

**PROFESSIONAL SERVICES AGREEMENT  
BY AND BETWEEN  
COUNTY OF HUMBOLDT  
AND  
RESTORATION FIRST RESPONDER NETWORK LLC  
FOR FISCAL YEARS 2026-2027 THROUGH 2028-2029**

This Agreement, entered into this \_\_\_\_ day of \_\_\_\_\_, 2026, by and between the County of Humboldt, a political subdivision of the State of California, hereinafter referred to as "COUNTY," and Restoration First Responder Network, LLC, a California Limited Liability Company, hereinafter referred to as "CONTRACTOR," is made upon the following considerations:

WHEREAS, COUNTY, by and through its Sheriff's Office ("Sheriff's Office") desires to retain a qualified professional to provide first responder peer support individual sessions, critical incident stress debriefing, quarterly agency and county peer support training, consultation services; and

WHEREAS, such work involves the performance of professional, expert and technical services of a temporary and occasional character; and

WHEREAS, COUNTY has no employees available to perform such services and is unable to hire employees for the performance thereof for the temporary period; and

WHEREAS, CONTRACTOR represents that it is adequately trained, skilled, experienced and qualified to perform the first responder peer support individual sessions, critical incident stress debriefing, quarterly agency and county peer support training, and consultation services required by COUNTY.

NOW THEREFORE, the parties hereto mutually agree as follows:

1. DESCRIPTION OF SERVICES:

CONTRACTOR hereby agrees to provide the services described in Exhibit A – Scope of Services, which is attached hereto and incorporated herein by reference as if set forth in full. In providing such services, CONTRACTOR agrees to fully cooperate with the Sheriff, or a designee thereof, hereinafter referred to as "Sheriff."

This Agreement shall begin on July 1, 2026 and shall remain in full force and effect until June 30, 2029, unless extended by a valid amendment hereto or sooner terminated as set forth herein.

3. TERMINATION:

A. Termination for Cause. COUNTY may, in its sole discretion, immediately terminate this Agreement, if CONTRACTOR fails to adequately perform the services required hereunder, fails to comply with the terms or conditions set forth herein, or violates any local, state or federal law, regulation or standard applicable to its performance hereunder.

B. Termination without Cause. COUNTY may terminate this Agreement without cause upon thirty (30) days advance written notice which states the effective date of the termination.

C. Termination due to Insufficient Funding. COUNTY's obligations under this Agreement are contingent upon the availability of local, state and/or federal funds. In the event such funding is reduced or eliminated, COUNTY shall, at its sole discretion, determine whether this

Agreement shall be terminated. COUNTY shall provide CONTRACTOR seven (7) days advance written notice of its intent to terminate this Agreement due to insufficient funding.

- D. Compensation upon Termination. In the event this Agreement is terminated, CONTRACTOR shall be entitled to compensation for uncompensated services provided pursuant to the terms and conditions set forth herein through and including the effective date of such termination. However, this provision shall not limit or reduce any damages owed to COUNTY due to a breach of this Agreement by CONTRACTOR.

4. COMPENSATION:

- A. Maximum Amount Payable. The maximum amount payable by COUNTY for any and all services provided, and costs and expenses incurred, pursuant to the terms and conditions of this Agreement is Three hundred forty-four thousand nine hundred twenty-eight Dollars (\$344,928.00). In no event shall the maximum amount paid under this Agreement exceed One hundred fourteen thousand nine hundred seventy-six Dollars (\$114,976.00) for fiscal year 2026-2027 and one hundred fourteen thousand nine hundred seventy-six Dollars (\$114,976.00) for fiscal year 2027-2028 and one hundred fourteen thousand nine hundred seventy-six Dollars (\$114,976.00) for fiscal year 2028-2029. CONTRACTOR hereby agrees to perform any and all services required by this Agreement for an amount not to exceed such maximum dollar amount. However, if local, state or federal funding or allowance rates are reduced or eliminated, COUNTY may, by amendment, reduce the maximum amount payable hereunder or terminate this Agreement as set forth herein.
- B. Schedule of Rates. The specific rates and costs applicable to this Agreement are set forth in Exhibit A, which is attached hereto and incorporated herein by reference as if set forth in full.
- C. Additional Services. Any additional services not otherwise set forth herein shall not be provided by CONTRACTOR, or compensated by COUNTY, without COUNTY's prior written authorization. Any and all unauthorized costs and expenses incurred above the maximum payable amount set forth herein shall be the responsibility of CONTRACTOR. CONTRACTOR shall notify COUNTY, in writing, at least six (6) weeks prior to the date upon which CONTRACTOR estimates that the maximum payable amount will be reached.

5. PAYMENT:

CONTRACTOR shall submit to COUNTY annual or semiannual invoices substantiating the costs and expenses incurred pursuant to the terms and conditions of this Agreement. CONTRACTOR shall submit a final invoice for payment within thirty (30) days following the expiration or termination of this Agreement. Invoices shall be prepared using a format that is substantially similar to Exhibit B – Sample Invoice Form, which is attached hereto and incorporated herein by reference as if set forth in full. Payment for any and all costs and expenses incurred pursuant to the terms and conditions of this Agreement shall be made within thirty (30) days after the receipt of approved invoices. Any and all invoices submitted pursuant to the terms and conditions of this Agreement shall be sent to COUNTY electronically at the following address:

COUNTY: Humboldt County Sheriff's Office  
Attention: Business Office  
826 4<sup>th</sup> Street  
Eureka, California 95501  
sheriffbusinessoffice@co.humboldt.ca.us

6. NOTICES:

Any and all notices required to be given pursuant to the terms and conditions of this Agreement shall be in writing and either served personally or sent by certified mail, return receipt requested, to the respective addresses set forth below. Notice shall be effective upon actual receipt or refusal as shown on the receipt obtained pursuant to the foregoing.

COUNTY: Humboldt County Sheriff's Office  
Attention: Business Office  
826 4<sup>th</sup> Street  
Eureka, California 95501  
sheriffbusinessoffice@co.humboldt.ca.us

CONTRACTOR: Restoration First Responder Network, LLC  
Attention: Katie Gresham, Director of Operations  
313 Kendall Street  
Vacaville CA 95688  
katie@restorationfcc.com

7. REPORTS:

CONTRACTOR hereby agrees to provide COUNTY with any and all reports that may be required by any local, state and/or federal agencies for compliance with this Agreement. CONTRACTOR shall submit one (1) hard copy and one (1) electronic copy of any and all reports required pursuant to the terms and conditions of this Agreement in a format that complies with the Americans with Disabilities Act and any other applicable local, state and federal accessibility laws, regulations and standards. Any and all reports required pursuant to the terms and conditions of this Agreement shall be submitted in accordance with any and all applicable timeframes using the format required by the State of California as appropriate.

8. RECORD RETENTION AND INSPECTION:

A. Maintenance and Preservation of Records. CONTRACTOR hereby agrees to timely prepare accurate and complete financial, performance and payroll records, documents and other evidence relating to the services provided pursuant to the terms and conditions of this Agreement, and to maintain and preserve said records for at least three (3) years from the date of final payment hereunder, except that if any litigation, claim, negotiation, audit or other action is pending, the records shall be retained until completion and resolution of all issues arising therefrom. Such records shall be original entry books with a general ledger itemizing all debits and credits for the services provided pursuant to the terms and conditions of this Agreement.

B. Inspection of Records. Pursuant to California Government Code Section 8546.7, all records, documents, conditions and activities of CONTRACTOR, and its subcontractors, related to the services provided pursuant to the terms and conditions of this Agreement, shall be subject to the examination and audit of the California State Auditor and any other duly authorized agents of the State of California for a period of three (3) years after the date of final payment

hereunder. CONTRACTOR hereby agrees to make all such records available during normal business hours to inspection, audit and reproduction by COUNTY and any other duly authorized local, state and/or federal agencies. CONTRACTOR further agrees to allow interviews of any of its employees who might reasonably have information related to such records by COUNTY and any other duly authorized local, state and/or federal agencies. Any and all examinations and audits conducted hereunder shall be strictly confined to those matters connected with the performance of this Agreement, including, without limitation, the costs associated with the administration of this Agreement.

- C. Audit Costs. In the event of an audit exception or exceptions related to the services provided pursuant to the terms and conditions of this Agreement, the party responsible for not meeting the requirements set forth herein shall be responsible for the deficiency and for the cost of the audit. If the allowable expenditures cannot be determined because CONTRACTOR's documentation is nonexistent or inadequate, according to generally accepted accounting practices, the questionable cost shall be disallowed by COUNTY.

9. MONITORING:

CONTRACTOR hereby agrees that COUNTY has the right to monitor any and all activities related to this Agreement, including, without limitation, the right to review and monitor CONTRACTOR's records, policies, procedures and overall business operations, at any time, in order to ensure compliance with the terms and conditions of this Agreement. CONTRACTOR shall cooperate with a corrective action plan, if deficiencies in CONTRACTOR's records, policies, procedures or business operations are identified by COUNTY. However, COUNTY is not responsible, and shall not be held accountable, for overseeing or evaluating the adequacy of CONTRACTOR's performance hereunder.

10. CONFIDENTIAL INFORMATION:

- A. Disclosure of Confidential Information. In the performance of this Agreement, CONTRACTOR may receive information that is confidential under local, state or federal law. CONTRACTOR hereby agrees to protect any and all confidential information obtained pursuant to the terms and conditions of this Agreement in accordance with any and all applicable local, state and federal laws, regulations, policies, procedures and standards, including, without limitation: Division 19 of the California Department of Social Services Manual of Policies and Procedures – Confidentiality of Information; California Welfare and Institutions Code Sections 827, 5328, 10850 and 14100.2; California Health and Safety Code Sections 1280.15 and 1280.18; the California Information Practices Act of 1977; the California Confidentiality of Medical Information Act ("CMIA"); the United States Health Information Technology for Economic and Clinical Health Act ("HITECH Act"); the United States Health Insurance Portability and Accountability Act of 1996 ("HIPAA") and any current and future implementing regulations promulgated thereunder, including, but not limited to, the Federal Privacy Regulations contained in Title 45 of the Code of Federal Regulations ("C.F.R.") Parts 160 and 164, the Federal Security Standards contained in 45 C.F.R. Parts 160, 162 and 164 and the Federal Standards for Electronic Transactions contained in 45 C.F.R. Parts 160 and 162, all as may be amended from time to time.
- B. Continuing Compliance with Confidentiality Requirements. Each party hereby acknowledges that local, state and federal laws, regulations and standards pertaining to confidentiality, electronic data security and privacy are rapidly evolving and that amendment of this Agreement may be required to ensure compliance with such developments. Each party hereby agrees to promptly enter into negotiations concerning an amendment to this

Agreement embodying written assurances consistent with the requirements of HIPAA, the HITECH Act, the CMIA and any other applicable local, state and federal laws, regulations or standards.

11. NON-DISCRIMINATION COMPLIANCE:

- A. Professional Services and Employment. In connection with the execution of this Agreement, CONTRACTOR, and its subcontractors, shall not unlawfully discriminate in the provision of professional services or against any employee or applicant for employment because of: race; religion or religious creed; color; age, over forty (40) years of age; sex, including, without limitation, gender identity and expression, pregnancy, childbirth and related medical conditions; sexual orientation, including, without limitation, heterosexuality, homosexuality and bisexuality; national origin; ancestry; marital status; medical condition, including, without limitation, cancer and genetic characteristics; mental or physical disability, including, without limitation, HIV status and AIDS; political affiliation; military service; denial of family care leave; or any other classifications protected by any and all applicable local, state or federal laws, regulations or standards, all as may be amended from time to time. Nothing herein shall be construed to require the employment of unqualified persons.
- B. Compliance with Anti-Discrimination Laws. CONTRACTOR further assures that it, and its subcontractors, will abide by the applicable provisions of: Title VI and Title VII of the Civil Rights Act of 1964; Section 504 of the Rehabilitation Act of 1973; the Age Discrimination Act of 1975; the Food Stamp Act of 1977; Title II of the Americans with Disabilities Act of 1990; the California Fair Employment and Housing Act; California Civil Code Sections 51, *et seq.*; California Government Code Sections 4450, *et seq.*; California Welfare and Institutions Code Section 10000; Division 21 of the California Department of Social Services Manual of Policies and Procedures; United States Executive Order 11246, as amended and supplemented by United States Executive Order 11375 and 41 C.F.R. Part 60; and any other applicable local, state or federal laws, regulations or standards, all as may be amended from time to time. The applicable regulations of the California Fair Employment and Housing Commission implementing California Government Code Section 12990, set forth in Sections 8101, *et seq.* of Title 2 of the California Code of Regulations are incorporated herein by reference as if set forth in full.

12. NUCLEAR-FREE HUMBOLDT COUNTY ORDINANCE COMPLIANCE:

By executing this Agreement, CONTRACTOR certifies that it is not a Nuclear Weapons Contractor, in that CONTRACTOR is not knowingly or intentionally engaged in the research, development, production or testing of nuclear warheads, nuclear weapons systems or nuclear weapons components as defined by the Nuclear-Free Humboldt County Ordinance. CONTRACTOR hereby agrees to notify COUNTY immediately if it becomes a Nuclear Weapons Contractor as defined above. COUNTY may immediately terminate this Agreement if it determines that the foregoing certification is false or if CONTRACTOR subsequently becomes a Nuclear Weapons Contractor.

13. DRUG-FREE WORKPLACE CERTIFICATION:

By executing this Agreement, CONTRACTOR certifies that it will provide a drug-free workplace in accordance with the requirements of the Drug-Free Workplace Act of 1990 (California Government Code Sections 8350, *et seq.*), by doing all of the following:

- A. Drug-Free Policy Statement. Publish, as required by California Government Code Section 8355(a)(1), a Drug-Free Policy Statement which notifies employees that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is

prohibited, and specifies the actions to be taken against employees for violations.

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- B. Drug-Free Awareness Program. Establish, as required by California Government Code Section 8355(a)(2), a Drug-Free Awareness Program which informs employees about:
1. The dangers of drug abuse in the workplace;
  2. CONTRACTOR's policy of maintaining a drug-free workplace;
  3. Any available counseling, rehabilitation and employee assistance programs; and
  4. Penalties that may be imposed upon employees for drug abuse violations.
- C. Drug-Free Employment Agreement. Ensure, as required by California Government Code Section 8355(a)(3), that every employee who provides services hereunder shall:
1. Receive a copy of CONTRACTOR's Drug-Free Policy Statement; and
  2. Agree to abide by CONTRACTOR's Drug-Free Policy as a condition of employment.
- D. Effect of Non-Compliance. Failure to comply with the requirements set forth herein may result in termination of this Agreement and/or ineligibility for award of future contracts.

14. INDEMNIFICATION:

- A. Hold Harmless, Defense and Indemnification. CONTRACTOR shall hold harmless, defend and indemnify COUNTY and its agents, officers, officials, employees and volunteers from and against any and all claims, demands, losses, damages, liabilities, costs and expenses of any kind or nature, including, without limitation, attorney's fees and other costs of litigation, arising out of, or in connection with, CONTRACTOR's negligent performance of, or failure to comply with, any of the duties and/or obligations contained herein, except such loss or damage which was caused by the sole negligence or willful misconduct of COUNTY.
- B. Effect of Insurance. Acceptance of the insurance required by this Agreement shall not relieve CONTRACTOR from liability under this provision. This provision shall apply to all claims for damages related to CONTRACTOR's performance hereunder, regardless of whether any insurance is applicable or not. The insurance policy limits set forth herein shall not act as a limitation upon the amount of indemnification or defense to be provided hereunder.

15. INSURANCE REQUIREMENTS:

This Agreement shall not be executed by COUNTY, and CONTRACTOR is not entitled to any rights hereunder, unless certificates of insurance, or other sufficient proof that the following provisions have been complied with, are received by the Humboldt County Risk Manager or a designee thereof.

- A. General Insurance Requirements. Without limiting CONTRACTOR's indemnification obligations set forth herein, CONTRACTOR, and its subcontractors hereunder, shall take out and maintain, throughout the entire term of this Agreement, and any extensions thereof, the following policies of insurance, placed with insurers authorized to do business in the State of California with a current A.M. Bests rating of no less than A: VII or its equivalent against

personal injury, death and property damage which may arise from, or in connection with, the activities of CONTRACTOR or its agents, officers, directors, employees, licensees, invitees, assignees or subcontractors:

1. Comprehensive or Commercial General Liability Insurance at least as broad as Insurance Services Office Commercial General Liability Coverage (occurrence form CG 0001), in an amount of Two Million Dollars (\$2,000,000.00) per occurrence for any one (1) incident, including, without limitation, personal injury, death and property damage. If a general aggregate limit is used, such limit shall apply separately hereto or shall be twice the required occurrence limit.
2. Automobile/Motor Liability Insurance with a limit of liability not less than One Million Dollars (\$1,000,000.00) combined single limit coverage. Such insurance shall include coverage of all owned, hired and non-owned vehicles, and be at least as broad as Insurance Service Offices Form Code 1 (any auto).
3. Workers' Compensation Insurance, as required by the California Labor Code, with statutory limits, and Employers Liability Insurance with a limit of no less than One Million Dollars (\$1,000,000.00) per accident for bodily injury or disease. Said policy shall contain, or be endorsed to contain, a waiver of subrogation against COUNTY and its agents, officers, officials, employees and volunteers.
4. Professional Liability Insurance – Error and Omission Coverage including coverage in an amount no less than Two Million Dollars (\$2,000,000.00) for each occurrence (Four Million Dollars (\$4,000,000.00) general aggregate). Said insurance shall be maintained for the statutory period during which CONTRACTOR may be exposed to liability regarding the services provided pursuant to the terms and conditions of this Agreement. CONTRACTOR shall require that such coverage be incorporated into its professional services agreements with any other entities.

B. Special Insurance Requirements. Said policies shall, unless otherwise specified herein, be endorsed with the following provisions:

1. The Comprehensive or Commercial General Liability Policy shall provide that COUNTY, and its agents, officers, officials, employees and volunteers, are covered as additional insured for liability arising out of the operations performed by, or on behalf of, CONTRACTOR. The coverage shall contain no special limitations on the scope of protection afforded to COUNTY or its agents, officers, officials, employees and volunteers. Said policy shall also contain a provision stating that such coverage:
  - a. Includes contractual liability.
  - b. Does not contain exclusions as to property damage caused by explosion or collapse of structures or underground damage, referred to as "XCU Hazards."
  - c. Is the primary insurance with regard to COUNTY.
  - d. Does not contain a pro-rata, excess only and/or escape clause.
  - e. Contains a cross liability, severability of interest or separation of insureds clause.
2. The above-referenced policies shall not be canceled, non-renewed or materially reduced in coverage without thirty (30) days prior written notice being provided to COUNTY in accordance with the notice requirements set forth herein. It is further

understood that CONTRACTOR shall not terminate such coverage until COUNTY receives adequate proof that equal or better insurance has been secured.

3. The inclusion of more than one (1) insured shall not operate to impair the rights of one (1) insured against another insured, and the coverage afforded shall apply as though separate policies had been issued to each insured, but the inclusion of more than one (1) insured shall not operate to increase the limits of the insurer's liability.
  4. For claims related to this Agreement, CONTRACTOR's insurance is the primary coverage to COUNTY, and any insurance or self-insurance programs maintained thereby are excess to CONTRACTOR's insurance and will not be used to contribute therewith.
  5. Any failure to comply with the terms and conditions of this Agreement shall not affect the coverage provided to COUNTY or its agents, officers, officials, employees and volunteers.
  6. CONTRACTOR shall furnish COUNTY with certificates and original endorsements effecting the required coverage prior to execution of this Agreement. The endorsements shall be on forms approved by the Humboldt County Risk Manager. Any deductible or self-insured retention over One Hundred Thousand Dollars (\$100,000.00) shall be disclosed to, and approved by, COUNTY. If CONTRACTOR does not keep all required policies in full force and effect, COUNTY may, in addition to any other available remedies, take out the necessary insurance and deduct the cost of said insurance from the monies owed to CONTRACTOR under this Agreement.
  7. COUNTY is to be notified immediately if twenty-five percent (25%) or more of any required insurance aggregate limit is encumbered, and CONTRACTOR shall be required to purchase additional coverage to meet such aggregate limits.
- C. Insurance Notices. Any and all notices regarding the insurance required pursuant to the terms and conditions of this Agreement shall be sent to the addresses set forth below in accordance with the notice requirements contained herein.

COUNTY: County of Humboldt  
Attention: Risk Management  
825 Fifth Street, Room 131  
Eureka, California 95501

CONTRACTOR: Restoration First Responder Network, LLC  
Attention: Katie Gresham, Director of Operations  
313 Kendall Street  
Vacaville CA 95688  
katie@restorationfcc.com

16. RELATIONSHIP OF PARTIES:

It is understood that this Agreement is by and between two (2) independent entities and is not intended to, and shall not be construed to, create the relationship of agents, servant, employee, partnership, joint venture or any other similar association. Each party hereby agrees that CONTRACTOR shall not be entitled to any benefits to which COUNTY employees are entitled, including, without limitation, overtime, retirement, leave or workers' compensation benefits.

CONTRACTOR shall be solely responsible for the acts and omissions of its agents, officers, employees, assignees and subcontractors.

17. COMPLIANCE WITH APPLICABLE LAWS, REGULATIONS AND STANDARDS:

- A. General Legal Requirements. CONTRACTOR hereby agrees to comply with any and all local, state and federal laws, regulations, policies, procedures and standards applicable to the services provided pursuant to the terms and conditions of this Agreement.
- B. Licensure Requirements. CONTRACTOR hereby agrees to comply with any and all local, state and federal licensure, certification and accreditation standards applicable to the services provided pursuant to the terms and conditions of this Agreement, including, without limitation, the business licensure requirements set forth in Section 811-6(b) of the Humboldt County Code.
- C. Accessibility Requirements. CONTRACTOR hereby agrees to comply with any and all applicable accessibility requirements set forth in the Americans with Disabilities Act, Section 508 of the Rehabilitation Act of 1973, as amended, California Government Code Section 11135 and any current and future implementing regulations, policies, procedures and standards promulgated thereunder, including, without limitation, the federal accessibility standards set forth in 36 C.F.R. Section 1194.1, all as may be amended from time to time.
- D. Conflict of Interest Requirements. CONTRACTOR hereby agrees to comply with any and all applicable conflict of interest requirements set forth in the California Political Reform Act and any current and future implementing regulations, policies, procedures and standards promulgated thereunder, including, without limitation, COUNTY's Conflict of Interest Code, all as may be amended from time to time.

18. PROVISIONS REQUIRED BY LAW:

This Agreement is subject to any additional local, state and federal restrictions, limitations or conditions that may affect the terms, conditions or funding of this Agreement. This Agreement shall be read and enforced as though all legally required provisions are included herein, and if for any reason any such provision is not included, or incorrectly stated, the parties agree to amend the pertinent section to make such insertion or correction.

19. REFERENCE TO LAWS, REGULATIONS AND STANDARDS:

In the event any law, regulation or standard referred to herein is amended during the term of this Agreement, the parties agree to comply with the amended provision as of the effective date of such amendment.

20. PROTOCOLS:

Each party hereby agrees that the inclusion of additional protocols may be required to make this Agreement specific. All such protocols shall be negotiated, determined and agreed upon by each of the parties hereto.

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21. SEVERABILITY:

If any provision of this Agreement, or any portion thereof, is found by any court of competent

jurisdiction to be unenforceable or invalid for any reason, such provision shall be severable and shall not in any way impair the enforceability of any other provision of this Agreement.

22. ASSIGNMENT:

Neither party shall delegate its duties or assign its rights hereunder, either in whole or in part, without the other party's prior written consent. Any assignment by CONTRACTOR in violation of this provision shall be void, and shall be cause for immediate termination of this Agreement. This provision shall not be applicable to service agreements or other arrangements usually or customarily entered into by either party to obtain supplies, technical support or professional services.

23. AGREEMENT SHALL BIND SUCCESSORS:

All provisions of this Agreement shall be fully binding upon, and inure to the benefit of, the parties and to each of their heirs, executors, administrators, successors and permitted assigns.

24. WAIVER OF DEFAULT:

The waiver by either party of any breach of this Agreement shall not be deemed to be a waiver of any such breach in the future, or of the breach of any other requirement of this Agreement. In no event shall any payment by COUNTY constitute a waiver of any breach of this Agreement which may then exist on the part of CONTRACTOR. Nor shall such payment impair or prejudice any remedy available to COUNTY with respect to the breach or default. COUNTY shall have the right to demand repayment of, and CONTRACTOR shall promptly refund, any funds which COUNTY determines were not expended in accordance with the terms and conditions of this Agreement.

25. NON-LIABILITY OF COUNTY OFFICIALS AND EMPLOYEES:

No official or employee of COUNTY shall be personally liable for any default or liability under this Agreement.

26. AMENDMENT:

This Agreement may be amended at any time during the term hereof upon the mutual consent of both parties. No addition to, or alteration of, the terms of this Agreement shall be valid unless made in writing and signed by authorized representatives of the parties hereto.

27. STANDARD OF PRACTICE:

CONTRACTOR warrants that it has the degree of learning and skill ordinarily possessed by reputable professionals practicing in similar localities in the same profession and under similar circumstances. CONTRACTOR's duty is to exercise such care, skill and diligence as professionals engaged in the same profession ordinarily exercise under like circumstances.

28. TITLE TO INFORMATION AND DOCUMENTS:

It is understood that any and all documents, information and reports concerning the subject matter of this Agreement prepared and/or submitted by CONTRACTOR shall become the property of COUNTY. However, CONTRACTOR may retain copies of such documents, information and reports for its records. In the event this Agreement is terminated, for any reason whatsoever, CONTRACTOR shall promptly turn over all such documents, information and reports to COUNTY

without exception or reservation.

29. USE OF ARTIFICIAL INTELLIGENCE TOOLS:

CONTRACTOR, and its agents, officers, directors, employees, licensees, invitees, assignees and subcontractors, may use generative artificial intelligence (“AI”) tools in performing services under this Agreement only in a manner consistent with any and all applicable local state and federal laws, regulations, policies, procedures, standards and contractual requirements. CONTRACTOR, and its agents, officers, directors, employees, licensees, invitees, assignees and subcontractors, shall not input, upload, or disclose any confidential, proprietary, or personally identifiable information into AI tools without COUNTY’s prior written authorization. CONTRACTOR shall use generative AI tools only through enterprise or subscription-based platforms that provide contractual confidentiality protections, and shall not use free, public or consumer-grade AI services, in order to ensure that confidential, sensitive, draft or deliberative-process information is not disclosed, stored or made available to third parties or the general public. Any and all AI-generated content used in connection with the services provided pursuant to the terms and conditions of this Agreement must be independently reviewed by qualified personnel for accuracy, completeness, and appropriateness. CONTRACTOR remains fully responsible for all work products, regardless of whether AI tools were used. CONTRACTOR shall clearly disclose when AI tools were used to create, review or edit any draft or document submitted to COUNTY, and final work products in which AI played a significant role shall include a disclosure substantially in the following form: “Generated in part using [Generative AI Platform] and independently reviewed by [Name], [Title], on behalf of [Contractor].” COUNTY may limit or prohibit the use of AI tools at any time and may require CONTRACTOR to revise or replace any AI-generated content. CONTRACTOR shall be liable for any and all claims, demands, losses, damages, liabilities, costs and expenses arising from its use or misuse of AI tools, including, without limitation, confidentiality breaches, intellectual property violations or inaccuracies in AI-generated content.

30. JURISDICTION AND VENUE:

This Agreement shall be construed in accordance with the laws of the State of California. Any dispute arising hereunder, or relating hereto, shall be litigated in the State of California and venue shall lie in the County of Humboldt unless transferred by court order pursuant to California Code of Civil Procedure Sections 394 or 395.

31. ADVERTISING AND MEDIA RELEASE:

Any and all informational material related to this Agreement shall receive approval from COUNTY prior to being used as advertising or released to the media, including, without limitation, television, radio, newspapers and internet. CONTRACTOR shall inform COUNTY of any and all requests for interviews by the media related to this Agreement before such interviews take place. COUNTY shall be entitled to have a representative present at any and all interviews concerning the subject matter of this Agreement. Any and all notices required by this provision shall be given to Sheriff in accordance with the notice requirements set forth herein.

32. SUBCONTRACTS:

CONTRACTOR shall obtain prior written approval from COUNTY before subcontracting any of the services to be provided pursuant to the terms and conditions of this Agreement. Any and all subcontracts shall be subject to all applicable terms and conditions of this Agreement, including, without limitation, the licensing, certification, privacy, security and confidentiality requirements set forth herein. CONTRACTOR shall remain legally responsible for the performance of all terms and

conditions of this Agreement, including, without limitation, any and all services provided by third parties under subcontracts, whether approved by COUNTY or not.

33. ATTORNEYS' FEES:

If either party shall commence any legal action, including, without limitation, an action for declaratory relief, against the other by reason of the alleged failure of the other to perform any of its obligations hereunder, the party prevailing in said action shall be entitled to recover court costs and reasonable attorneys' fees, including, but not limited to, the reasonable value of services rendered by the Humboldt County Counsel's Office, to be fixed by the court, and such recovery shall include court costs and attorneys' fees on appeal, if applicable. As used herein, the term "prevailing party" means the party who dismisses an action in exchange for payment of substantially all sums allegedly due, performance of provisions allegedly breached, or other considerations substantially equal to the relief sought by said party, as well as the party in whose favor final judgment is rendered.

34. SURVIVAL OF PROVISIONS:

The duties and obligations of the parties set forth in Section 3 – Compensation upon Termination, Section 8 – Record Retention and Inspection, Section 10 – Confidential Information and Section 14 – Indemnification shall survive the expiration or termination of this Agreement.

35. CONFLICTING TERMS OR CONDITIONS:

In the event of any conflict in the terms or conditions set forth in any other agreements in place between the parties hereto and the terms and conditions set forth in this Agreement, the terms and conditions set forth herein shall have priority.

36. INTERPRETATION:

This Agreement, as well as its individual provisions, shall be deemed to have been prepared equally by both of the parties hereto, and shall not be construed or interpreted more favorably for one (1) party on the basis that the other party prepared it.

37. INDEPENDENT CONSTRUCTION:

The titles of the sections, subsections, paragraphs and clauses set forth herein are inserted for convenience of reference only and shall be disregarded in construing or interpreting any of the provisions of this Agreement.

38. FORCE MAJEURE:

Neither party hereto shall be liable or responsible for delays or failures in performance resulting from events beyond the reasonable control, and without the fault or negligence, of such party. Such events shall include, without limitation, acts of God, strikes, lockouts, riots, acts of war, epidemics, pandemics, acts of government, fire, power failures, nuclear accidents, earthquakes, unusually severe weather, acts of terrorism or other disasters, whether or not similar to the foregoing.

39. ENTIRE AGREEMENT:

This Agreement contains all of the terms and conditions agreed upon by the parties hereto and no other agreements, oral or otherwise, regarding the subject matter of this Agreement shall be

deemed to exist or to bind either of the parties hereto. In addition, this Agreement shall supersede in their entirety any and all prior agreements, promises, representations, understandings and negotiations of the parties, whether oral or written, concerning the same subject matter. Any and all acts which may have already been consummated pursuant to the terms and conditions of this Agreement are hereby ratified.

40. COUNTERPART EXECUTION:

This Agreement, and any amendments hereto, may be executed in one (1) or more counterparts, each of which shall be deemed to be an original and all of which, when taken together, shall be deemed to be one (1) and the same agreement. This Agreement, and any amendments hereto, may be signed by manual or electronic signatures in accordance with any and all applicable local, state and federal laws, regulations and standards, and such signatures shall constitute original signatures for all purposes. A signed copy of this Agreement, and any amendments hereto, transmitted by email or by other means of electronic transmission shall have the same legal effect as delivery of an original executed copy of this Agreement and any amendments hereto.

41. AUTHORITY TO EXECUTE:

Each person executing this Agreement represents and warrants that he or she is duly authorized and has legal authority to execute and deliver this Agreement. Each party represents and warrants to the other that the execution and delivery of this Agreement and the performance of such party's obligations hereunder have been duly authorized.

[Signatures on Following Page]

IN WITNESS WHEREOF, the parties have entered into this Agreement as of the first date written above.

TWO SIGNATURES ARE REQUIRED FOR CORPORATIONS:

- (1) CHAIRPERSON OF THE BOARD, PRESIDENT, OR VICE PRESIDENT; AND
- (2) SECRETARY, CHIEF FINANCIAL OFFICER OR TREASURER.

RESTORATION FIRST RESPONDER NETWORK, LLC:

By:  Date: 4/10/26

Name: Sherie Mahlberg

Title: President

By: Katie Gresham Date: 4/10/26

Name: Katie Gresham

Title: Director of Operations

COUNTY OF HUMBOLDT:

By: \_\_\_\_\_ Date: \_\_\_\_\_

\_\_\_\_\_, Chair  
Humboldt County Board of Supervisors

INSURANCE AND INDEMNIFICATION REQUIREMENTS APPROVED:

By: \_\_\_\_\_ Date: 4/17/2026  
Risk Management

**LIST OF EXHIBITS:**

Exhibit A – Scope of Services and Schedule of Rates

Exhibit B –Sample Invoice Form

## EXHIBIT A- Scope of Services and Schedule of Rates



### **Employee Wellness & Support Services Humboldt County Sheriff's Office, 190 Employees**

#### **INTRODUCTION**

Restoration Family Counseling Center, Inc (RFCC), doing business as Restoration First Responder Network (RFRN), is committed to supporting first responders and their families by providing specialized mental health and peer support services. Our company is comprised of California state-licensed mental health professionals, physicians, peer support experts, and administrative staff. Most of our professionals have firsthand experience as first responders or come from first responder families. This proposal outlines the services RFRN will provide, along with the associated costs and expectations.

This proposal is made between RFRN and Humboldt County Sheriff's Office (Agency), for the period July 01, 2026, through June 30, 2029.

#### **AVAILABLE SERVICES**

1. Proactive Annual Check-Ins
2. Critical Incident Stress Debriefing/Defusing Services
3. Regional Peer Support Training
4. Consultation
5. Individual Counseling Services

#### **OVERVIEW OF SERVICES AND COMPENSATION**

##### **1. Proactive Annual Check-Ins (PAC)**

Annual 30-minute, one-on-one check-in sessions with employees at the Agency's designated department. These sessions:

- Help normalize mental health conversations department wide.
- Provide employees with a direct connection to a mental health professional.
- Are mandatory, directed by the department leadership.
- It is the responsibility of the Agency to facilitate employee attendance.
- Normalize wellness and break stigma through department participation.

Compensation:

- Rate: \$1,800 per clinician, per deployment day.
- Each deployment day includes up to **seven (7) hours** of direct clinical services, seeing up to **14 employees** in 30-minute increments.

- Any time required beyond these **seven (7)** hours will be billed at a rate of \$300 per hour.
- Total clinician deployment days: **14**  
     3 clinicians per day for 4 days  
     2 clinicians for 1 additional day
- **Cost: \$25,200.**

**2. Critical Incident Stress Debriefing/Defusing Services (CISD)**

Immediate and post-incident crisis intervention for personnel affected by traumatic events.

- Debriefings: Group sessions to process emotions and reactions following a critical incident.
- Defusing Sessions: Shorter, immediate interventions to stabilize personnel after an incident.
- Crisis Management Briefings: Structured leadership-led meetings designed to provide clear information, stabilize personnel after significant critical incident, assess impact, and offer immediate response strategy.
- Individual Support: One-on-one sessions for personnel and their families.

Compensation:

- Rate: \$1,400 per incident.
- Each incident includes up to four (4) hours of direct clinical services.
- Time exceeding four (4) total hours is billed at \$350 per hour.
- Incidents: 2.
- **Cost: \$2,800.**

**3. Regional Peer Support Training**

Provides ongoing skill development, scenario-based practice, and updates to ensure peer team members remain effective, confident, and aligned with best practices. These regional trainings bring peer teams from multiple agencies together to strengthen collaboration, share experience, and ensure consistency in peer support response among departments that often respond to the same incidents.

Compensation:

- Rate: \$600 per agency, per training session.
- Training includes approximately two (2) hours of live instructional delivery.
- Time exceeding two (2) hours of live instruction will be billed at \$300 per hour.
- Trainings: 4.
- **Cost: \$2,400.**

#### 4. Consultation Services

- Real-time consultation related to personnel, wellness, or critical incidents.
- Phone calls, emails, and meetings with command staff and peer support team personnel.

##### Compensation:

- Rate: \$300 per hour.
- Estimated Annual Hours: 10.
  - 8 hours: 4 Peer team meetings
  - 2 hours: 2 consultation hours
- **Cost: \$3,000.**

#### 5. Individual Counseling Services

One-on-one counseling services to eligible employees and their significant others residing in California. Services are available in person or via secure telehealth platform.

Each eligible employee and their significant other may receive up to 12 sessions per incident, per agreement year.

Retirees and their significant others are eligible for up to 12 sessions within the first 12 months following retirement to support transition and adjustment.

- Services are accessed through a single dedicated phone number. RFRN manages intake and directly assigns the client to an appropriate specialty-trained clinician.
- Services are strictly confidential. No names, diagnoses, attendance information, or medical records are released to the employer without the client's written authorization, except as required by law.
- RFRN clinicians are trained in trauma-informed care and advanced treatment modalities, including EMDR and other brain-based interventions designed to address acute and cumulative trauma exposure.
- Annual session projections are calculated using a conservative utilization model. RFRN plans for approximately **12 percent** of eligible employees to access services during the agreement year, with each utilizing up to the full 12 session benefit. This methodology ensures responsible budgeting while maintaining adequate capacity for those who seek care. RFRN will notify the agency if utilization trends approach projected limits.

##### Compensation:

- Rate: \$220 per session.
- Estimated Annual Sessions: 274.
- **Cost: \$60,280.**
- Discounted Rate: If the agency exceeds 274 sessions, the per session cost is reduced to \$195.

- Missed Appointments: Sessions canceled without 24-hour notice will be billed directly to the employee at full session rate.

## 6. Administrative Costs

Administrative costs include the insurance and compliance infrastructure required to deliver services safely and lawfully. Administrative compliance activities ensure adherence to state and federal regulations, licensing requirements, contract management, and confidentiality standards.

Compensation:

- Administrative Overhead Rate: 7% of total agreement value.
- **Cost: \$7,521.**

## 7. Travel, Lodging, and Meals Estimate

Travel-related costs apply to all on-site services. For each on-site service day, the Agency agrees to the following:

- **Travel Time**  
Actual travel time per service day, billed at **\$220** per hour, calculated door-to-door from RFRN's corporate office located at 313 Kendal Street, Vacaville, California, to the Agency's designated service location and return.
- **Lodging**  
When overnight travel is required, lodging shall be reimbursed at the actual cost of the stay, not to exceed the applicable federal General Services Administration (GSA) lodging rate for the service location, plus all applicable taxes and mandatory resort/facility fees. For budgeting purposes, the estimated GSA lodging rate (standard) is **\$125.00** per night.
- **Meals and Incidentals**  
When overnight travel is required, meals and incidentals shall be reimbursed at the applicable GSA Meals and Incidental Expenses (M&IE) rate. For budgeting purposes, the estimated GSA M&IE rate for this agreement is **\$86** per day.
- Any travel usage overages will be billed at the above specified rates.

Compensation:

- **PAC Travel Estimate: \$11,058.**
  - Travel: \$7,260, 11 hours for 3 clinicians.
  - Hotel: \$2,250, 6 nights for 3 clinicians.
  - Meals: \$1,548, 6 days of meals for 3 clinicians.
- **CISD Travel Estimate: \$2,717.**
  - Travel: \$2,420, 11 hours for 1 clinician.
  - Hotel: \$125, 1 night for 1 clinician.
  - Meals: \$172, 2 days of meals for 1 clinician.
- **Consultation Hours Travel Estimate:** If consultation is in person and cannot be combined with another service, travel costs will be billed separately at \$220 per hour.
- **Total Travel Cost Estimate: \$13,775.**

## FEE SCHEDULE AND SUMMARY

Annual payment is due net thirty (30) days from the agreement start date. Any fees not paid within thirty (30) days of the agreement start date shall accrue a late fee of one percent (1%) per month on the outstanding balance. Any unused funds remaining at the end of the agreement term shall expire and will not roll over, transfer, or be refunded.

Any agreement overages are billed to the Agency monthly and are due within thirty (30) days of receipt. Any fees not paid within thirty (30) days of the applicable due date shall accrue a late fee of one percent (1%) per month on the outstanding balance.

### Fee Summary

Service	Estimated Hours/Sessions/Incidents	Cost
Proactive Annual Check-Ins	14 days	\$25,200
Critical Incident Stress Debriefing Services	2 incidents	\$2,800
Regional Trainings	4 trainings	\$2,400
Consultation Hours	10 hours	\$3,000
Individual Counseling Sessions	274 sessions	\$60,280
Travel Estimate	40 hours	\$13,775
<b>Service Costs</b>		<b>\$107,455</b>
Administrative Costs	7% of agreement total	\$7,521
<b>Total Annual Cost</b>		<b>\$114,976</b>

## CONFIDENTIALITY AND COMPLIANCE

All services provided under this agreement comply with applicable federal and state laws, including HIPAA and the California Confidentiality of Medical Information Act (CMIA). Client confidentiality is strictly maintained, and no client or employee names or identifying information will be provided to the Agency without the employee's written consent, except as required by law. RFRN maintains policies, training, and safeguards to ensure ongoing legal, regulatory, and professional compliance.

## TERMS AND CONDITIONS

### 1. Term of Agreement

The term of the agreement is three years. The agreement may be renewed for up two (2) additional one-year terms by mutual written agreement by both parties.

### 2. Scope of Services

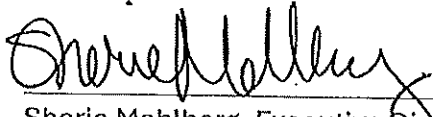
Services are limited to those described in this proposal. Any additional services or agreement overages shall be billed separately.

3. **Independent Contractor**  
RFRN is an independent contractor and not an employee or agent of the Agency. Nothing in this agreement shall be construed to create a partnership or joint venture.
4. **Insurance**  
RFRN shall maintain all required professional, general liability, and workers' compensation insurance in accordance with applicable laws and industry standards. If the Agency requires additional insurance or higher liability, the cost difference of the premium will be charged to the Agency.
5. **Indemnification**  
Each party shall be responsible for its own acts and omissions to the extent permitted by law.
6. **Termination**  
Either party may terminate the agreement with 90 days' written notice. Fees incurred prior to termination remain due and payable to RFRN.
7. **Non-Assignment**  
This agreement may not be assigned without prior written consent of the other party.
8. **Governing Law**  
This agreement shall be governed by and construed in accordance with the laws of the State of California.
9. **Agency Service Requests**  
Changes made within 7 days of scheduled service are non-refundable.
10. **Force Majeure**  
RFRN is not responsible for service delays or interruptions due to unforeseen circumstances beyond its control.
11. **Non-discrimination**  
RFRN, in the performance of this Agreement, shall not discriminate against any employee or applicant for employment because of race, color, religious creed, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status. RFRN certifies compliance with the California Fair Employment and Housing Act (FEHA) and all other applicable state and federal nondiscrimination laws and regulations.

12. **Conflict of Interest**  
RFRN covenants that it presently has no interest, and shall not acquire any interest, direct or indirect, financial or otherwise, which would conflict in any manner or degree with the performance of the services hereunder. RFRN further certifies that no officer, official, or employee of the Agency has a financial interest in this agreement in violation of California Government Code Section 1090 or the Political Reform Act.
13. **Maintenance of Records and Audit**  
RFRN shall maintain all non-clinical financial records, receipts, and billing documentation related to the performance of this Agreement for a period of three (3) years following the date of final payment or termination. The Agency, or its authorized representative, shall have the right to review and audit these specific business records during normal business hours upon reasonable notice. To protect participant privacy, this right to audit strictly excludes all clinical notes, medical records, or identifying client information protected under HIPAA or the California Confidentiality of Medical Information Act (CMIA).
14. **Annual Pricing Review**  
In multi-year agreements, pricing and service projections shall be reviewed annually. RFRN reserves the right to propose adjustments for each new agreement year with at least 120 days written notice prior to the renewal date. Adjustments may reflect changes in employee headcount, utilization patterns, regulatory requirements, cost of service delivery, operational expenses, and prevailing market conditions. Any adjustment shall apply prospectively and must be confirmed in writing by both parties prior to implementation.
15. **Rate Validity and Expiration**  
The rates and estimated costs outlined in this proposal are valid for ninety (90) days from the date of the proposal **March 11, 2026**. If the agreement is not fully executed by both parties within this period, RFRN reserves the right to revise fees and update travel, lodging, mileage, or GSA-based estimates to reflect current market conditions and applicable rate adjustments.

**AUTHORIZATION AND SIGNATURES**

This Scope of Work serves as the official proposal between RFRN and the Agency.



Sherie Mahlberg, Executive Director  
Restoration Family Counseling Center, Inc  
313 Kendal Street  
Vacaville, CA 95688

3/11/2024

Date

\_\_\_\_\_  
Sheriff Honsal  
Humboldt County Sheriff's Office  
826 4<sup>th</sup> Street  
Eureka, CA

\_\_\_\_\_  
Date

**EXHIBIT B**  
**SAMPLE INVOICE FORM**  
 RESTORATION FIRST RESPONDER NETWORK  
 For Fiscal Years 2026-2027 through 2028-2029

*(Place on agency letter head)*

**INVOICE**

**Contractor Name**  
**Contract Reference**  
**Contractor Street**  
**Address**  
**City, State, Zip Code**

**Invoice Date**  
**Invoice Period**  
**Invoice Number**

**Contact Name**  
**Contact Phone Number**

Date	Quantity	Description of Service	Rate	Total
<b>Total Invoiced Amount</b>				
Contract term	Contract Cap	Amount expended previously	Invoice Amount	Contract Amount Remaining after this Invoice