



March 14, 2019

City of Orlando
Office of Business and Financial Services
City Hall, Fourth Floor
400 South Orange Avenue
Orlando, Florida 32801

Attention: Lee R. Donate

Dear Lee,

Thank you for your interest in GoodSource Staffing Services. We are committed to providing your company with work-ready individuals, many of whom have practiced workplace skills at Goodwill. We will deliver flexible, on-demand staffing options that will enable you to accurately and quickly fill your specific job needs, while delivering excellent customer service.

GoodSource Staffing Services will screen, interview and assign employees to your company. In doing so, we are assuming responsibility for maintaining personnel records, processing payroll and maintaining payroll records, and for remitting all required taxes and withholdings under all applicable federal, state and local laws. GoodSource will provide Workers' Compensation for our flexible employees and will verify the identity and work authorization as required by the Immigration Reform and Control Act of 1986. GoodSource will handle unemployment and workers' compensation claims for our flexible employees.

GoodSource has a four (4) hour guarantee. Should the flexible employee not perform to your standards within the first 4 hours of a work shift, you will not be invoiced for that time.

RATE SCHEDULE

All employees will be ready for work, with a drug screen and a background completed.

Any Candidate not successfully passing a drug screen will not be placed on assignment.

Candidates with Background Issues will be presented and discussed with Department Supervisor prior to placement.

POSITIONS	HOURLY BILL RATE
All Positions (General Labor, Clerical, Customer Service)	\$14.73 Per Hour Bill Rate (\$10.71 an Hour Pay Rate + 37.5% Mark-Up over Pay Rate)
High Risk (Solid Waste and Case by Case)	\$16.05 Per Hour Bill Rate (10.71 an Hour Pay Rate + 50% Mark-Up over Pay Rate)

Assignment pay rates will vary depending on position. Skill level and job duties and can be determined by City of Orlando – (Client)

*Mark-up will be higher for positions for of high risk. Will be handled case by case and mutually agreed upon by the City of Orlando and GoodSource Staffing Services.

The Fee Schedule below outlines a fee structure should the City of Orlando want to hire any GoodSource Employee PRIOR to the employee completing 400 Hours worked on assignments with the City. There is NO FEE after employee has completed 400 Hours on any assignment, or assignments within 1 years' time.

LENGTH OF TIME ON ASSIGNMENT	FEE SCHEDULE
0 – 80 Hours	\$1,500
81 – 160 Hours	\$1,000
161 – 240 Hours	\$750
241 – 399 Hours	\$500
400 Hours - until date of hire	FEE IS WAIVED

Overtime will be billed at time and a half. A minimum of 2 hours will be billed in the event that a GoodSource employee reports to work as scheduled and is asked to leave due to lack of work.

GoodSource will invoice Client weekly and invoices are due 30 days after receipt. Client agrees to notify GoodSource of any disputed invoices within 15 days of receipt. GoodSource may charge interest at the rate of one and a half percent per month on any unpaid balances after 30 days of invoice date.

Client shall provide a reasonable safe work environment, adequate supervision and all necessary site-specific information, training, instructions and safety equipment. Client shall not substantially change the flexible employee's duties without prior notification and approval from GoodSource. GoodSource employees will not be asked to lift items weighing in excess of 50 pounds individually; work six (6) feet above floor level; work involving extreme temperatures; or work involving handling of hazardous substances (as defined by OSHA).

If at any time during the term of this agreement, GoodSource incurs increases to payroll burden due to Government mandated increases (FICA, SUI or Workers' Compensation) Client agrees that GoodSource may increase the bill rates proportionately so as to cover said burden.

The State of Florida has the second highest number of unsheltered homeless people in the country, as reported in the 2013 Point in Time report compiled by The United States Department of Housing and Urban Development ("HUD"). Fifty-eight percent of the chronically homeless population in the country is unsheltered individuals, of which Florida has nine percent or 9,647 on its streets. The Orlando area has the largest unsheltered chronic homeless population in Florida of over 1,577. In conjunction with the Central Florida Continuum of Care, the Central Florida Commission on Homelessness and HUD, the City is committed to a "Housing First" approach and finds the creation of permanent supportive housing with wraparound services to be a key solution for the chronically homeless.

Many people experiencing homelessness want to work. With the right blend of supports, most can overcome their personal barriers to do so successfully. Successful employment interventions can promote not only personal development and healthier habits for individuals experiencing homelessness, but also broader societal goals, including helping to prevent and end homelessness. Employment is just one component of this broader undertaking, but it is a crucial one.

Those who are formerly, chronically homeless (experiencing long-term homelessness or experiencing multi-year episodes of homelessness with a debilitating physical or mental condition) and who are currently in permanent supportive housing, benefit greatly from access to employment when it is presented in a seamless and coordinated fashion. The integration of housing and support services with customized employment services will help those who are in permanent supportive housing to move more effectively towards self-sufficiency.

Please sign below to indicate your understanding and acceptance of these terms and agreement.

GoodSource Staffing Services

By: _____

Name: _____

Date: _____

City of Orlando

By: _____

Name: _____

Date: _____

We look forward to partnering with you in doing “Good” for our community.