AGREEMENT

THIS AGREEMENT is made and entered into this 18th day of June, 2019, by and between the COUNTY OF FRESNO, a Political Subdivision of the State of California, hereinafter referred to as "COUNTY", and Occu-Med, Ltd., a Delaware corporation, whose address is 2121 West Bullard Avenue, Fresno, CA 93711, hereinafter referred to as "CONTRACTOR".

WITNESSETH:

WHEREAS, COUNTY is in need of DMV, pre-employment, and periodic medical screening and evaluation services to be conducted by qualified licensed Physicians as required by the State of California; and

WHEREAS, COUNTY sought bids for the provision of these medical screening and evaluation services by issuing Request for Proposal (RFP) No. 19-047; and

WHEREAS, CONTRACTOR submitted a response to RFP No. 19-047, representing it is qualified and willing to provide such services pursuant to the terms and conditions of this Agreement.

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

OBLIGATIONS OF THE CONTRACTOR

A. CONTRACTOR shall perform all services and fulfill responsibilities as identified in COUNTY'S Request for Proposal (RFP) No. 19-047, dated February 1, 2019 and ADDENDUM ONE, dated February 15, 2019, and CONTRACTOR'S response to said RFP, dated February 28, 2019, all incorporated herein by reference and made part of this Agreement. In the event of any inconsistency among these documents, the inconsistency shall be resolved by giving precedence in the following order of priority: 1) to this Agreement, including Exhibit "A", 2) to the RFP, and 3) to the Responses to the RFP. A copy of COUNTY's RFP No 19-047, and CONTRACTOR's responses, shall be retained by COUNTY's Human Resources Department, and made available during the term of this Agreement.

- B. CONTRACTOR shall maintain and develop, when necessary, medical standards and/or guidelines for each job classification upon the request of COUNTY's Department of Human Resources.
 - C. CONTRACTOR shall schedule and conduct DMV, pre-employment, and periodic

medical exams and provide medical recommendations for each examination upon the request of COUNTY's Department of Human Resources. Medical examinations shall be scheduled within ten (10) COUNTY business days from the date of the request, unless otherwise agreed upon, in writing, by COUNTY's Department of Human Resources Director or designee and CONTRACTOR.

- D. CONTRACTOR shall provide a medical recommendation for each examination within three (3) COUNTY business days from the date of medical exam and shall seek out additional information from candidates whose recommendations are not immediately medically qualified (also known as RDQA services).
- E. CONTRACTOR shall ensure that their staff have and shall maintain appropriate licensure to perform the medical examinations as required by the State of California.
- F. CONTRACTOR shall ensure a licensed physician performs the medical examinations as required by the State of California or other regulations/statues. As allowable when examinations are conducted by staff other than licensed physicians, they must be under a licensed physicians supervision. In such cases, the medical examination reports must be reviewed and signed by a licensed physician.
- G. CONTRACTOR shall use all forms and instructions as specified in RFP No. 19-047 in conducting the pre-employment, DMV, and periodic examinations consistent with COUNTY's medical standards, guidelines and evaluations.
- H. CONTRACTOR shall ensure all COUNTY employees and candidates with scheduled appointments are examined in a timely manner. Waiting time for each employee to be seen by the examining staff shall not exceed thirty (30) minutes from their scheduled appointment time.
- I. CONTRACTOR shall ensure that any services provided at more than one facility will provide for the examinee to travel only a short distance to receive all required tests. In the event examinees are required to travel to another facility, every effort shall be made to have everything completed on the same day (immediately following the initially scheduled appointment, with the exception of components that require follow up, such as TB Skin Testing results).
- J. CONTRACTOR shall forward the applicable completed medical examination forms and any additional required paperwork and x-ray, lab tests, etc. for interpretation/recommendation to

medical standards staff, within two (2) County business days.

K. CONTRACTOR shall perform medical examinations in accordance with the general outline (including the Scope of Work section) as specified in RFP No. 19-047, as well as any specialized training provided by CONTRACTOR'S medical standards administrator staff. CONTRACTOR shall at all times conduct such examinations in a professional and courteous manner.

L. CONTRACTOR shall perform medical examinations, pursuant to the terms of this Agreement, for classifications not listed in Exhibit A, when County has adopted newly created medical exam profiles and COUNTY and CONTRACTOR have agreed in writing to the cost of the new exams. The Department of Human Resources Director, or designee, shall have the authority to agree to the addition of exams and their cost to this Agreement. The addition of these new exams and their costs shall in no event result in a change in this Agreement's total not to exceed amount set forth in Section 5.

2. OBLIGATIONS OF THE COUNTY

A. COUNTY's Department of Human Resources shall provide CONTRACTOR appropriate notification for scheduling medical examinations, including employee or candidate name, job classification and type of examination to be performed.

3. TERM

The term of this Agreement shall be for a period of three (3) years, commencing on the 1st day of July, 2019 through and including the 30th day of June, 2022. This Agreement may be extended for two (2) additional consecutive twelve (12) month periods upon written approval of both parties no later than thirty (30) days prior to the first day of the next twelve (12) month extension period. The Director of Human Resources or his or her designee is authorized to execute such written approval on behalf of COUNTY based on CONTRACTOR'S satisfactory performance.

4. TERMINATION

A. <u>Non-Allocation of Funds</u> - The terms of this Agreement, and the services to be provided hereunder, are contingent on the approval of funds by the appropriating government agency. Should sufficient funds not be allocated, the services provided may be modified, or this Agreement terminated, at any time by giving the CONTRACTOR thirty (30) days advance written notice.

B. Breach of Contract - The COUNTY may immediately suspend or terminate this

Agreement in whole or in part, where in the determination of the COUNTY there is:

- 1) An illegal or improper use of funds;
- 2) A failure to comply with any term of this Agreement;
- 3) A substantially incorrect or incomplete report submitted to the COUNTY;
- 4) Improperly performed service.

In no event shall any payment by the COUNTY constitute a waiver by the COUNTY of any breach of this Agreement or any default which may then exist on the part of the CONTRACTOR. Neither shall such payment impair or prejudice any remedy available to the COUNTY with respect to the breach or default. The COUNTY shall have the right to demand of the CONTRACTOR the repayment to the COUNTY of any funds disbursed to the CONTRACTOR under this Agreement, which in the judgment of the COUNTY were not expended in accordance with the terms of this Agreement. The CONTRACTOR shall promptly refund any such funds upon demand.

- C. <u>Without Cause</u> Under circumstances other than those set forth above, this Agreement may be terminated by COUNTY upon the giving of thirty (30) days advance written notice of an intention to terminate to CONTRACTOR.
- 5. <u>COMPENSATION/INVOICING</u>: COUNTY agrees to pay CONTRACTOR and CONTRACTOR agrees to receive compensation at the rates identified on Exhibit "A", attached hereto and by this reference incorporated herein. CONTRACTOR shall submit monthly invoices to the County of Fresno Department of Human Resources, 2220 Tulare Street, 14th Floor, Fresno, CA 93721, Attn: Employment Services. CONTRACTOR shall submit invoices in accordance with RFP No. 19-047.

In no event shall services performed under this Agreement be in excess of One Hundred and Eighty-Seven Thousand Dollars and No/100 Dollars (\$187,000) annually for each twelve (12) month period during the potential five year term of this Agreement, as set forth in Section 3. It is understood that all expenses incidental to CONTRACTOR'S performance of services under this Agreement shall be borne by CONTRACTOR. Payments by County shall be in arrears, within forty-five (45) days after receipt and verification of CONTRACTORS' invoices by COUNTY, for services provided during the preceding month. If an invoice submitted by the CONTRACTOR contains discrepancies/inaccuracies, it will not be processed. The CONTRACTOR will be required to submit a revised and accurate invoice for

payment to be processed.

6. <u>INDEPENDENT CONTRACTOR</u>: In performance of the work, duties and obligations assumed by CONTRACTOR under this Agreement, it is mutually understood and agreed that CONTRACTOR, including any and all of the CONTRACTOR'S officers, agents, and employees will at all times be acting and performing as an independent contractor, and shall act in an independent capacity and not as an officer, agent, servant, employee, joint venturer, partner, or associate of the COUNTY.

Furthermore, COUNTY shall have no right to control or supervise or direct the manner or method by which CONTRACTOR shall perform its work and function. However, COUNTY shall retain the right to administer this Agreement so as to verify that CONTRACTOR is performing its obligations in accordance with the terms and conditions thereof.

CONTRACTOR and COUNTY shall comply with all applicable provisions of law and the rules and regulations, if any, of governmental authorities having jurisdiction over matters the subject thereof.

Because of its status as an independent contractor, CONTRACTOR shall have absolutely no right to employment rights and benefits available to COUNTY employees. CONTRACTOR shall be solely liable and responsible for providing to, or on behalf of, its employees all legally-required employee benefits. In addition, CONTRACTOR shall be solely responsible and save COUNTY harmless from all matters relating to payment of CONTRACTOR'S employees, including compliance with Social Security withholding and all other regulations governing such matters. It is acknowledged that during the term of this Agreement, CONTRACTOR may be providing services to others unrelated to the COUNTY or to this Agreement.

- 7. <u>MODIFICATION</u>: Any matters of this Agreement may be modified from time to time by the written consent of all the parties without, in any way, affecting the remainder.
- 8. <u>NON-ASSIGNMENT</u>: Neither party shall assign, transfer or sub-contract this Agreement nor their rights or duties under this Agreement without the prior written consent of the other party.
- 9. <u>HOLD HARMLESS</u>: CONTRACTOR agrees to indemnify, save, hold harmless, and at COUNTY'S request, defend the COUNTY, its officers, agents, and employees from any and all costs and

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expenses (including attorney's fees and costs), damages, liabilities, claims, and losses occurring or resulting to COUNTY in connection with the performance, or failure to perform, by CONTRACTOR, its officers, agents, or employees under this Agreement, and from any and all costs and expenses (including attorney's fees and costs), damages, liabilities, claims, and losses occurring or resulting to any person, firm, or corporation who may be injured or damaged by the performance, or failure to perform, of CONTRACTOR, its officers, agents, or employees under this Agreement.

10. INSURANCE

Without limiting the COUNTY's right to obtain indemnification from CONTRACTOR or any third parties, CONTRACTOR, at its sole expense, shall maintain in full force and effect, the following insurance policies or a program of self-insurance, including but not limited to, an insurance pooling arrangement or Joint Powers Agreement (JPA) throughout the term of the Agreement.

A. Commercial General Liability

Commercial General Liability Insurance with limits of not less than Two Million Dollars (\$2,000,000) per occurrence and an annual aggregate of Four Million Dollars (\$4,000,000). This policy shall be issued on a per occurrence basis. COUNTY may require specific coverages including completed operations, products liability, contractual liability, Explosion-Collapse-Underground, fire legal liability or any other liability insurance deemed necessary because of the nature of this contract.

B. Automobile Liability

Comprehensive Automobile Liability Insurance with limits of not less than One Million Dollars (\$1,000,000.00) per accident for bodily injury and for property damages. Coverage should include any auto used in connection with this Agreement.

C. Professional Liability

If CONTRACTOR employs licensed professional staff, (e.g., Ph.D., R.N., L.C.S.W., M.F.C.C.) in providing services, Professional Liability Insurance with limits of not less than One Million Dollars (\$1,000,000.00) per occurrence, Three Million Dollars (\$3,000,000.00) annual aggregate. This coverage shall be issued on a per claim basis. Contractor agrees that it shall maintain, at its sole expense, in full force and effect for a period of three years following the termination of this Agreement, one or more policies of professional liability insurance with limits of coverage as specified herein.

Labor Code.

D. Worker's Compensation

A policy of Worker's Compensation insurance as may be required by the California

Additional Requirements Relating to Insurance

CONTRACTOR shall obtain endorsements to the Commercial General Liability insurance naming the County of Fresno, its officers, agents, and employees, individually and collectively, as additional insured, but only insofar as the operations under this Agreement are concerned. Such coverage for additional insured shall apply as primary insurance and any other insurance, or self-insurance, maintained by COUNTY, its officers, agents and employees shall be excess only and not contributing with insurance provided under CONTRACTOR's policies herein. This insurance shall not be cancelled or changed without a minimum of thirty (30) days advance written notice given to COUNTY.

CONTRACTOR hereby waives its right to recover from COUNTY, its officers, agents, and employees any amounts paid by the policy of worker's compensation insurance required by this Agreement. CONTRACTOR is solely responsible to obtain any endorsement to such policy that may be necessary to accomplish such waiver of subrogation, but CONTRACTOR's waiver of subrogation under this paragraph is effective whether or not CONTRACTOR obtains such an endorsement.

Within Thirty (30) days from the date CONTRACTOR signs and executes this

Agreement, CONTRACTOR shall provide certificates of insurance and endorsement as stated above for all
of the foregoing policies, as required herein, to the County of Fresno, (Paul Nerland, Director of Human
Resources, 2220 Tulare Street, 14th Floor, Fresno, CA 93721), stating that such insurance coverage have
been obtained and are in full force; that the County of Fresno, its officers, agents and employees will not be
responsible for any premiums on the policies; that for such worker's compensation insurance the
CONTRACTOR has waived its right to recover from the COUNTY, its officers, agents, and employees any
amounts paid under the insurance policy and that waiver does not invalidate the insurance policy; that such
Commercial General Liability insurance names the County of Fresno, its officers, agents and employees,
individually and collectively, as additional insured, but only insofar as the operations under this Agreement
are concerned; that such coverage for additional insured shall apply as primary insurance and any other
insurance, or self-insurance, maintained by COUNTY, its officers, agents and employees, shall be excess

only and not contributing with insurance provided under CONTRACTOR's policies herein; and that this insurance shall not be cancelled or changed without a minimum of thirty (30) days advance, written notice given to COUNTY.

In the event CONTRACTOR fails to keep in effect at all times insurance coverage as herein provided, the COUNTY may, in addition to other remedies it may have, suspend or terminate this Agreement upon the occurrence of such event.

All policies shall be issued by admitted insurers licensed to do business in the State of California, and such insurance shall be purchased from companies possessing a current A.M. Best, Inc. rating of A FSC VII or better.

11. <u>AUDITS AND INSPECTIONS</u>: The CONTRACTOR shall at any time during business hours, and as often as the COUNTY may deem necessary, make available to the COUNTY for examination all of its records and data with respect to the matters covered by this Agreement. The CONTRACTOR shall, upon request by the COUNTY, permit the COUNTY to audit and inspect all of such records and data necessary to ensure CONTRACTOR'S compliance with the terms of this Agreement.

If this Agreement exceeds ten thousand dollars (\$10,000.00), CONTRACTOR shall be subject to the examination and audit of the Auditor General for a period of three (3) years after final payment under contract (Government Code Section 8546.7).

12. <u>NOTICES</u>: The persons and their addresses having authority to give and receive notices under this Agreement include the following:

COUNTY
COUNTY OF FRESNO
Department of Human Resources
2220 Tulare Street, 14th Floor
Fresno, CA 93721

CONTRACTOR
Occu-Med, LTD
2121 West Bullard Ave.
Fresno, CA 93711

All notices between the COUNTY and the CONTRACTOR provided for or permitted under this Agreement must be in writing and delivered either by personal service, by first-class United States mail, by an overnight commercial courier service, or by telephonic facsimile transmission. A notice delivered by personal service is effective upon service to the recipient. A noticed delivered by first-class United States mail is effective three COUNTY business days after deposit in the United States mail, postage prepaid, addressed to the recipient. A notice delivered by an overnight commercial courier service

is effective one COUNTY business day after deposit with the overnight commercial courier service, deliver fees prepaid, with deliver instructions given for the next day delivery, addressed to the recipient. A noticed delivered by telephonic facsimile is effective when transmission to the recipient is completed (but, if such transmission is completed outside of COUNTY business hours, then such delivery shall be deemed to be effective at the next beginning of a COUNTY business day), provided that the sender maintains a machine record of the completed transmission. For all claims arising out of or related to this Agreement, nothing in this section establishes, waives, or modifies any claims presentation requirements or procedures provided by law, including but not limited to the Government Claims Act (Division 3.6 of Title 1 of the Government Code, beginning with section 810).

13. <u>GOVERNING LAW</u>: Venue for any action arising out of or related to this Agreement shall only be in Fresno County, California.

The rights and obligations of the parties and all interpretation and performance of this Agreement shall be governed in all respects by the laws of the State of California.

14. DISCLOSURE OF SELF-DEALING TRANSACTIONS

This provision is only applicable if the CONTRACTOR is operating as a corporation (a for-profit or non-profit corporation) or if during the term of the agreement, the CONTRACTOR changes its status to operate as a corporation.

Members of the CONTRACTOR's Board of Directors shall disclose any self-dealing transactions that they are a party to while CONTRACTOR is providing goods or performing services under this agreement. A self-dealing transaction shall mean a transaction to which the CONTRACTOR is a party and in which one or more of its directors has a material financial interest. Members of the Board of Directors shall disclose any self-dealing transactions that they are a party to by completing and signing a Self-Dealing Transaction Disclosure Form, attached hereto as Exhibit "B" and incorporated herein by reference, and submitting it to the COUNTY prior to commencing with the self-dealing transaction or immediately thereafter.

15. <u>ENTIRE AGREEMENT</u>: This Agreement constitutes the entire agreement between the CONTRACTOR and COUNTY with respect to the subject matter hereof and supersedes all previous Agreement negotiations, proposals, commitments, writings, advertisements, publications, and

understanding of any nature whatsoever unless expressly included in this Agreement, 1 CONFIDENTIALITY 16. 2 All services performed by CONTRACTOR under this Agreement shall be in strict conformance 3 with all applicable Federal, State of California and/or local laws and regulations relating to confidentiality. 4 IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day and 5 year first hereinabove written. 6 COUNTY OF FRESNO CONTRACTOR 7 8 Nathan Magaig, Chairman of the Board of (Authorized Sign iture) 9 Supervisors of the County of Fresno 10 Jim Johnson, Presiden 11 12 ATTEST: (Authorized Signature) Bernice E. Seidel 13 Clerk of the Board of Supervisors County of Fresno, State of California 14 Devonna M. Kaji, M.D. Corporate Secretary 15 Mailing Address By: 2121 W. Bullard Avenue 16 Fresno, CA 93711 17 18 19 FOR ACCOUNTING USE ONLY: 20 Fund/Subclass: 0001/10000 ORG No.: 10100400 21 Account No.: 7295 22 23 24

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EXHIBIT "A"

Cost of Services

Medical Examinations

Cost per exam based on components of specific examination outlines (refer to Attachment "A" of RFP 19-047 dated February 1, 2019)

Service	Year 1	Year 2	Year 3	Year 4	Year 5
Pre-Placement					
Chief Probation Officer	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Probation Division Director	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Probation Services Manager	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Deputy Probation Officer III/IV	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Deputy Probation Officer I	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Supervising Juvenile Correctional Officer	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Senior Juvenile Correctional Officer	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Juvenile Correctional Officer II	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Juvenile Correctional Officer I	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Sheriff's Captain	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Sheriff's Lieutenant	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Sheriff's Sergeant	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Deputy Sheriff III	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Deputy Sheriff II	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Deputy Sheriff I	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Reserve Officer	\$454.99	\$454.99	\$454.99	\$468.64	\$468.64
Uniform Field Division Reserve Deputy Sheriff (UFD)	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Reserve Deputy Sheriff (Special Guard – 108)	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Communications Dispatcher	\$133.09	\$133.09	\$133.09	\$137.08	\$137.08
Community Service Officer	\$194.32	\$194.32	\$194.32	\$200.15	\$200.15
Correctional Officer Lieutenant	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Correctional Officer Sergeant	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Correctional Officer IV	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Correctional Officer I/II/III	\$516.22	\$516.22	\$516.22	\$531.71	\$531.71
Supervising District Attorney Investigator	\$351.22	\$351.22	\$351.22	\$361.76	\$361.76

District Attorney Investigator I/II/Sr	\$536.22	\$536.22	\$536.22	\$552.31	\$552.31
Deputy Coroner I	\$214.32	\$214.32	\$214.32	\$220.75	\$220.75
Forensic Autopsy Technician	\$214.32	\$214.32	\$214.32	\$220.75	\$220.75
DMV	\$80.50	\$80.50	\$80.50	\$82.92	\$82.92
Periodic	Same as Pre- Placement for classifications identified above				

Medical Examination Review

Service	Year 1	Year 2	Year 3	Year 4	Year 5
Pre-Placement	\$70	\$70	\$70	\$70	\$70
DMV	\$40	\$40	\$40	\$40	\$40
Periodic	\$70	\$70	\$70	\$70	\$70

Medical Profiles/Screening Guidelines

Service	Year 1	Year 2	Year 3	Year 4	Year 5
Job Analysis	\$1000/day	\$1000/day	\$1000/day	\$1000/day	\$1000/day
		-	-		-

Additional Services

Service	Year 1	Year 2	Year 3	Year 4	Year 5
Medical	\$50 each				
Examination					
Component					
Profile					
(MECP)					
Creation					

SELF-DEALING TRANSACTION DISCLOSURE FORM

In order to conduct business with the County of Fresno (hereinafter referred to as "County"), members of a contractor's board of directors (hereinafter referred to as "County Contractor"), must disclose any self-dealing transactions that they are a party to while providing goods, performing services, or both for the County. A self-dealing transaction is defined below:

"A self-dealing transaction means a transaction to which the corporation is a party and in which one or more of its directors has a material financial interest"

The definition above will be utilized for purposes of completing this disclosure form.

<u>INSTRUCTIONS</u>

- (1) Enter board member's name, job title (if applicable), and date this disclosure is being made.
- (2) Enter the board member's company/agency name and address.
- (3) Describe in detail the nature of the self-dealing transaction that is being disclosed to the County. At a minimum, include a description of the following:
 - a. The name of the agency/company with which the corporation has the transaction; and
 - b. The nature of the material financial interest in the Corporation's transaction that the board member has.
- (4) Describe in detail why the self-dealing transaction is appropriate based on applicable provisions of the Corporations Code.
- (5) Form must be signed by the board member that is involved in the self-dealing transaction described in Sections (3) and (4).

(1) Compan	y Board Member Information:		
Name:		Date:	
Job Title:			
(2) Compan	y/Agency Name and Address:		
(3) Disclosu	re (Please describe the nature of the self-dea	ling transact	tion you are a party to):
. ,	•		, , ,
(4) Explain v	why this self-dealing transaction is consistent	with the red	quirements of Corporations Code 5233 (a):
	- -		
(5) Authoriz	ed Signature		
Signature:	3	Date:	