Agenda Item #:



### PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS

#### AGENDA ITEM SUMMARY

MEETING DATE	: 05/04/10	[X] Consent	[] Regular
		[] Ordinance	[] Public Hearing
Department:	Equal Opportunity		

Submitted By: Equal Opportunity

# I. EXECUTIVE BRIEF

**Motion and Title: Staff recommends motion to approve:** A) A modification to an Award/Contract [R2009-1058] (Charge Resolution Contract No. EECCN090037, Modification No. 1) with the U. S. Equal Employment Opportunity Commission (EEOC) allowing the Office of Equal Opportunity to receive revenue in the total amount of \$99,900 as payment for processing and resolving employment discrimination complaints. B) A budget amendment of \$18,900 in the EEOC Fund to adjust the budget to the actual grant award.

**Summary:** Execution of this contract modification is required so that OEO can receive payment for processing and resolving complaints of employment discrimination pursuant to the Worksharing Agreement with the EEOC. This Charge Resolution Contract is for FY 2009-2010 and is in the amount of \$99,900 (\$97,350 - charge processing; \$1,150 Intake Services, and \$1,400 - attendance at EEOC sponsored annual training). EEOC Charge Resolution Contracts for all Fair Employment Practices Agencies nationwide provide payment at a rate of \$550 per charge. OEO's contract is for a total of 177 charges. (Countywide)(TKF)

**Background and Policy Issues:** On August 15, 1995, the BCC enacted an ordinance prohibiting discrimination in employment, granting OEO investigative and enforcement authority, and authorizing OEO to become a referral agency for the federal government. In each subsequent fiscal year, the BCC has approved Charge Resolution Contracts between the OEO and EEOC.

Execution of this contract modification is necessary in order for OEO to receive payment for the processing and investigation of employment discrimination complaints that are filed under federal employment discrimination statutes and Palm Beach County's Equal Employment Ordinance.

The EEOC contract is retroactive to October 1, 2009. EEOC distributed the FY 2009-2010 contracts to state and local agencies via letter dated March 25, 2010. (The contract was received by OEO on March 30, 2010). Expedited approval is needed to meet national contract award deadlines as established by EEOC. Pursuant to the instructions in the EEOC transmittal letter, OEO has requested an extension to the deadline for submission of the signed contracts.

### **Attachments:**

- 1. EEOC Transmittal Letter
- 2. EEOC Award/Contract
- 3. Standard Form 30 (2)
- 4. OEO Letter to EEOC re: Extension of Submission Deadline

**Recommended by:** Department Directo Date Approved by: Assistant/ **County Administrator** 

# **II. FISCAL IMPACT ANALYSIS**

A. Five Year Summary of Fiscal Impact:

Fiscal Years Capital Expenditures	2010	2011	2012	2013	2014
Operating Costs	99,900			<u></u>	
External Revenues Program Income (County	(99,900) ')				
In-Kind Match (County)					
NET FISCAL IMPACT	-0- *	see be -0-	بر -0-	-0-	-0-
	-0-	-0-	-0-	-0-	-0-
# ADDITIONAL FTE					
POSITIONS (Cumulative	e)0_	0	(	)(	)0
Is Item included in Curre	-			X	<del>.</del> .
	Fund D Program (			t Obj	ect

# B. Recommended Sources of Funds/Summary of Fiscal Impact:

- \* No Ad Valorem dollars are involved in this item, these funds are to be paid to the County by the United States Equal Employment Opportunity Commission.
  - C. Departmental Fiscal Review:

# **III. REVIEW COMMENTS:**

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

**B. Legal Sufficiency:** 

Assistant County Attorney

C. Other Department Review:

**Department Director** 

2110 tract Administration

This amendment complies with our review requirements.

THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.



#### **U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION** Washington, D.C. 20507 MAR 2 5 2010

EQUAL OPPORTUNITY 10 MAR 30 AM 9:54

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UL N/ Y

Office of the Chief Financial Officer

Palm Beach County Office of Equal Opportunity Attn: FEPA Director 215 North Olive Avenue, Suite 130 West Palm Beach, FL 33401

## RE: Contract No. EECCN090037, Modification No. 0001

**Dear FEPA Director:** 

Enclosed are two (2) copies of the Standard Form (SF) 30 and one (1) copy of the entire contract and all attachments.

In order to expedite the execution of this contract, please return two (2) signed copies of the SF 30 only within ten (10) days from receipt of this letter to the following address:

> **Equal Employment Opportunity Commission Acquisition Services Division** 131 M Street, NE, 4<sup>th</sup> Floor Washington, DC 20507 Attn: Anthony R. Price, Contracting Officer

It is essential that you adhere to the timely submission of the fully executed copies of the signed SF 30. Any request for extension should be made via telephone or in writing. Facsimile requests are acceptable. Our facsimile telephone number is (202) 663-4178.

The single contract document with all attachments is for your records.

Upon execution by the Government, one (1) fully executed copy of the contract will be returned to you for your files.

If you have any questions, please call me on (202) 663-4218.

Sincerely,

Anthony R. Price, Contracting Officer Acquisition Services Division

Enclosure(s)

	ENDMENT OF SOLICITATION/MO	DIFICATION OF CONTRAC	СТ	1. CONTRACT	D COD	-		
0001	ODIFICATION NO.	3. EFFECTIVE DATE 10/01/2009	4. REQUIS See Lines	TION/PURCHASI	E REQ.	NO.	5. PRC	JECT NO. (If applicable)
ISSUED BY EEOC 131 M Street, N 4th Floor Washington, DC		CFASD	7. ADMINISTERED BY (If other than Item 6) CODE FPMIA Equal Employment Opportunity Commision Miami District Office One Biscayne Tower Suite 2700 2 South Biscayne Boulevard Miami, FL 33131					
PALM BEACH C BOARD OF COL	JNTY COMMISSIONERS IVE AVENUE, SUITE	state and ZIP Code)			(X) X	9A. AMENDME 9B. DATED (SE 10A. MODIFIC) EECCN0900 10B. DATED (S	EE ITEM 11) ATION OF CO 37	INTRACT/ORDER NO.
CODE 59600078	5	FACILITY CODE 001				07/21/2009		
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CHECK ONE		ONLY APPLIES TO MODI S THE CONTRACT/ORDE PURSUANT TO: (Specify autho	R NO. AS DE	ESCRIBED IN	ITEN	1 14.	E MADE IN	THE CONTRACT
	B. THE ABOVE NUMBERED CONTRA appropriation date, etc.) SET FORTH IN C. THIS SUPPLEMENTAL AGREEMEN	NITEM 14, PURSUANT TO TH	E AUTHORITY	OF FAR 43.10	IVE C 3(b).	HANGES (suc	h as chang	es in paying office,
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	arry L. Lamb, Jr., ad herein, all terms and conditions of the docum	Director, OEO		•				Col. Atty
5A. NAME AND	TITLE OF SIGNER (Type or print) ronson, Chairman, B			E AND TITLE O	FCO		OFFICER (T	ype or print)
5B. CONTRACT	OR/OFFEROR Signature of person authorized to sign)	15C. DATE SIGNED	16B. UNIT	ED STATES OF		RICA	r)	16C. DATE SIGNED
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8. NAME AND ADD	RESS OF CONTRACTOR (No., street, country, st	ate and ZIP Code)			(X)	9A. AMENDM	ENT OF SOLI	CITATION NO.
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х	D. OTHER (Specify type of modification an CLAUSE H.10	nd authority)						
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NAME AND ADDRESS OF CONTRACTOR (No., street, country, sta	le and ZIP Code)			X) 9A. AMENDM	ENT OF SOL	CITATION NO.	
PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS 215 NORTH OLIVE AVENUE, SUITE WEST PALM BEACH, FL 33401				9B. DATED (S	SEE ITEM 11)		
				10A. MODIFIC EECCN090 X 10B. DATED 07/21/2009	037	ONTRACT/ORDER NO	
CODE 596000785	ACILITY CODE 001						
11. THIS ITEM	ONLY APPLIES TO A	MENDMENTS	OF SOLICITA	TIONS			
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Approved as to terms and	conditions		Approve Legal Su			nd	
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G	Contract Administration Data.	5
Н	Special Contract Requirements	5
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#### Section A - Solicitation/Contract Form

#### Section B - Supplies or Services and Prices/Costs

#### EFFECTIVE AS OF THE DATE OF THIS MODIFICATION, CONTRACT NO. EECCN090063 IS REVISED AS FOLLOWS:

Nümber	Commodity Name	Quantity	Unitoriissue	Unit Price	Total Cost (Line disc and
4	OPTION YEAR 1: TITLE VII, ADEA, AND ADA	Original : 0.000000		Original: \$0.0000	Original:\$0.00
	CHARGE RESOLUTIONS	Change: 177.000000		Change: \$550.0000	Change: \$97,350.00
		Total : 177.000000	EA	Total: \$550.0000	Total: \$97,350.00

Period of Performance: 10/01/2009 - 09/30/2010

Description:SEE SECTION B, PAGE B-1 FOR LINE ITEM DESCRIPTION.

#### **Delivery Schedule:**

Delivery Number	Delivery Date	Quantity

Number	Commodity/Name	Quantity	Unitofilssue	Unit Price	Total Cost (Inc. disc and
5	OPTION YEAR 1: TITLE VII, ADEA, AND ADA	Original : 0.000000		Original: \$0.0000	Original:\$0.00
	INTAKE SERVICES	Change: 23.000000		Change: \$50.0000	Change: \$1,150.00
		Total : 23.000000	EA	Total: \$50.0000	Total: \$1,150.00

Period of Performance: 10/01/2009 - 09/30/2010

Description: PROVIDE INTAKE SERVICES FOR CHARGES, WITH AFFIDAVITS, FILED DURING THE PERIOD OCTOBER 1, 2009 TO SEPTEMBER 30, 2010, AT A PRICE OF \$50 PER CHARGE.

#### **Delivery Schedule:**

Delivery Number	Delivery Date	Quantity

Number	Commodity Name	Quantity	Unit of Issue	UnittPrice	Total Cost ( Inc. disc and (BX)
6	OPTION YEAR 1: FY 2010 EEOC/FEPA	Original : 0.000000		Original: \$0.0000	Original:\$0.00
	TRAINING CONFERENCE	Change: 1.000000		Change: \$1,400.0000	Change: \$1,400.00

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Period of Performance: 10/01/2009 - 09/30/2010

Description: TRAINING TO FACILITATE SUCCESSFUL COMPLETION OF CONTRACT, WHICH MUST INCLUDE ATTENDANCE AT EEOC-SPONSORED ANNUAL CONFERENCE.

<b>Delivery</b> S	schedule:
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Delivery Number	Delivery Date	Quantity

# AS A RESULT OF THIS MODIFICATION, THE TOTAL FUNDING IS INCREASED BY \$99,900.00 FROM \$74,500.00 TO \$174,400.00. EXCEPT AS STATED ABOVE, ALL OTHER TERMS AND CONDITIONS REMAIN UNCHANGED.

Accounting Line Accounting and Appropriations Data:

4 2010-01-FPSLP-SLCR-2510 Original: \$0.00 Change: \$97,350.00 Total: \$97,350.00

5 2010-01-FPSLP-SLINTAKE-2510 Original: \$0.00 Change: \$1,150.00 Total: \$1,150.00

6 2010-01-FPSLP-SLTRNG-2510 Original: \$0.00 Change: \$1,400.00 Total: \$1,400.00

#### Accounting and Funding Total:

Previous Total: \$74,500.00 Modification Total: \$99,900.00 Grand Total: \$174,400.00

#### IDC Constraints Line Item

Line Number	Minumum Quantity	Minimum Amount	Maximum Quantity	Maximum Amount
4	0.000000	\$0.00	0.000000	\$0.00
5	0.000000	\$0.00	0.000000	\$0.00
6	0.000000	\$0.00	0.000000	\$0.00

#### Section C - Descriptions/Specifications/Statement of Work

**Descriptions & Specifications** 

# Section D - Packaging and Marking

Packaging and Marking

# Section E - Inspection and Acceptance

Inspection and Acceptance

# Section F - Deliveries or Performance

ITEM 4	<b>START</b> 10/01/2009	<b>END</b> 09/30/2010			
PERIOD C	DF PERFORMANCE		 <u>، من معالم محمد معالم من من من من معالم معالم من م</u>	· · · · · · · · · · · · · · · · · · ·	
ITEM 5	<b>START</b> 10/01/2009	<b>END</b> 09/30/2010			
PERIOD	DF PERFORMANCE	<u></u>	 		
ITEM 6	<b>START</b> 10/01/2009	END 09/30/2010			

#### Section G - Contract Administration Data

Contract Administration Data Accounting Data

**Section H - Special Contract Requirements** 

Special Contract Requirements

Contract Clauses

#### Section J - List of Attachments

Exhibits and Attachments TOC

Exhibits

# Line Item No. 4 Description – Option Year 1

Processing and Resolving, Title VII, ADEA, and ADA Charges. Each Charge must have been filed since October 1, 2004, (or since October 1, 2003, for each charge where a determination of reasonable cause is issued and the charge is processed through hearings and/or litigation) and resolved in accordance with a charge resolution plan if applicable.

In addition, listed below are the revised Sections of the contract:

# Section C – DESCRIPTIONS AND SPECIFICATIONS

Section I, Paragraph A of the Statement of Work – Add the following statute: Genetic Information Nondiscrimination Act of 2008.

Section II, Paragraph B of the Statement of Work – The last sentence is revised to read as follows:

- From: Upon execution, the Worksharing Agreement dated <u>10/25/2008</u>, is incorporated by reference into this contract.
- To: Upon execution, the Worksharing Agreement dated <u>10/21/2009</u>, is incorporated by reference into this contract.

Section II, Paragraph E of the Statement of Work is revised to read as follows:

- From: It is understood and expressly agreed to by both parties to this contract that all provisions of the EEOC's Contracting Principles for State and Local FEPA for Fiscal Year **2009** are incorporated in their entirety into this contract.
- To: It is understood and expressly agreed to by both parties to this contract that all provisions of the EEOC's Contracting Principles for State and Local FEPA for Fiscal Year **2010** are incorporated in their entirety into this contract.

Section III, Paragraph C of the Statement of Work is revised to read as follows:

- From: All charges submitted for credit under this contract shall be completed by the Contractor between **October 1, 2008** and **September 30, 2009** as follows:
- To: All charges submitted for credit under this contract shall be completed by the Contractor between **October 1, 2009** and **September 30, 2010** as follows:

#### Section F - DELIVERIES OR PERFORMANCE

#### F.1 PERIOD OF PERFORMANCE

The period of performance in Paragraph F.1 is revised to read as follows:

From: October 1, 2008 through September 30, 2009

To: October 1, 2009 through September 30, 2010

#### F.2 TIME OF DELIVERY/DELIVERABLES

Page 1 of 4

F.2.A.1 – The last sentence in Paragraph F.2.A.1 is revised to read as follows:

- From: A determination not to award contract credit made may be reversed under the procedures set forth in Section III.B.5.a. of the **FY 2009** Contracting Principles.
- To: A determination not to award contract credit made may be reversed under the procedures set forth in Section III.B.5.a. of the **FY 2010** Contracting Principles.

Paragraph F.2.A.2 is revised to read as follows:

- From: Enter basic charge data into the FEPA IMS or successor system within five days of the Contractor's receipt of each charge as set forth in Section III.B.5.a of the **FY 2009** Contracting Principles in order to be eligible to receive contract credit.
- To: Enter basic charge data into the FEPA IMS or successor system within five days of the Contractor's receipt of each charge as set forth in Section III.B.5.a of the **FY 2010** Contracting Principles in order to be eligible to receive contract credit.

The first sentence of Paragraph F.2.A.3 is revised to read as follows:

- From: Provide EEOC with a list of final actions within a time frame agreed upon by the COTR and the Contractor, but usually no later than 30 days after the resolution of each charge to meet the requirement of Section III. B.2 of the **FY 2009** Contracting Principles.
- To: Provide EEOC with a list of final actions within a time frame agreed upon by the COTR and the Contractor, but usually no later than 30 days after the resolution of each charge to meet the requirement of Section III. B.2 of the **FY 2010** Contracting Principles.

Paragraph F.2.B.4 is revised to read as follows

- From: The Contractor must make timely and accurate submission to the EEOC of EEOC Form 322 and EEOC Form 472. All reports covering the first three quarters of the FY **2009** contract must be received by the EEOC prior to September 30, **2009**.
- To: The Contractor must make timely and accurate submission to the EEOC of EEOC Form 322 and EEOC Form 472. All reports covering the first three quarters of the FY **2010** contract must be received by the EEOC prior to September 30, **2010**.

#### Section G – CONTRACT ADMINISTRATION DATA

Replace Section G.1 with the following:

# G.1 CONTRACT ADMINISTRATION DATA

Page 2 of 4

A. Contracting Officer: See Block 20A of SF 26

B. Inspection and Acceptance: See Section E of the Schedule

C. Accounting and Appropriation Data: See Accounting Line Accounting and Appropriations Data

- D. Contracting Officer's Technical: Jacqueline McNair, Director Representative Miami District Office Telephone: (305) 808-1800
- E. Paying Office: See Block 12 of SF-26
- F. Program Director: Michael J. Dougherty, Director State and Local Programs Office of Field Programs 131 M Street, N.E., Fifth Floor Washington, DC 20507 Telephone: (202) 663-4801

#### G.5 PAYMENT SCHEDULE

Paragraph G.5 is revised to read as follows:

- From: Upon contract execution, an advance payment invoice not to exceed fifty (50) percent of the number of charge resolutions stated in the contract, submitted by the Contractor. Subsequent payments will be based on the Contractor's actual production of accepted charge resolutions. The contractor can submit invoices for actual production on a quarterly basis (April 10, July 10, and October 13, 2009). No payment will be made until the contract and subsequent modifications, if any, are returned, properly executed, to the Equal Employment Opportunity Commission, Acquisition Services Division, 131 M Street, N.E., 4<sup>th</sup> Floor, Washington, D.C. 20507.
- To: Upon contract execution, an advance payment invoice not to exceed fifty (50) percent of the number of charge resolutions stated in the contract, submitted by the Contractor. Subsequent payments will be based on the Contractor's actual production of accepted charge resolutions. The contractor can submit invoices for actual production on a quarterly basis (April 10, July 10, and October 13, 2010). No payment will be made until the contract and subsequent modifications, if any, are returned, properly executed, to the Equal Employment Opportunity Commission, Acquisition Services Division, 131 M Street, N.E., 4<sup>th</sup> Floor, Washington, D.C. 20507.

Page 3 of 4

# Section H - SPECIAL CONTRACT REQUIREMENTS

Paragraph H.1 is revised to read as follows:

# From: H.1 TITLE VII AND ADA CONFIDENTIALITY PROVISIONS

- A. The Contractor agrees to abide by the confidentiality provisions of Title VII and the ADA as those provisions are interpreted by the EEOC. The Contractor shall not make public in any manner whatever the following information if said information was obtained from the EEOC:
  - 1. The existence of a Title VII and/or ADA charge filed by a particular charging party against a particular respondent, unless a Title VII and/or ADA lawsuit has been instituted,
  - 2. Information obtained by the EEOC pursuant to its investigation authority (Section 709(a)), unless a Title VII and/or ADA lawsuit involving that information has been instituted and,
  - 3. Things said or done by the parties (i.e. charging parties and respondents, and the EEOC) during the settlement efforts or conciliation of a charge, unless a Title VII and/or ADA lawsuit has been instituted.

## To: H.1 TITLE VII, ADA, AND GINA CONFIDENTIALITY PROVISIONS

- A. The Contractor agrees to abide by the confidentiality provisions of Title VII., ADA, and **GINA** as those provisions are interpreted by the EEOC. The Contractor shall not make public in any manner whatever the following information if said information was obtained from the EEOC:
  - 1. The existence of a Title VII, ADA, and/or **GINA** charge filed by a particular charging party against a particular respondent, unless a Title VII, ADA, and/or **GINA** lawsuit has been instituted,
  - 2. Information obtained by the EEOC pursuant to its investigation authority (Section 709(a)), unless a Title VII, ADA, and/or **GINA** lawsuit involving that information has been instituted and,
  - 3. Things said or done by the parties (i.e. charging parties and respondents, and the EEOC) during the settlement efforts or conciliation of a charge, unless a Title VII, ADA, and/or **GINA** lawsuit has been instituted.

# Section J - LIST OF ATTACHMENTS

Section J is revised to incorporate Attachment D.

Attachment D - Worksharing Agreement for FY 2010 - 1 Page

Page 4 of 4

# FY 2010 EXTENSION OF WORKSHARING AGREEMENT

Inasmuch as there have been no substantive changes in the processes, procedures, statutes, policies or regulations that would adversely affect or substantially alter the worksharing arrangement between the U. S. Equal Employment Opportunity Commission Miami District Office and the Palm Beach County Office of Equal Opportunity, or that would affect the processing of charges filed under pertinent Federal, state or local statutes, the parties agree to extend the current worksharing agreement that was executed on October 29, 2008 through the FY 2010 Charge Resolution Contract Option Period (October 1, 2009 through September 30, 2010). This agreement, as well as the attendant Worksharing Agreement may be reopened and amended by mutual consent of the parties.

Date

Robert Weisman, County Administrator Palm Beach County, Florida

10/11/39 Date

10 21 09

Jacqueline McNair, District Director

U. S. Equal Employment Opportunity Commission Miami District Office

# FACSIMILE

To: Anthony R. Price

# Contracting Officer

Of: Equal Employment Opportunity Commission

**Fax:** 202-663-4218

Pages: 2, including this cover sheet.

Date: March 30, 2010



Attached is a request for extension of time submitted by the Palm Beach County Office of Equal Opportunity regarding contract no. <u>EECCN090037</u>, <u>Modification No. 1</u>.

From the desk of ...

Harry L. Lamb, Jr. Director Palm Beach County OEO 215 N. Olive Avenue, Suite 130 West Palm Beach, FL 33401 <u>hlamb@pbcgov.org</u> www.pbgov.org/equalopportunity



#### Office of Equal Opportunity

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"An Equal Opportunity Affirmative Action Employer" March 30, 2010

Mr. Anthony R. Price, Contracting Officer <u>VIA Facsimile to: (202) 663-4178</u>
Acquisition Services Division
U. S. Equal Employment Opportunity Commission
131 "M" Street, N.E. – 4<sup>th</sup> Floor
Washington, D. C. 20507

# RE: FY 2009-2010 FEPA Contract (Contract No. EECCN090037) Palm Beach County Office of Equal Opportunity

Dear Mr. Price:

This correspondence is to acknowledge receipt of the FY 2009-2010 FEPA Contract No. EECCN090037 and Standard Form (SF) 26. Pursuant to the instructions in your transmittal letter, it is requested that the Palm Beach County Office of Equal Opportunity be granted an extension of time within which to submit the signed contracts.

Pursuant to the Charter and Ordinances of Palm Beach County, Florida, all contracts must be approved by the Board of County Commissioners at a public meeting. We have prepared the required documents to have this contract approved by the Board of County Commissioners at the May 4, 2010 meeting. Upon approval, the contracts will be returned to the EEOC via overnight express delivery.

If you wish to discuss this matter, please reach me at (561) 355-2584 or via email to: <u>hlamb@pbcgov.org</u>.

Sincerel

Harry L. Lamb, Jr., Director

cc: EEOC, Miami District Office