

**AGREEMENT BETWEEN THE COUNTY OF SAN MATEO AND
Workforce Medical Center**

THIS AGREEMENT, entered into this _____ day of _____, 20____, by
and between the COUNTY OF SAN MATEO, hereinafter called "County," and Workforce
Medical Center, 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 Occupational Health Services.

**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—Services and Costs

Attachment H—HIPAA Business Associate requirements

Attachment I—§ 504 Compliance

2. Services to be performed by Contractor

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

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 "A." 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 eight hundred twenty seven thousand, seven hundred thirty six dollars, (\$827,736). Contractor will be paid an amount not to exceed \$260,000 for the first year, \$276,000 for the second year and \$292,136 for the third year of the contract.

4. Term and Termination

Subject to compliance with all terms and conditions, the term of this Agreement shall be from January 1, 2008 through December 31, 2010.

This Agreement may be terminated by Contractor, Donna Vaillancourt, Director of Human Resources or his/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 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 contractors 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, ordinances and regulations, including, but not limited to, the Health Insurance Portability and Accountability Act of 1996 (HIPAA), and the Federal Regulations promulgated thereunder, as amended, and will comply with the Business Associate requirements set forth in Attachment "H," 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 deduct 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 the 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 the 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 document'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:
Janine Keller, Risk Manager
County of San Mateo
455 County Center, 5th Floor
Redwood City, CA 94063

In the case of Contractor, to:
Imee Dubose
Workforce Medical Center
201 Arch Street
Redwood City, CA 94062

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 the Board

Workforce Medical Center


Imee Dubose

Date: 11/29/07



SECTION 1:	SERVICE DESCRIPTION
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County of San Mateo in partnership with Workforce Medical Center provides an opportunity to continue to administer a model occupational health and safety program for its 5,700 person workforce. Working closely with representatives at each level: Risk Management, Departments, and respective Personnel/Payroll representatives, Workforce Medical Center (WMC) can effectively administer the medical component of the occupational health and safety program.

For those in the County workforce, WMC would support the County to ensure Federal and State standards are met to provide certain occupational safety and health monitoring of employees and new hires.

All examinations require corresponding medical history paperwork to be completed. Appointment times are made through a dedicated accounts coordinator and are given priority to schedule at the convenience of COSM employee and within exam parameters (if fasting blood sample is needed or Quantiferon-TB Gold). Length of examination time depends on the complexity of test components required and may range from five minutes (immunizations or TB test administration) to less than sixty minutes for complex pre-employment physicals (deputy sheriff or correctional officers candidates).

Pre-placement (Post-Offer) Examinations

OBJECTIVE: The Post-Offer Examination (Groups II-IV) is performed to evaluate the health status of prospective employees to determine whether they can perform their assigned work in a safe and effective manner.

Examination Protocol: The initial or baseline examination physical shall consist of:

Group II-III:

Review description of specific job duties

Complete Medical History including Review of Systems,
Occupational/Family/Social History including Smoking/Tobacco use

Physical Examination with emphasis on the orthopedic examination for
Group III "heavy lifting" applicants

Urinalysis (Dipstick/Chemical Analysis)

Visual Acuity examination



For workers exposed to sewage:

Hepatitis A Vaccine Series

For workers covered by the Bloodborne Pathogens Standard :

Hepatitis B Antibody Screening (selected employees)
Hepatitis B Vaccine Series (offer)

For workers covered by the TB Surveillance Program:

TB Screening
PPD skin test (one and two-step testing)
Quantiferon-TB Gold
For history of positive PPD, baseline Chest X-ray followed by annual TB Symptom Review

For workers covered by the Hearing Conservation Program:

Audiometry testing including questionnaire

For healthcare workers:

Mumps Antibody Titer
Rubella Antibody Titer
Rubeola Antibody Titer
Varicella Antibody Titer
If no immunity to Mumps, Rubella or Rubeola, MMR vaccine updated

Pre-placement (Post-Offer) Examinations

Group IV:

Review description of specific job duties

Complete Medical History including Review of Systems,
Occupational/Family/Social History including Smoking/Tobacco use.

Physical Examination with emphasis on the Respiratory and Cardiovascular systems

Urinalysis (Dipstick/Chemical Analysis)

Visual Acuity examination

CBC

201 Arch Street
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www.workforcemed.com



Lipid Panel

Chemistry Panel including GGTP

Hepatitis B Antibody Screening; Hepatitis B Vaccine Series (offer)

TB Screening with PPD skin testing (if history of PPD positive, then perform baseline Chest X-ray)

Hearing Test with Audiometry , including questionnaire

Pulmonary Function Testing with Spirometry, including interpretation

EKG (12-Lead) including interpretation (if over age 40)

Stress Treadmill Test (if over age 50) with evaluative report

For workers covered under the State of California Peace Officer Standards and Training (POST):

EKG on all Correctional Officers, Probation Officer, and Deputy Sheriffs

Advanced color vision testing in accordance with the Vision Guidelines (POST, 1996) Section II.A.2.b. All candidates will be tested with a pseudoisochromatic plate (PIP) test. Candidates who fail the PIP test will be administered a detailed color vision questionnaire and be required to pass the Farnsworth D-15 test. Use of single X-chrom lenses will not be permitted during either test. Proper illumination for both tests will be provided with a Verilux True Color Light.

Distribute material for Fitness Test for Group Supervisors

A. DMV Examinations

OBJECTIVE: The DMV Examination determines if drivers are medically and physically qualified to operate a commercial vehicle. The State of California uses the federal physical qualification standards for commercial drivers.

The DMV exam shall consist of:

Health History utilizing DMV form DL-51 (REV. 06/05)
Physical Examination
Visual Acuity / Peripheral Vision
Color Vision

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Hearing Evaluation with "whisper test". If employee fails, then Audiogram testing will be performed.

Form DL-51 will be completed after the examination and if the employee is Qualified then DL-51 and DL-51A will be completed and the originals and a copy will be given to the employee. A copy will be maintained at Workforce Medical Center.

B. Hearing Conservation Testing

OBJECTIVE: Employees who are exposed to noise levels exceeding limits as mandated by CAL/OSHA will be enlisted in the Hearing Conservation Program. This is the recognized method of preventing noise-induced hearing loss in the occupational environment. These evaluations will be conducted at initial hire, annually and upon termination.

Baseline Audiogram:

Audiometric testing will be performed on all new employees covered under the Hearing Conservation Program.

Annual Audiogram:

Annual audiometric testing will be performed for each employee exposed at or above the action level of 85 decibels.

Exit Audiogram:

Exit audiometric testing will be performed on employees covered under the Hearing Conservation Program.

Manual Audiograms offered for threshold shifts and for those with "worse" outcome on annual audiograms.

NOTE: In accordance with CCR Title 8, Section 5097, all audiometric testing will be conducted by a technician certified by the Council of Accreditation in Occupational Hearing Conservation (CAOHC). The audiogram results will be reviewed by a board-certified Occupational Medical Specialist and a written report of the results will be sent to the County and employee.



C. Medical Surveillance for Asbestos

OBJECTIVE: To provide a medical surveillance program for asbestos for those employees covered under the Asbestos Standard, CCR Title 8, Section 5208. The evaluations for the baseline, periodic and termination examinations shall consist of:

BASELINE EXAMINATIONS:

Asbestos Questionnaire

Complete Medical History including Review of Systems,
Occupational/Family/Social History including Smoking/Tobacco use.
Physical Examination with emphasis on the Respiratory, Gastrointestinal and Cardiovascular systems and vision

Rectal Exam (if age over 45)

Fecal Occult Blood Testing (Hemoccult) x 3

Chest X-Ray (3-view: PA, Lateral and Obliques) with B-Reader interpretation

Medical Clearance for Respirator Use including Respirator Questionnaire and Pulmonary Function Testing with Spirometry, including interpretation

Counseling with emphasis on smoking cessation, respiratory protection in work practices and general health measures to decrease risks of cancer and increase cardiopulmonary tone.

PERIODIC EXAMINATIONS

Periodic medical examinations shall be made available annually and will include the same components as the Baseline Exam except that the Asbestos Questionnaire will be periodic, and the frequency of Chest X-Rays will be in accordance with the following table:

Frequency of Chest X-Rays

Years since first exposure	Age of Employee	
	Less than 40	40 or older
0 to 10	Every 3 years	Annually*
10+	Annually*	Annually*

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*Oblique x-rays need only be performed every 3 years

TERMINATION EXAMINATIONS

A termination medical examination will be provided or made available for any employee who has been exposed to airborne concentrations of Asbestos at or above the action level and/or excursion limit. This examination will be given in accordance with the Asbestos Standard and will include all of the components of the Periodic medical examination.

The employer shall receive written signed opinion from the examining physician on all Asbestos Medical Evaluations.



D. Hazardous Materials

OBJECTIVE: To provide medical surveillance for those employees who are covered under the Hazardous Waste Operations and Emergency Response Standard as set forth by CCR, Title 8, Section 5192. Medical Evaluations will be conducted as Baseline, Periodic and Termination examinations and will consist of the following:

Complete Medical History including Review of Systems,
Occupational/Family/Social History including Smoking/Tobacco use.

Asbestos Questionnaire

Pesticide Surveillance Questionnaire

Physical Examination with emphasis on the Respiratory, Gastrointestinal, Hematologic, Neurologic, Cardiovascular and Renal systems with attention to teeth, gums and blood pressure

Physician's Examination with follow-up for review, if needed

Urinalysis (Dipstick/Chemical Analysis)

Visual Acuity examination

Tonometry

CBC with Differential

Cholinestrase, RBC

Blood Lead and ZPP

Chemistry Panel including renal/liver function tests and GGTP

Tetanus Vaccination (Td) if needed

TB Screening with PPD skin testing (if PPD positive, then perform 2-view , PA and Lateral ,Chest X-ray)

Hearing Test with Audiometry , including questionnaire

Chest X-Ray (3-view: PA, Lateral and Obliques) with B-Reader interpretation, baseline and termination



Pulmonary Function Testing with Spirometry, including interpretation

EKG (12-Lead) including interpretation

Stress Treadmill Test (if positive EKG) with evaluative report

Fecal Occult Blood Tests (Hemoccult) x 3

E. Respirator Fitness Examination

OBJECTIVE: The Respiratory Protection Program is designed to protect employees from harmful levels of airborne contaminants. If respirator use is required, then evaluations for Baseline and Termination examinations shall consist of the following:

BASELINE & TERMINATION EXAMINATIONS

Complete Medical History including Review of Systems, Occupational/Family/Social History including Smoking/Tobacco use.

Respiratory Medical Evaluation Questionnaire

Physical Examination with emphasis on the Respiratory and Cardiovascular systems including vision

Pulmonary Function Testing with Spirometry

Chest X-Ray (PA and Lateral Views) depending on age and clinical findings.

PERIODIC EXAMINATIONS

A recommended frequency of periodic examinations, based on San Mateo County guidelines, would be:

AGE	PHYSICAL EXAM	SPIROMETRY
Less than 35	Every 5 years	Annually
35-45	Every 2 years	Annually
Older than 45	Every 2 years (Every year if smoker)	Annually

All evaluations will be reviewed by a board-certified Occupational Medicine physician and a written report will be sent to the employer.

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F. Fire Fighter Physical Examinations

FIRE FIGHTER PHYSICAL EXAMINATIONS:

Medical examination and screening will be conducted in accordance with NFPA 1582, *Standard on Medical Requirements for Fire Fighters*, 2007 Edition. This document covers the medical requirements necessary for persons performing fire fighting tasks, including entry level candidates and current fire fighters.

Pre-placement and every 3 years Examination shall consist of the following:

Complete Medical History including Review of Systems,
Occupational/Family/Social History including Smoking/Tobacco use.

Asbestos Questionnaire

Physical Examination with emphasis on the Respiratory, Gastrointestinal and Cardiovascular systems

Complete DOT Physical (DL-51)

Urinalysis (Dipstick/Chemical Analysis)

Visual Acuity examination

CBC with Differential

Lipid Panel, fasting

Chemistry Panel including GGTP

Hepatitis B Antibody Screening

Hepatitis B Vaccine Series (offer)

Tetanus Vaccination (Td) if needed

TB Screening with PPD skin testing (if PPD positive, then perform 2-view , PA and Lateral ,Chest X-ray)

Hearing Test with Audiometry , including questionnaire



Medical Clearance for Respirator Use including Respirator Questionnaire and Pulmonary Function Testing with Spirometry, including interpretation

EKG (12-Lead) including interpretation

Stress Treadmill Test baseline, and if > 40 years of age, then every three years with evaluative report

Fecal Occult Blood Tests (Hemoccult) x 3

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SECTION 4: PRICE SCHEDULE					
Encounter Type	Y1	Y2	Y3		
Physical Exam					
PE: 2,3,Respirator	\$75	\$75	\$78		
PE: DMV/DOT	\$75	\$75	\$78		
PE: Group 4, Asbestos	\$95	\$95	\$98		
PE: Hazmat	\$95	\$95	\$98		
Radiology					
Chest X-Ray (PA)	\$85	\$88	\$90		
Chest X-Ray (PA w/B-Read)	\$115	\$118	\$120		
Chest X-Ray (PA/Lateral)	\$95	\$98	\$101		
Chest X-Ray (PA/Lat/Obliques w/B-Read)	\$130	\$134	\$138		
Knee X-Ray, 3 Views	\$85	\$88	\$91		
B-reader Interpretation	\$55	\$57	\$59		
Procedures/Test					
Audiogram	\$33	\$33	\$36		
Audiogram: Manual	\$33	\$33	\$36		
EKG w/ interpretation	\$60	\$62	\$64		
Respiratory Medical Evaluation	\$35	\$37	\$39		
Respiratory Physical Exam: Add-On	\$35	\$37	\$39		
PPD Skin Test	\$20	\$22	\$24		
Quantiferon-TB Gold	\$90	\$92	\$94		
Spirometry (PFT)	\$35	\$37	\$39		
Stress Treadmill Test	\$210	\$212	\$214		
Step Test Harvard	\$55	\$57	\$59		
Immunizations					
Hepatitis A Vaccine	\$80	\$82	\$84		
Hepatitis B Vaccine	\$70	\$72	\$74		
Measles,Mumps,Rubella (MMR)	\$70	\$72	\$74		
Tetanus	\$30	\$31	\$32		
Twinrix (Hep A/B)	\$130	\$134	\$136		
Administrative					
Administrative Fee 1	\$15	\$15	\$17		
Administrative Fee 2	\$25	\$25	\$27		
TB Symptom Review	\$10	\$10	\$12		

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Encounter Type	Y1	Y2	Y3
Screening			
Evidential Breath Test	\$30	\$30	\$33
UDS DOT Collection	\$25	\$25	\$30
Laboratory Services*			
Hemocult			
CBC w/differential	\$26	\$26	\$28
Cholinesterase, RBC	\$16	\$17	\$18
Comp. Metabolic Panel	\$42	\$43	\$44
Comp. Metabolic Panel w/GGTP	\$20	\$21	\$22
Hepatitis A Antibody	\$25	\$26	\$27
Hepatitis B Antibody: Quantitative	\$55	\$57	\$60
Hepatitis B Surface Antigen(HBsAg)	\$50	\$52	\$55
Hepatitis B Comprehensive Panel	\$30	\$31	\$32
Hepatitis C Antibody	\$145	\$149	\$153
Lead/Zpp	\$40	\$41	\$42
Lipid Panel	\$70	\$72	\$73
Urinalysis: Microscopic	\$40	\$41	\$42
Mumps Antibody Titer (IgG)	\$15	\$16	\$17
Rubella Antibody Titer(IgG)	\$41	\$42	\$43
Rubeola Antibody Titer(IgG)	\$32	\$33	\$34
Varicella Antibody Titer(IgG)	\$41	\$42	\$43
*requires Specimen Handling Fee	\$34	\$35	\$36
	\$20	\$20	\$22

For services dependent upon outside vendors, pricing is subject to increase. This includes laboratory services, radiology services, vaccines, cardiology services,

ATTACHMENT

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 for 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.

Imee DuBose

Name of 504 Person - Type or Print

Workforce Medical Center

Name of Contractor(s) - Type or Print

201 Arch Street

Street Address or P.O. Box

Restwood City, CA 94062

City, State, Zip Code

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

[Signature]

Signature

Group Administrator

Title of Authorized Official

11/29/07

Date

*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 accessibl

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

I. CONTRACTOR INFORMATION

Contractor Name:	Workforce Medical Group, Inc	Phone:	650-556-9420
Contact Person:	Imee DuBose	Fax:	650-568-9053
Address:	201 Arch Street Redwood City, CA 94062		

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)

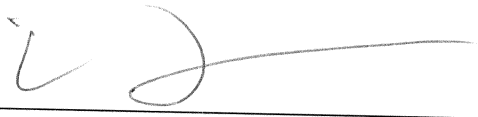
- ☐ Finding(s) of discrimination have been issued against Contractor within the past year by the Equal Employment Opportunity Commission, Fair Employment and Housing Commission, or other investigative entity. Please see attached sheet of paper explaining the outcome(s) or remedy for the discrimination.
- ☒ 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.

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.



Signature

11/29/07

Date

Imee DuBose

Name

Group Administrator

Title