contractor is aware of and understands the provisions of Sections 1090 et. seq. and 87100 et. seq. of the Government Code, which relate to conflict of interest of public officers and employees. Contractor certifies that Contractor is unaware of any financial or economic interest of any public officer or employee of the Commission relating to this Contract. Contractor agrees to comply with applicable requirements of Government Code section 87100 et. seq. during the terms of this Contract.

j. Third Party Beneficiaries. It is expressly understood that the enforcement of the terms and conditions and all rights of action related to enforcement, shall be strictly reserved to Commission and Contractor. Nothing contained in this contract shall give or allow and claim or right of action whatsoever by any other third person.

[INTENTIONALLY LEFT BLANK – SIGNATURES TO FOLLOW ON NEXT PAGE]

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first set forth above.

Concurred in by the Executive Director of the Children and Families Commission of San Luis Obispo County.

By: _____
Wendy Wendt, Executive Director Date

CHILDREN AND FAMILIES COMISSION OF SAN LUIS OBISPO COUNTY

By: _____
Penny Borenstein, Chairperson Date

Authorized by Commission Action on: _____.

APPROVED AS TO FORM AND LEGAL EFFECT BY LEGAL COUNSEL FOR THE COMISSION:

Daniel Cheung

By: _____
Daniel Cheung, Counsel for Commission Date

CONTRACTOR

By: _____
Jim Dantona, President and CEO Date
SLO Chamber

Exhibit “A”

Program Services/ Scope of Work

Overview / Objectives / Activities / Evaluation

Overview:

- Strategic partnership with SLO Chamber (Contractor) with support from First 5 SLO County and County of SLO. The overarching aim of the partnership is to support the continued countywide implementation and success of the SLO County Family-Friendly Workplaces Program embedded within the SLO Chamber. The program is anchored by the Workforce Development Manager at the SLO Chamber. This position leads and is responsible for the majority of project activities. Other core Chamber staff and programs functions will support and integrate with SLO County FFWP’s Program as appropriate. The three overall goals of the program are:
- ACCELERATE the adoption of family-friendly practices in workplaces throughout SLO County.
- EDUCATE SLO County employers on strategies to sustain a strong local workforce through investments in quality child care and family-friendly workplace practices.
- ENSURE that every SLO County business interested in becoming even slightly more family-friendly has resources and support, through countywide cooperation of local chambers of commerce and various business associations.

Objective 1:

- By June 30, 2025, at least 30 SLO County businesses will have adopted at least one new, innovative workplace policy or best practice beyond what is required by CA law, intended to incentivize parents/caregivers of young children to remain in, or return to, the workforce.

Objective 2:

- By June 30, 2025, at least 10 local chambers of commerce, and/or industry specific associations will show support and an understanding of the importance of family-friendly workplace practices to sustaining a strong, inclusive, local workforce by providing access to their membership through activities such as, but not limited to, events, e-blasts, newsletters, workshops, presentations, and/or sponsorship.

Methods/Activities

Will include, but are not limited to:

- Educate employers on the benefits of family-friendly policies (including but not limited to employer-supported child care), share economic benefits of family friendly workplaces for employers and the community at large, and highlight the positive long-term outcomes for children. Countywide campaign includes:
 - Maintain, update, produce and distribute educational materials to employers describing best practices for family-friendly workplace policies including the existing Family-Friendly Workplace Toolkit site. (target adding 5 business profiles annually)

Overview / Objectives / Activities / Evaluation

- Convene meetings, presentations or other virtual in-person contacts.
- Use owned channels to promote the benefits of family-friendly workplace practices and/or employer-supported child care
- Work with local media to showcase benefits of becoming a more family-friendly workplace and the resources available to make it easier
- Continue to administer and update as needed the SLO County Family-Friendly Workplaces Assessment for businesses to evaluate their existing family-friendly climate.
- Continue to administer and update as needed the SLO County Family-Friendly Workplaces Award Program to celebrate businesses that are family-friendly, encourage those involved to become even more family-friendly, and uplift businesses who want to become family friendly.
- Update the SLO County Family-Friendly Workplaces Toolkit as needed, based on the adoption of new local, state, and federal laws.
- Provide support behind the website, answering phone calls/email inquiries and regularly following up to check on progress and assist through the process (target 60 SLO County businesses annually)
- Build out an example policy library to shortcut implementation work (target 5 new policy examples annually)
- Build out a Family-Friendly Business Directory where employees can search for employment opportunities
- Facilitate connections between businesses, child care professionals and each other to build comradery, share best practices, surface common challenges and collaborate on solutions
- Partner with area chambers of commerce including Atascadero, Paso-Templeton, Morro Bay, Cambria, and South County, to gain access to their membership, attending events, providing presentations, and offering targeted materials and messaging for their members.
- Partner with industry associations including SLO Farm Bureau, Visit SLO CAL, Hispanic Business Association, Paso Robles Wine Country Alliance, San Luis Obispo Coast Wine Collective, Home Builder's Association, as well as local tourism boards, and downtown associations.
- Work specifically to provide targeted information to businesses whose hours are not typically 8-5 (target one industry specific campaign each year)
- Regular collaboration with First 5 SLO County, Child Care Resource and Referral Agency, and Early Care & Education Planning Council to support child care providers as well as identify and help break down barriers to the growth of the child care sector.

B. Evaluation Activities:

Data Collection

- 1 Scope of work progress, program outcomes and impact to be assessed by objective and subjective data including, but not limited to the following:
 - 1.1 Quantitative data: success of meeting project benchmarks, number of new policies or best practices adopted.
 - 1.2 Qualitative data: Anecdotal accounts of successes, barriers, etc.
 - 1.3 Report Deliverable: Complete First 5 Client Data Collection Tool: Demographics.
 - 1.4 Report Deliverable: Complete Bi-Annual Milestones Report.

Exhibit “B”

Budget

First 5 Investment: Up to \$75,000 beginning on the effective date through June 30, 2025.

Item	First 5 Investment	County of SLO	Chamber SLO In-Kind	
	July 1, 2024- June 30, 2025			Total
I. PERSONNEL				
Workforce Development Manager (1 FTE)	\$75,000	\$25,000		\$100,000
Chamber staff support			\$20,000	\$20,000
Subtotal	\$75,000	\$25,000	\$20,000	\$120,000
II. OPERATING				
Office Supplies			\$5,000	\$5,000
Events, Travel, Fees			\$10,000	\$10,000
Fixed Expenses			\$15,000	\$15,000
Subtotal	0		\$30,000	\$30,000
III. INDIRECT				
@0% of Personnel	0		0	0
Subtotal	0		0	0
IV. OTHER				
N/A	0		0	0
Subtotal	0		0	0
GRAND TOTAL	\$75,000	\$25,000	\$50,000	\$150,000

Budget Narrative

Budget Narrative, FY 2024-2025

I. PERSONNEL: \$120,000

Workforce Development Manager – 1 FTE

This position will provide program development, partnership relations, program coordination, data collection and policy tool distribution to our private sector businesses. This position will also coordinate the quarterly private sector award presentations and delivery for participants of the Family Friendly Workplaces Program (FFWP). Expenses identified in the budget include salary, benefits and all employer taxes. Grants from First 5 – SLO County and the County of San Luis Obispo will cover the salary, benefits and all employer taxes for staff member.
($\$48.077/\text{hr.} \times 40 \text{ hrs./week} \times 12 \text{ months}$) $\$100,000.00$ annually

Chamber staff support is the expense associated with other SLO Chamber staff members to support the Workforce Development Manager's work on communications, advocacy, administration and management of the FFWP. Work to include the chamber's Government Affairs team hosting of the chamber's monthly radio program, "Working Lunch", that highlights private sector businesses who are delivering FFWP; the chamber's Communication team providing photography and social media work on the chamber's social media platforms highlighting the work and awardees of the FFWP; Government Affairs' advocacy work with governmental agencies to support FFWP. Expenses identified in the budget include salary, benefits and all employer taxes. Annual In-kind value: $\$20,000$

*Communications team - .125FTE ($\$47.115/\text{hr.} \times 5 \text{ hrs./week} \times 12 \text{ months}$) = $\$12,250$

*Government Affairs team - .05 FTE ($\$74.52/\text{hr.} \times 2 \text{ hrs./week} \times 12 \text{ months}$) = $\$7,750$

* - Estimated support services

II. OPERATING: \$30,000.00

Office Supplies are the general stationary items used by the staff in the daily operation of the program, including supplies necessary to design and print awards. Annual In-kind value $\$5,000$

Events, Travel and Fees are the expenses for the Workforce Development Manager or other staff as necessary to participate in or attend events, conferences and meetings such as the monthly Templeton Women in Business luncheon, Human Resource Association of the Central Coast monthly luncheons, First 5 State Conference or South County Chamber monthly Rise & Shine event among others, where the FFWP can be shared with private sector companies. Annual In-kind value: $\$10,000$

Fixed expenses are the rent for the central office rent in San Luis Obispo, Utilities (include gas, water, trash, and electricity), and telephone & technology costs (include licenses, IT support and internet costs). Annual In-kind value: $\$15,000$

III. INDIRECT: \$0

IV. OTHER: \$0

Exhibit "C"

Insurance Requirements

With respect to performance of work under this Agreement, Contractor shall maintain and shall require all of its subcontractors, consultants, and other agents to maintain insurance as described below. Any requirement for insurance to be maintained after completion of the work shall survive this Agreement. The Commission reserves the right to review any and all of the required insurance policies and/or endorsements, but has no obligation to do so. Failure to demand evidence of full compliance with the insurance requirements set forth in this Agreement or failure to identify any insurance deficiency shall not relieve Contractor from, nor be construed or deemed a waiver of, its obligation to maintain the required insurance at all times during the performance of this Agreement.

- A. Workers Compensation and Employers Liability Insurance
 - i. Required if Contractor has employees as defined by the Labor Code of the State of California.
 - ii. Workers Compensation insurance with statutory limits as required by the Labor Code of the State of California.
 - iii. Employers Liability with minimum limits of \$1,000,000 per Accident; \$1,000,000 Disease per employee; \$1,000,000 Disease per policy.
 - iv. Required Evidence of Insurance: Certificate of Insurance.

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

- B. General Liability Insurance
 - i. Commercial General Liability Insurance on a standard occurrence form, no less broad than Insurance Services Office (ISO) form CG 00 01.
 - ii. Minimum Limits: \$1,000,000 per Occurrence; \$2,000,000 General Aggregate; \$2,000,000 Products/Completed Operations Aggregate. The required limits may be provided by a combination of General Liability Insurance and Commercial Excess or Commercial Umbrella Liability Insurance. If Contractor maintains higher limits than the specified minimum limits, the Commission requires and shall be entitled to coverage for the higher limits maintained by Contractor.
 - iii. Any deductible or self-insured retention shall be shown on the Certificate of Insurance. If the deductible or self-insured retention exceeds \$25,000 it must be approved in advance by the Commission. Contractor is responsible for any deductible or self-insured retention and shall fund it upon Commission's written request, regardless of whether Contractor has a claim against the insurance or is named as a party in any action involving the Contractor.
 - iv. The Commission shall be endorsed as additional insureds for liability arising out of operations by or on behalf of the Contractor in the performance of this Agreement.

- v. The insurance provided to the additional insureds shall be primary to, and non-contributory with, any insurance or self-insurance program maintained by them.
 - vi. The policy definition of “insured contract” shall include assumptions of liability arising out of both ongoing operations and the products-completed operations hazard (broad form contractual liability coverage including the “F” definition of insured contract in ISO form CG 00 01, or equivalent).
 - vii. The policy shall cover inter-insured suits between the additional insureds and Contractor and include a “separation of insureds” or “severability” clause which treats each insured separately.
 - viii. Required Evidence of Insurance:
 - a. Copy of the additional insured endorsement or policy language granting additional insured status; and
 - b. Certificate of Insurance.
- C. Automobile Liability Insurance
- i. Minimum Limit: \$1,000,000 combined single limit per accident. The required limits may be provided by a combination of Automobile Liability Insurance and Commercial Excess or Commercial Umbrella Liability Insurance.
 - ii. Insurance shall cover all owned autos. If Contractor currently owns no autos, Contractor agrees to obtain such insurance should any autos be acquired during the term of this Agreement or any extensions of the term.
 - iii. Insurance shall cover hired and non-owned autos.
 - iv. Required Evidence of Insurance: Certificate of Insurance.
- D. Professional Liability/Errors and Omissions Insurance (only applicable to contracts for professional services)
- i. Minimum Limits: \$1,000,000 per claim or per occurrence; \$1,000,000 annual aggregate.
 - ii. Any deductible or self-insured retention shall be shown on the Certificate of Insurance. If the deductible or self-insured retention exceeds \$25,000 it must be approved in advance by County.
 - iii. If Consultant’s services include: (1) programming, customization, or maintenance of software; or (2) access to individuals’ private, personally identifiable information, the insurance shall cover:
 - a. Breach of privacy; breach of data; programming errors, failure of work to meet contracted standards, and unauthorized access; and
 - b. Claims against Consultant arising from the negligence of Consultant, Consultant’s employees and Consultant’s subcontractors.
 - iv. If the insurance is on a Claims-Made basis, the retroactive date shall be no later than the commencement of the work.
 - v. Coverage applicable to the work performed under this Agreement shall be continued for two (2) years after completion of the work. Such continuation coverage may be provided by one of the following: (1) renewal of the existing policy; (2) an extended reporting period endorsement; or (3) replacement insurance with a retroactive date no later than the commencement of the work under this Agreement.

- vi. Required Evidence of Insurance: Certificate of Insurance specifying the limits and the claims-made retroactive date.
- E. Standards for Insurance Companies. Insurers, other than the California State Compensation Insurance Fund, shall have an A.M. Best's rating of at least A:VII.
- F. Documentation
 - i. All required Evidence of Insurance shall be submitted prior to the execution of this Agreement. Contractor agrees to maintain current Evidence of Insurance on file with Commission for the entire term of this Agreement and any additional periods if specified in the sections, above.
 - ii. The name for Additional Insured endorsements and Certificates of Insurance is: Children and Families Commission of San Luis Obispo County
 - iii. Required Evidence of Insurance shall be submitted for any renewal or replacement of a policy that already exists, at least ten (10) days before expiration or other termination of the existing policy.
 - iv. Contractor shall provide immediate written notice if: (1) any of the required insurance policies is terminated; (2) the limits of any of the required policies are reduced; or (3) the deductible or self-insured retention is increased.
 - v. Upon written request, certified copies of required insurance policies must be provided within thirty (30) days.
- G. Policy Obligations. Consultant's indemnity and other obligations shall not be limited by the foregoing insurance requirements.
- H. Material Breach. If Contractor fails to maintain insurance which is required pursuant to this Agreement, it shall be deemed a material breach of this Agreement. The Commission, at its sole option, may terminate this Agreement and obtain damages from Contractor resulting from said breach. Alternatively, the Commission may purchase the required insurance, and without further notice to Contractor, Commission may deduct from sums due to Contractor any premium costs advanced by the Commission for such insurance. These remedies shall be in addition to any other remedies available to the Commission.