

**ROSS VALLEY FIRE DEPARTMENT
STAFF REPORT**

For the meeting of: March 13, 2019

To: Board of Directors

From: Jason Weber, Fire Chief

Subject: Professional Services Contract – IEDA, Inc.

Recommendation:

It is recommended that your Board authorize the Fire Chief to execute a Professional Services agreement with Industrial Employers Distributors Association, Inc. (IEDA) for \$25,350 for labor relations work.

Discussion:

The two represented labor groups within Ross Valley Fire Department (Ross Valley Fire Chief Officers Association and International Association of Firefighters Local 1775 – Ross Valley Firefighters Association) are nearing the end of multi-year contracts on June 30, 2019. Professional labor relations services assist the Department, your Board and represented employees in reaching agreement on terms and conditions of a new MOU.

IEDA will provide a professional labor relations expert with nearly 30 years of experience to act as the chief spokesperson on behalf of the Department. IEDA is one of the largest associations of its kind in the United States, representing more than 100 private and public sector employers, and dealing with more than 100 different local unions. Membership is diverse, and includes manufacturing and service companies of all sizes, for-profit and nonprofit companies, cooperative enterprises, cities, counties and special districts. IEDA has earned an enviable reputation among public jurisdictions and represents more public agencies for labor relations purposes in Northern California than any other employer group or law firm

Fiscal Impact:

The total cost of services is not to exceed \$25,350 for 18 months of service. There is no impact to the budgeted General Fund costs as a result of this recommendation. Funding is available within the current budget to cover costs of the contract.

Attachment: Professional Services Contract with IEDA, Inc.

AGENDA ITEM # 3E
Date 3/13/19

**ROSS VALLEY FIRE DEPARTMENT
PROFESSIONAL SERVICES CONTRACT**

THIS CONTRACT is made and entered into this 13th day of February 2019, by and between the ROSS VALLEY FIRE DEPARTMENT, hereinafter referred to as "RVFD" and Industrial Employers Distributors Association (IEDA), INC., hereinafter referred to as "Contractor."

RECITALS:

WHEREAS, RVFD desires to retain a person or firm to provide the following service:

- A. Advise and consult with the Board of Directors and the Executive Officer and the Fire Chief of the Department at such times and places as may be mutually agreed upon by Contractor, and the Department on all matters relating to employment conditions and employer-employee relations; and
- B. For and on behalf of the Department, as the designated representative of the Board of Directors and the Executive Officer and Fire Chief, meet and confer in good faith the representatives of the employee organizations of the Department at such times and places as may be mutually agreed upon by Contractor and the Department.
- C. Report to the Board of Directors and the Executive Officer and the Fire Chief on the progress of meeting and conferring in good faith with each of the recognized employee organizations.
- D. Prepare written memoranda of understanding in the form and manner approved by the Department.

WHEREAS, Contractor warrants that it is qualified and competent to render the aforesaid services;

NOW, THEREFORE, for and in consideration of the Contract made, and the payments to be made by RVFD, the parties agree to the following:

1. SCOPE OF SERVICES:

Contractor agrees to provide all of the services described in **Exhibit A** attached hereto and by this reference made a part hereof.

2. FEES AND PAYMENT SCHEDULE:

The fees and payment schedule for furnishing services under this Contract shall be based on the rate schedule which is attached hereto as **Exhibit B** and by this reference incorporated herein. Said fees shall remain in effect for the entire term of the Contract. Contractor shall provide RVFD with his/her/its Federal Tax I.D. number prior to submitting the first invoice.

3. MAXIMUM COST TO RVFD:

In no event will the cost to RVFD for the services to be provided herein exceed the maximum sum of **\$25,350 (Twenty-five thousand, three hundred fifty dollars)** including direct non-salary expenses. As set forth in Section 13 of this Contract, should the funding source for this Contract be reduced, Contractor agrees that this maximum cost to RVFD may be amended by written notice from RVFD to reflect that reduction.

4. TIME OF CONTRACT:

This Contract shall commence on February 15, 2019, for a eighteen month period through September 31, 2020 and continue on a monthly basis until the agreement is terminated by either party. Certificate(s) of Insurance must be current on day Contract commences and if scheduled to lapse prior to termination date, must be automatically updated before final payment may be made to Contractor. The final invoice must be submitted within 30 days of completion of the stated scope of services.

AGENDA ITEM # 3F
Date 3/13/19

5. INSURANCE:

Commercial General Liability:

The Contractor shall maintain a commercial general liability insurance policy in the amount of \$1,000,000 (\$2,000,000 aggregate). RVFD shall be named as an additional insured on the commercial general liability policy.

Commercial Automobile Liability:

Where the services to be provided under this Contract involve or require the use of any type of vehicle by Contractor, Contractor shall provide comprehensive business or commercial automobile liability coverage, including non-owned and hired automobile liability, in the amount of \$1,000,000.00.

Workers' Compensation:

The Contractor acknowledges the State of California requires every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of the Labor Code. If Contractor has employees, a copy of the certificate evidencing such insurance, a letter of self-insurance, or a copy of the Certificate of Consent to Self-Insure shall be provided to RVFD prior to commencement of work.

Errors and Omissions, Professional Liability or Malpractice Insurance:

Contractor may be required to carry errors and omissions, professional liability or malpractice insurance.

All policies shall remain in force through the life of this Contract and shall be payable on a "per occurrence" basis unless RVFD specifically consents to a "claims made" basis. The insurer shall supply RVFD adequate proof of insurance and/or a certificate of insurance evidencing coverages and limits prior to commencement of work. Should any of the required insurance policies in this Contract be cancelled or non-renewed, it is the Contractor's duty to notify the RVFD immediately upon receipt of the notice of cancellation or non-renewal.

If Contractor does not carry a required insurance coverage and/or does not meet the required limits, the coverage limits and deductibles shall be set forth on a waiver, **Exhibit C**, attached hereto.

Failure to provide and maintain the insurance required by this Contract will constitute a material breach of this Contract. In addition to any other available remedies, RVFD may suspend payment to the Contractor for any services provided during any time that insurance was not in effect and until such time as the Contractor provides adequate evidence that Contractor has obtained the required coverage.

6. ANTI DISCRIMINATION AND ANTI HARASSMENT:

Contractor and/or any subcontractor shall not unlawfully discriminate against or harass any individual including, but not limited to, any employee or volunteer of the RVFD based on race, color, religion, nationality, sex, sexual orientation, age or condition of disability. Contractor and/or any subcontractor understands and agrees that Contractor and/or any subcontractor is bound by and will comply with the anti-discrimination and anti-harassment mandates of all Federal, State and local statutes, regulations and ordinances including, but not limited to, RVFD Personnel Management Regulation.

7. SUBCONTRACTING:

The Contractor shall not subcontract nor assign any portion of the work required by this Contract without prior written approval of the RVFD except for any subcontract work identified herein. If Contractor hires a subcontractor under this Contract, Contractor shall require subcontractor to provide and maintain insurance coverage(s) identical to what is required of Contractor under this Contract and shall require subcontractor to name Contractor and Ross Valley Fire Department as an additional insured under this Contract for general liability. It shall be Contractor's responsibility to collect and maintain current evidence of insurance provided by its subcontractors and shall forward to RVFD evidence of same.

8. ASSIGNMENT:

The rights, responsibilities and duties under this Contract are personal to the Contractor and may not be transferred or assigned without the express prior written consent of RVFD.

9. LICENSING AND PERMITS:

The Contractor shall maintain the appropriate licenses throughout the life of this Contract. Contractor shall also obtain any and all permits which might be required by the work to be performed herein.

10. BOOKS OF RECORD AND AUDIT PROVISION:

Contractor shall maintain on a current basis complete books and records relating to this Contract. Such records shall include, but not be limited to, documents supporting all bids, all income and all expenditures. The books and records shall be original entry books with a general ledger itemizing all debits and credits for the work on this Contract. In addition, Contractor shall maintain detailed payroll records including all subsistence, travel and field expenses, and canceled checks, receipts and invoices for all items. These documents and records shall be retained for at least five years from the completion of this Contract. Contractor will permit RVFD to audit all books, accounts or records relating to this Contract or all books, accounts or records of any business entities controlled by Contractor who participated in this Contract in any way. Any audit may be conducted on Contractor's premises or, at RVFD's option, Contractor shall provide all books and records within a maximum of fifteen (15) days upon receipt of written notice from RVFD. Contractor shall refund any monies erroneously charged.

11. WORK PRODUCT/PRE-EXISTING WORK PRODUCT OF CONTRACTOR:

Any and all work product resulting from this Contract is commissioned by the RVFD as a work for hire. RVFD shall be considered, for all purposes, the author of the work product and shall have all rights of authorship to the work, including, but not limited to, the exclusive right to use, publish, reproduce, copy and make derivative use of, the work product or otherwise grant others limited rights to use the work product.

To the extent Contractor incorporates into the work product any pre-existing work product owned by Contractor, Contractor hereby acknowledges and agrees that ownership of such work product shall be transferred to the RVFD.

12. TERMINATION:

A. If the Contractor fails to provide in any manner the services required under this Contract or otherwise fails to comply with the terms of this Contract or violates any ordinance, regulation or other law which applies to its performance herein, RVFD may terminate this Contract by giving thirty (30) calendar days written notice to the party involved.

B. The Contractor shall be excused for failure to perform services herein if such services are prevented by acts of God, strikes, labor disputes or other forces over which the Contractor has no control.

C. Either party hereto may terminate this Contract for any reason by giving thirty (30) calendar days written notice to the other parties. Notice of termination shall be by written notice to the other parties and be sent by registered mail.

D. In the event of termination not the fault of the Contractor, the Contractor shall be paid for services performed to the date of termination in accordance with the terms of this Contract so long as proof of required insurance is provided for the periods covered in the Contract or Amendment(s).

13. APPROPRIATIONS:

RVFD's performance and obligation to pay under this Contract is contingent upon an annual appropriation by the RVFD's Board of Directors, the State of California or other third party. Should the funds not be appropriated RVFD may terminate this Contract with respect to those payments for which such funds are not appropriated. RVFD will give Contractor thirty (30) days' written notice of such termination. All obligations of RVFD to make payments after the termination date will cease.

Where the funding source for this Contract is contingent upon an annual appropriation or grant from the RVFD Board of Directors, the State of California or other third party, RVFD's performance and obligation to pay under this Contract is limited by the availability of those funds. Should the funding source for this Contract be eliminated or reduced, upon written notice to Contractor, RVFD may reduce the Maximum Cost to RVFD identified in section 4 to reflect that elimination or reduction.

14. RELATIONSHIP BETWEEN THE PARTIES:

It is expressly understood that in the performance of the services herein, the Contractor, and the agents and employees thereof, shall act in an independent capacity and as an independent Contractor and not as officers, employees or agents of the RVFD. Contractor shall be solely responsible to pay all required taxes, including but not limited to, all withholding social security, and workers' compensation.

15. AMENDMENT:

This Contract may be amended or modified only by written Contract of all parties.

16. ASSIGNMENT OF PERSONNEL:

The Contractor shall not substitute any personnel for those specifically named in its proposal unless personnel with substantially equal or better qualifications and experience are provided, acceptable to RVFD, as is evidenced in writing.

17. JURISDICTION AND VENUE:

This Contract shall be construed in accordance with the laws of the State of California and the parties hereto agree that venue shall be in Marin County, California.

18. INDEMNIFICATION:

Contractor agrees to indemnify, defend, and hold RVFD, its employees, officers, and agents, harmless from any and all liabilities including, but not limited to, litigation costs and attorney's fees arising from any and all claims and losses to anyone who may be injured or damaged by reason of Contractor's negligence, recklessness or willful misconduct in the performance of this Contract.

19. COMPLIANCE WITH APPLICABLE LAWS:

The Contractor shall comply with any and all Federal, State and local laws and resolutions: including, but not limited to the RVFD Nuclear Free Zone, Living Wage Ordinance, and Board of Supervisors

Resolution #2005-97 prohibiting the off-shoring of professional services involving employee/retiree medical and financial data affecting services covered by this Contract. Copies of any of the above-referenced local laws and resolutions may be secured from the Contract Manager referenced in section 21. In addition, the following NOTICES may apply:

- 1. Pursuant to California Franchise Tax Board regulations, RVFD will automatically withhold 7% from all payments made to vendors who are non-residents of California.**
- 2. Contractor agrees to meet all applicable program access and physical accessibility requirements under State and Federal laws as may apply to services, programs or activities for the benefit of the public.**
- 3. For Contracts involving any State or Federal grant funds, Exhibit D must be attached. Exhibit D shall consist of the printout results obtained by search of the System for Award Management at www.sam.gov.**

Exhibit D - Debarment Certification

By signing and submitting this Contract, the Contractor is agreeing to abide by the debarment requirements as set out below.

- The certification in this clause is a material representation of fact relied upon by RVFD.
- The Contractor shall provide immediate written notice to RVFD if at any time the Contractor learns that its certification was erroneous or has become erroneous by reason of changed circumstances.
- Contractor certifies that none of its principals, affiliates, agents, representatives or contractors are excluded, disqualified or ineligible for the award of contracts by any Federal agency and Contractor further certifies to the best of its knowledge and belief, that it and its principals:
 - Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded by any Federal Department or Agency;
 - Have not been convicted within the preceding three-years of any of the offenses listed in 2 CFR 180.800(a) or had a civil judgment rendered against it for one of those offenses within that time period;
 - Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, or Local) with commission of any of the offenses listed in 2 CFR 180.800(a);
 - Have not had one or more public transactions (Federal, State, or Local) terminated within the preceding three-years for cause or default.
- The Contractor agrees by signing this Contract that it will not knowingly enter into any subcontract or covered transaction with a person who is proposed for debarment, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction.
- Any subcontractor will provide a debarment certification that includes the debarment clause as noted in preceding bullets above, without modification.

20. NOTICES:

This Contract shall be managed and administered on RVFD's behalf by the Department Contract Manager named below. All invoices shall be submitted and approved by this Department and all notices shall be given to RVFD at the following location:

Contract Manager: Jason Weber
Dept./Location: Ross Valley Fire Department
Telephone No.: 415-717-1500

Notices shall be given to Contractor at the following address:

Contract Manager: Bruce Heid
Dept./Location: IEDA, Inc.
Telephone No.: 510-653-6765

21. ACKNOWLEDGEMENT OF EXHIBITS:

Exhibit A: Scope of Work
Exhibit B: Fees Proposal

IN WITNESS WHEREOF, the parties have executed this Contract on the date first above written.

CONTRACTOR:

By: _____
Name: _____
Title: _____

APPROVED BY RVFD:

By: _____
Name: _____
Title: _____

EXHIBIT A

- Provide Glenn Berkheimer from IEDA, professional labor negotiator to complete the following:
- Acting as the chief spokesperson on the employer's behalf during negotiations, including analyzing employee proposals, preparing management proposals and counter-proposals, and drafting final contract language.
- Advise and consult with the Board of Directors and the Executive Officer and the Fire Chief of the Department at such times and places as may be mutually agreed upon by Contractor, and the Department on all matters relating to employment conditions and employer-employee relations; and
- For and on behalf of the Department, as the designated representative of the Board of Directors and the Executive Officer and Fire Chief, meet and confer in good faith the representatives of the employee organizations of the Department at such times and places as may be mutually agreed upon by Contractor and the Department.
- Report to the Board of Directors and the Executive Officer and the Fire Chief on the progress of meeting and conferring in good faith with each of the recognized employee organizations.
- Prepare written memoranda of understanding in the form and manner approved by the Department.
- Providing training for supervisory and management employees, and the Board, regarding all aspects of employee relations.
- Assisting with the handling of grievance and disciplinary matters, including the preparation of disciplinary documents and the processing of appeals.
- Assisting with the preparation and/or modification of policy documents such as Personnel Rules, Employer-Employee Relations Resolutions, Compensation Policies, etc.

EXHIBIT B

Payment of the annual fee specified shall be made in eighteen (18) equal payments of \$1,408.33 each due and payable on the first of each month.