Item 04 04-23-13



SCOTT COUNTY HEALTH DEPARTMENT Administrative Center 600 W. 4th Street Davenport, Iowa 52801-1030 Office: (563) 326-8618 Fax: (563)326-8774 www.scottcountyjowa.com/health



April 15, 2013

To: Dee F. Bruemmer, County Administrator From: Ed Rivers, Health Director

RE: Scott County Application for Substance Abuse Funding FY2014

The Iowa Department of Public Health has released the request for bid for the FY2014 County Substance Abuse Prevention Services Grant. Dollars received from this grant may be used to provide substance abuse programming involving education, prevention, referral, or post-treatment services. Grants of up to \$10,000 are available and must be matched three to one by county dollars. This is a grant that the county has participated in for a number of years, subcontracting with CADS (Center for Alcohol & Drug Services, Inc.) to provide services.

Based on the proposed budget for FY2014 for services through CADS, Scott County is eligible to apply for the full amount of \$10,000. If received, this funding would be used by CADS to provide prevention and aftercare services. I have enclosed the application for these grant funds for consideration and ask that this be placed on the April 23, 2013 Committee of the Whole Agenda.

Iowa Department of Public Health Division of Behavioral Health County Substance Abuse Prevention Services Request for Bid FY2014 Cover Page

Applicant Information – Provide the legal name of the applicant entity. This must be the entity associated with the Federal Identification (ID) number per the Internal Revenue Service (IRS).

County Board of Supervisors		
Federal Tax ID Number:	42-6004465	
		Co. # 82
Name and Number of County	Scott County Board of Supervisors	
Legal Address:	600 West 4 th Street, Davenport, IA 52801	
Phone:	563-326-8618	
Fax:	563-326-8774	

Total Dollar Amount Requested (whole dollar amount only)

Conditions

I hereby affirm and certify that:

- 1. The information in this bid proposal is accurate, to the best of my knowledge.
- 2. Under no circumstances will any personnel, employee or independent contractor of the contractor, be paid by the programs applied for in this grant proposal or by any other programs administered by the contractor to an extent that would translate to a full-time equivalency of greater than 1.0. Furthermore, no time will be "double-charged."

\$ 10,000.00

- 3. The organization has the resources to meet the goals and objectives included in this proposal for the amount of funds applied for.
- 4. If a contract is awarded, based on my authority, the organization is committed to fulfilling the standard contract conditions from the Iowa Department of Public Health.
- 5. I have read and understood the applicable Scope of Work.

County Board Chair / Vice Chair and date

Larry Minard, Chair Chair / Vice Chair name (print or type)

Iowa Department of Public Health Division of Behavioral Health County Substance Abuse Prevention Services FY2014

Key Personnel for this Proposal – Provide the following information for agency personnel associated with the program outlined in this proposal.

Title/Position Description	Name	Email Address	Direct Phone Number
County Board of Supervisors, Chair	Larry Minard	board@scottcountyiowa.com	563-326-8749
County Program Administrator/Director/ Coordinator	Edward Rivers Amy Thoreson	health@scottcountyiowa.com amy.thoreson@scottcountyiowa.com	563-326-8618 563-326-8618
County Auditor's Office Coordinator	Teri Arnold	Teri.arnold@scottcountyiowa.com	563-326-8618
County SharePoint Coordinator	Teri Arnold Amy Thoreson	teri.arnold@scottcountyiowa.com amy.thoreson@scottcountyiowa.com	563-326-8618 563-326-8618
Subcontractor(s) if applicable	Joseph P. Cowley, Ph.D.	jcowley@cads-ia.com	563-332-8974

Iowa Department of Public Health County Substance Abuse Prevention Services Request for Bid FY2013

Minority Impact Statement

Pursuant to 2008 Iowa Acts, HF 2393, Iowa Code Section 8.11, all grant applications submitted to the State of Iowa which are due beginning January 1, 2009 shall include a Minority Impact Statement. This is the state's mechanism to require grant applicants to consider the potential impact of the grant project's proposed programs or policies on minority groups.

Please choose the statement(s) that pertains to this grant application. Complete all the information requested for the chosen statement(s).

The proposed grant project programs or policies could have a disproportionate or unique **positive** impact on minority persons.

Describe the positive impact expected from this project

Indicate which group is impacted:

- ____ Women
- ____ Persons with a Disability
- ____ Blacks
- ____ Latinos
- ____ Asians
- ____ Pacific Islanders
- ____ American Indians
- ____ Alaskan Native Americans
- ___ Other
- The proposed grant project programs or policies could have a disproportionate or unique **<u>negative</u>** impact on minority persons.

Describe the negative impact expected from this project

Present the rationale for the existence of the proposed program or policy.

Provide evidence of consultation of representatives of the minority groups impacted.

Indicate which group is impacted:

____ Women

Persons with a Disability

- ____ Blacks
- ____ Latinos
- ____ Asians
- ____ Pacific Islanders
- ____ American Indians
- ____ Alaskan Native Americans
- ___ Other
- The proposed grant project programs or policies are **not expected to have** a

disproportionate or unique impact on minority persons.

Present the rationale for determining no impact.

The evidence based curriculum, PRIME for Life, used for the SUMMIT Program was not found to significantly impact either positively or negatively any minority. No adverse effects, concerns, or unintended consequences were identified by PRIME for Life.

I hereby certify that the information on this form is complete and accurate, to the best of my knowledge:

Name:__

Title: Chair, Scott County Board of Supervisors

Definitions for Attachment B

"Minority Persons", as defined in Iowa Code Section 8.11, mean individuals who are women, persons with a disability, Blacks, Latinos, Asians or Pacific Islanders, American Indians, and Alaskan Native Americans.

"Disability", as defined in Iowa Code Section 15.102, subsection 5, paragraph "b", subparagraph (1):

b. As used in this subsection:

(1) "Disability" means, with respect to an individual, a physical or mental impairment that substantially limits one or more of the major life activities of the individual, a record of physical or mental impairment that substantially limits one or more of the major life activities of the individual, or being regarded as an

individual with a physical or mental impairment that substantially limits one or more of the major life activities of the individual.

"Disability" does not include any of the following:

(a) Homosexuality or bisexuality.

(b) Transvestism, transsexualism, pedophilia, exhibitionism,

voyeurism, gender identity disorders not resulting from physical

impairments or other sexual behavior disorders.

- (c) Compulsive gambling, kleptomania, or pyromania.
- (d) Psychoactive substance abuse disorders resulting from current illegal use of drugs.

"State Agency", as defined in Iowa Code Section 8.11, means a department, board, bureau, commission, or other agency or authority of the State of Iowa.

Iowa Department of Public Health Division of Behavioral Health County Substance Abuse Prevention Services Request for Bid FY2014

Scope of Services

<u>Scott</u> County Board of Supervisors (insert county name)

County Number (#): 82

Geographic Area of Services: Scott County, Iowa

Target Population: Youth, adults, and families who reside in Scott County, Iowa

Anticipated number to be served: 500

<u>Description of Work or Services (Specific Action Plan including Goals):</u> The proposed services associated with this application will be provided through a subcontract with the Center for Alcohol & Drug Services, Inc. (CADS). CADS provides substance abuse prevention services for males and females, adults and youth, on and off-site at multiple locations, during varied times and days within Scott County. Prevention recipients are primarily youth and are engaged through schools, juvenile court, youth service agencies, parents, and peers.

The Institute of Medicine (IOM) distinguishes between programs based upon who is targeted: the entire population (universal), those at risk (selective), or persons exhibiting the early stages of use or related problem behavior (indicated). Services for the County Substance Abuse Prevention Services subcontract will be directed at all three IOM categories. Specific to this grant, certified Prevention Specialists will use evidence-based practices through a broad array of prevention strategies. This will include health fairs and educational opportunities to businesses, schools and the community (universal). Students involved in SUMMIT, a residential-based program for adolescent males who have demonstrated disruptive patterns at home, in school or in their community and various other programs at the Wittenmyer Learning Campus will receive educational groups on substance abuse issues (selective and indicated).

Goal: Inform residents of Scott Cour Drug issues.	nty regarding Alcohol, Tobacco, and Other
SERVICES	DELIVERABLES
Participate in community health fairs as	CENTER staff will participate in at least 20
requested for local employers,	health fairs in FY14.
agencies, businesses, and schools.	
Goal: Increase the perception of harm	of Alcohol, Tobacco, and Other Drug use.
SERVICES	DELIVERABLES
Conduct at least 20 presentations on	75% of participants surveyed on pre and post
Alcohol, Tobacco, and Other Drugs;	tests will have increased or maintained their
conduct pre and post testing.	knowledge of substance abuse.
Conduct pre/post-test evaluations.	
Goal: Educate and support youth who	are at high risk of substance use.
SERVICES	DELIVERABLES
Meet weekly with youth in the SUMMIT	At the end of each cycle, 75% of participants
program for education classes using	will have increased or maintained their
the evidence based curriculum, Too	knowledge related to risks associated with
Good for Drugs	substance use.
Conduct pre/post-tests at the end of	
each 8 week cycle	

Anticipated number of Direct Service hours to complete services: _150___

Experience and Ability to Provide Services

Describe the county experience and ability in providing substance abuse prevention services. If subcontracted, Attachments C-2 and C-3 are required for each subcontract.

Iowa Department of Public Health Division of Behavioral Health County Substance Abuse Prevention Services Request for Bid FY2014

Subcontractor Experience

<u>Scott</u> County Board of Supervisors (insert county name)

County Number (#): <u>82</u>

Subcontractor Organization:

Name: Center for Alcohol & Drug Services, Inc.

Dollar Amount: <u>\$10,000.00</u>

Address: 1523 South Fairmount Street, Davenport, IA 52802

*Contact Person: <u>Joseph P. Cowley, PhD, President/CEO</u>

Telephone number: <u>563-332-8974</u>

E-mail address: jcowley@cads-ia.com

*This must be the person directly responsible for the subcontractor's Work or Services Plan.

If a Subcontractor is utilized, describe their experience and ability to provide substance abuse prevention services

CADS is the primary provider of substance abuse services in Scott County, Iowa, serving more than 2,200 clients each year in treatment, and more than 4,000 youth and families with a wide array of prevention and education services. The organization has over thirty years of experience providing substance abuse prevention and treatment services; a central office and management structure that oversees funding from multiple private and public sources; and a host of collaborative initiatives in the Quad City area and the State of Iowa.

CADS has an excellent reputation in the community, at the State and federal levels as well as a solid working relationship within Scott County. In addition, well established relationships are maintained with the Scott County Health Department, schools, social service agencies, the courts (including Drug Court and Family Drug Court); human service organizations, hospitals, working coalitions, and the Department of Human Services.

NOTE: A disclaimer statement from each subcontractor must be submitted documenting that the county funds requested for services do not overlap or supplant any other funding from the Department.

See attached letter.

(Use one page per subcontractor in order to submit as a single application.) The Department has the right to disallow a subcontractor.

Attachment C-3

Iowa Department of Public Health Division of Behavioral Health County Substance Abuse Prevention Services Request for Bid FY2014

County Grant <u>Sub-Contractor</u> State/Federal Funding Streams Fiscal Year 2014

<u>Scott</u> County Board of Supervisors

(insert county name)

County Number (#): <u>82</u>

SUBCONTRACTOR:

Grant Name	Funding Source (state or federal)	Type/s of services provided
Comprehensive Prevention	State of Iowa Department of Public Health	Information dissemination; education; alternatives; environmental; problem identification and referral; community based process through the following activities: youth substance abuse diversion, youth tobacco diversion, DFYIT groups, esteem teams, youth outreach, science- based curriculum, workplace training, town hall meetings, alcoholic beverage server training, alcohol ID checks with local law enforcement.
Alcohol and Substance Abuse Prevention	United States Department of Defense	Prevention education and referral services to enlisted and civilian employees of the Rock Island Arsenal.
Community Partnerships (Tobacco Grant)	State of Iowa Department of Public Health	Deliver and facilitate school-based student youth tobacco prevention and education groups within Scott County through a subcontract arrangement with Scott County Health Department.

Iowa Department of Public Health Division of Behavioral Health

COUNTY SUBSTANCE ABUSE PREVENTION SERVICES GRANT

Request For Bids - FY 2014 Budget

Board of Supervisors (county) Scott

County # 82

EXPENSE BUDGET - Line Item		IDPH Budget	County Match
Direct Costs:			
a. Salaries & Fringe	0		
b. Contracted Services	✓	\$10,000	\$30,000
c. Other Operating Expenses	*		
TOTAL DIRECT		\$10,000	\$30,000
<u>Indirect</u> (%)			
TOTAL EXPENDITURES		\$10,000	\$30,000

O Complete Salaries & Fringe Detail page

- ✓ If subcontractor/s utilized, ensure attachment C-2 and C-3 is completed for each one and included in bid proposal.
- * Projected and brief brief breakdown of anticipated expenditures.

Budget Justification/Narrative:

Scott County will subcontract a total of \$40,000 to the Center for Alcohol & Drug Services, Inc. Of this amount, \$10,000 is IDPH dollars and \$30,000 is county general fund property tax dollars. The requested amount of \$10,000 will be used exclusively for wages and benefits for Certified Prevention Specialists providing services identified in this application. Specific to this grant, Certified Prevention Specialists will use evidence-based practices through a broad array of prevention strategies. This will include health fairs and education opportuniteis to businesses, schools and the community (universal). Students involved in SUMMIT, a residential-based program for adolescent males who have demonstrated disruptive patterns at home, in school, or in their community and various other programs at the Wittenmyer Learning Campus will receive educational groups on substance abuse issues (selective and indicated).

Iowa Department of Public Health Division of Behavioral Health

COUNTY SUBSTANCE ABUSE PREVENTION SERVICES GRANT

Request For Bids - FY 2014

BUDGET - SALARY & FRINGE

Board of Supervisors (county) Scott

County # 82

Name and Position/Title	Annualized Salary	Proje	ect Total	-	ect Total ed to IDPH
	\$ Amt.	FTE%	\$ Amt.	FTE%	\$ Amt.
Jim Smythe, Program Mgr	\$50,000	10%	\$5,000	100%	\$5,000
Penny Nichols	\$43,250	4%	\$1,730	50%	\$865
Total Salaries			\$6,730		\$5 <i>,</i> 865
Name and Position/Title of County Personnel Only (do not include subcontractor personnel)	Annualized Salary	Proje	ect Total	-	ect Total ed to IDPH
	\$ Amt.	FTE%	\$ Amt.	FTE%	\$ Amt.
None			\$0		\$0
			\$0		\$0
			\$0		\$0
			\$0		\$0
			\$0		\$0
			\$0		\$0
			\$0		\$0
			\$0		\$0
			\$0		\$0
Total Salaries			\$0		\$0
Fringe (%)					
TOTAL			\$0		\$0

Project Total Charged to IDPH must match Line a. on Budget sheet

Notes:

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Attachment D

Iowa Department of Public Health Division of Behavioral Health COUNTY SUBSTANCE ABUSE PREVENTION SERVICES GRANT Request For Bid Subcontractors

Applicant/Contractor:	Scott	County Board of Supervisors	County # 82
Subcontract Agency	Total	County	State
Center for Alcohol & Drug Services, Inc.	\$40,000	\$30,000	\$10,000



	ADULT
	Assessment
March 14, 2013	Outpatient
	Methadone
	Inpatient
Mr. Larry Minard, Chair Scott County Board of Supervisors	Detoxification
Administrative Center 600 W. 4th Street	Residential
Davenport, Iowa 52801-1030	Special Services For Women
This letter serves as certification that funds provided by the Iowa Department of Public Health, County Substance Abuse Prevention	Family Services
Services, administered by the Scott County Board of Supervisors, do not overlap or supplant any other funding received by the Center	Continuing Care
for Alcohol & Drug Services, Inc. from the Iowa Department of Public Health.	ADOLESCENT
Sincerely,	Assessment
peft B. Combey Ch.D.	Outreach
pyle. The other	Outpatient
Joseph P. Cowley, Ph. D. President/CEO	Continuing Care
	COMMUNITY

Commona

Prevention

Education

Outreach



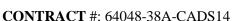


1523 S. Fairmount St., P.O. Box 3278, Davenport, IA 52808-3278 Phone: 563.322.2667 Fax: 563.322.3671 www.cads-ia.com

...a comprehensive continuum of quality care.

BOARD OF SUPERVISORS

Administrative Center 600 West 4th Street Davenport, Iowa 52801 Office: 563-326-8749 Fax: 563-328-3285 E-mail: board@scottcountyiowa.com www.scottcountyiowa.com



PROJECT TITLE: County Substance Abuse Prevention Services

CONTRACT AMOUNT: \$40,000

FUNDING SOURCE:

COUNTY: \$30,000.00 STATE: \$10,000.00

CONTRACTOR: Center for Alcohol & Drug Services, Inc. 1523 S. Fairmount Davenport, IA 52802



PROJECT PERIOD: July 1, 201e through June 30, 2014

CONTRACT PERIOD: July 1, 2013 through June 30, 2014

CONTRACT ADMINISTRATOR INFORMATION: NAME/TITLE: Joseph P. Cowley, Executive Director PHONE: 563-332-8974 FAX: 563-336-8826 E-MAIL: jcowley@cads-ia.com

The Contractor agrees to perform the work and to provide the services described in the Special Conditions for the consideration stated herein. The duties, rights and obligations of the parties to this contract shall be governed by the Contract Documents, which include the Special Conditions, General Conditions, Request for Bid and Application.

The Contractor has reviewed and agrees to the General Conditions effective January 10, 2013 as posted on the Department's Web site under *Funding Opportunities*: <u>www.idph.state.ia.us</u> or as available by contacting Teri Arnold at (563) 326-8618 ext. 8809. The contractor specifies no changes have been made to the Special Conditions or General Conditions.

The parties hereto have executed this contract on the day and year last specified below.

For and on behalf of the County:

By:____

Larry Minard, Chair Scott County Board of Supervisors

Date:_____

For and on behalf of the Contractor:

By

Joseph P. Cowley, Executive Director Center for Alcohol & Drug Services, Inc.

Date:

Special Conditions for Contract # 64048-38A-CADS14

Article I- Identification of Parties:

This contract is entered into by and between the Scott County Board of Supervisors (hereinafter referred to as the (COUNTY) and the CONTRACTOR, as identified on the contract face sheet. The Iowa Department of Public Health is referred to as the STATE.

Article II - Designation of Authorized County Official:

Larry Minard, Chairman of the Scott County Board of Supervisors, is the Authorized County Official for this contract. Any changes in the terms, conditions, or amounts specified in this contract must be approved by the Authorized County Official. Negotiations concerning this contract should be referred to Edward Rivers at (563) 326-8618.

Article III - Designation of Contract Administrator:

Joseph P. Cowley has been designated by the CONTRACTOR to act as the Contract Administrator. This individual is responsible for financial and administrative matters of this contract. Negotiations concerning this contract should be referred to Joseph P. Cowley at (563) 332-8974.

Article IV-Key Personnel for Project Implementation

The following individual(s) shall be considered key personnel for purposes of fulfilling work and services of this contract:

County Personnel		
Name	Title	E-mail address
Larry Minard	Chairman	board@scottcountyiowa.com
Edward Rivers	Health Director	health@scottcountyiowa.com
Amy Thoreson	Deputy Health Director	athoreson@scottcountyiowa.com
Teri Arnold	Administrative Office	tarnold@scottcountyiowa.com
	Assistant/Fiscal Officer	

Contractor F	Personnel
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Name	Title	E-mail address
Joseph P. Cowley	Executive Director	jcowley@cads-ia.com
Janet Rector	Prevention Coordinator	Jrector@cads-ia.com
Kurt Streicher	Fiscal Officer	kstreicher@cads-ia.com

The Contractor shall notify the COUNTY within ten (10) days of any change of Contract Administrator or Key Personnel.

Article V - Statement of Contract Purpose:

To provide substance abuse prevention and related services in Scott County.

Article VI - Description of Work and Services:

In compliance with the STATE approved work plan for FY2014, the CONTRACTOR shall provide substance abuse prevention and related services that are not currently funded by any other state or federal funds and that will include only:

- Prevention
- Education, or
- Referral/post-treatment services

Article VII – Performance Measure

A disincentive of 5% of the contractual amount shall apply if the CONTRACTOR does not meet their submitted work plan goals as detailed on the Year End Report. Any disincentive shall be assessed and deducted from the final payment.

Article VIII - Reports:

The CONTRACTOR shall prepare and submit the following reports to the COUNTY on forms provided by the COUNTY:

Report	Date Due
Quarterly Expenditure Workbook	July-September 2013 expenses due October 18, 2013
	October-December 2013 expenses due January 17, 2014
	January-March 2014 expenses due March 18, 2014
	April-June 2014 (Final) expenses due July 11, 2014
Voor End Donort	Submitted with the Quarterly Expenditure Workbook that
Year End Report	finalizes services due July 11, 2014

* All reports should be signed by key personnel using non-black ink.

Reports shall be sent to:

Scott County Health Department 600 West 4th Street Davenport, Iowa 52801-1030 E-mail: <u>health@scottcountyiowa.com</u>

Article IX - Budget:

Category	STATE Budget	COUNTY Budget
Contracted Services	\$10,000.00	\$30,000.00

Article X - Payments:

- 1. The COUNTY provides contractual payments on the basis of reimbursement of actual expenses in accordance with Iowa Code 8A.514.
- 2. The COUNTY will not reimburse travel amounts in excess of limits established by Iowa Department of Administrative Services.
 - a. Instate maximum allowable amounts for food are \$8.00/breakfast, \$12.00/lunch and \$23.00/dinner; lodging maximum \$83 plus taxes per night and mileage maximum of \$0.39 per mile.
 - b. These funds may not be used for Out of State travel.
- 3. Final payment may be withheld until all contractually required reports have been received and accepted by the COUNTY. At the end of the contract period, unobligated STATE contract amount funds shall revert to the STATE and unobligated COUNTY amount funds shall revert to the COUNTY.

Article XI – Additional Conditions

1. As a condition of the contract, the CONTRACTOR shall assure linkage with the local board of health. The CONTRACTOR will assure that the local board of health has been actively engaged in planning for, and

evaluation of, services. It will also maintain effective linkages with the local board of health, including timely and effective communications and ongoing collaboration.

- 2. Funds and State funds made available under this contract shall be used to supplement and increase the level of state, local and other non-federal funds that would in the absence of such Federal and State funds be made available for the programs and activities for which funds are provided and will in no event take the place of state, local and other non-federal funds.
- 3. The disbursement of funds under this contract is contingent upon the continued availability of COUNTY and STATE funds.
- 4. Any use of the STATE'S name, logo, or other identifier must have prior written approval from the STATE.
- 5. All Description of Work or Services revisions must be approved by the COUNTY prior to implementation. Requests for Description of Work or Services revisions must be received by the COUNTY on or before December 10, 2013.
- 6. The parties to this agreement shall attempt to mediate disputes which arise under this agreement by engaging in mediation with a mutually-agreed upon mediator. Each party shall bear 50% of the costs of such mediation. In the event the parties are unable to reach agreement, the parties shall submit their dispute to binding arbitration by a board of arbitration as provided for in Iowa Code section 679A.19.
- 7. Scott County shall be named as an additional insured under the comprehensive liability policy maintained by CADS and providing minimum coverage of \$1 million. A copy of the certificate of insurance shall be on file in the Office of the County Administrator.
- 8. CADS shall hold harmless from and indemnify Scott County against all claims, suits, actions, costs, attorney fees, expenses, damages, judgments, or decrees, incurred by any reason of any person or persons or property being damaged or injured by CADS or any agent or employee of CADS.
- 9. CADS shall comply with all applicable laws and regulations pertaining to its operation, and shall not discriminate in providing services on the basis of race, color, creed, national origin, sex, handicapping conditions or religious affiliation.
- 10. None of the funds provided through this Contract shall be used for any partian political activity nor shall they be used to further the election of any candidate for political office.

THE COUNTY AUDITOR'S SIGNATURE CERTIFIES THAT THIS RESOLUTION HAS BEEN FORMALLY APPROVED BY THE BOARD OF SUPERVISORS ON

DATE

SCOTT COUNTY AUDITOR

RESOLUTION

SCOTT COUNTY BOARD OF SUPERVISORS

April 25, 2013

APPROVAL OF COUNTY APPLICATION FOR SUBSTANCE ABUSE FUNDING

BE IT RESOLVED BY the Scott County Board of Supervisors as follows:

- Section 1. That the County Application for Substance Abuse Funding for State Reimbursement for the period of July 1, 2013 – June 30, 2014, is hereby approved. The application is to be submitted to the Iowa Department of Public Health requesting \$10,000 in state funds to match local substance abuse prevention funding.
- Section 2. That the Chairman is authorized to sign the application and authorizes the contract award to be signed according to the Sharepoint Agreement.
- Section 3. That, if accepted, the Board approves receipt of such funding.
- Section 4. This resolution shall take effect immediately.