



COUNTY OF HUMBOLDT

For the meeting of: 6/3/2025

File #: 25-509

To: Board of Supervisors

From: DHHS: Public Health

Agenda Section: Consent

Vote Requirement: Majority

SUBJECT:

Professional Service Education Affiliation Agreement by and between the County of Humboldt and the Trustees of the California State University

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approve the Professional Service Education Affiliation Agreement by and between the County of Humboldt and the Trustees of the CSU for the term of one year from the date of execution; and
2. Authorize the Department of Health and Human Services - Public Health Director, or designee thereof, to execute the Professional Service Education Affiliation Agreement by and between the County of Humboldt and the Trustees of the CSU for the term of one year from the date of execution; and
3. Authorize the Department of Health and Human Services - Public Health Director, or a designee thereof, to execute any and all subsequent amendments, certifications, attestations, and documents directly associated with the attached Professional Service Education Affiliation Agreement by and between the County of Humboldt and the Trustees of the CSU for the term of one year from the date of execution upon review and approval by County Counsel, Risk Management, and the County Administrative Office; and
4. Direct the Clerk of the Board to provide the Department of Health and Human Services - Contract Unit with one certified copy of the Board Order pertaining to this item.

STRATEGIC PLAN:

This action supports the following areas of your Board's Strategic Plan.

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 3001 - Support a well-trained workforce

DISCUSSION:

The County of Humboldt strongly encourages and supports its employees in pursuing education and training opportunities. Such educational programs enhance the competency and skills of the county's full-time staff while contributing to personal and professional growth, whether through excelling in an employee's current role or advancing within the County's service through promotional opportunities.

This agreement with California State University (CSU), San Marcos will allow an existing employee to continue their full-time employment while simultaneously completing an internship for a Master of Science in Public Health degree, acquiring advanced skills that prepare existing staff to take on more complex tasks, leading to improved operational efficiency. This agreement will additionally allow CSU San Marcos to recommend future interns to DHHS - Public Health.

Public health's main purpose is to improve the well-being of the population. By enabling our existing local workforce to expand their skills through internships, DHHS - Public Health is directly investing in the community's future health. Staff will be equipped with new knowledge and perspectives, making them better positioned to plan, develop, and implement programs that address community needs more effectively, ensuring that public health initiatives remain innovative, responsive, impactful, and able to meet future challenges.

This Professional Service Education Affiliation Agreement supports the Board's strategic plan in many ways, notably by investing in employees' education and career development. This investment results in increased job satisfaction, which in turn reduces turnover. When employees feel supported in their career growth, they are more likely to stay within the organization, ensuring continuity and long-term expertise within the agency while simultaneously employing cost-saving measures incurred from recruitment, hiring, onboarding, and training new staff.

SOURCE OF FUNDING:

1175 Public Health Funded Programs (all)

FINANCIAL IMPACT:

Narrative Explanation of Financial Impact:

There is no financial impact associated with this Professional Service Education Affiliation Agreement.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

There is no staffing impact associated with this Professional Service Education Affiliation Agreement.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board may choose not to approve the recommendations; however, this is not recommended by DHHS - Public Health as this would result in a loss or delay of services to the county.

ATTACHMENTS:

1. Professional Service Education Affiliation Agreement by and between the County of Humboldt and the Trustees of the CSU

PREVIOUS ACTION/REFERRAL:

Meeting of: N/A

File No.: N/A