

FIRST AMENDMENT TO PROFESSIONAL SERVICES AGREEMENT

This First Amendment ("Amendment"), dated as of **December 4, 2018**, is by and between the County of Sonoma, a political subdivision of the State of California ("County"), and **Howroyd Wright Employment Agency, Inc. dba AppleOne Employment Services**, hereinafter referred to as ("Consultant").

R E C I T A L S

WHEREAS, County and Consultant entered into that certain Agreement, dated November 24, 2015, for temporary employment services; and

WHEREAS, County and Consultant desire to amend the Agreement to extend the term of the agreement one year and update the Fee Schedule set forth in **Exhibit B**,

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

A G R E E M E N T

1. **Section 2 Payment** shall be amended to replace the Fee Schedule set forth in Exhibit B with the attached updated 2019 Fee Schedule.

2. **Section 3 Term of Agreement** shall be amended to extend the term of the agreement one year, until December 31, 2019.

3. **Section 9.7 Statutory Compliance/Living Wage Ordinance**. Consultant agrees to comply, and to ensure compliance by its subconsultants or subcontractors, with all applicable federal, state and local laws, regulations, statutes and policies, including but not limited to the County of Sonoma Living Wage Ordinance, applicable to the services provided under this Agreement as they exist now and as they are changed, amended or modified during the term of this Agreement. Without limiting the generality of the foregoing, Consultant expressly acknowledges and agrees that this Agreement may be subject to the provisions of Article XXVI of Chapter 2 of the Sonoma County Code, requiring payment of a living wage to covered employees. Noncompliance during the term of the Agreement will be considered a material breach and may result in termination of the Agreement or pursuit of other legal or administrative remedies.

4. Except to the extent the Agreement is specifically amended or supplemented hereby, the Agreement, together with exhibits is, and shall continue to be, in full force and effect as originally executed, and nothing contained herein shall, or shall be construed to modify, invalidate or otherwise affect any provision of the Agreement or any right of County arising thereunder.

5. This Amendment shall be governed by and construed under the internal laws of the state of California, and any action to enforce the terms of this Amendment or for the breach thereof shall be brought and tried in the County of Sonoma.

COUNTY AND CONSULTANT HAVE CAREFULLY READ AND REVIEWED THIS AMENDMENT AND EACH TERM AND PROVISION CONTAINED HEREIN AND, BY EXECUTION OF THIS AMENDMENT, SHOW THEIR INFORMED AND VOLUNTARY CONSENT THERETO.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment as of the effective date.

**CONSULTANT: HOWROYD WRIGHT
EMPLOYMENT AGENCY, INC. DBA
APPLEONE EMPLOYMENT
SERVICES**


By: 

Name: Rick H. Hagmann

Title: Vice President- Operations & Client Services

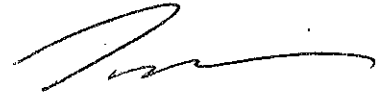
Date: 12/17/2018

COUNTY OF SONOMA:

By: 
Christina Cramer, Director of Human Resources

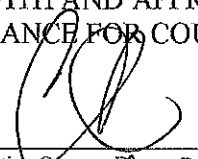
Date: 12/20/18

**APPROVED AS TO FORM FOR
COUNTY:**

By: 
County Counsel

Date: 12-20-18

**CERTIFICATES OF INSURANCE ON
FILE WITH AND APPROVED AS TO
SUBSTANCE FOR COUNTY:**

By: 
Christina Cramer, Director of Human Resources

Date: 12/20/18

11 September 2018

Human Resources Department
County of Sonoma
575 Administration Drive, Suite 116C
Santa Rosa, CA 95403
Attention: Tony Fortunato 2019 Bill rate proposal

On behalf of Howroyd-Wright Employment Agency, Inc. dba AppleOne Employment Services (AppleOne), we would like to take the opportunity to present our bill rates for 2019 to the County of Sonoma (County). AppleOne submits the following information to substantiate the increase in bill rates from 2018.

SUBSTANTIATION OF 2019 BILL RATES FROM 2018 RATES

1. **Living Wage Ordinance:** Our agency entered into the initial contract with the County prior to the minimum wage increase. While rates have increased incrementally during the contract, the County's most recent Living Wage Ordinance, which took effect July 1, 2016, was not taken into account in our original rates.
2. **Cost of Living:** The substantial cost of living in the County has only increased in wake of the October 2017 wildfires. With countless residences impacted by the Tubbs and other fires, the demand for housing now well outpaces the supply, pushing prices ever higher.
3. **Affordable Care Act:** In addition to the increases mandated by the County's Living Wage Ordinance, AppleOne's obligations under the Affordable Care Act (ACA), have elevated the cost of insurance coverage for our permanent and temporary employees, year over year. Our agency is committed to ensuring that our company, and through assisting our employees, will remain in compliance with federal regulations pertaining to ACA.
4. **Paid Sick Leave:** Like many other agencies, we are required to offer paid sick leave to our employees, the cost of which we do not pass through as an additional fee to the County. This substantially increases the cost components of our billable rates across the board.

We look forward to continuing our work with the County, and will do everything necessary to ensure that AppleOne's contract delivery remains positive, productive and long-term, and most importantly, fulfills the objectives of the County. If you have any questions regarding the enclosed, please contact me at jknight@appleone.com or by phone at (707) 544-3769.

Sincerely,

Jan Knight
Executive Account Manager
AppleOne Employment Services

APPLEONE'S PROPOSED BILL RATES		
JOB CLASS	CURRENT 2018 RATE	PROPOSED 2018 RATE
Account Clerk I	\$19.76 +\$0.54 ACA	\$23.40 +\$0.54 ACA
Account Clerk II	\$22.70 +\$0.54 ACA	\$26.26 +\$0.54 ACA
Account Clerk III	\$25.04 +\$0.54 ACA	\$29.13 +\$0.54 ACA
Accountant I	\$33.40 +\$0.54 ACA	\$35.19 +\$0.54 ACA
Administrative Aide	\$24.61 +\$0.54 ACA	\$32.02 +\$0.54 ACA
Administrative Aide Bilingual	\$25.10 +\$0.54 ACA	\$34.02 +\$0.54 ACA
Agricultural Assistant	\$26.21 +\$0.54 ACA	\$26.57 +\$0.54 ACA
Case Management Specialist	\$27.79 +\$0.54 ACA	\$34.14 +\$0.54 ACA
Clerical Helper	\$15.83 +\$0.54 ACA	\$22.94 +\$0.54 ACA
Cook	\$22.33 +\$0.54 ACA	\$28.32 +\$0.54 ACA
Data Entry Operator II	\$20.65 +\$0.54 ACA	\$26.55 +\$0.54 ACA
Department Analyst	\$35.73 +\$0.54 ACA	\$43.19 +\$0.54 ACA
Department Information Technician I/II	\$33.22 - \$55.39 +\$0.54 ACA	\$33.76 - \$55.93 +\$0.54 ACA
Department Information Systems Specialist I/II	\$44.30 - \$66.45 +\$0.54 ACA	\$44.84 - \$66.99 +\$0.54 ACA
Executive Secretary	\$26.21 +\$0.54 ACA	\$32.75 +\$0.54 ACA
Geographical Information System Technician I/II	\$43.05 - \$60.93 +\$0.54 ACA	\$43.59 - \$61.47 +\$0.54 ACA
Health Information Specialist	\$30.97 +\$0.54 ACA	\$35.79 +\$0.54 ACA
Information Systems Project Manager	\$60.92 - \$83.08	\$61.46 - \$83.62 +\$0.54 ACA
Information Technology Analyst II	\$43.94 +\$0.54 ACA	\$44.42 +\$0.54 ACA
Legal Processor I	\$19.86 +\$0.54 ACA	\$23.21 +\$0.54 ACA
Legal Processor II	\$22.68 +\$0.54 ACA	\$26.51 +\$0.54 ACA
Mail Clerk	\$17.95 +\$0.54 ACA	\$23.21 +\$0.54 ACA
Maintenance Worker I	\$19.66 +\$0.54 ACA	\$27.15 +\$0.54 ACA
Materials Handler	\$21.05 +\$0.54 ACA	\$28.16 +\$0.54 ACA
Medical Transcriber	\$27.38 +\$0.54 ACA	\$29.83 +\$0.54 ACA
Network Analyst	\$38.77 - \$55.37	\$57.35 +\$0.54 ACA
Office Assistant I	\$18.01 +\$0.54 ACA	\$22.40 +\$0.54 ACA
Office Assistant II	\$19.56 +\$0.54 ACA	\$23.75 +\$0.54 ACA
Office Assistant II - Bilingual	\$20.41 +\$0.54 ACA	\$24.75 +\$0.54 ACA
Programmer Analyst	\$44.03 - \$66.45 +\$0.54 ACA	\$46.93 +\$0.54 ACA
Receptionist	\$19.92 +\$0.54 ACA	\$22.40 +\$0.54 ACA
Secretary	\$23.04 +\$0.54 ACA	\$29.07 +\$0.54 ACA
Senior Office Assistant	\$21.62 +\$0.54 ACA	\$26.05 +\$0.54 ACA
Senior Office Assistant - Bilingual	\$22.52 +\$0.54 ACA	\$27.05 +\$0.54 ACA
Senior Network Analyst	\$44.30 - \$66.45	\$44.84 - \$66.99 +\$0.54 ACA
Senior Programmer Analyst	\$55.38 - \$77.53	\$55.38 - \$77.53 +\$0.54 ACA
Senior Systems Support Technician	\$31.01 - \$44.30	\$31.01 - \$44.30 +\$0.54 ACA
Storekeeper (Warehouse)	\$19.56 +\$0.54 ACA	\$28.83 +\$0.54 ACA
Senior Storekeeper (Warehouse)	\$22.68 +\$0.54 ACA	\$32.05 +\$0.54 ACA
Systems Software Analyst	\$49.82 - \$72.02 +\$0.54 ACA	\$50.36 - \$72.56 +\$0.54 ACA
Systems Support Technician	\$28.30 - \$39.32 +\$0.54 ACA	\$28.84 - \$39.32 +\$0.54 ACA
Telephone Operator	\$17.88 +\$0.54 ACA	\$23.60 +\$0.54 ACA

Use or disclosure of data contained on this sheet is subject to the restriction on the title page of this proposal.

ACA Acknowledgement

The County and AppleOne acknowledge that through the Patient Protection and Affordable Care Act of 2010, as amended ("ACA"), and regulations promulgated thereby, statutory requirements have been imposed upon certain employers of certain employees working in the USA. AppleOne is committed to fulfilling its ACA obligations through offering ACA compliant benefits to eligible contingent workers, including AppleOne's employees assigned to the County. In demonstrating the County's commitment to ACA compliance, effective upon contract modification, the County agrees to share in ACA-related costs by paying a \$0.54 surcharge for each hour of service provided by each AppleOne employee assigned to the County. The surcharge will be billed to the County in a separate line item on the invoice.