EXHIBIT A - SERVICES

AGREEMENT BETWEEN COUNTY OF SAN MATEO (COUNTY) AND STRATEGIC STAFFING SOLUTIONS (CONTRACTOR)

In consideration of the payments set forth in Exhibit "B", Contractor shall provide the following services:

1. SCOPE OF WORK

Strategic Staffing Solutions will provide quality staffing services and support for IT contingency staffing to the County of San Mateo's Information Services Department by employing a series of sourcing, recruiting, management, and retention best practices. Services will be delivered utilizing Contractor' highly specialized and unique recruitment, account management and retention model.

Upon receipt of new requisitions from the County during normal business hours, or, if outside of normal business hours, beginning with the next business day:

- 1) Account managers will contact the County hiring manager/contact within 90 minutes of receiving a request to qualify each requirement and immediately enter the position into Strategic Staffing Solutions' EZAccess database.
- 2) Upon acceptance of a comprehensive job description, a dedicated team of recruiters and internet sourcers will immediately be alerted and begin sourcing and searching the databases and screen, interview, reference check and qualify candidates. A minimum of 2 managerial references will be checked for each person presented.
- 3) Upon identifying resources and getting their approval to present their qualifications to the County, their resume will be submitted to the County. Up to 3 resumes per position will be presented within 2 business days.
- 4) If there is a challenge in finding someone within the first business day, the County hiring manager/contact will be notified to see if alternative skills are acceptable. If someone cannot be identified within 2 business days, the County hiring manager/contact will be notified and provided with the expected date on which they will receive a referral(s).
- 5) At the request of the hiring manager, Contractor will perform skills testing utilizing Prove IT or Brain Bench testing services within 2 business days of the request.
- 6) Contractor will follow up on submittals made to the County within 1 business day. Contractor will coordinate all interview activity between the candidate and manager.
- 7) Upon confirmation of the intent to interview a candidate, Contractor will initiate a criminal background check and drug testing. Criminal background and drug tests can take up to 5 days to process as long as no adverse information is found. If Contractor has already completed criminal background and drug tests within a 12-month period on candidates it presents to the County and results reported by the screening agencies "meets policy," Contractor will not need to initiate another background check, thereby decreasing the time to hire process.

- 8) Upon completion of the interview, Contractor will follow up with the manager within 1 business day.
- 9) Upon selection by the County of a candidate submitted by Contractor, the parties will execute a Schedule A document denoting the candidate's name, position title, assignment date, expected duration of assignment, work description, agreed upon hourly rate for the services (not to exceed the position/experience rate included in Exhibit B), and any other such information as necessary for the County or Contractor to process, track and account for the assignment.
- 10) Upon the contractor starting the assignment, Contractor will check in with the manager and the contractor within 2 hours of his/her starting time.
- 11) When issues arise, the account manager will notify Contractor' Service Delivery Manager within one hour of receipt and a discussion will take place between the Service Delivery Manager and the service team member involved. Should resolution not be attained within 2 business days, the issue will be escalated to the VP of Staffing Operations.
- 12) Contractor will track its performance monthly and provide monthly progress/performance metrics reports to the County by the 15th of each month for the previous month's activity.
- 13) Contractor will monitor the contractor's performance through monthly meetings, emails and calls with both the contractor and manager.
- 14) Contractor will ensure status reports are provided by its consultants monthly and project documentation is completed as required by the County.
- 15) Contractor will request performance reviews from the County managers during the 4th week and at the 6 month mark.
- 16) Contractor will pay its contractors on a weekly basis to ensure contractor satisfaction and retention.
- 17) Contractor will invoice the County on a biweekly basis.

Strategic Staffing Solutions will comply with all local, state, and federal requirements. Strategic Staffing Solutions practices strict adherence to federal (FLSA/DOL) and state overtime pay rules. Strategic Staffing Solutions will offer a 3 day guarantee on each person placed.

Contractor agrees that the requirements of this Agreement pertaining to the protection of proprietary rights and confidentiality shall survive termination of this Agreement.

77.75

93.05

74.05

86.10

EXHIBIT B - PAYMENTS AND RATES

AGREEMENT BETWEEN COUNTY OF SAN MATEO (COUNTY) AND STRATEGIC STAFFING SOLUTIONS (CONTRACTOR)

In consideration of the services provided by Contractor in Exhibit "A", County shall pay Contractor based on the following fee schedule:

1. SCHEDULE OF CHARGES.

Database - MS SOL

Database - Design/Architect

Listed below are professional/technical contract staff services that may be requested by the County of San Mateo. The rate listed is the maximum rate for the job classification and experience noted. Rates are applicable to all worked hours from 7:00 A.M. to 7:00 P.M., 7 days per week, unless otherwise noted and agreed to in a specific engagement's Schedule A.

SENIOR PRINCIPAL **CONSULTANT 3** CONSULTANT Performance Level and Experience => More than 5 yrs. to 5 yrs. Experience Experience Job Description/Classification 60.50 71.25 Analyst - Business 53.75 60.50 Analyst - Financial 60.50 70.03 Analyst - Technical 67.25 76.75 Analyst - Re-engineering 67.25 71.50 Analyst - Risk Assessment 86.05 80.75 Architecture Planning & Assessment – Business 86.05 80.75 Architecture Planning & Assessment - Information/Data 89.95 84.00 Architecture Planning & Assessment – Security 85.95 80.65 Architecture Planning & Assessment - Technical 83.03 74.05 **Data Administration** 74.05 85.20 Data Warehouse Data Warehouse Reporting -85.20 Business Intelligence/Cross-function analytics 74.05 71.20 67.25 Database – MS Access 77.75 72.15 Database - DB2 86.00 80.50 Database - Oracle

REVISED

	(0.50	71.20
Desktop – Application (Design & Development)	60.50	71.20
Desktop – Operation System	33.50	40.25
Desktop – Security	59.75	68.20
Desktop – Support	33.25	40.25
Documentation Specialist	53.15	60,25
E-Business Specialist - Business Integration/Middleware	71.25	77.65
E-Commerce Specialist - Application Integration/Online transaction development	71.25	77.65
Facilitation	55.05	65.05
Mainframe/Mid-Range - Operating System	60.30	70.20
Mainframe/Mid-Range – Operations	60.30	70.20
Mainframe/Mid-Range – Security	67.25	77.50
Mainframe/Mid-Range – Support	59.75	63.05
Modeling – Business	74.05	77.75
Modeling – Data	74.05	77.75
Modeling – Event	67.08	71.02
Modeling – Location	67.00	71.02
Modeling – Process	74.05	77.75
Network (Data, Video, Voice) Applications (Design & Development)	73.05	79.06
Network (Data, Video, Voice) – LAN/WAN Internet Support	47.05	53.00
Network (Data, Video, Voice) – Network / Telecommunications	47.05	53.05
Network (Data, Video, Voice) – Operation System	47.10	53.05
Network (Data, Video, Voice) – Operations	47.10	53.05
Network (Data, Video, Voice) – Security	72.15	80.10
Network (Data, Video, Voice) – Support	47.05	53.0.
Network (Data, Video, Voice) – Voice over IP/IP Telephony	74.05	85.4
Programmer/Developer - Java/JSP/Servlets/XSLT	72.15	85.80
Programmer/DeveloperNET/ASP/Visual Basic	72.15	85.9
Programmer/Developer - JCL/UNIX/C++	67.25	82.2
Project Management	68.25	78.3
Quality Assurance	56.10	63.0
Server – Application (Design & Development)	67.25	71.2
Server – Application (Design & Development) Server – Operating System	60.50	63.9
	62.10	70.4
Server – Security	02.10	707.

	1	
Server – Support	51.00	55.10
Technical Writer	55.00	60.85
Testing - System Tester/HP LoadRunner	53.50	58.50
Training – Courseware Development	52.10	58.25
Training – Course Design	52.10	58.25
Training – E-Learning Course Development	55.35	59.95
Training – Instructor – Led	58.25	63.05
Web Content Management – Metadata/Data Classification	59.45	69.45
E-Business Specialist – Business Integration, Middleware	69.86	78.05
E-Commerce Specialist	64.40	77.95
Web Site Security Consultant	73.25	86.20
Web Applications Specialist – Java/JSP/Servlets	74.02	87.10
Web Applications SpecialistNET/ASP	74.02	87.10
Web Design & Development – HTML/XML/DHTML CSS Javascript	59.40	62.95
Web Designer & Developer - Graphics artist/GUI Design/XML/CSS/		
DHTML/HTML/Javascript/STRUTS	59.40	67.25
Web Security & Accessibility - Security/ADA/Section 508 Compliance	72.35	85.20

Contractor will invoice on a bi-weekly basis to conform to the County's payroll cycle. The County will submit payment within thirty (30) days of receipt of invoice.

In no event shall the total payment for services under this Agreement exceed \$4,500,000.00. The County will have the right to withhold payment if the County determines that the quantity or quality of work performed is unacceptable.

The County agrees that the Information Services Department will not hire as County staff any Strategic Staffing Solutions placed candidate within the first six months of an engagement.

County Counsel Review Form

Date:	12/24/09		
To:	Glenn Levy		
From:	Patricia Gonzales, I	SD x1564	
Subject:	Amendment Review	v and Approval	
Contractor:	Strategic Staffing Sol	utions	
Maximum A	Amount: \$4,500,000		
Rate of Pay	ment: Variable, as inv	voiced, for actual hours worked	
No cha	anges on the standard	agreement form	
_X The	following sections have	ve been changed on the "standar	d" agreement:
Serie	aNo. & Tile	Approved Ss Is [For County Counsel Use Only]	Modifications Required [For County Counsel Use Only
1. Exhibits	and Attachments		

Modifications (Please specify modifications to be made below. Use additional paper if needed.):

1. Added- Schedule A – Statement of Agreement for Individual Consultant Engagement.

Approve Agreement/Exhi	bits/Attachments		
✓ Approve Amendment/Exh	nibits/Attachments with the	e modifications that have been describe	:d
4	- For	1/22/10	
Signature	Glens Levy	Date	
	•		

County of San Mateo Contractor's Declaration Form

I. CONTRACTOR INFORMATION

Contractor Name:	Strategic Staffing Solutions	Phone:	650-358-0596	
Contact Person:	Tammy Buckley	Fax:	650-358-0812	
Address:	1700 South Amphlett #205 San Mateo, CA 94402			

Contact Person:	Tammy Buckley	Fax:	650-358-0812
Address:	1700 South Amphlett #205		
	San Mateo, CA 94402]	
II. EQUAL BENEFI	TS (check one or more boxes)		
	racts in excess of \$5,000 must treat spouses and	d domestic	partners equally as to employee benefits.
	omplies with the County's Equal Benefits Ordinar		
	g equal benefits to employees with spouses and	•	s with domestic partners.
	g a cash equivalent payment to eligible employe		
	pes not comply with the County's Equal Benefits		
	• •	Ordinariou	•
	exempt from this requirement because: actor has no employees, does not provide benefi	te to amole	ovees' snouses or the contract is for \$5,000
orless	• •	is to empic	ryces spouses, or the contract is for \$6,000
Contro	 actor is a party to a collective bargaining agreem	ent that be	gan on (date) and expires on
	and intends to offer equal benefits when said ag		
	NATION (check appropriate box)		
Finding(s) of	discrimination have been issued against Contract	ctor within	the past year by the Equal Employment
C Opportunity	Commission, Fair Employment and Housing Com	imission, c	or other investigative entity. Please see
No finding of	et of paper explaining the outcome(s) or remedy discrimination has been issued in the past year	on une una anainet the	Contractor by the Equal Employment
X Opportunity	Commission, Fair Employment and Housing Con	agamst me amission: c	or any other entity.
Opportunity (Sommission, Fair Employment and Floridaning Com		, <u>and</u> ,
IV. EMPLOYEE JU	RY SERVICE (check one or more boxes)		*
Contractors with orig	inal or amended contracts in excess of \$100,000	must have	e and adhere to a written policy that
provides its employe	es living in San Mateo County up to five days reg	gular pay fo	or actual jury service in the County.
X Contractor co	omplies with the County's Employee Jury Service	Ordinanc	e.
	pes not comply with the County's Employee Jury		
	exempt from this requirement because:		
	ontract is for \$100,000 or less.	ī	
Contr	actor is a party to a collective bargaining agreem	ent that be	gan on (date) and expires on
	, and intends to comply when the collective barg		
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		n 116t.	4) at the formulation to the conditional
	alty of perjury under the laws of the State of (Jalitornia	that the foregoing is true and correct,
and that I am autho	rized to bind this entity contractually.		
	(1)		
Min al	Horckley I		
junas		amara L. E	Buckley
Signature	<i>O</i> N	lame	
11-17-08	. n	irector	
Date		itle	
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Page 1 of 1

CONTRACT INSURANCE APPROVAL

November 17, 2008

DATE:

10:	Faiza Steele	FAX: 363-48	664 PUNY:	HKD 163	
FROM:	Jim Beaumont, Reso	ource Manager,	Information Se	rvices Departi	nent
	PHONE: 363-4967	FAX: 363-78	300 PON	Y: ISD120	
The following is to b	be completed by the d	iepartment be	fore submissio	n to Risk Ma	nagement:
CONTRACTOR NA	ME: Strategic Staffin	ng Solutions			
DOES THE CONTR	ACTOR TRAVEL AS	S A PART OF	THE CONTRA	CT SERVICE	ES? No
NUMBER OF EMPI	LOYEES WORKING	FOR CONTRA	ACTOR: 2,000 -	+	
DUTIES TO BE PER	RFORMED BY CONT	TRACTOR FO	R COUNTY: F	Referral of po	tential
The following will b	e completed by Risk	Management:			
INSURANCE COVI	ERAGE:	Amount	Approve	Waive	Modify
Comprehensive Gene	eral Liability	alnue	$\mathbf{\nabla}_{\mathbf{z}}$		
Motor Vehicle Liabil	lity	\$ mig			
Professional Liability	′	•		▼	
Workers' Compensa	tion	Statutory	TY .		
REMARKS/COMM	ENTS:				
	Faiza Steele Risk Manage	ement Analyst	<u>k</u>	Date Date	108

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SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE				6	SHOULD ANY	OF THE ABOVE DESC	RIBED POLICIES BE CANCELLE	D BEF	ORE THE
EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL					1				
County of San Mateo 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT		Cou	ınty of San Mateo						
Information Services Dept But failure to Mail Such NOTICE SHALL IMPOSE NO OBLIGATION OR LIABILITY		Inf	formation Services De	pt					LIABILITY
455 County Center OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES. AUTHORIZED REPRESENTATIVE							TS AGENTS OR REPRESENTAT	IVES.	
Redwood City, CA PG AUTHORIZED REPRESENTATIVE Terry Griffin/AJP Terry Griffin/AJP		Ked	iwood City, CA	Pe	1		44 Griffin)	

ATTACHMENT I

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 Contrac	ctor(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.
	nara L. Buckley ne of 504 Person - Type or Print
	tegic Staffing Solutions ne of Contractor(s) - Type or Print
	South Amphlett, Suite #205 et Address or P.O. Box
	Mateo, CA 94402 , State, Zip Code

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

Director

Title of Authorized Official

11/17/08 Date

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 handrapped person to other providers of those services that are accessible."

EXHIBIT A - SERVICES

AGREEMENT BETWEEN COUNTY OF SAN MATEO (COUNTY) AND COMPUCOM SYSTEMS, INC. (COMPUCOM)

In consideration of the payments set forth in Exhibit "B", Contractor shall provide the following services:

SCOPE OF WORK

CompuCom will employ a series of recruiting, management, and retention best practices that will deliver world-class service and support for contingency staffing to the San Mateo County Information Services Department.

This includes the following:

- 1. As new requisitions are received within normal business hours, Account Managers will email an acknowledgement within 90 minutes, or within 90 minutes on the next business day for requests received outside of normal business hours.
- 2. CompuCom will contact the County hiring manager/contact within two (2) hours of sending the acknowledgement to clarify project and business objectives and all necessary and specific skills and qualifications.
- 3. CompuCom will immediately enter job descriptions into the tracking system, and recruiters will be alerted to the new requisition. Unique candidate profiles will be created for each request. This profile will be used for resourcing and screening of candidates.
- 4. A flexible screening process to qualify candidates will be used. This includes:
 - a. Administrative screening to initiate the process.
 - b. An applicant tracking system will search the database screens for candidates.
 - c. Contractor will initially screen the candidate by telephone.
 - d. A recruiting skill-set specialist will interview the candidate.
 - e. Industry and subject matter experts will screen candidates for technical expertise.
 - f. On-line testing tools may be used based upon the hiring manager's preferences.
 - g. Contractor will initiate performance-based reference checking. Any additional background checking and screening as required by the hiring manager.
- 5. CompuCom will initiate a criminal background check as soon as the CompuCom recruiter has decided to present a specific candidate to the County. Criminal background checks typically require 1-7 days to process. CompuCom will withdraw candidates from consideration in cases where material criminal background issues have been identified. CompuCom recruiters will verify during the candidate assessment process that the candidates have proper authorization to work on the assignment.
- 6. CompuCom will submit two (2) qualified candidates to the County within two (2) business

days. The target for this metric is a minimum of 80% compliance. If CompuCom is unable to meet this requirement, the County hiring manager/contact will be notified by the end of the first business day with an updated estimated time on when the County can expect candidates.

- 7. Submission of candidates by CompuCom to the County will include a minimum of a candidate resume, plus the results of any skill tests requested by the County and previous performance evaluations if requested.
- 8. For all candidates selected by the County for interview (either face-to-face or by phone) CompuCom will confirm all relevant interview information with the County and the candidate via email.
- 9. Upon selection by the County of a candidate submitted by CompuCom, the parties will execute a Schedule A document denoting the candidate's name, position title, assignment date, expected duration of assignment, work description, agreed upon hourly rate for the services (not to exceed the position/experience rate included in Exhibit B), and any other such information as necessary for the County or CompuCom to process, track and account for the assignment.
- 10. Upon the consultant starting the assignment, CompuCom will check in with the manager and the contractor within 2 hours of his/her starting time.
- 11. CompuCom's Resource Managers will proactively monitor the consultant's performance through an initial meeting with the placed candidate within the first two (2) weeks of the engagement, monthly one-on-one meetings and weekly email contact. The Resource Manager will communicate back to the County hiring manager regarding the specifics of these contacts.
- 12. When issues evolve, the Account Manager will notify the consultant within one hour of receipt and a discussion will take place between the Account Manager and the consultant involved. Should resolution not be attained within 2 business days, the issue will be escalated to the Vice President of Application Services.
- 13. CompuCom will track its performance monthly and provide monthly progress/performance metrics reports to the County by the 15th of each month for the previous month's activity.
- 14. CompuCom will ensure status reports are provided by its consultants monthly and project documentation is completed as required by the County.
- 15. In addition, CompuCom will request performance reviews from County managers during the fourth week and at sixth month intervals throughout the duration of the consultant's assignment

Contractor agrees that the requirements of this Agreement pertaining to the protection of proprietary rights and confidentiality shall survive termination of this Agreement.

EXHIBIT B - PAYMENTS AND RATES

AGREEMENT BETWEEN COUNTY OF SAN MATEO (COUNTY) AND COMPUCOM SYSTEMS, INC.

In consideration of the services provided by Contractor in Exhibit "A", County shall pay Contractor based on the following fee schedule:

1. SCHEDULE OF CHARGES.

Listed below are professional/technical contract staff services that may be requested by the County of San Mateo. The rate listed is the maximum rate for the job classification and experience noted. Rates are applicable to all worked hours from 7:00 A.M. to 7:00 P.M., 7 days per week, unless otherwise noted and agreed to in a specific engagement's Schedule A.

	Performance Level and Experience =>	SENIOR CONSULTANT 3 to 5 yrs. Experience	PRINCIPAL CONSULTANT More than 5 yrs. Experience
Job De	scription/Classification		
Analyst – Business		60.02	68.87
Analyst – Financial		54.03	63.02
Analyst – Technical	antenna, tra en menertras e mantamanta parten, a, e parte frante en proposada approximaçõe en mente a tempo procuper de parte de la composiçõe	63.02	72.31
Analyst - Re-engineering		63.02	72.31
Analyst – Risk Assessment		63.02	72.31
Architecture Planning & Assessment	- Business	63.02	72.31
Architecture Planning & Assessment	– Information/Data	72.31	80.90
Architecture Planning & Assessment	- Security	85.37	93.69
Architecture Planning & Assessment	– Technical	72.31	80.90
Data Administration		68.87	77.05
Data Warehouse		77.05	85.37
Data Warehouse Reporting -			
	Business Intelligence/Cross-function analytics	59.38	63.02
Database – MS Access		63.02	72.31
Database – DB2	(g.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	72.31	80.90
Database – Oracle		85.37	93.69

Database – MS SQL	77.05	85.37
Database - Design/Architect	85.37	93.69
Desktop - Application (Design & Development)	54,03	63.02
Desktop - Operation System	36.05	41.84
Desktop – Security	54.03	63.02
Desktop – Support	36.65	48.73
Documentation Specialist	51.17	59.43
E-Business Specialist - Business Integration/Middleware	68.87	77.05
E-Commerce Specialist - Application Integration/Online transaction development	63.02	72.31
Facilitation	N/A	N/A
Mainframe/Mid-Range - Operating System	60.02	68.87
Mainframe/Mid-Range – Operations	54.03	63.02
Mainframe/Mid-Range – Security	54.03	72.31
Mainframe/Mid-Range – Support	51.17	59.43
Modeling – Business	72.31	80.90
Modeling – Data	72.31	80.90
Modeling – Event	59.38	72.31
Modeling – Location	59.38	72.31
Modeling – Process	59.38	72.31
Network (Data, Video, Voice) Applications (Design & Development)	68.87	77.05
Network (Data, Video, Voice) – LAN/WAN Internet Support	45.03	50.45
Network (Data, Video, Voice) – Network / Telecommunications	45.03	50.45
Network (Data, Video, Voice) - Operation System	45.03	50.45
Network (Data, Video, Voice) – Operations	45.03	50.45
Network (Data, Video, Voice) – Security	77.05	85.37
Network (Data, Video, Voice) – Support	45.03	50.45
Network (Data, Video, Voice) – Voice over IP/IP Telephony	72.31	80.90
Programmer/Developer - Java/JSP/Servlets/XSLT	85.37	93.69
Programmer/DeveloperNET/ASP/Visual Basic	85.37	93.69
Programmer/Developer - JCL/UNIX/C++	85.37	93.69

Project Management	77.05	85.37
Quality Assurance	50.45	54.81
Server – Application (Design & Development)	59.38	72.31
Server – Operating System	45.03	51.17
Server – Security	59.38	72.31
Server – Support	37.87	45.03
Technical Writer	45.03	51.17
Testing - System Tester/HP LoadRunner	50.45	54.81
Fraining – Courseware Development	N/A	N/A
Training – Course Design	N/A	N/A
Training – E-Learning Course Development	N/A	N/A
Training – Instructor – Led	N/A	N/A
Web Content Management – Metadata/Data Classification	51.17	59.38
E-Business Specialist – Business Integration, Middleware	59.48	72,31
E-Commerce Specialist	59.48	72.31
Web Site Security Consultant	80.90	89.64
Web Applications Specialist – Java/JSP/Servlets	80.90	89.64
Web Applications SpecialistNET/ASP	59.48	72.31
Web Design & Development – HTML/XML/DHTML CSS Javascript	51.17	59.38
Web Designer & Developer - Graphics artist/GUI Design/XML/CSS/ DHTML/HTML/Javascript/STRUTS	77.05	85.37
Web Security & Accessibility - Security/ADA/Section 508 Compliance	77.05	85.37

Contractor will invoice on a bi-weekly basis to conform to the County's payroll cycle. The County will submit payment within thirty (30) days of receipt of invoice.

In no event shall the total payment for services under this Agreement exceed \$4,500,000.00. The County will have the right to withhold payment if the County determines that the quantity or quality of work performed is unacceptable.

The County agrees that the Information Services Department will not hire as County staff any CompuCom placed candidate within the first six months of an engagement.

County Counsel Review Form

Date:

12/24/09

To:

Glenn Levy

From:

Patricia Gonzales, ISD x1564

Subject:

Amendment Review and Approval

Contractor: Compucom Systems

Maximum Amount: \$4,500,000

Rate of Payment: Variable, as invoiced, for actual hours worked

No changes on the standard agreement form

X The following sections have been changed on the "standard" agreement:

STATE OF THE	Approved As Is [For County Counsel Use Only]	Madain County Counsel Use Only]
1. Exhibits and Attachments		
7. Hold Harmless		
8. Limitation of Liability		

Modifications (Please specify modifications to be made below. Use additional paper if needed.):

- 1. Added- Schedule A Statement of Agreement for Individual Consultant Engagement.
- 7. Contractor (added) and County shall indemnify and save harmless County....
- 8. Added Limitation of Liability Neither Party will be liable for indirect, special or consequential damages (including loss of profits) of any kind even if advised of the possibility of such damages. Each party's liability hereunder for any claim for damages, regardless of the form of action, shall not exceed the owed Contractor under this Agreement.

 Approve A	Agreement/	Exhibits/	Attac	hments	

Approve Amendment/Exhibits/Attachments with the modifications that have been described

Flernley Date

CONTRACT INSURANCE APPROVAL

November 17, 2008

DATE:

TO:	Faiza Steele	FAX: 363-4864	PONY: H	IRD 163	
FROM:	Jim Beaumont, Reso	ource Manager, Inf	ormation Ser	vices Departn	nent
	PHONE: 363-4967	FAX: 363-7800	PONY	: ISD120	
The following is to	be completed by the	department befor	e submission	ı to Risk Mar	agement:
CONTRACTOR NA	AME: CompuCom Sy	stems, Inc.			
DOES THE CONT	RACTOR TRAVEL A	S A PART OF TH	E CONTRA	CT SERVICE	S? No
NUMBER OF EMP	LOYEES WORKING	FOR CONTRACT	ГОR: 2,000 +		
DUTIES TO BE PE	RFORMED BY CONtors	TRACTOR FOR C	COUNTY: R	eferral of pot	ential
The following will	be completed by Risk	Management:		71.	er ster brown typer driften brown een byer bodd e
The following will INSURANCE COV	•	Amount A	Approve	Waive	Modify
	ERAGE:	Amount A	- 7	Waive	Modify
INSURANCE COV	ERAGE:	•	- 7	Waive	Modify
INSURANCE COV	ERAGE: neral Liability ility	Amount A	- 7	Waive	Modify □ □
INSURANCE COV Comprehensive Ger Motor Vehicle Liab	ERAGE: neral Liability ility ty	Amount A	- 7	Waive	Modify
INSURANCE COV Comprehensive Ger Motor Vehicle Liab Professional Liabili	TERAGE: neral Liability ility ty ation	Amount A	- 7	Waive	Modify □ □ □

ERTIFICATE OF LIABILITY INSURANCE

DATE(MM/DD/YYYY) 08/20/2009

570035837

Certificate No

CERTIFICATE OF EL	ADILITY INDUITATION	00/ 20/ 2000
PRODUCER AON Risk Services Central, Inc. Philadelphia PA Office One Liberty Place 1650 Market Street	THIS CERTIFICATE IS ISSUED AS A MATTER OF INI AND CONFERS NO RIGHTS UPON THE CERTIFICATE CERTIFICATE DOES NOT AMEND, EXTEND OR ALT COVERAGE AFFORDED BY THE POLICIES BELOW.	E HOLDER. THIS ER THE
Suite 1000 Philadelphia PA 19103 USA PHONE (866) 283-7122 FAX-(847) 953-5390	INSURERS AFFORDING COVERAGE	NAIC#
INSURED CompuCom Systems, Inc. 7171 Forest Lane Dallas TX 75230 USA	INSURER A: St Paul Fire & Marine Insurance	Co. 24767
	INSURER B: Travelers Property Cas Co of Ame	rica 25674
	INSURER C:	
	INSURER D:	i d
	INSURER E:	

COVERAGES

THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES.

LIMITS SHOWN ARE AS REQUESTED AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS. INSR ADD' POLICY EFFECTIVE POLICY EXPIRATION LIMITS POLICY NUMBER TYPE OF INSURANCE LTR INSRD OATE(MM/DD/YYYY) DATE(MM/DD/YYYY) \$1,000,000 08/20/2009 08/20/2010 EACH OCCURRENCE TF02902801 Α GENERAL LIABILITY 09-10 General Liability \$250,000 DAMAGE TO RENTED COMMERCIAL GENERAL LIABILITY PREMISES (Ea occurrence) \$10,000 MED EXP (Any one person) CLAIMS MADE X OCCUR \$1,000,000 PERSONAL & ADV INJURY Contractual Liab \$2,000,000 GENERAL AGGREGATE GEN'L AGGREGATE LIMIT APPLIES PER \$2,000,000 PRODUCTS - COMP/OP AGG PRO-POLICY LOC 08/20/2010 08/20/2009 AUTOMOBILE LIABILITY TE02902801 COMBINED SINGLE LIMIT Α \$1,000,000 09-10 Travelers Auto (Ea accident) ANY AUTO 08/20/2010 08/20/2009 MA02900088 Α ALL OWNED AUTOS BODILY INJURY 09-10 MA Auto 08/20/2010 08/20/2009 TE02902802 (Per person) SCHEDULED AUTOS 09-10 VA Auto HIRED AUTOS BODILY INTURY (Per accident) NON OWNED AUTOS PROPERTY DAMAGE Comp Deductible :\$500 (Per accident) Collision Deductible: \$500 AUTO ONLY - EA ACCIDENT GARAGE LIABILITY EA ACC ANY AUTO OTHER THAN AUTO ONLY: AGG \$5,000,000 08/20/2010 EACH OCCURRENCE 08/20/2009 EXCESS / UMBRELLA LIABILITY TE02902801 A 09-10 Travelers Umbrella \$5,000,000 AGGREGATE X OCCUR CLAIMS MADE DEDUCTIBLE RETENTION 08/20/2010 ОТН-08/20/2009 WC STATU-HC2JUB5351M49509 TORY LIMITS WORKERS COMPENSATION AND 09-10 WC AOS \$1,000,000 E.L. EACH ACCIDENT EMPLOYERS' LIABILITY 08/20/2010 08/20/2009 HR TUB 117D171A 09 ANY PROPRIETOR / PARTNER / EXECUTIVE \$1,000,000 09-10 WC AZ, MA, OR, WJ E.L. DISEASE-EA EMPLOYEE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) \$1,000,000 E.L. DISEASE-POLICY LIMIT If yes, describe under SPECIAL PROVISIONS below \$5,000,000 \$5,000,000 \$5,000,000 ATION 08/20/2010 E&O Occurrence 08/20/2009 TE02902801 Α OTHER 09-10 E&O E&O Aggregate Misc E&O Cvq

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES/EXCLUSIONS ADDED BY ENDORSEMENT/SPECIAL PROVISIONS Workers Compensation included except for Monopolistic states of ND, OH, WA, WV, and WY.

CERTIFICATE HOLDER

COUNTY OF SAN MATEO INFORMATION SERVICES DEPARTMENT ATTN: MARYANNE CARBONI 455 COUNTY CENTER REDWOOD CITY CA 94063 USA

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL
30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT,
BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

AUTHORIZED REPRESENTATIVE

Son Risk Services Central Inc.

County of San Mateo Contractor's Declaration Form

I. CONTRACTOR INFORMATION
Contractor Name: Comps (on 24stems Phone: 425.914-6455
Contact Person: Greg Welch Fax: 425-974-2001
Address: 1756 114+ Ave -50
Bellevue, Wa 98004
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.
and the state of t
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 hargaining agreement that began on (date) and expires on (date)
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.
and interiors to comply when the concents burgaining 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.
Corea Welch
Signature
8/20/09 Vice President
Date Title

ATTACHMENT I

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.
STEVE BUCHANAN
Name of 504 Person - Type or Print
COMPUCOM SYSTEMS, INC.
Name of Contractor(s) - Type or Print
7171 FOREST LANE
Street Address or P.O. Box
DALLAS, TX 75230
City, State, Zip Code
I certify that the above information is complete and correct to the best of my knowledge.
Signature
PRESIDENT, APPLICATION SERVICES
Title of Authorized Official
$\frac{H}{17} \int 08$
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 accessible."