



**THIS CONTRACT is hereby made, entered into, and effective as of October 15, 2024, by and between GUILFORD COUNTY, a body politic and corporate of the State of North Carolina, hereinafter referred to as the “COUNTY,” and MENTAL HEALTH ASSOCIATES OF THE TRIAD (“MHAT”), hereinafter referred to as the “CONTRACTOR,” and also collectively referred to as the “Parties.”**

**WITNESSETH:**

**WHEREAS, evidence supports that Certified Peer Support Specialists (“CPSS”) and services improve re-entry outcomes such as reducing relapse and recidivism, community integration, and employment outcomes, and**

**WHEREAS, CPSSs with substance abuse experience will help inmate participants with coping skills, re-entry support upon release, developing relapse prevention plans, and completing discharge planning, and**

**WHEREAS, CPSSs provide a unique and enhanced component of service delivery that promotes self-reliance, self-advocacy and self-determination, and**

**WHEREAS, CPSSs provide resources and support while teaching essential skills in navigating systems, and**

**WHEREAS, the COUNTY is in need of CPSSs to provide services to inmates for the Re-Entry Program in the Greensboro and High Point Detention Centers, and**

**NOW, THEREFORE, in consideration of the following, the Parties agree as follows:**

- 1. TERM.** Unless terminated as provided herein, this Contract shall be in effect for three (3) years, beginning October 15, 2024, and ending October 14, 2027, with the option to extend for two (2), one (1) year renewals at the same pricing and terms and conditions upon mutual written agreement of both Parties.
- 2. PAYMENT AND PRICING.** As full compensation for the CONTRACTOR’s delivery of the goods and/or services, the COUNTY agrees to pay the amounts for the goods and/or services as set out herein and in Attachment A, which is attached hereto and incorporated herein by reference. Payment will be made by the COUNTY to CONTRACTOR within thirty (30) days of receipt of a correct invoice and proper documentation that the goods and/or services have been delivered or provided in accordance with this Contract.

Greensboro Location		High Point Location		Administration		Annual Cost
<u>1 Full-time CPSS</u>		<u>1 Part-time CPSS</u>		<u>Fee</u>		<u>per year</u>
\$49,420.00	+	\$28,464.80	+	\$3,894.24	=	\$81,779.04

Yearly Cost \$81,779.04 x 3 years = \$245,337.12

**3. NOT TO EXCEED CONTRACT.** The maximum financial exposure to the COUNTY under this Contract will not exceed \$245,337.12. Payment will be made only from budgeted funds in accordance with N.C.G.S. Chapter 159.

**4. APPROPRIATION.** This Contract is subject to annual appropriation of funds by the GUILFORD COUNTY Board of Commissioners or other funding source, pursuant to N.C.G.S. Chapter §153A-13.

**5. SCOPE OF WORK.**

**A. COUNTY RESPONSIBILITY:**

- Provide orientation to MHAT staff to address Sheriff's Office policies and procedures.
- Will facilitate MHAT staff with getting a Vendor Badge. MHAT is responsible for completing the badge request process and submitting to Guilford County Security for approval.
- Submit access request to the Department of Corrections for MHAT staff to use the Unite Us software used for participant record-keeping.

**B. MHAT RESPONSIBILITY:**

- Must maintain Peer Support Certification every two (2) years.
- Shall abide by all Sheriff's Office policies and procedures, including but not limited to how to engage inmates and their dress code.
- CPSS will be assigned to the Re-entry program. One part-time CPSS will be located at the High Point Detention Center and one full-time CPSS will be located at the Greensboro Detention Center.
- CPSS will provide pre-re-entry and post-release re-entry services for justice-involved (individuals currently involved with the justice system) and justice-impacted individuals (individuals who have been released or individuals who were involved with the justice system but currently are not involved with the justice system).

1. Pre-release contacts and referrals are to be conducted weekly. The recipients are identified via kiosk, referrals from Detention Center staff, and/or the medical provider. Pre-release re-entry services include:

- Meeting with residents in the detention facility to assess needs;
- Transportation coordination;
- Screen for programming; and
- Provide pre-entry planning and support.

2. CPSS will be responsible for maintaining a caseload not to exceed 45 cases for post-release services. Case planning includes the following steps: intake, planning, follow-up, and discharge. Documentation is associated with each step and is expected to be completed within 24 to 48 hours. Post-release services include:

- Job placement;
- Emergency shelter placement, and housing;
- Referrals and information;
- Clothing services;

- Food services; and
  - Vocational training.
- CPSS will process re-entry intakes for scheduled appointments and walk-ins.
  - CPSS will work closely with the Re-entry Case Manager and may be assigned Sheriff's Office interns.

**6. AMENDMENTS.** The terms of this Agreement may only be modified or revised with a written Contract executed by both Parties.

**7. TERMINATION.**

**TERMINATION WITHOUT CAUSE.**

COUNTY may terminate this Contract without cause or penalty upon serving ninety (90) days written notice to the CONTRACTOR. Subject to this Contract's provisions regarding breach, all goods and/or services provided and accepted as of the date of termination will be paid; similarly, amounts paid in advance, if any, for which deliverables have not been provided and accepted by COUNTY will be promptly refunded to COUNTY by CONTRACTOR within thirty (30) days of date of termination of this Contract.

**TERMINATION FOR CAUSE.**

If, through any cause, the CONTRACTOR shall fail to fulfill its obligations under this contract in a timely and proper manner, the COUNTY shall have the right to terminate this Contract by giving written notice to the CONTRACTOR and specifying the effective date thereof. In that event, all finished or unfinished deliverable items prepared by the CONTRACTOR under this contract shall, at the option of the COUNTY, become its property and the CONTRACTOR shall be entitled to receive just and equitable compensation for any satisfactory work completed on such materials, minus any payment or compensation previously made. Notwithstanding the foregoing provision, the CONTRACTOR shall not be relieved of liability to the COUNTY for damages sustained by the COUNTY by virtue of the CONTRACTOR'S breach of this Agreement, and the COUNTY may withhold any payment due the CONTRACTOR for the purpose of setoff until such time as the exact amount of damages due the COUNTY from such breach can be determined. In case of default by the CONTRACTOR, without limiting any other remedies for breach available to it, the COUNTY may procure the contracts services from other sources and hold the CONTRACTOR responsible for any excess cost occasioned thereby. The filing of a petition for bankruptcy by the CONTRACTOR shall be an act of default under this Contract.

**8. BREACH.** If, through any cause, CONTRACTOR or COUNTY ("the breaching party") shall fail to fulfill its obligations under this Contract in a timely and/or proper manner ("breach"), either in whole or in part, and such breach has continued for a period of more than ten (10) days after the other party ("the non-breaching party") has notified the breaching party of such breach, in addition to the right to terminate the Contract upon notice to the breaching party, the non-breaching party shall have all legal, equitable, and administrative rights available under applicable law. Without limiting other remedies, where COUNTY is the non-breaching party COUNTY may: Withhold any payment due CONTRACTOR for the purpose of setoff until such time as the exact amount of damages due COUNTY from such breach can be reasonably determined (at which time that amount shall be deducted from any payment(s) otherwise due to CONTRACTOR) and/or procure the contracted for services or goods from other sources and hold CONTRACTOR responsible for any excess cost occasioned thereby. The filing of a petition for bankruptcy by CONTRACTOR shall constitute an act of breach under this Contract.

**9. EQUAL EMPLOYMENT OPPORTUNITIES - AFFIRMATIVE ACTION.** GUILFORD COUNTY and the awarded Vendor shall comply with Equal Employment Opportunities (EEO) requirements, and to take affirmative action to ensure that all individuals have an equal opportunity for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, genetic information, or veteran status under the Guilford County EEO Plan, as amended, implemented pursuant to

41 CFR Part 60-2.10(a)(3), 41 CFR §60-741.44(a) and 41 CFR §60-300.44(a), and in accordance with the following laws, as amended: Title VII and Title IX of the Civil Rights Act of 1964; The Equal Pay Act of 1963; Executive Order 11246; the Age Discrimination in Employment Act of 1967; the Rehabilitation Act of 1973, as amended (Section 503); the Americans with Disabilities Act of 1990; the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA); the Civil Rights Restoration Act of 1988; NC General Statutes Chapters 116 and 126 and Title II of the Genetic Information Nondiscrimination Act of 2008, the North Carolina Equal Employment Opportunity Policy effective June 1, 2015, along with all other applicable federal and state laws governing equal employment opportunities.

**10. FEDERAL FUNDING – UNIFORM GUIDANCE.** The Parties agree that when utilizing federal funding in the performance of this Agreement, the Parties shall comply with all applicable provisions of 2 C.F.R. §200.326 and 2 C.F.R. Part 200, Appendix II, (Uniform Guidance), including, but not limited to: The Equal Employment Opportunity Clause (41 C.F.R. Part 60); Davis-Bacon Act (40 U.S.C. 3141-3148); Copeland “Anti-Kickback” Act (40 U.S.C. §3145, as supplemented by Department of Labor (DOL) regulations, 29 C.F.R. Part 3, “Contractors and Subcontractors on Public Building or Public Work Financed in Whole or in Part by Loans or Grants from the United States”); Contract Work Hours and Safety Standards Act (40 U.S.C. 3701-3708, as supplemented by DOL regulations at 29 C.F.R., Part 5. See 2 C.F.R. Part 200, Appendix II(E); Clean Air Act (42 U.S.C. 7401-7671q.) and the Federal Water Pollution Control Act, as amended (33 U.S.C. 1251-1387); Debarment and Suspension (Executive Orders 12549(1986) and 12689(1989) at 2 C.F.R. Part 180 and the DHS’ regulations at 2 C.F.R. Part 3000 (Nonprocurement Debarment and Suspension); Byrd Anti-Lobbying Amendment (31 U.S.C. 1352); Procurement of Recovered Materials (2 C.F.R. Part 200, Appendix II(J) and §200.322); Rights To Inventions by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements (37 C.F.R. Part 401); Record Retention Requirements (2 C.F.R. §200-324); and subsequent amendments, which are incorporated herein by reference.

**11. NOTICES.** All notices pursuant to this Agreement shall be in writing and delivered personally or mailed by certified mail, registered mail, postage prepaid, with return receipt requested, at the addresses appearing below, but each Party may change such address by written notice in accordance with this paragraph. Notices delivered personally will be deemed communicated as of actual receipt. Mailed notices will be deemed communicated as of three (3) days after mailing.

Michael Halford, Guilford County Manager  
GUILFORD COUNTY  
P.O. Box 3427 (zip code 27402)  
301 West Market Street  
Greensboro, NC 27401

MENTAL HEALTH ASSOCIATES OF THE TRIAD  
Attention: Eric Foushee  
910 Mill Ave  
High Point, NC 27260  
efoushee@mha-triad.org

**12. INDEPENDENT CONTRACTOR/INDEMNIFICATION CONTRACTOR** shall operate as an independent contractor for all purposes. Nothing in this Agreement shall be interpreted or construed as creating or establishing the relationship of employer and employee between the COUNTY and either the CONTRACTOR or any employee or agent of CONTRACTOR. CONTRACTOR is an independent contractor and not an employee, agent, joint venture or partner of the COUNTY. The Parties agree to each be solely responsible for their own acts or omissions in the performance of each of their individual duties hereunder, and shall be financially and legally responsible for all liabilities, costs, damages, expenses and

attorney fees resulting from, or attributable to any and all of their individual acts or omissions to the extent allowable by law. The COUNTY shall not be liable or responsible for indemnifying or holding harmless the CONTRACTOR or any CONTRACTOR's employees or agents.

- 13. ASSUMPTION.** If CONTRACTOR should undergo merger, acquisition, bankruptcy or any change in their ownership or their name for any reason, CONTRACTOR must immediately notify GUILFORD COUNTY in writing of these changes and provide the COUNTY with legal documentation supporting these changes, such as an Assumption Agreement, Bill of Sale, Articles of Incorporation, Articles of Amendment, sales contract, merger documents, etc. Further, CONTRACTOR will submit the name and address of the assuming CONTRACTOR'S registered agent for service of process and/or all notices required under this Contract.
- 14. SEVERABILITY.** If any provision of this Contract is held unenforceable, then such provision will be modified to reflect the Parties' intention. All remaining provisions of this Contract shall remain in full force and effect.
- 15. FORCE MAJEURE.** Neither Party shall be liable to the other Party for any failure or delay caused by events beyond such Party's control and not due to its own negligence, provided that such Party uses commercially reasonable efforts to resume performance as soon as reasonably practicable. The non-performing Party shall notify the other Party of the force majeure event within twenty-four (24) hours of the onset thereof. In the event that a force majeure event precludes CONTRACTOR from performing services and/or providing goods for a period of ten (10) consecutive business days, the COUNTY shall have the right to: (a) procure replacement goods and/or services from an alternative source and/or (b) terminate the Contract or portion(s) of Contract upon written notice to CONTRACTOR.
- 16. HEADINGS/TITLES/WORDING.** Inclusion of titles of paragraphs or section headings, capitalization of certain words or phrases and/or bold face typestyle of certain words or phrases in this Contract are for convenience purposes only and shall not be used to interpret or construe the provisions of this Agreement. The terms "Contract" and "Agreement" have the same meaning and may be used interchangeably throughout this document. The terms "Attachment" and "Exhibit" have the same meaning and may be used interchangeably throughout this document.

**17. GUILFORD COUNTY LIABILITY INSURANCE REQUIREMENTS.**

**WORKERS COMPENSATION:** CONTRACTOR agrees to maintain coverage to apply for all employees for statutory limits in compliance with the applicable state and federal laws. The policy must include employer's liability with limits of at least \$1,000,000.00 for each accident, \$1,000,000.00 for each employee, with at least a \$1,000,000.00 aggregate policy limit.

**COMMERCIAL PROFESSIONAL LIABILITY:** CONTRACTOR does hereby agree to maintain limits of at least \$1,000,000.00 per occurrence, per location, single limit for bodily injury liability and property damage liability, with at least a \$2,000,000.00 aggregate limit, per location. This shall include premises and/or operations, independent contractors, products and/or completed operations, broad form property damage and explosion, collapse and underground damage coverage, and a contractual liability endorsement.

**BUSINESS AUTO LIABILITY:** CONTRACTOR does hereby agree to maintain limits of at least \$1,000,000.00 per accident combined single limit for bodily injury liability and property damage. This should include owned vehicles, plus hired and non-owned vehicles.

**COMMERCIAL GENERAL LIABILITY:** CONTRACTOR does hereby agree to maintain limits of at least \$1,000,000.00 per occurrence, per location, single limit for bodily injury liability and property damage liability, with a \$2,000,000.00 aggregate limit, per location. This shall include premises and/or operations,

independent contractors, products and/or completed operations, broad form property damage and explosion, collapse and underground damage coverage, and a contractual liability endorsement.

**UNDERWRITING, ADDITIONAL INSURED, AND CANCELLATION NOTICE REQUIREMENTS:**

All insurance shall be written by companies with an AM Best rating “A” or higher. GUILFORD COUNTY shall be named as an additional insured on CONTRACTOR insurance policies, which shall be primary and not contributory to any other insurance that may be available to the COUNTY. Such certificates shall require that the policies shall not be canceled or reduced in coverage until thirty (30) days written notice of such cancellation or reduction has been received by CONTRACTOR and GUILFORD COUNTY.

**MAINTENANCE OF INSURANCE COVERAGE AND RENEWAL DOCUMENTATION:**

CONTRACTOR original insurance policies or certified copies of policies may be required by COUNTY at any time. Current, valid insurance policies meeting the requirements stated herein shall be maintained for the duration of the Agreement. Renewed policies shall be sent to the COUNTY at the above address thirty (30) days prior to any expiration date.

Upon the COUNTY’S offer of award of this Agreement, CONTRACTOR will provide Certificates of Insurance for meeting the required insurance provisions. The Certificate of Liability shall state, “Guilford County is added as an additional insured as evidenced by the endorsement attached to this Certificate.” CONTRACTOR will provide copies of insurance certificate(s) Guilford County Purchasing with their award package.

All insurance documents required under this Contract shall be forwarded to: GUILFORD COUNTY

Attention: Risk Management 301 West Market Street Greensboro, NC 27401

Reference: GUILFORD COUNTY CONTRACT NO. **90006982**

With CONTRACTOR'S NAME: **MENTAL HEALTH ASSOCIATES OF THE TRIAD**

In the event CONTRACTOR fails to maintain and keep in force for the duration of this Contract the insurance required herein, the COUNTY may cancel and terminate this Contract without notice.

**18. ENTIRE AGREEMENT.** This Contract, including the Exhibits and/or Attachments, if any, sets forth the entire Agreement between the Parties. All prior conversations or writings between the Parties hereto or their representatives are merged within and extinguished. This Contract shall not be modified except by a writing subscribed to by all the Parties.

**19. JURISDICTION and VENUE.** The Parties agree that this Contract is subject to the jurisdiction and laws of the State of North Carolina. The CONTRACTOR will comply with bid restrictions, if any, and applicable laws, including N.C.G.S. §143-129(j) regarding E-Verify. Any controversies arising out of this Contract shall be governed by and construed in accordance with the laws of the State of North Carolina. All actions filed under this Contract shall be filed in Guilford County Superior Court.

WITNESS the following signatures and seals all pursuant to authority duly granted, effective as of the day and year first above written.

**GUILFORD COUNTY ON BEHALF OF  
GUILFORD COUNTY SHERIFF'S OFFICE**

**MENTAL HEALTH ASSOCIATES OF  
THE TRIAD**

\_\_\_\_\_  
Michael Halford  
Guilford County Manager  
Date: \_\_\_\_\_

ATTEST:

\_\_\_\_\_  
Robin B. Keller  
Guilford County Clerk to Board  
Date: \_\_\_\_\_

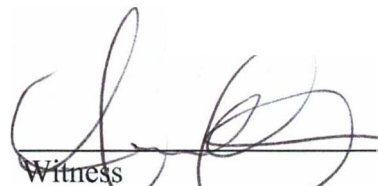
PRICE ONLY:  
This contract does not create an obligation to purchase and, therefore, has not been pre-audited.

\_\_\_\_\_  
Donald P. Warn  
Guilford County Chief Financial Officer  
Date: \_\_\_\_\_

\_\_\_\_\_  
Danny H. Rogers  
Guilford County Department Director / Designee  
Date: \_\_\_\_\_

*Eric Foushee*  
\_\_\_\_\_  
Print Name: Eric Foushee  
Title: President/CEO  
Date: 11/01/2024

ATTEST:

  
\_\_\_\_\_  
Witness  
Print Name: Abigail Tate  
Date: 11/01/2024

***MHAT Annual Budget***

***EXPENSES***

Advertising/Public Relations	0.00	
Employees		
Salaries		Part Time CPSS Calculated @ 28 hrs per week
Certified Peer Support Specialist (HP ReEntry)	24,752.00	15% includes (workers comp, general/professional liability insurance)
Fringe Benefits	3,712.80	
Certified Peer Support Specialist (GSO ReEntry)	37,440.00	Full Time CPSS
Fringe Benefits	11,980.00	32% includes (workers comp, health, vision, life, dental, retirement match and supplemental)
Administrative Fees	3,894.24	
<b>Total Wages</b>	<u><b>81,779.04</b></u>	
Insurance	0.00	5% (includes admin overhead, record keeping, HR, payroll and support)
Occupancy	0.00	
Equip Network/Maintenance	0.00	
Electricity	0.00	
Telephone	0.00	
Water & Natural Gas	0.00	
<b>Total Occupancy</b>	<u><b>0.00</b></u>	
Postage & Shipping	0.00	
Printing & Publications	0.00	
Professional Fees	0.00	
Supplies	0.00	
<b>TOTAL PROGRAM EXPENSES</b>	<u><u><b>\$ 81,779.04</b></u></u>	