FIRST COAST WORKFORCE DEVELOPMENT, INC.

SOLE SOURCE DOCUMENTATION

Vendor/Subrecipient:	City of Jacksonville
Address:	231 E. Forsyth Street, Room 141,
	Jacksonville, FL 32202
Amount:	$ 83,750.00
Department:	Security-Market Street Center
Date:	June 1, 2018

Explain why this is the only product or service that can meet the needs of the purchasing agency. The City of Jacksonville, Jacksonville Sheriff's Office is responsible for the safety and security of all citizens in Duval County. They are the sole agency that can provide sworn law enforcement Officers to provide this service.

Explain why this vendor/subrecipient is the only practicably available source from which to obtain this product or service. As noted above, they are the sole agency that can provide sworn law enforcement Officers to provide this service.

Explain why the price is considered reasonable. The costs for services are reasonable customary and allowable, particularly since they are the only available vendor to provide the required service. No cost can compare as there are no other agencies that provide sworn officers in Duval County.

Describe the efforts that were made to conduct a non-competitive negotiation to get the best possible price for the taxpayers. Safety of our staff and all customers is the priority in all our centers. The cost is reasonable to ensure we are taking every step possible to ensure everyone's safety.

Bruce Ferguson, President and CEO

10/31/18
Date

MARKET STREET					
Month/Year	Number of Work Days	Officer Pay @ $29/hour for 9 hours per day	Administrative Fee at $5/hour ($45/day)	Scheduling Officer Fee at $29/day	
Jul-18	21	$ 5,481.00	$ 945.00	$ 609.00	
Aug-18	23	$ 6,003.00	$ 1,035.00	$ 667.00	
Sep-18	19	$ 4,959.00	$ 855.00	$ 551.00	
Oct-18	22	$ 5,742.00	$ 990.00	$ 638.00	
Nov-18	19	$ 4,959.00	$ 855.00	$ 551.00	
Dec-18	19	$ 4,959.00	$ 855.00	$ 551.00	
Jan-19	22	$ 5,742.00	$ 990.00	$ 638.00	
Feb-19	20	$ 5,220.00	$ 900.00	$ 580.00	
Mar-19	21	$ 5,481.00	$ 945.00	$ 609.00	
Apr-19	22	$ 5,742.00	$ 990.00	$ 638.00	
May-19	22	$ 5,742.00	$ 990.00	$ 638.00	
Jun-19	20	$ 5,220.00	$ 900.00	$ 580.00	
TOTALS	250	$ 65,250.00	$ 11,250.00	$ 7,250.00	$ 83,750.00

Dianna Davis

From: Dianna Davis
Sent: Tuesday, June 19, 2018 1:20 PM
To: Pacheco, Victor
Cc: Katherine Sineath; Dianna Davis
Subject: 2018 - 2019 City of Jacksonville - Security

Importance: High

This is to confirm receipt of the information we needed to complete the contract for services for JSO Police Officers for next program year.

Thanks

Dianna Davis
Vice President of Compliance
CareerSource Northeast Florida
215 N. Market Street, Suite 300
Jacksonville, FL 32202
(904) 798-0060 ext. 2180
Fax (904) 359-6756
www.careersourcenortheastflorida.com
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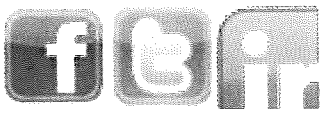

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CareerSource
NORTHEAST FLORIDA

From: Pacheco, Victor [mailto:Victor.Pacheco@jaxsheriff.org]
Sent: Tuesday, June 19, 2018 1:11 PM
Cc: Dianna Davis <DDavis@careersourcenefl.com>
Subject: RE: Information for 2018-2019

CareerSource Management;

The hourly rate for officers of the Jacksonville Sheriff's Office (JSO) working in an off-duty capacity at CareerSource locations (215 N. Market St., 11160 Beach Blvd. #111, 5000 Norwood Ave., Jacksonville, FL) is $34.00. Of this hourly rate, $29.00 is paid directly to the officer and the remainder is the administrative fee paid to the JSO via the City of Jacksonville. Additionally, a scheduling fee of $29.00 per each day an officer is scheduled is paid to the JSO schedulers (Victor M. Pacheco III/M Terbrueggen) at the locations mentioned here. A minimum of 48 hours shall be given to a scheduled officer when CareerSource finds the need to cancel an officer. When this minimum is not given, the scheduled Officer shall be paid for 3 hours.

Officers are normally scheduled to work 9 hour shifts during the hours of 8AM to 5PM with a lunch break on the property, unless otherwise advised by CareerSource. Officer working at CareerSource will conduct exterior and interior property checks during their shift. During their security checks, officers will contact employees and visitors to ensure all is well. Officers will report any incident(s) to CareerSource management and log incident(s) with actions taken in the JSO log book at the security desk.

Scheduled Officers will park their assigned patrol vehicle at the entrance/exit to the CareerSource location assigned. Officers shall remain on property to ensure for the safety of employee(s), visitor(s) and property at the CareerSource location assigned.

Please note, that all Officers assigned to work for CareerSource are Sworn Law Enforcement Officers; As such, their first and foremost duty is to protect the lives and property of the citizen of this community, to preserve the peace, and to prevent crime and disorder as directed by the laws of the State of Florida and the U.S. Constitution.

Police Lieutenant V.M. Pacheco III, ID 5906
Jacksonville Sheriff's Office
Watch Commander, Zone 6,-Blue
Office: (904) 696-4335
Cell: (904) 361-8057
Fax: (904) 924-5371

"In combat, you will never rise to the height of your expectations; rather, you will always sink to the level of your training."

ADDENDUM TO VENDOR AGREEMENT
BY AND BETWEEN FIRST COAST WORKFORCE DEVELOPMENT, INC., (FCWD)
dba CAREERSOURCE NORTHEAST FLORIDA
AND
CITY OF JACKSONVLLE-GATEWAY CENTER, SOUTHSIDE CENTER AND MARKET STREET

This Addendum is part of the attached Vendor Agreement by and between First Coast Workforce Development, Inc. (FCWD) dba CareerSource Northeast Florida and CITY OF JACKSONVLLE-GATEWAY CENTER, SOUTHSIDE CENTER AND MARKET STREET (Vendor) for services described in the Vendor Agreement attached hereto. In consideration of the mutual covenant and stipulations set forth in the agreement and Addendum herein, the parties hereby agree as follows:

1. COMPLIANCE WITH POLICIES AND LAWS

The warranty of this Section specifically includes compliance by Vendor and its subVendors with the provisions of the Immigration Reform and Compliance Act of 1986 (P. L. 99-603), the Workforce Innovation and Opportunity Act (WIOA), the Workforce Innovation Act of 2000, 45 CFR 98, the Temporary Assistance for Needy Families Program (TANF), 45 CFR parts 260-265, and other applicable federal regulations and policies promulgated thereunder and other applicable State, Federal, criminal and civil law with respect to the alteration or falsification of records created in connection with this Agreement. Office of Management and Budget (OMB) Circulars: Vendor agrees that, if applicable, it shall comply with all applicable OMB circulars, such as 2 CFR 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. Vendor will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. 276a to 276a7), the Copeland Act (40 U.S.C. 276c and 18 U.S.C. 874, and the Contract Work Hours and Safety Standards Act (40.327-333), regarding labor standards for federally assisted construction subagreements.

2. CERTIFICATION REGARDING DEBARMENT, SUSPENSION AND OTHER MATTERS

Vendor certifies that it is not currently debarred, suspended, or excluded from or for participation in Federal assistance programs, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency within a three-year period preceding the effective date of the Agreement in accordance with 29 CFR Parts 45, 74, 95 and 98. No contract shall be awarded to parties listed on the GSA List of Parties Excluded from Federal Procurement or Non-Procurement Programs.

3. NON-DISCRIMINATION, EQUAL OPPORTUNITY ASSURANCES, CERTIFICATIONS, OTHER PROVISIONS

As a condition of funding from FCWD under Title I of the WIOA, Vendor assures that it will comply fully with the following:

1) Title VI of the Civil Rights Act of 1964 as amended, 42 U.S.C. 2000d et seq., which prohibits discrimination on the basis of race, color or national origin.
2) Section 504 of the Rehabilitation Act of 1973 as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of disability.
3) Title IX of the Education Amendments of 1972 as amended, 20 U.S.C. 1681 et. Seq. which prohibits discrimination on the basis of sex in educational programs.
4) The Age Discrimination Act of 1975 as amended, 42 U.S.C. 6101 et seq., which prohibits discrimination on the basis of age.
5) Section 654 of the Omnibus Budget Reconciliation Act of 1981 as amended, 42 U.S.C. 9849, which prohibits discrimination on the basis of race, creed, color, national origin, sex, handicap, political affiliation or beliefs.
6) Section 188 of the Workforce Innovation and Opportunity Act (WIOA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex, national origin, age, disability, political affiliation, or belief, and against beneficiaries on the basis of either citizenship/status as a lawfully admitted immigrant authorized to work in the United States or Participation in any WIOA Title I financially assisted program or activity.
7) The American with Disabilities Act of 1990, P.L. 101-336, which prohibits discrimination on the basis of disability and requires reasonable accommodation for persons with disabilities.
8) Equal Employment Opportunity (EEO): The Vendor agrees that it shall comply with Executive Order (EO) No. 11246, Equal Employment Opportunity, as amended by EO No. 11375, requires that Federal Vendors and subVendors not discriminate against any employee or applicant for employment because of race, color, religion, sex, or national origin. It also requires the Vendor/subVendor to take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin and as supplemented in Department of Labor regulation 29 CFR Parts 33 and 37 as well as 41 CFR Part 60 and 45 CFR Part 80 if applicable.
9) Vendor also assures that it will comply with 29 CFR Part 37 and all other regulations implementing the laws listed above. This assurance applies to the grant applicant's operation of the WIOA Title I-financially assisted program or activity, and to all agreements Vendor makes to carry out the WIOA Title I-financially assisted program or activity. Vendor understands that the United States has the right to seek judicial enforcement of this assurance.

4. CERTIFICATION REGARDING CLEAN AIR ACT, WATER ACT, ENERGY EFFICIENCY AND ENVIRONMENTAL STANDARDS, SOLID WASTE

Clean Air and Water Act: When applicable, if this Contract is in excess of $100,000, Vendor shall comply with all applicable standards, orders or regulations issued under the Clean Air Act as amended (42 U.S.C. 7401), Section 508 of the Clean Water Act as amended (33 U.S.C. 1368 et seq.), Executive Order 11738 and Environmental Protection Agency regulations (40 CFR Part 15). The Vendor shall report any violation of the above to the contract manager. Energy Efficiency: The Vendor shall comply with mandatory standards and policies relating to energy efficiency which are contained in the State of Florida's Energy Conservation Plan issued in compliance with the Energy Policy and Conservation Act (Public Law 94-163).

Vendor will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d)

evaluation of flood hazards in flood plains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. 1451 et seq .); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. 7401 et seq .); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended, (P.L. 93-523); and (h) protection of endangered species under the Endangered Species Act of 1973, as amended, (P.L. 93-205). The Vendor will comply with the Solid Waste Disposal Act, as amended by the Resource Conservation and Recovery Act (42 U.S.C. 6962).

5. CERTIFICATION REGARDING LOBBYING AND INTEGRITY

Vendor shall comply with the provisions of the Byrd Anti-Lobbying Amendment (31 U.S.C. 1352) 29 CFR Part 93. When applicable, if this Agreement is in excess of $100,000, Vendor must, prior to contract execution, complete the Certification Regarding Lobbying Form. XX See Appendix A to 29 CFR and Appendix A to 45 CFR Part 74 13.

6. CONFIDENTIALITY

It is understood that the Vendor shall maintain the confidentiality of any information, regarding FCWD customers and the immediate family of any applicant or customer, that identifies or may be used to identify them and which may be obtained through application forms, interviews, tests, reports from public agencies or counselors, or any other source. Vendor shall not divulge such information without the written permission of the customer, except that such information which is necessary as determined by FCWD for purposes related to the performance or evaluation of the Agreement may be divulged to FCWD or such other parties as they may designate having responsibilities under the Agreement for monitoring or evaluating the services and performances under the Agreement, or to governmental authorities to the extent necessary for the proper administration of the law. All release of information shall be in accordance with applicable State laws, and policies of FCWD. No release of information by Vendor, if such release is required by Federal or State law, shall be construed as a breach of this Section.

7. RIGHTS TO DATA/COPYRIGHTS AND PATENTS

FCWD, State of Florida and the U.S. Department of Labor shall have unlimited rights to inventions made under contract or agreement: Contracts or agreements for the performance of experimental, developmental, or research work shall provide for the rights of the Federal Government and the recipient in any resulting invention in accordance with 37 CFR part 401, "Rights to Inventions Made by Nonprofit Organizations and Small Business Firms Under Government Grants, Contracts and Cooperative Agreements" and any implementing regulations issued by the awarding agency.

8. MONITORING

At any time and as often as FCWD, the State of Florida, United States Department of Labor, Comptroller General of the United States, the Inspector Generals of the United States and the State of Florida, or their designated agency or representative may deem necessary, Vendor shall make available all appropriate personnel for interviews and all financial, applicant, or participant books, documents, papers and records or other data relating to matters covered by this contract, for examination and/or audit, and/or for the making of excerpts or copies of such records for the purpose of auditing and monitoring activities and determining compliance with all applicable rules and regulations, and the provisions of this Agreement. The above referenced records shall be made available at the Vendor's expense, at reasonable locations as determined by FCWD. Vendor shall respond in writing to monitoring reports and requests for corrective action plans within 10 working days after the receipt of such request from FCWD.

9. PUBLIC ANNOUNCEMENTS AND ADVERTISING

Vendor agrees that when issuing statements, press releases, request for proposals, bid solicitation, and other documents describing the project or programs funded in whole or in part under this Agreement, Vendor shall clearly state: (1) the percentage of the total cost of the program or project which will be financed with Federal money under this Agreement and (2) the dollar amount of Federal funds for the project or program.

10. PUBLIC ENTITY CRIMES

Vendor shall comply with subsection 287 .L33(2)(a), F.S., whereby a person or affiliate who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid, proposal, or reply on a contract to provide any goods or services to a public entity; may not submit a bid, proposal, or reply on a contract with a public entity for the construction or repair of a public building or public work; may not submit bids, proposals, or replies on leases of real property to a public entity; may not be awarded or perform work as a Vendor, supplier, subVendor or consultant under a contract with any public entity and may not transact business with any public entity in excess of the threshold amount provided in section 287.Ot7, F.S., for Category Two for a period of thirty-six (36) months from the date of being placed on the convicted vendor list.

11. THE PRO-CHILDREN ACT

Vendor agrees to comply with the Pro-Children Act of 1994,20 U.S.C. 6083. Failure to comply with the provisions of the law may result in the imposition of civil monetary penalty up to $1,000 for each violation and/or the imposition of an administrative compliance order on the responsible entity. This clause is applicable to all approved sub-contracts. In compliance with Public Law (Pub. L.) LO3-277, the Contract shall not permit smoking in any portion of any indoor facility used for the provision of federally funded services including health, day care, early childhood development, education or library services on a routine or regular basis, to children up to age 18.

12. TERMINATION FOR DEFAULT/CONVENIENCE

This modified agreement may be terminated as follows:

1. Either party may request termination of modified agreement upon 30 days prior written notice to the other party.
2. FCWD may unilaterally terminate or modify this modified agreement, if for any reason either the U.S. Department of Labor or the State of Florida reduces funding through the grants under which this modified agreement is funded.
3. FCWD may unilaterally terminate this modified agreement at any time that it is determined that:
    a. Vendor fails to provide any of the services it has contracted to provide; or
    b. Vendor fails to comply with the provisions of this modified agreement; or
    c. Such termination is in the best interest of FCWD.
4. Written notification of termination must be by registered mail, return receipt requested.

If Vendor disagrees with the reasons for termination, they may file a grievance in writing within ten days of notice of termination to FCWD, who will conduct a grievance hearing and decide, from evidence presented by both parties, the validity of termination.

In the event this modified agreement is terminated for cause, Vendor shall be liable to FCWD for damages sustained for any breach of this modified agreement by the Vendor, including court costs and attorney fees, when cause is attributable to the Vendor.

In instances where Vendors/sub grantees violate or breach modified agreement terms, FCWD will use all administrative, contractual or legal remedies that are allowed by law to provide for such sanctions and penalties as may be appropriate.

IN WITNESS WHEREOF, Vendor and FCWD have caused this Agreement to be duly executed as of the date set forth below.

APPROVED BY: First Coast Workforce Development, Inc.

BY: Bruce Ferguson
Bruce Ferguson, President & CEO

WITNESS: Katherine W Smith

DATE 6/21/18

APPROVED BY: CITY OF JACKSONVILLE-GATEWAY CENTER, SOUTHSIDE CENTER AND MARKET ST.

BY: V. M. Pacheco III
Signed Authorized Vendor Representative

V. M. PACHECO III
Name Printed Authorized Vendor Representative

WITNESS: Katherine W Smith

DATE JUNE 18, 2018

October 8, 2018

To: Bruce Ferguson

From: Dianna Davis

Re: Modification #1 –INCREASE- PO #1385, City of Jacksonville for Security Services at the Market Street location.

Please INCREASE PO#1385, City of Jacksonville – Security Services for the Market Street location by $6,600.00 for a new total of $90,350.00.

An increase of $6,600.00 is requested to cover the increased pay rate of the Officers hourly salary to $33 per hour due to contract updates and the lack of availability of Officers lately which is the result of the JSO having to man our Public and Charters Schools. One of the issues now is that they're having a hard time finding qualified school guardians or Duval County School Police officers. Of the qualified school guardians, they do find, they're getting training/qualified and then leaving for higher paying schools in other counties. Sort of the same with our officers. Many are being mandated to work, but more are working the schools because they pay the new rate and overtime. The combination of all this makes the pool of available officers much smaller.

Though we have no control over the JSO mandates to work other projects, if we are able to increase the hourly salaries to $33 per hour perhaps we will be able to retain those Officers who take other jobs for the better pay.

Original PO #1385	$ 83,750.00	
Modification #1 - Increase	+$ 6,600.00	e-mail request
New Total PO #1385	$ 90,350.00	

BF 10/10/18

MARKET STREET					
Month/Year	Number of Work Days	Officer Pay @ $29/hour for 9 hours per day	Administrative Fee at $5/hour ($45/day)	Scheduling Officer Fee at $29/day	
Jul-18	21	$ 5,481.00	$ 945.00	$ 609.00	
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Oct-18	22	$ 5,742.00	$ 990.00	$ 638.00	
Month/Year	Number of Work Days	Officer Pay @ $33/hour for 9 hours per day	Administrative Fee at $5/hour ($45/day)	Scheduling Officer Fee at $33/day	
Nov-18	19	$ 5,643.00	$ 855.00	$ 627.00	
Dec-18	19	$ 5,643.00	$ 855.00	$ 627.00	
Jan-19	22	$ 6,534.00	$ 990.00	$ 726.00	
Feb-19	20	$ 5,940.00	$ 900.00	$ 660.00	
Mar-19	21	$ 6,237.00	$ 945.00	$ 693.00	
Apr-19	22	$ 6,534.00	$ 990.00	$ 726.00	
May-19	22	$ 6,534.00	$ 990.00	$ 726.00	
Jun-19	20	$ 5,940.00	$ 900.00	$ 660.00	
TOTALS	250	$ 71,190.00	$ 11,250.00	$ 7,910.00	$ 90,350.00

Dianna Davis

From: Bruce Ferguson
Sent: Monday, October 08, 2018 2:23 PM
To: Dianna Davis
Subject: RE: JSO hourly rate proposed increase info

You had said this would likely be coming...I'll be on the lookout.

Bruce Ferguson, Jr.
President
CareerSource Northeast Florida
1845 Town Center Blvd., Suite 250
Fleming Island, FL 32003
(904)213-3800
www.careersourcenefl.com

CareerSource
NORTHEAST FLORIDA

From: Dianna Davis
Sent: Monday, October 8, 2018 2:01 PM
To: Bruce Ferguson <BFerguson@careersourcenefl.com>
Subject: JSO hourly rate proposed increase info
Importance: High

Bruce,

Please see the information below. I have prepared a Modification request for each of the POs representing JSO Officers services in our Centers - POs 1385, 1386, and 1387 City of Jacksonville to adjust the hourly rates for the JSO Officers based on the attached information as well as the fact that we are having difficulties maintaining full coverage at our centers.

There are several reasons for this as indicated in Officer's Pacheco's info below.

You should be seeing hard copy requests the next time a mail run is completed.

Let me know if you have any questions.

Thanks,

Dianna Davis
Vice President of Compliance
CareerSource Northeast Florida
215 N. Market Street, Suite 300
Jacksonville, FL 32202
(904) 798-0060, extension 2180
Fax (904) 359-6756
www.careersourcenortheastflorida.com
Follow our blog: @work

Get connected with CareerSource Northeast Florida through Facebook, Twitter and LinkedIn.

CareerSource
NORTHEAST FLORIDA

From: Pacheco, Victor <Victor.Pacheco@jaxsheriff.org>
Sent: Monday, October 08, 2018 10:14 AM
To: Dianna Davis <DDavis@careersourcenefl.com>
Subject: RE: Contact info for REBUILD Florida
Importance: High

Good morning Dianna,

Just touching bases with you reference the new rate. The finalized official contract is still not available. They're telling me the approved draft hasn't be signed by city council yet, and it will be another 2 to 3 weeks before it is. However, this is just a formality and nothing will change from the approved draft I sent you. I haven't forgotten about your request for it and I'll keep you posted.

On another note. I apologize about the recent lack of availability lately. It's the result of JSO having to man our Public and Charters Schools. One of the issues now is that they're having a hard time finding qualified school guardians or Duval County School Police officers. Of the qualified school guardians they do find, they're getting training/qualified and then leaving for higher paying schools in other counties. Sort of the same with our officers. Many are being mandated to work, but more are working the schools because they pay the new rate and overtime. The combination of all this makes the pool of available officers much smaller.

I'm working on the November schedule now, but wanted to keep you informed.

V/r,
Victor

Police Lieutenant V.M. Pacheco III, ID 5906
Jacksonville Sheriff's Office
Zone 6 Watch Commander
Office: (904) 696-4354
Cell: (904) 361-8057
Fax: (904) 924-5371

"In combat, you will never rise to the height of your expectations; rather, you will always sink to the level of your training."

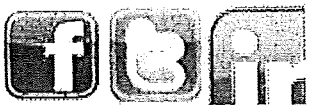
From: Dianna Davis [mailto:DDavis@careersourcenefl.com]
Sent: Monday, October 01, 2018 12:14 PM
To: Pacheco, Victor
Subject: RE: Contact info for REBUILD Florida

******EXTERNAL EMAIL SOURCE******

This email was sent from a non-JSO account. Do not open any links or any attachments unless you trust the sender and know the content is safe.

Is it possible to get this document in FINAL format? Thanks

Dianna Davis
Vice President of Compliance
CareerSource Northeast Florida
215 N. Market Street, Suite 300
Jacksonville, FL 32202
(904) 798-0060 ext. 2180
Fax (904) 359-6756
www.careersourcenortheastflorida.com
Follow our blog: @work



Get connected with CareerSource Northeast Florida through Facebook, Twitter and LinkedIn.

CareerSource
NORTHEAST FLORIDA

From: Pacheco, Victor <Victor.Pacheco@jaxsheriff.org>
Sent: Friday, September 28, 2018 11:47 AM
To: Dianna Davis <DDavis@careersourcenefl.com>
Subject: RE: Contact info for REBUILD Florida
Importance: High

Good morning Dianna,

As per our last conversation, I confirmed that the new rate of pay for all JSO Officers working off-duty employment is $38 an hour ($33 for the officer, $5 for the JSO). This is per the Sheriff, FOP and City of Jacksonville, effective October 1, 2017 to October 1, 2020. Attached is the new contract for your review. Please refer to Article 32 on page 64. I highlighted the information here.

Thanks,
Victor