

AMENDMENT NO. 1

TO BACKGROUND SCREENINGS AGREEMENT BETWEEN THE CITY OF EL MIRAGE AND JUSTIFACTS CREDENTIAL VERIFICATION, INC.

THIS AMENDMENT NO. 1 to the Justifacts Credential Verification, Inc. agreement and any subsequent agreements or addendums is made and entered into this 1st day of July 2024, by and between the City of El Mirage, an Arizona municipal corporation ("City"), and JUSTIFACTS CREDENTIAL VERIFICATION, INC. ("Justifacts").

RECITALS

- A. WHEREAS the City entered into an agreement with Justifacts commencing on March 2, 2021 for background screening services ("Agreement").
- B. WHEREAS both parties wish to amend a term of previous agreement with Fee Schedule addendum.
- C. WHEREAS the City desires to continue services with Justifacts for background screenings
- D. WHEREAS the City is authorized and empowered by provisions of the City Code to execute agreements for professional services by and through its City Manager.

AMENDMENT

NOW, THEREFORE, in consideration of the mutual promises and obligations set forth herein, the parties hereto agree that the following amendment hereby replace any previous terms:

- 1. For fiscal year 2024/25 the City shall be billed according to the attached Exhibit C – Fee Schedule.
- 2. All other terms, conditions, and provisions of the agreement and any addendums shall remain unchanged and apply during the renewal period unless otherwise amended.

IN WITNESS WHEREOF, the parties have executed this Amendment as of the date and year set forth below.

CITY OF EL MIRAGE:
an Arizona municipal corporation

JUSTIFACTS:

By: J. Crystal Dyches
Its: City Manager

By: Andrew Yoder
Print Name

By: [Signature]
Signature

City Clerk Sharon Antes
Date: _____

Its: VP - Contract Records
Title

APPROVED AS TO FORM:

City Attorney Justin Pierce

Exhibit C – Fee Schedule

Justifacts Credential Verification, Inc Background Check solution includes:

Service	Price
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All Areas of Residence Per Name for 7 Years Package:

• Social Security Trace (<i>Name and address history</i>)	\$ 2.05
• All Counties of Residence Criminal Record Search* (<i>Searches all areas of Residence in the past 7 years as per the Social Security Trace, per name</i>)	\$18.90
• National Criminal Database (<i>Multistate criminal record search, includes 50 state sex offender registry, GSA, OIG and OFAC government watch list</i>)(per name)	\$5.25
• Comprehensive Employment Verification* (<i>Verifies up to 3 employers within the last 7 years. Job title, employment dates, salary, reason for leaving, and rehire eligibility will be verified. This also includes a minimum 2 performance reviews from supervisors, or references will be substituted</i>)	\$31.50
• Federal District Criminal Record Check*	\$5.25
• Motor Vehicle Record Check*	\$3.15
• Confirmation of Degree*	\$6.30

Total: \$72.40*

All Areas of Residence Per Name for 7 Years Package – Minus Motor Vehicle Record Check:

• Social Security Trace (<i>Name and address history</i>)	\$ 2.05
• All Counties of Residence Criminal Record Search* (<i>Searches all areas of Residence in the past 7 years as per the Social Security Trace, per name</i>)	\$18.90
• National Criminal Database (<i>Multistate criminal record search, includes 50 state sex offender registry, GSA, OIG and OFAC government watch list</i>)(per name)	\$5.25
• Comprehensive Employment Verification* (<i>Verifies up to 3 employers within the last 7 years. Job title, employment dates, salary, reason for leaving, and rehire eligibility will be verified. This also includes a minimum 2 performance reviews from supervisors, or references will be substituted</i>)	\$31.50
• Federal District Criminal Record Check*	\$5.25
• Confirmation of Degree*	\$6.30

Total: \$69.25*

Service	Price
Account set-up and access levels for unlimited Client users	Included
Online report ordering and retrieval	Included
Online Applicant web portal	Included
Online Administrative Reports	Included
Online Adverse Action Letters	Included
Online Resource Center	Included

ATS/HRIS integration	Included
U.S. Based Customer Support (Telephone, email, live chat)	Included
Automated status notifications	Included
Individualized Assessment Tool	Included

Optional Features:

- Applicant Tracking System
- Electronic I9 System
- Employee Monitoring System
- Adverse Action Letter Handling
- CA applicant check box/AB 1068 report delivery

Fees levied by Federal, State, County and other governmental agencies for searches undertaken will be passed through to Subscriber in addition to the fees charged by Justifacts. Such fees may include case copies associated with records found, administrative fees, and/or third-party fees. Additional criminal searches including counties added by Subscriber outside of those found by the social trace, including aliases and maiden names will be billed at a la carte rates.

Fees levied by educational institutions and/or employers and those who have retained third party vendors to respond to requests for verifications of education and employment will be passed through to Subscriber in addition to the fees charged by Justifacts.

***National Criminal Database: if a criminal record is indicated on the National Criminal Database search, the appropriate county criminal record search will *automatically* be added at the additional county search cost.

***Work Number: Justifacts policy is to automatically run the Work Number as the first step for all requests for employment verifications. If the Work Number returns any information, client will be invoiced for the Work Number fee.

Drug/Medical Testing Pricing:

In Network : All drug/medical testing performed at In Network collection facilities (LabCorp or Quest owned Patient Service Centers or other laboratory-owned and managed collection facilities authorized for Subscriber's use, but excluding laboratory preferred third party network collection sites) includes the cost of specimen collection, laboratory testing and MRO review.

Preferred Third Party Network Fee: The "Preferred Network" drug/medical testing service fee is incurred when using a Preferred Clinic Network facility.

Out of Network Fee: The "Out of Network" drug/medical testing service fee is incurred when using collection facilities that are Out of Network (i.e., not pre-established and authorized for Subscriber's program).

Reschedule Fee: There is a \$5 reschedule fee for any drug/medical test that needs to be rescheduled due to expiration of the original request or to obtain a different collection location.

Certificate Fee: There is a \$1 fee to have drug test certificates uploaded to the Justifacts system when using services that do not automatically include the certificate upload.

Public Record Fees:

- 1) State/County/Unified Court fees– Some jurisdictions impose fees to access their information. All governmental fees to access records are passed through to client.
- 2) Case copies – In those instances where case copies are required, Justifacts passes through any associated costs with obtaining copies of court cases.
- 3) Archive fees – In those instances where a case is archived, some jurisdictions charge fees to retrieve archived cases. Justifacts passes through all costs associated with obtaining archived files.
- 4) Out of Scope fees – in those instances where a client requires a case outside of the normal 7-year scope of a Justifacts report, additional fees may be imposed.

- 5) Excessive case fees – Justifacts will charge fees on a per-case basis when a requested search returns more than 15 cases on an individual. This fee varies based on jurisdiction.
- 6) Civil Record Fees – All civil searches are searches of the courts name index only. Any case found must be ordered at additional cost to confirm personal identifiers

There is a one-time \$65 start-up fee and a \$.25 security/compliance fee per each report requested.