



Request for Proposals No. 2023-026 HIPAA Risk Assessment

Due Date: February 7, 2023
Time: 2:00 PM EST
Receipt Location: Union County Government Center
Procurement Department
500 N. Main Street, Suite 709
Monroe, NC 28112

Non-Mandatory Pre-Proposal Conference

In-Person & Virtual

Date: January 17, 2023
Time: 10:00 AM EST
Location: Union County Government Center
Suite 717
500 N. Main Street
Monroe, NC 28112

Procurement Representative

Erick Perjuste
Procurement Specialist
704.283.3658
Erick.perjuste@unioncountync.gov

Contents

1	Notice of Advertisement	3
2	Submittal Details	4
2.1	PROPOSAL SUBMISSION DEADLINE AND DELIVERY ADDRESS.....	4
2.2	PROPOSAL SUBMISSION REQUIREMENTS.....	4
2.3	PROPOSAL QUESTIONS	4
2.4	PROPOSAL ADDENDUM	4
2.5	NON-MANDATORY PRE-PROPOSAL CONFERENCE.....	5
2.6	COMMUNICATION	5
3	Introduction	6
3.1	COUNTY	6
3.2	PURPOSE	6
4	Project Scope	6
4.1	DELIVERABLES.....	6
4.2	ASSESSMENT STANDARDS.....	7
4.3	AREAS OF ASSESSMENT IN UNION COUNTY HUMAN SERVICES.....	7
4.4	OUTCOMES.....	9
5	Detailed Submittal Requirements and Instructions	10
5.1	TERMS OF SUBMISSION.....	10
5.2	PROPOSAL FORMAT.....	11
5.2.1	SECTION 1 – COVER LETTER	12
5.2.2	SECTION 2 – COMPANY BACKGROUND AND EXPERIENCE	13
5.2.3	SECTION 3 – STAFF EXPERIENCE	13
5.2.4	SECTION 4 – WORK PLAN AND IMPLEMENTATION	13
5.2.5	SECTION 5 – REFERENCES	14
5.2.6	SECTION 6 – PRICE FORM	14
5.2.7	SECTION 7 – REQUIRED FORMS	14
5.3	SELECTION PARTICIPANTS.....	15
5.4	EVALUATION SELECTION PROCESS	15
5.5	AWARD PROCEDURE	16
5.6	CONFLICT CERTIFICATION.....	17
6	General Conditions and Requirements	17
6.1	TERMS AND CONDITIONS.....	17
6.2	CONTRACTUAL OBLIGATIONS	17
6.3	SUB-CONTRACTOR/PARTNER DISCLOSURE	18
6.4	EXCEPTION TO THE PROPOSAL.....	18
6.5	MODIFICATION OR WITHDRAWAL OF PROPOSAL.....	18
6.6	EQUAL EMPLOYMENT OPPORTUNITY	18
6.7	MINORITY BUSINESSES (MBE) OR DISADVANTAGED BUSINESSES (DBE)	18
6.8	LICENSES.....	19
6.9	E-VERIFY	19
6.10	DRUG-FREE WORKPLACE	19
6.11	INSURANCE	19
6.12	INDEMNIFICATION	22



7 Appendix A – Price Form 23

8 Appendix B – Proposal Submission 24

9 Appendix C – Addendum and Anti-Collusion 25

10 Appendix D – Sample Vendor Payment Notification 26

11 Appendix E – Template Contract 27

1 NOTICE OF ADVERTISEMENT

Union County, North Carolina Request for Proposals No. 2023-026 HIPAA Risk Assessment

Electronic proposals will be received by the Union County's Procurement Department at the Union County Government Center, 500 North Main Street, Monroe, NC 28112 until **2:00 PM EST on February 7, 2023**. Late submittals will not be accepted.

Union County, through the Human Services Department, is soliciting proposals from experienced and qualified firms to perform an assessment of current operations within the Union County Human Services Departments on the HIPAA Security and Privacy standards.

A Non-Mandatory, Pre-Proposal Conference will be held on **January 17, 2023 at 10:00 EST** virtually and in-person at the instruction on page 5 of this solicitation. Representatives from the Human Services Department will be on-hand to give a brief overview of the project and to answer questions. Attendance at this meeting is strongly encouraged.

Copies of the solicitation may be obtained from the locations listed below:

1. Download the Proposal Documents from the Union County website:
<https://www.unioncountync.gov/departments/bids-procurement/current-bids>
2. Download the Solicitation Documents from the State of North Carolina IPS website:
www.ips.state.nc.us (Bid by Departments, search County of Union).

All questions about the meaning or intent of the RFP Documents are to be submitted in writing to the Procurement Representative listed on the cover page (Erick.perjuste@unioncountync.gov) no later than **January 24, 2023 at 5:00 PM EST**.

Union County reserves the right to reject any or all proposals, to waive technicalities and to make such selection deemed in its best interest.

Union County reserves the right to award to multiple vendors.

Offerors are required to comply with the non-collusion requirements set forth in the Solicitation Documents.

Union County encourages good faith effort outreach to Minority Businesses (HUB Certified) and Small Businesses.

End of Advertisement

2 SUBMITTAL DETAILS

2.1 PROPOSAL SUBMISSION DEADLINE AND DELIVERY ADDRESS

All Proposal Submittals are to be received by the Union County Procurement Department no later than **2:00 PM EST on February 7, 2023** per the instructions below. Any submittals received after this date and time shall be rejected without exception.

2.2 PROPOSAL SUBMISSION REQUIREMENTS

The proposal must be submitted electronically using the following link: <https://portal.unioncountync.gov/Forms/procurementsubmit>. Select the Solicitation drop down arrow and choose this RFP from the list. Complete the form, upload your proposal, and select submit. An email will be sent to the address listed on the form as your confirmation of receipt.

The proposal package **must be signed** by a person who is authorized to bind the proposing Company. Instructions for preparing the proposal are provided herein.

Paper submissions will not be accepted.

There is no expressed or implied obligation for Union County to reimburse Offerors for any expenses incurred in preparing proposals in response to this request.

Union County reserves the right to:

- Reject any or all proposals, to waive technicalities and to make such selection deemed in its best interest;
- Cancel this solicitation; and
- Award to multiple vendors.


2.3 PROPOSAL QUESTIONS

Proposal questions will be due on or before **January 24, 2023 at 5:00 PM EST**. The primary purpose is to provide participating Offerors with the opportunity to ask questions, in writing, related to the RFP.

Submit questions by email to Erick Perjuste at Erick.perjuste@unioncountync.gov by the deadline shown above. **The email subject line should identify the proposal number and project title.** All questions and answers may be posted as addenda on www.unioncountync.gov and www.ips.state.nc.us.

2.4 PROPOSAL ADDENDUM

Union County may modify the RFP prior to the date fixed for submission of proposals by the issuance of an addendum.



Should an Offeror find discrepancies or omissions in this RFP or any other documents provided by Union County, the Offeror should immediately notify the County of such potential discrepancy in writing via email as noted above.

Any addenda to these documents shall be issued in writing. No oral statements, explanations, or commitments by anyone shall be of effect unless incorporated in the written addenda. Receipt of Addenda shall be acknowledged by the Offeror on Appendix C – Addendum and Anti-Collusion form.

2.5 NON-MANDATORY PRE-PROPOSAL CONFERENCE

A Non-Mandatory Pre-Proposal Conference will be held in-person and virtually on **January 17, 2022 at 10:00 AM EST** at the Union County Government Center, 500 N. Main Street, Monroe Suite 717, NC 28112 or at the link below. Representatives from the Human Services Department will be on-hand to give a brief overview of the project and to answer questions. Although attendance at this meeting is not mandatory, it is strongly encouraged.

Companies attending virtually must sign-in with representative name, company name, phone number, and email address in the comment section.

The virtual meeting will be live-streamed via Goto Meetings. You can join the meeting from your computer, tablet or smartphone. You can also join in person at the Union County Government Center, 500 N. Main St., Suite 717, Monroe, NC. Please use the following information to join the meeting:

<https://meet.goto.com/495005533>

You can also dial in using your phone.

Access Code: 495-005-533

United States: +1 (872) 240-3412

- One-touch: tel:+18722403412,,495005533#

Get the app now and be ready when your first meeting starts: <https://meet.goto.com/install>

2.6 COMMUNICATION

All communications, any modifications, clarifications, amendments, questions, responses or any other matters related to this Request for Proposals must be made only through the Procurement Contact noted on the cover of this RFP. A violation of this provision is cause for the County to reject a Company's proposal. No contact regarding this document with other County employees is permitted and may be grounds for disqualification.



3 INTRODUCTION

3.1 COUNTY

The County (estimated population 239,859) is located in the central, southern piedmont. The County provides its residents with a full array of services that include public safety, water/wastewater utilities and sanitation, human services, cultural and recreational activities, and general government administration.

3.2 PURPOSE

Union County, through the Human Services Department is soliciting proposals from qualified experienced Consulting Firms to perform an assessment of current operations within the Union County Human Services Departments on the HIPAA Security and Privacy standards required by 45 CFR Part 164.306.


4 PROJECT SCOPE

The County Human Services Department is seeking qualified experienced Information Technology Consulting Firms to perform an assessment of current operations within the Union County Human Services Departments on the HIPAA Security and Privacy standards required by 45 CFR Part 164.306. Compliance status will be determined through testing and HIPAA security risk assessment. Gaps between current operations and standards should be identified. Risk level should be rated and potential monetary and criminal penalties should be quantified. Subsequent action plan should be laid out to address gaps in compliance and security. Parallel to this process should be an expert legal analysis and determination of all programs and applicability to requirements under HIPAA.

4.1 DELIVERABLES

A document that fulfills the risk assessment requirement of HIPAA and otherwise provides an admissible report of the following:

- Initial assessment will include any findings and suggested resolutions. Union County Human Services will make system corrections within a specified time frame. A second, and final penetration test, review, and updated report will be provided for management responses. Management responses will be incorporated into, and made a part of the final report, without modification or prejudice.
- The final document will fulfill the risk assessment requirement of HIPAA and otherwise provide an admissible report for Federal and State audits. The report should give Union County Human Services the ability to use risk management strategies that will address risks through the implementation of an improvement plan. The report should include a comprehensive executive summary appropriate for senior management including an introduction that outlines the scope and methodology used to deliver the assessment; from the findings outline the outcome of the risk assessment in specific detail; qualified opinion of whether the identified risks are appropriate for an organization of our size, type, and complexity; outline



the recommendations provided to reduce identified risk; and source materials and work notes used to create the report.

- Risk management plan that provides steps to effectively manage risk
- Legal research and recommendations on the delineation between covered and non-covered departments within Human Services and the application of HIPAA law for our consolidated agency both to meet compliance and to assure best practice in areas that are not covered.
- Conference time with Union County Human Services leadership, either in-person or by video conference, within two weeks of having delivered the report, to discuss the findings. Conference time should be sufficient to provide thorough follow up with departments in which significant changes are needed.

4.2 ASSESSMENT STANDARDS

Assess the level of compliance the County is operating in regard to HIPAA requirements, considering, but not limited to, each of the following HIPAA Privacy and Security standards:

- 164.308 Administrative Safeguards;
- 164.310 Physical Safeguards;
- 164.312 Technical Safeguards;
- 164.316 Policies; Procedures and Documentation;
- 164.502(b) Standard: Minimum Use and Disclosure of PHI;
- 164.530(a) Standard: Personnel Designations;
- 164.530(b) Standard: Training;
- 164.530(c) Standard: Safeguards;
- 164.530(d) Standard: Complaints to the Covered Entity;
- 164.530(e) Standard: Sanctions;
- 164.530(f) Standard: Mitigation;
- 164.530(g) Standard: Refraining from Intimidating and Retaliatory Acts;
- 164.530(h) Standard: Waiver Rights;
- 164.530(i) Standard: Policies and Procedure;

4.3 AREAS OF ASSESSMENT IN UNION COUNTY HUMAN SERVICES

- Division of Public Health:
 - Public Health Clinics
 - Dental Clinic
 - Inmate Health Program
- Division of Social Services (DSS):




- Eligibility Programs
- Child and Adult Services Programs
- School Collaborative Program
- Child Support Enforcement
- Community Support & Outreach:
 - WIC Program
 - Eligibility Programs
 - Senior Nutrition
- Transportation Services
 - Registration
 - Scheduling
- Veteran's Services
- Business Operations:
 - Information Technology Department
 - Records and Information Security Department
 - Public Health Billing and Registration Department
 - Public Health Preparedness Program
 - Customer Service Department
 - Language Services
- 400 + Users
- 7 Electronic Record Systems:
 - Cure MD (Electronic Medical Record)
 - CorEMR (Inmate Health Electronic Medical Record)
 - Dentrix/Dexis/Reminder Dental/Smart Link (Dental Electronic Medical Record and Software)
 - Everbridge (Public Warning Software)
 - Accuity (Public Health Preparedness Scheduling Software)
 - Northwoods Compass (Electronic Case Record)
 - Transportation Electronic Management System (TBD)
 - ServTracker (Senior Nutrition Software)
 - Veteran's Services Software (TBD)
 - Behavioral Health Collaborative Software (TBD)



4.4 OUTCOMES

Outlines the outcome of the risk assessment to include:

- Evaluation of the programs listed above that determines how and where PHI or ePHI is collected, used, managed, stored, maintained, disclosed, transmitted, and/or disposed of by performing on-site visits to the Union County Human Services location.
- Assessment of Human Services' HIPAA policies, procedures, and controls presently in place, and the effectiveness of those policies, procedures, and controls.
- Evaluation and measurement of the net HIPAA compliance risk (remaining risk after the application of existing policies, procedures, and controls) associated with how PHI or ePHI is collected, used, managed, stored, maintained, disclosed, transmitted, and/or disposed of at evaluated locations, whether physical or electronic. This evaluation should model and document the estimated cost of failure should the risk be exploited to result in a privacy or security breach.
- Evaluation of clinical practices (e.g. interaction with patients, handling of PHI and ePHI) and compare those practices against written policies and procedures to include but not limited to vitrual components.
- Evaluation of non-clinical practices in clinical facilities (e.g. privacy in waiting room, intake areas, check out) and compare those practices against written policies and procedures.
- Evaluation of physical security and the sufficiency of physical security controls.
- Whether on-site or remote, evaluate policies, procedures, and practices relating to information technology operations and information security. Evaluate information technology design architecture, in the following domains: local/wide area network, vulnerability assessment, penetration testing, multifunction devices (e.g. printer, scanner, and FAX), servers and endpoints (e.g. desktop, laptop, tablet) infrastructure.
- This evaluation should consider, but not be limited to, encryption, media access, user privileges, password practices, patching practices, anti-malware practices, and active directory group policy implications.
- This evaluation should also consider physical security of devices.
- This evaluation should consider applications, local/wide area network, and disaster recovery.
- Evaluation of telecommunications (e.g. telephones and mobile telephones, voice/data circuits, Internet Service Providers) policies, procedures, and practices.
- Evaluation of policies, procedures, and practices relating to human resources on-boarding, management, and off-boarding of employees and contractors (to include handling of PHI of employees as it relates to immunization records.
- Evaluation of policies, procedures, and practices relating to training (including security awareness) of employees and contractors, relating to their obligations under HIPAA.
- Evaluation of policies, procedures, and practices directly relating to compliance, including but not limited to breach/incident reporting and response and Business Associate Agreements (BAA) use and sufficiency.
- Evaluation of and recommendations for policies, procedures, and practices relating to Disaster Recovery Plans for Human Services.

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- Evaluation of and recommendations for policies, procedures, and practices relating to Business Continuity Plans for Human Services.
 - Evaluation of the necessity of BAA related to vendors
 - Evaluation of the policies, procedures, and practices between internal partners as it relates to the protection of PHI.
 - Evaluation and recommendations related to the policies, procedures, and practices relating to the protection of PHI in Emergency Shelter environment and protection of PHI in developing and sustaining a Functional Needs Registry.
 - Evaluation and recommendations related to the policies, procedures, and practices relating to the protection of PHI as it relates to the logistics and support to vaccine clinics.

5 DETAILED SUBMITTAL REQUIREMENTS AND INSTRUCTIONS


5.1 TERMS OF SUBMISSION

All material received from a person or company (“Respondent”) in response to this solicitation shall become the property of Union County and will not be returned to the Respondent. Any and all costs incurred by a Respondent in preparing, submitting, or presenting submissions are the Respondent’s sole responsibility and Union County shall not reimburse the Respondent. All responses to this solicitation will be considered a public record and subject to disclosure under applicable public records law.

Any material in a response which the Respondent considers a trade secret and exempt from disclosure as a public record under applicable law, including N.C.G.S. §§ 132-1.2 and 66-152, must be properly designated as a trade secret. In order to properly designate such material, the Respondent must: (i) submit any trade secret materials in a separate envelope, or file, from all other submitted material, being clearly marked as “Trade Secret – Confidential and Proprietary Information,” and (ii) stamp the same trade secret/confidentiality designation on each page of the materials therein which contain trade secrets.

To the extent consistent with public records law, Union County will make reasonable efforts to maintain the confidential nature of trade secrets, as determined by Union County and subject to the conditions set forth herein. Respondent understands and agrees by submitting a response to this solicitation, that if a request is made to review or produce a copy of any information in the Respondent’s materials which was properly labeled by the Respondent as a trade secret, Union County will notify the Respondent of the request and the date that such materials will be released to the requestor unless the Respondent obtains a court order enjoining that disclosure. If the Respondent fails to obtain the court order enjoining disclosure prior to that date, Respondent understands and agrees that Union County will release the requested information to the requestor on that date.

Furthermore, the Respondent also agrees to indemnify and hold harmless Union County and each of its officers, employees, and agents from all costs, damages, and expenses



incurred in connection with refusing to disclose any material that has been designated as a trade secret by Respondent.

5.2 PROPOSAL FORMAT

The County desires all responses to be identical in format listed below. While the County's format may represent a departure from the vendor's preference, the County requests adherence to the format. All responses are to be in the format described below.

Offerors should prepare their proposals in accordance with the instructions outlined in this section. Each Offeror is required to submit the proposal electronically – Refer to page 4, 2.2. Each section should be identified as described below. Proposals should be prepared as simply as possible and provide a straightforward, concise description of the proposer's capabilities to satisfy the requirements of the RFP.

The County may award a contract based on initial offers received without discussion of such offers. A proposer's initial offer should, therefore, be based on the most favorable terms available. The County reserves the right to contact proposers regarding cost and scope clarification at any time throughout the selection process.

The successful Offeror's proposal must include all responses to the requirements contained within this RFP and all appendices (if applicable) must be completed in their entirety.

By submitting a proposal, the successful Offeror agrees to all applicable provisions, terms and conditions associated with this RFP. This solicitation, the successful Offeror's submitted proposal, all appendices and attachments (if applicable), and stated terms and conditions may become part of the resulting contract.

The total length of the proposal should be no more than 25 pages, 8½ x 11 size paper with an 11 point minimum text size. Charts and graphs may be 10 point. All required forms are exempt from the page limit and must be submitted under the section identified below. Only one (1) complete proposal should be electronically submitted. The maximum document upload size is 20 MB. For any questions, contact the project representative on the front cover.

Utmost attention should be given to accuracy, completeness, and clarity of content. All parts, pages, figures, or tables should be numbered and clearly labeled. Response information should be limited to pertinent information only. Marketing and sales type information is not to be included.

Omissions and incomplete answers may be deemed unresponsive. Please initial any corrections.

The proposal should be organized and identified by section as follows:

- **Section 1** – Cover Letter
- **Section 2** – Company Background and Experience
- **Section 3** – Staff Experience
- **Section 4** – Work Plan and Implementation
- **Section 5** – References
- **Section 6** – Price Form
 - Appendix A – Price Form
- **Section 7** – Required Forms
 - Appendix B – Proposal Submission (signed)
 - Appendix C – Addenda Receipt and Anti-Collusion (signed)

5.2.1 SECTION 1 – COVER LETTER

In your cover letter, include the following information about your company. Respond to each item and provide supporting documentation and/or exhibits as requested or desired.

1. Legal Company Name and DBA (if applicable)


Corporate Headquarters:

Address
Telephone Number
Website Address

Location Providing Service (if different from headquarters):

Address
Telephone Number

2. Name of Single Point of Contact
Title
Direct Telephone Number and/or extension
Direct Email Address
3. Name of Person with Binding Authority
Title
Address
Direct Telephone Number and/or extension
Email Address
4. Describe your interest in this project and the unique advantage your firm and team bring.
5. Stipulate that the proposal price will be valid for a period of 120 days.

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6. *Make the following representations and warranty in the cover letter, the falsity of which might result in rejection of its proposal:* “The information contained in this proposal or any part thereof, including any exhibits, schedules, and other documents and instruments delivered or to be delivered to the County, is true, accurate, and complete. This proposal includes all information necessary to ensure that the statements therein do not in whole or in part mislead the County as to any material facts.”

5.2.2 SECTION 2 – COMPANY BACKGROUND AND EXPERIENCE

This section provides each vendor with the opportunity of demonstrating how its history, organization, and partnerships differentiate it from other entities. Careful attention should be paid to providing information relevant to Union County needs.

Provide a concise profile of the Proposer’s organization to include the following:

- Corporate history, and number of years in business under the current organizational name, structure and services offered.
- Is the bidder’s organization involved in any pending litigation that may affect its ability to provide its products and services?
- Describe HIPAA related projects conducted on behalf of public, government, local jurisdictions.
- Describe HIPAA Risk Analysis and development of policies, procedures, training, and audit programs
- For references provided below, provide the number of HIPAA Violations post HRA being completed, if applicable.

5.2.3 SECTION 3 – STAFF EXPERIENCE

Briefly describe the professional staff that will be assign to this project. At a minimum, this tab should include the following information, for each key person identified by the company:

1. Name and title
2. Office location and city of residence
3. Project responsibilities and roles
4. Licenses held
5. Professional registrations and memberships (if applicable)
6. Years of relevant experience
7. Education

5.2.4 SECTION 4 – WORK PLAN AND IMPLEMENTATION

- A. For those Departments listed in Section 4.3, detail what your agency would collect, identify, catalog, review and/or assess in the area of administration for HIPAA Privacy/Security, including but not limited to:

1. Policies
2. Procedures

- 
3. Forms
 4. Staff assigned as HIPAA Privacy and Security Officers

Include the process your organization would use in accomplishing this task.

- B. How the services proposed will meet or exceed the requirements of the RFP; and (2) explain why.
- C. Compliance with current HIPAA Security laws and regulations. Include how you would assess adequacy of systems and practices, such as a basic template for a “gap analysis” and the basic areas to be explored, personnel to interact with and specific test to be conducted, including, but not limited to, any social engineering threat vulnerabilities and penetration tests.
- D. Compliance with current HIPAA Privacy laws and regulations. Include how you would assess adequacy of systems and practices, such as a basic template for a “gap analysis” with basic areas to be explored and personnel to interact with.
- E. Describe in detail a proposed analysis process to be followed for each Department/program including a work plan documenting tasks to be accomplished, timeframes and the responsible party.
- F. HIPAA education and training. Describe how would you assess the effectiveness of HIPAA education and training offered and received, including the subjective perception of usefulness of trainings by staff.

5.2.5 SECTION 5 – REFERENCES

Provide three (3) references for projects similar to this solicitation and include the following:

- Company Name
- Contact Name and Title
- Address
- Phone Number
- Email Address

5.2.6 SECTION 6 – PRICE FORM

Complete Appendix A – Price Form, and submit with proposal.

5.2.7 SECTION 7 – REQUIRED FORMS

Offerors must include signed copies of the following documents:

- Appendix B – Proposal Submission (signed)
- Appendix C – Addenda Receipt and Anti-Collusion (signed)

5.3 SELECTION PARTICIPANTS

1. Maintaining the integrity of the RFP process is of paramount importance for the County. To this end, please do not contact any members of Union County or its staff regarding the subject matter of this RFP until a selection has been made, other than the County's designated contact person identified in the introduction to this RFP.
2. Representatives of Union County will read, review, and evaluate the RFP independently based on the evaluation criteria. Failure to abide by this requirement shall be grounds for disqualification from this selection process.
3. The County will establish an RFP Evaluation Team to review and evaluate the RFPs. The RFP Evaluation Team will assess the RFPs independently in accordance with the published evaluation criteria. Union County reserves the right to conduct interviews with a shortlist of selected respondents.
4. At its sole discretion, the Owner may ask written questions of Offerors, seek written clarification, and conduct discussions with Offerors on the RFPs.
5. The County reserves the right to determine the suitability of proposals on the basis of a proposal meeting scope and submittal criteria listed in the RFP. Evaluation criteria and other relevant RFP information will be used to assist in determining the finalist Vendor.

5.4 EVALUATION SELECTION PROCESS

A weighted analysis of the evaluation criteria will be utilized to determine the Vendor that represents the best value solution for the County.

In the evaluation and scoring/ranking of Offerors, the County will consider the information submitted in the RFP as well as the meetings (if applicable) with respect to the evaluation criteria set forth in the RFP.

The initial evaluation criteria/factors and relative weights listed below will be used to recommend selection of the Proposed Offeror or for the purpose of selecting Short-Listed Offerors. The County may choose to award without engaging in interview discussions.

RFP Criteria	Weights
Company Background and Experience	30%
Staff Experience	20%
Work Plan and Implementation	40%
Price and Compliance with Submittal Requirements	10%

Vendors may be invited to give a demonstration of the capabilities of the proposed solution to the Union County evaluation team. The successful bidder's demonstration (if requested), along with questions and answers, will be a critical component of the overall vendor evaluation.

After identification of Short-Listed Offerors, the County may or may not decide to invite Short-Listed Offerors to vendor demonstration/interviews. If interviews are scheduled with the Short-Listed Offerors, previous evaluation and rankings are not carried forward. For the purpose of selecting a Preferred Offeror, the evaluation criteria will be given the following relative weights:

Interview Criteria	Weights
Proposed Approach, Work Plan and Implementation, and Staff	65%
Quality and Relevance of Interview as it Relates to the Scope of the RFP	35%

Additional meetings may be held to clarify issues or to address comments, as deemed appropriate. Proposers will be notified in advance of the time and format of such meetings.

5.5 AWARD PROCEDURE

Union County has the right to reject any or all proposals, to engage in further negotiations with any Company submitting a proposal, and/or to request additional information or clarification. The County is not obligated to accept the lowest cost proposal. The County may accept the proposal that best serves its needs, as determined by County officials in their sole discretion.


The County reserves the right to make an award without further discussion of the proposals received. Therefore, it is important that the proposal be submitted initially on the most favorable terms.

A proposal may be rejected if it is incomplete. Union County may reject any or all proposals and may waive any immaterial deviation in a proposal.

More than one proposal from an individual, Offeror, partnership, corporation or association under the same or different names, will not be considered.

The County reserves the right to enter into negotiations with the top ranked Offeror. However, negotiations with the top ranked Offeror does not signify a commitment by Union County to execute a contract or to continue discussions.

The County reserves the right to terminate negotiations at any time and for any reason. The County may select and enter into negotiations with the next most advantageous Proposer if negotiations with the initially chosen Proposer are not successful.



The award shall be made in the best interest of the County. This Request for Proposal is not subject to any competitive bidding requirements of North Carolina law. The County reserves the right to accept other than the most financially advantageous proposal.

The award document will be a Contract incorporating, by reference, all the requirements, terms and conditions of the solicitation and the Offeror's proposal as negotiated.

5.6 CONFLICT CERTIFICATION

The Offeror must certify that it does not have any actual or potential conflicts of interest with, or adversarial litigation against the County or any of its officers or employees. During the course of the contractual relationship formed pursuant to this solicitation, any such conflict of interest, whether newly arising or newly discovered, must be disclosed to the County in writing.

6 GENERAL CONDITIONS AND REQUIREMENTS

6.1 TERMS AND CONDITIONS

The contract award will have an initial term of two (2) years with one (1) one-year renewal option at the County's discretion, pending annual budget approval.

Union County has the right to reject any or all proposals, to engage in further negotiations with any Company submitting a proposal, and/or to request additional information or clarification. The County is not obligated to accept the lowest cost proposal. The County may accept that proposal that best serves its needs, as determined by County officials in their sole discretion.

All payroll taxes, liability and worker's compensation are the sole responsibility of the Offeror. The Offeror understands that an employer/employee relationship does not exist under this contract.

All proposals submitted in response to this request shall become the property of Union County and as such, may be subject to public review.

6.2 CONTRACTUAL OBLIGATIONS

The contents of this Proposal and the commitments set forth in the selected Proposal(s) shall be considered contractual obligations, if a contract ensues. Failure to accept these obligations may result in cancellation of the award. All legally required terms and conditions shall be incorporated into final contract agreements with the selected Service Provider(s).



6.3 SUB-CONTRACTOR/PARTNER DISCLOSURE

If the proposal by any Company requires the use of sub-contractors, partners, and/or third-party products or services, this must be clearly stated in the proposal. The Company submitting the proposal shall remain solely responsible for the performance of all work, including work that is done by sub-contractors.

6.4 EXCEPTION TO THE PROPOSAL

An “exception” is defined as the Service Provider’s inability or unwillingness to meet a term, condition, specification, or requirement in the manner specified in the Proposal. All exceptions taken must be identified and explained in writing in the proposal and must specifically reference the relevant section(s) of this Proposal. Other than exceptions that are stated in compliance with this Section, each proposal shall be deemed to agree to comply with all terms, conditions, specifications, and requirements of this Proposal. If the Service Provider provides an alternate solution when taking an exception to a requirement, the benefits of this alternate solution and impact, if any, on any part of the remainder of the Service Provider’s solution, must be described in detail.

6.5 MODIFICATION OR WITHDRAWAL OF PROPOSAL


Prior to the scheduled closing time for receiving proposals, any Vendor may withdraw their proposal. After the scheduled closing time for receiving proposals, no proposal may be withdrawn for 120 days. Only written requests for the modification or correction of a previously submitted proposal that are addressed in the same manner as proposals and are received by the County prior to the closing time for receiving proposals will be accepted. The proposal will be corrected in accordance with such written requests, provided that any such written request is in a sealed envelope that is plainly marked “Modification of Proposal” – with solicitation number and name on the front of the envelope. Oral, telephone, or fax modifications or corrections will not be recognized or considered.

6.6 EQUAL EMPLOYMENT OPPORTUNITY

All Offerors will be required to follow Federal Equal Employment Opportunity (EEO) policies. Union County will affirmatively assure that on any project constructed pursuant to this advertisement, equal employment opportunity will be offered to all persons without regard to race, color, creed, religion, national origin, sex, and marital status, status with regard to public assistance, membership or activity in a local commission, disability, sexual orientation, or age.

6.7 MINORITY BUSINESSES (MBE) OR DISADVANTAGED BUSINESSES (DBE)

It is the policy of Union County that Minority Businesses (MBEs), Disadvantaged Business Enterprises (DBEs) and other small businesses shall have the opportunity to compete fairly in contracts financed in whole or in part with public funds. Consistent with this policy,



Union County will not allow any person or business to be excluded from participation in, denied the benefits of, or otherwise be discriminated against in connection with the award and performance of any contract because of sex, race, religion, or national origin.

6.8 LICENSES

The successful Offeror(s) shall have and maintain a valid and appropriate business license (if applicable), meet all local, state, and federal codes, and have current all required local, state, and federal licenses.

6.9 E-VERIFY

E-Verify is the federal program operated by the United States Department of Homeland Security and other federal agencies, or any successor or equivalent program, used to verify the work authorization of newly hired employees pursuant to federal law. Vendor/Offeror shall ensure that Offeror and any Sub-Contractor performing work under this contract: (i) uses E-Verify if required to do so; and (ii) otherwise complies with applicable law.

6.10 DRUG-FREE WORKPLACE

During the performance of this Request, the Offeror agrees to provide a drug-free workplace for their employees; post in conspicuous places, available to employees and applicants for employment, a statement notifying employees that the unlawful manufacture, sale, distribution, dispensation, possession, or use of a controlled substance or marijuana is prohibited in the workplace and specify the actions that will be taken against employees for violations of such prohibition; and state in all solicitations or advertisements for employees placed by or on behalf of the Offeror that the Offeror maintains a drug-free workplace.

For the purposes of this section, “drug-free workplace” means a site for the performance of work done in connection with a specific contract awarded to a Offeror/Offerors in accordance with this chapter, the employees of whom are prohibited from engaging in the unlawful manufacture, sale, distribution, dispensation, possession or use of any controlled substance or marijuana during the performance of the Request.

6.11 INSURANCE

One or more of the following insurance limits may be required if it is applicable to the project. The County reserves the right to require additional insurance depending on the nature of the agreement.

At Contractor’s sole expense, Contractor shall procure and maintain the following minimum insurances with insurers authorized to do business in North Carolina and rated A-VII or better by A.M. Best, or as otherwise authorized by the Union County Risk Manager.



A. WORKERS' COMPENSATION

Statutory (coverage for three or more employees) limits covering all employees, including Employer's Liability with limits of:

- \$500,000 Each Accident
- \$500,000 Disease - Each Employee
- \$500,000 Disease - Policy Limit

B. COMMERCIAL GENERAL LIABILITY

(for any agreement unless otherwise waived by the Risk Manager)
Covering Ongoing and Completed Operations involved in this Agreement.

- \$2,000,000 General Aggregate
- \$2,000,000 Products/Completed Operations Aggregate
- \$1,000,000 Each Occurrence
- \$1,000,000 Personal and Advertising Injury Limit

C. COMMERCIAL AUTOMOBILE LIABILITY

(for any agreement involving the use of a contractor vehicle while conducting services associated with the agreement)

- \$1,000,000 Combined Single Limit - Any Auto

D. PROFESSIONAL LIABILITY

(only for any agreement providing professional service such as engineering, architecture, surveying, consulting services, etc.)

- \$1,000,000 Claims Made

Contractor shall provide evidence of continuation or renewal of Professional Liability Insurance for a period of two (2) years following termination of the Agreement.

E. NETWORK SECURITY & PRIVACY LIABILITY (CYBER)

(for any agreement involving software applications)

- \$1,000,000 Claims Made

Contractor shall provide evidence of continuation or renewal of Network Security & Privacy Liability Insurance for a period of two (2) years following termination of the Agreement.

ADDITIONAL INSURANCE REQUIREMENTS

- A. The Contractor's General Liability policy shall be endorsed, specifically or generally, to include the following as Additional Insured:

UNION COUNTY, ITS OFFICERS, AGENTS AND EMPLOYEES ARE INCLUDED AS ADDITIONAL INSURED WITH RESPECTS TO THE GENERAL LIABILITY INSURANCE POLICY.


Additional Insured status for Completed Operations shall extend for a period of not less than three (3) years from the date of final payment.

- B. Before commencement of any work or event, Contractor shall provide a Certificate of Insurance in satisfactory form as evidence of the insurances required above.
- C. Contractor shall have no right of recovery or subrogation against Union County (including its officers, agents and employees).
- D. It is the intention of the parties that the insurance policies afforded by contractor shall protect both parties and be primary and non-contributory coverage for any and all losses covered by the above-described insurance.
- E. Union County shall have no liability with respect to Contractor's personal property whether insured or not insured. Any deductible or self-insured retention is the sole responsibility of Contractor.
- F. Notwithstanding the notification requirements of the Insurer, Contractor hereby agrees to notify County's Risk Manager at 500 N. Main Street # 130, Monroe, NC 28112, within two (2) days of the cancellation or substantive change of any insurance policy set out herein. Union, in its sole discretion, may deem failure to provide such notice as a breach of this Agreement.
- G. The Certificate of Insurance should note in the Description of Operations the following:

Department: _____
Contract #: _____

- H. Insurance procured by Contractor shall not reduce nor limit Contractor's contractual obligation to indemnify, save harmless and defend Union County for claims made or suits brought which result from or are in connection with the performance of this Agreement.
- I. Certificate Holder shall be listed as follows:

Union County
Attention: Keith A. Richards, Risk Manager
500 N. Main Street, Suite #130
Monroe, NC 28112

- 
- J. If Contractor is authorized to assign or subcontract any of its rights or duties hereunder and in fact does so, Contractor shall ensure that the assignee or subcontractor satisfies all requirements of this Agreement, including, but not limited to, maintenance of the required insurances coverage and provision of certificate(s) of insurance and additional insured endorsement(s), in proper form prior to commencement of services.

6.12 INDEMNIFICATION

Contractor agrees to protect, defend, indemnify and hold Union County, its officers, employees and agents free and harmless from and against any and all losses, penalties, damages, settlements, costs, charges, professional fees or other expenses or liabilities of every kind and character arising out of or relating to any and all claims, liens, demands, obligations, actions, proceedings, or causes of action of every kind in connection with or arising out of this agreement and/or the performance hereof that are due, in whole or in part, to the negligence of the Contractor, its officers, employees, subcontractors or agents. Contractor further agrees to investigate, handle, respond to, provide defense for, and defend the same at its sole expense and agrees to bear all other costs and expenses related thereto.

****Intentionally Left Blank****

7 APPENDIX A – PRICE FORM

RFP 2023-026 HIPAA Risk Assessment

Submit with Proposal

Company Name _____

Please provide the assessment cost for each Department as outlined in section 4.3 of the RFP document and in the following chart. The County reserves the right to increase or decrease Department services as deemed necessary.

A)

	HIPAA Assessment Service	Cost
1	Division of Public Health	
1.a	Public Health Clinic	\$
1.b	Dental Clinic	\$
1.c	Inmate Health Program	\$
2	Division of Social Services (DSS)	
2.a	Eligibility Programs	\$
2.b	Child and Adult Services Programs	\$
2.c	School Collaborative Program	\$
2.d	Child Support Enforcement	\$
3	Community Support & Outreach	
3.a	WIC Program	\$
3.b	Eligibility Programs	\$
3.c	Senior Nutrition	\$
4	Transportation Services	
4.a	Registration	\$
4.b	Scheduling	\$
5	Veteran's Services	\$
6	Business Operations	
6.a	Information Technology Department	\$
6.b	Records and Information Security Department	\$
6.c	Public Health Billing and Registration Department	\$
6.d	Public Health Preparedness Program	\$
6.e	Customer Service Department	\$
6.f	Language Services	\$
Total		\$

B)

	Legal Service	Cost
1	One-time Legal Research and Recommendations per section 4.1 of RFP	\$

A+B= Total Cost _____



8 APPENDIX B – PROPOSAL SUBMISSION

RFP 2023-026 HIPAA Risk Assessment

SUBMIT WITH PROPOSAL

This Proposal is submitted by:

Company Legal Name: _____

Representative Name: _____

Representative Signature: _____

Representative Title: _____

Address: _____

County/State/Zip: _____

Email Address: _____

Phone Number: _____

Website Address: _____

It is understood that Union County reserves the right to reject any and all proposals, to make awards according to the best interest of the County, to waive formalities, technicalities, to recover and re-advertise this project. Proposal is valid for 120 days. Proposal is submitted by an executive of the company that has authority to contract with Union County, NC.

Name: _____

Title: _____

Signature: _____

Date: _____



9 APPENDIX C – ADDENDUM AND ANTI-COLLUSION

RFP 2023-026 HIPAA Risk Assessment

SUBMIT WITH PROPOSAL

Please acknowledge receipt of all addenda by including this form with your Proposal. Any questions or changes received will be posted as an addendum on www.co.union.nc.us and/or www.ips.state.nc.us. It is your responsibility to check for this information.

Addendum No.	Date Downloaded
_____	_____
_____	_____
_____	_____
_____	_____

I certify that this proposal is made in good faith and without collusion with any other offeror or officer or employee of Union County.

Company Name: _____

Name: _____

Title: _____

Email Address: _____

Signature: _____

Date: _____



10 APPENDIX D – SAMPLE VENDOR PAYMENT NOTIFICATION
RFP 2023-026 HIPAA Risk Assessment

Informational Purposes Only - Do not submit with proposal.



Finance Department

500 North Main Street Suite #714
Monroe, NC 28112 T. 704-283-3813
www.unioncountync.gov

ATTENTION: ACCOUNTS PAYABLE VENDORS

As part of our Fraud Prevention Program, Union County now prefers two methods for payments to vendor accounts. These methods allow for faster and easier payments to vendors.

The first and preferred method available is to accept a VISA card payment from the County. If you accept payment via VISA, payment is made at the time of the transaction or upon receipt and approval of the invoice.

The second method is an Electronic Funds Transfer. (EFT) This means that you will receive payment of invoices due directly into your bank account. With this method, you will get an email confirmation giving you the date, invoice numbers, and total amount paid. Your payment will be available to you on Monday (or the first banking day if Monday is a bank holiday) following receipt of an approved invoice from the County department invoiced.

An EFT Enrollment Form to enroll in the program is attached for your convenience. You can also visit the Union County website at www.unioncountync.gov at any time to get a new form if your banking information changes. If the banking information changes and you do not notify us, it will delay receipt of payment for invoices.

If you wish to receive payment via the County's VISA card, please contact Heather Howey at 704-283-3539, or send an email to ap@unioncountync.gov and you will be added to the list of vendors accepting the VISA card method of payment.

Union County prefers all vendors participate in one of the two methods described above.

Thank you in advance for your participation.

Please return this completed form and supporting documents to:



Union County -Finance Office
Suite 714, 7th Floor, 500 N. Main Street, Monroe NC 28112

Phone: (704) 283-3886 **Fax:** (704) 225-0664

Email: ap@unioncountync.gov

Authorization for payment via Electronic Funds Transfer (EFT)

Initial Enrollment

Change Information

Today's Date _____

Company Name _____

Street Address _____

City, State, Zip _____

By signing below, I hereby authorize Union County to electronically deposit funds into the account indicated below. I understand that if my banking information changes and Union County is not made aware of this change, then payment may be delayed.

Bank Name _____

Address _____

City, State, Zip _____

Routing/ABA # _____ Bank Acct No. _____

Payment Notification: I hereby authorize the following individual to receive an email notification of payment details for all funds deposited to the above account by Union County.

Name & Title _____

Email Address _____

Phone Number _____

Officer Name & Title _____

Phone Number _____

Signature: _____

FOR ACCOUNT VERIFICATION, PLEASE ATTACH A VOIDED CHECK.

This authorization will remain in effect until Union County has received written notice to discontinue.

Print Form



11 APPENDIX E – TEMPLATE CONTRACT

RFP 2023-026 HIPAA Risk Assessment

Informational Purposes Only - Do not submit with proposal.

STATE OF NORTH CAROLINA

AGREEMENT

COUNTY OF UNION

THIS AGREEMENT is made and entered into as of _____, by and between UNION COUNTY, a political subdivision of the State of North Carolina, whose address is 500 N. Main Street, Monroe, N.C. 28112, hereinafter "Union," and [Contractor's full legal name], a [type of business (corporation, limited liability company, etc.) and state where incorporated], whose address is _____, hereinafter "Contractor."

W I T N E S S E T H

WHEREAS, Union desires that Contractor perform certain [describe services here] services; and

WHEREAS, Contractor is willing to perform such services as described in this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements hereinafter set forth, the parties hereto do each contract and agree with the other as follows:

1. SERVICES PERFORMED. Contractor agrees to perform the services as set forth in the attached [Scope of Work, or, if the full RFP is to be attached, state the RFP # and RFP title], which is incorporated herein by reference (hereinafter the "Services"), in accordance with the terms of this Agreement.

2. FEE AND PAYMENT SCHEDULE. Union shall pay Contractor [insert payment amount or rate] for performance of the Services. Contractor shall invoice Union on a monthly basis for Services performed, or upon such other schedule as may be agreed upon by the parties. Payment is due within thirty (30) days of receipt of an accurate invoice by Union's Finance Division. All payments shall be conditioned upon appropriation by the Union County Board of Commissioners of sufficient funds for each request for services.

3. TERM AND TERMINATION. The Effective Date is the date of mutual execution of this Agreement. This Agreement shall have a term of [insert agreement time length] (the "Initial Term"). Upon completion of the Initial Term, Union may, in its sole discretion, elect to renew this Agreement for up to _____ [number of possible additional terms, as stated in the RFP] additional _____ [number of years in each renewal term]-year terms, each a "Renewal Term," upon written notice to the Contractor. Union may terminate this Agreement at any time, without cause, upon provision of ten (10) days' written notice to Contractor. In the event of termination without cause, Contractor shall be paid for services performed to the date of notification of termination by Union.

4. OWNERSHIP OF DOCUMENTS. All deliverables and any other contract documents prepared by Contractor, or any subcontractors or subconsultants under the terms of this Agreement ("the Documents"), shall be the property of Union. Contractor further acknowledges that Union is subject to Chapter 132 of the North Carolina General Statutes, the

Public Records Act (the “Act”), and that this Agreement, as well as any of the Documents as defined herein, shall be a public record as defined in such Act, and as such, will be open to public disclosure and copying.

5. **BASIC INSURANCE REQUIREMENTS.** At Contractor’s sole expense, Contractor shall procure and maintain the following minimum insurances with insurers authorized to do business in North Carolina and rated A-VII or better by A.M. Best, or as otherwise authorized by the Union County Risk Manager.

A. WORKERS’ COMPENSATION
Statutory (coverage for three or more employees) limits covering all employees, including Employer’s Liability with limits of:

\$500,000	Each Accident
\$500,000	Disease - Each Employee
\$500,000	Disease - Policy Limit

B. COMMERCIAL GENERAL LIABILITY
Covering all operations involved in this Agreement.

\$2,000,000	General Aggregate
\$2,000,000	Products/Completed Operations Aggregate
\$1,000,000	Each Occurrence
\$1,000,000	Personal and Advertising Injury Limit

C. COMMERCIAL AUTOMOBILE LIABILITY

\$1,000,000	Combined Single Limit - Any Auto
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D. PROFESSIONAL LIABILITY

\$1,000,000	Claims Made
-------------	-------------

Contractor shall provide evidence of continuation or renewal of Professional Liability Insurance for a period of two (2) years following termination of the Agreement.

6. **ADDITIONAL INSURANCE REQUIREMENTS.**

A. The Contractor’s General Liability policy shall be endorsed, specifically or generally, to include the following as Additional Insured:

UNION COUNTY, ITS OFFICERS, AGENTS AND EMPLOYEES ARE INCLUDED AS ADDITIONAL INSURED WITH RESPECT TO THE GENERAL LIABILITY INSURANCE POLICY.

- B. Before commencement of any work or event, Contractor shall provide a Certificate of Insurance in satisfactory form as evidence of the insurances required above.
- C. Contractor shall have no right of recovery or subrogation against Union County (including its officers, agents and employees).
- D. It is the intention of the parties that the insurance policies afforded by Contractor shall protect both parties and be primary and non-contributory coverage for any and all losses covered by the above-described insurance.
- E. Union County shall have no liability with respect to Contractor's personal property whether insured or not insured. Any deductible or self-insured retention is the sole responsibility of Contractor.
- F. Notwithstanding the notification requirements of the Insurer, Contractor hereby agrees to notify County's Risk Manager at 500 N. Main Street, Suite #130, Monroe, NC 28112, within two (2) days of the cancellation or substantive change of any insurance policy set out herein. Union, in its sole discretion, may deem failure to provide such notice as a breach of this Agreement.

G. The Certificate of Insurance should note in the Description of Operations the following:

Department:
 Contract #:

H. Insurance procured by Contractor shall not reduce nor limit Contractor's contractual obligation to indemnify, save harmless and defend Union County for claims made or suits brought which result from or are in connection with the performance of this Agreement.

I. Certificate Holder shall be listed as follows:

Union County
 Attention: Keith A. Richards, Risk Manager
 500 N. Main Street, Suite #130
 Monroe, NC 28112

J. If Contractor is authorized to assign or subcontract any of its rights or duties hereunder and in fact does so, Contractor shall ensure that the assignee or subcontractor satisfies all requirements of this Agreement, including, but not limited to, maintenance of the required insurances coverage and provision of certificate(s) of insurance and additional insured endorsement(s), in proper form prior to commencement of services.

7. INDEMNIFICATION. Contractor agrees to protect, defend, indemnify and hold Union, its officers, employees and agents free and harmless from and against any and all losses, penalties, damages, settlements, costs, charges, professional fees or other expenses or liabilities of every kind and character arising out of or relating to any and all claims, liens, demands, obligations, actions, proceedings, or causes of action of every kind in connection with or arising out of this Agreement and/or the performance hereof that are due, in whole or in part, to the negligence of Contractor, its officers, employees, subcontractors or agents. Contractor further agrees to investigate, handle, respond to, provide defense for, and defend the same at its sole expense and agrees to bear all other costs and expenses related thereto.

8. DECLARATION BY CONTRACTOR. Contractor declares that Contractor has complied with all federal, state and local laws regarding business permits, certificates, and licenses that may be required to carry out the work to be performed under this Agreement.

9. FEDERAL, STATE, AND LOCAL TAXES. Neither federal, nor state, nor local income tax nor payroll tax of any kind shall be withheld or paid by Union on behalf of Contractor or the employees of Contractor. Contractor shall not be treated as an employee with respect to the services performed hereunder for federal or state tax purposes.

10. NOTICE TO CONTRACTOR REGARDING ITS TAX DUTIES AND LIABILITIES. Contractor understands that Contractor is responsible to pay, according to law, Contractor's income tax. If Contractor is not a corporation, Contractor further understands that Contractor may be liable for self-employment (social security) tax, to be paid by Contractor according to law.

11. FRINGE BENEFITS. Because Contractor is engaged in Contractor's own independently established business, Contractor is not eligible for, and shall not participate in, any employee pension, health or other fringe benefit plan of Union.

12. UNION NOT RESPONSIBLE FOR WORKERS' COMPENSATION. No workers' compensation insurance shall be obtained by Union concerning Contractor or the employees of Contractor. Contractor shall comply with the workers' compensation law concerning Contractor and the employees of Contractor.

13. NO AUTHORITY TO BIND UNION. Contractor has no authority to enter into contracts or agreements on behalf of Union. This Agreement does not create a partnership or any form of agency between the parties.

14. ASSIGNMENT. Neither Union nor Contractor shall assign, sublet or transfer any rights under or interest in this Agreement (including, but without limitation, monies that may become due or monies that are due) without the written consent of the other, except to the extent that any assignment, subletting or transfer is mandated by law or the effect of this limitation may be restricted by law. Unless specifically stated to the contrary in any written consent to assignment, no assignment shall release or discharge the assignor from any duty or responsibility under this Agreement.

15. NON-WAIVER. The failure of either party to exercise any of its rights under this agreement for a breach thereof shall not be deemed to be a waiver of such rights or a waiver of any subsequent breach.

16. HOW NOTICES SHALL BE GIVEN. Any notice given in connection with this agreement shall be given in writing and shall be delivered either by hand to the party or by certified mail, return receipt requested, to the party at the party's address stated herein. Any party may change its address stated herein by giving notice of the change in accordance with this paragraph.

17. APPLICABLE LAW AND JURISDICTION. This Agreement shall be construed and enforced in accordance with the laws of the State of North Carolina. The parties to this Agreement confer exclusive jurisdiction of all disputes arising hereunder upon the General Courts of Justice of Union County, North Carolina.

18. COMPLETE AGREEMENT. This Agreement contains the complete agreement of the parties regarding the terms and conditions of the Agreement, and there are no oral or written conditions, terms, warranties, understandings or other agreements pertaining thereto which have not been incorporated herein. This Agreement may be modified only by written instrument duly executed by both parties, or their respective successors in interest.

19. SEVERABILITY. The provisions hereof are severable, and should any provision be determined to be invalid, unlawful or otherwise null and void by any court of competent jurisdiction, the other provisions shall remain in full force and effect and shall not thereby be affected unless such ruling shall make further performance hereunder impossible or impose an unconscionable burden upon one of the parties.

20. AUTHORITY. Each party warrants that it has the corporate or other organizational power and authority to execute, deliver and perform this Agreement. Each party further warrants that the execution, delivery and performance by it of the Agreement has been duly authorized and approved by all requisite action of the party's management and appropriate governing body.

21. E-VERIFY. E-Verify is the federal program operated by the United States Department of Homeland Security and other federal agencies, or any successor or equivalent program, used to verify the work authorization of newly hired employees pursuant to federal law. Contractor shall ensure that Contractor and any subcontractor performing work under this Agreement: (i) uses E-Verify if required to do so by North Carolina law; and (ii) otherwise complies with the requirements of Article 2 of Chapter 64 of the North Carolina General Statutes. A breach of this provision by Contractor will be considered a breach of this Agreement, which entitles Union to terminate this Agreement, without penalty, upon notice to Contractor.

[Remainder of page intentionally left blank. Signatures follow on the next page.]

IN WITNESS WHEREOF, the parties hereto, acting under authority of their respective governing bodies, have hereunto set their hands and seals, and have caused this Agreement to be duly executed, this the day and year first above written.

WITNESS:

UNION COUNTY

BY: _____
Lynn G. West, Clerk to the Board

BY: _____ (SEAL)
William M. Watson, County Manager

DATE: _____

WITNESS:

_____ [Contractor Full Legal Name]

BY: _____

BY: _____ (SEAL)

DATE: _____

Approved as to Legal Form _____

This instrument has been preaudited in the manner required by The Local Government Budget and Fiscal Control Act.

Deputy Finance Officer