



COUNTY OF HUMBOLDT

AGENDA ITEM NO. **C14**

For the meeting of: ~~June 26~~ ^{July 24}, 2018

Date: May 27, 2018

To: Board of Supervisors

From: Connie Beck *[Signature]*
Director, Department of Health and Human Services
for C.B. 6/2/18

Subject: Agreement with Red Deer Consulting for Tribally-Specific Cultural Advising and Mentoring Services to Children and Youth for July 1, 2018 through June 30, 2019

RECOMMENDATION(S):

That the Board of Supervisors:

1. Approves the agreement between County of Humboldt and Red Deer Consulting for tribally-specific cultural advising and mentoring services to children and youth for fiscal year 2018-2019;
2. Authorizes the Chairperson to execute three (3) originals of the agreement; and
3. Authorize the DHHS Child Welfare Services Director to exercise the options to extend the agreement on behalf of DHHS-Children and Family Services, under the same terms and conditions, for fiscal year 2019-2020, fiscal year 2020-2021, and fiscal year 2021-2022;
4. Authorize the DHHS Child Welfare Services Director to amend program elements of the agreement as necessary for fiscal year 2018-2019, fiscal year 2019-2020, fiscal year 2020-2021, and fiscal year 2021-2022 after review and approval by County Counsel and Risk Management; and
3. Directs the Clerk of the Board to route two (2) fully executed originals of the agreement to the Department of Health and Human Services (DHHS) - Contract Unit for forwarding to DHHS -

Prepared by Jeremy Coleman, Administrative Analyst II

CAO Approval *[Signature]*

REVIEW:

Auditor *[Signature]*

County Counsel *JDB*

Personnel

Risk Manager *[Signature]*

Other

TYPE OF ITEM:

Consent

Departmental

Public Hearing

Other

BOARD OF SUPERVISORS, COUNTY OF HUMBOLDT
Upon motion of Supervisor Seconded by Supervisor

Ayes
Nays
Abstain
Absent

SEE ACTION SUMMARY

PREVIOUS ACTION/REFERRAL:

Board Order No. _____

Meeting of: _____

and carried by those members present, the Board hereby approves the recommended action contained in this Board report.

Dated: _____

By: _____

Kathy Hayes, Clerk of the Board

SOURCE OF FUNDING:

Social Services Funds

DISCUSSION:

This agreement between DHHS– Children and Family Services (DHHS-CFS) and Red Deer Consulting provides tribally-specific cultural advising and mentoring services to Native American children and youth. The purpose of this agreement is to ensure a culturally appropriate intervention strategy is achieved for Native American children and youth who are currently receiving services and support from DHHS-CFS.

Services will assist DHHS-CFS in providing culturally responsive interventions and support the following goals and meet the mandates of the agency:

- Decrease the number of Native American children in out of home care
- Support family reunification efforts
- Support Native American youth with connection to their Tribe, cultural identity, and support networks
- Support provision of Active Efforts
- Decrease time for reunification of Native American children in out of home care with their families
- Support culturally responsive treatment plans in both Mental Health and Child and Family Services.
- Provide support to caregivers
- Increase placement stability of Native American children in out of home care
- Advise and assist DHHS management

While the development of this agreement continues after the National Indian Child Welfare Association (NICWA) child welfare services system review as well as the California Attorney General’s investigation of Humboldt County’s local compliance with the Indian Child Welfare Act (ICWA), the services to be provided will address a number of the findings and recommendations that have been raised. Red Deer Consulting will serve as a liaison with the eight distinct tribal nations that have members residing in Humboldt County. This outreach includes attending various tribal council meetings, facilitating tribal service symposiums and providing training for caregivers and staff. Red Deer Consulting will assist DHHS-CFS with the design of an identity-based cultural intervention strategy that can be incorporated into each native child’s/youth’s mental health and child welfare case plan. Instruction to DHHS-CFS staff and mentoring to children/youth in traditional life ways and cultural/ceremonial activities of local tribal nations will be provided by Red Deer Consulting as well.

The term of this agreement is July 1, 2018 to June 30, 2019.

Therefore DHHS-CFS recommends that the Board approves the agreement between County of Humboldt and Red Deer Consulting to provide tribally-specific cultural advising and mentoring services to Native American children and youth from July 1, 2018 through June 30, 2019, with three optional one-year extensions for fiscal year 2019-2020, fiscal year 2020-2021, and fiscal year 2021-2022, and authorize the Chair to execute three (3) originals of the agreement.

FINANCIAL IMPACT:

The agreement with Red Deer Consulting to support tribally-specific cultural advising and mentoring services to children and youth in the amount of One Hundred Eighty Four Thousand Six Hundred Dollars

(\$184,600.00) will be funded through federal and state dollars. Costs associated with this agreement were included in the proposed county budget in fund 1160, budget unit 508 for fiscal year 2018-19. There is no impact to the county general fund.

Approving this agreement supports the Board's strategic framework by helping ensure safety and health by providing vulnerable members of the community with needed services and continuity of care.

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

The Board could choose not to approve this agreement. This action is not recommended due to the need for culturally appropriate intervention strategies and mentoring for the Native American children and youth who are currently receiving services from the department.

ATTACHMENTS:

Attachment 1: Agreement with Red Deer Consulting (3 originals)

**PROFESSIONAL SERVICES AGREEMENT
BY AND BETWEEN
COUNTY OF HUMBOLDT
AND
RED DEER CONSULTING**

This Agreement, entered into this ____ day of _____, 2018, by and between the County of Humboldt, a political subdivision of the State of California, hereinafter referred to as "COUNTY," and Red Deer Consulting, a California Business Entity, hereinafter referred to as "CONTRACTOR," is made upon the following considerations:

WHEREAS, COUNTY, by and through its Department of Health and Human Services – Social Services ("DHHS – Social Services"), desires to retain the services of CONTRACTOR provide Tribally-specific cultural advising and mentoring services to Native American children and young adults who are currently benefiting from services and support of DHHS – Child Welfare Services ("DHHS – CWS"); 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 has represented that it is qualified to perform such services.

NOW THEREFORE, the parties hereto mutually agree as follows:

1. DESCRIPTION OF SERVICES:

CONTRACTOR agrees to furnish the services described in Exhibit A – Scope of Services, which is attached hereto and incorporated herein by reference. In providing such services, CONTRACTOR agrees to fully cooperate with the DHHS – Child Welfare Services Director or designee thereof, hereinafter referred to as "Director."

2. TERM:

This Agreement shall begin on July 1, 2018 and shall remain in full force and effect until June 30, 2019, unless sooner terminated as provided herein (initial term). COUNTY has the option to extend this agreement upon the same terms and conditions for three (3), one-year (1-year) terms (extension terms). Said option may be exercised by COUNTY providing CONTRACTOR written notice of its intent to extend the agreement. The notice shall be in writing and shall be given to CONTRACTOR thirty (30) days prior to the end of the initial term of the agreement. The Board of Supervisors of Humboldt County will authorize the DHHS Child Welfare Services Director to exercise the option to extend the agreement.

3. TERMINATION:

A. Breach of Contract. If, in the opinion of COUNTY, CONTRACTOR fails to adequately perform the services required hereunder within the time limits specified herein, or otherwise fails to comply with the terms of this Agreement, or violates any ordinance, regulation or other law applicable to its performance herein, COUNTY may terminate this Agreement immediately, upon notice.

- B. Without Cause. COUNTY may terminate this Agreement without cause upon thirty (30) days advance written notice to CONTRACTOR. Such notice shall state the effective date of the termination.
- C. 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 of any termination of this Agreement, CONTRACTOR shall be entitled to compensation for uncompensated services rendered hereunder through and including the effective date of such termination. However, this provision shall not limit or reduce any damages owing to COUNTY resulting from a breach of this Agreement by CONTRACTOR.

4. COMPENSATION:

- A. Maximum Amount Payable. The maximum amount payable by COUNTY for services rendered, and costs and expenses incurred, pursuant to the terms and conditions of this Agreement is One Hundred Eighty Four Thousand Six Hundred Dollars (\$184,600.00) for the initial term or any one year extension term. CONTRACTOR agrees to perform 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 for services provided hereunder, or terminate this Agreement as provided herein.
- B. Schedule of Rates. The specific rates and costs applicable to this Agreement are set forth in Exhibit B – Schedule of Rates, which is attached hereto and incorporated herein by reference.
- C. Additional Services. Any additional services not otherwise provided for herein shall not be provided by CONTRACTOR, or compensated by COUNTY, without written authorization by COUNTY. All unauthorized costs and expenses incurred above the maximum dollar 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 dollar amount will be reached.

5. PAYMENT:

CONTRACTOR shall submit to COUNTY monthly invoices itemizing all services rendered, and costs and expenses incurred, pursuant to the terms and conditions of this Agreement. Invoices shall be in a format approved by, and shall include backup documentation as specified by, Director and the Humboldt County Auditor-Controller. CONTRACTOR shall submit a final invoice for payment within thirty (30) days following the expiration or termination date of this Agreement. Payment for services rendered and costs and expenses incurred will be made within thirty (30) days after the receipt of program approved invoices. All invoices submitted by CONTRACTOR shall be sent to COUNTY at the following address:

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COUNTY: Humboldt County DHHS – Child Welfare Services
Attention: Child Welfare Services Director
2440 6th Street
Eureka, California 95501

6. NOTICES:

Any and all notices required to be given pursuant to the terms 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 DHHS – Child Welfare Services
Attention: Child Welfare Services Director
2440 6th Street
Eureka, California 95501

CONTRACTOR: Red Deer Consulting
Attention: Christopher H. Peters
2355 Central Avenue, Suite C
McKinleyville, California 95519

7. REPORTS:

CONTRACTOR agrees to provide COUNTY with any and all reports that may be required by local, state and/or federal agencies for compliance with this Agreement. Reports shall be submitted no later than fifteen (15) days after the end of each calendar quarter using the format required by the State of California as appropriate.

8. RECORD RETENTION AND INSPECTION:

A. Maintenance and Preservation of Records. CONTRACTOR agrees to timely prepare accurate and complete financial, performance and payroll records, documents and other evidence relating to the services provided hereunder, and to maintain and preserve said records for at least three (3) years from the date of final payment under this Agreement, 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. The books and records shall be original entry books with a general ledger itemizing all debits and credits for the services provided hereunder.

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 hereunder, 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 final payment under this Agreement. CONTRACTOR hereby agrees to make all such records available during normal business hours to inspection, audit and reproduction by COUNTY and any 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 duly authorized local, state and/or federal agencies. All examinations and audits conducted hereunder shall be

strictly confined to those matters connected with the performance of this Agreement, including, but not limited to, the costs of administering this Agreement.

- C. Audit Costs. In the event of an audit exception or exceptions, the party responsible for not meeting the program requirements 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 agrees that COUNTY has the right to monitor all activities related to this Agreement, including, without limitation, the right to review and monitor CONTRACTOR's records, programs or procedures, at any time, as well as the overall operation of CONTRACTOR's programs, in order to ensure compliance with the terms and conditions of this Agreement. CONTRACTOR will cooperate with a corrective action plan, if deficiencies in CONTRACTOR's records, programs or procedures are identified by COUNTY. However, COUNTY is not responsible, and will not be held accountable, for overseeing or evaluating the adequacy of the results of services performed by CONTRACTOR pursuant to the terms of this Agreement.

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 all confidential information in conformance with any and all applicable local, state and federal laws, regulations, policies, procedures and standards, including, but not limited to: 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 ("CMLIA"); 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, without limitation, 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 Laws. The parties acknowledge that federal and state confidentiality laws are rapidly evolving and that amendment of this Agreement may be required to ensure compliance with such developments. Each party agrees to promptly enter into negotiations concerning an amendment to this Agreement embodying written assurances consistent with the standards and requirements of HIPAA, the HITECH Act, the CMLIA and any other applicable local, state and federal laws or regulations.

11. NON-DISCRIMINATION COMPLIANCE:

- A. Nondiscriminatory Delivery of Social Services. In connection with the execution of this Agreement, CONTRACTOR, and its subcontractors, shall not unlawfully discriminate in the administration of public assistance and social services programs. CONTRACTOR hereby

assures that no person shall be excluded from participation in, be denied benefits of, or be subjected to discrimination under any program or activity receiving local, state or federal financial assistance because of race, religion or religious creed, color, age (over forty (40) years of age), sex (including gender identity and expression, pregnancy, childbirth and related medical conditions), sexual orientation (including heterosexuality, homosexuality and bisexuality), national origin, ancestry, marital status, medical condition (including cancer and genetic characteristics), mental or physical disability (including HIV status and AIDS), political affiliation, military service or any other classifications protected by local, state or federal laws or regulations. COUNTY reserves the right to monitor the CONTRACTOR's provision of services in order to ensure compliance with the requirements of this section.

- B. 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 gender identity and expression, pregnancy, childbirth and related medical conditions), sexual orientation (including heterosexuality, homosexuality and bisexuality), national origin, ancestry, marital status, medical condition (including cancer and genetic characteristics), mental or physical disability (including HIV status and AIDS), political affiliation, military service, denial of family care leave or any other classifications protected by local, state or federal laws or regulations. Nothing herein shall be construed to require the employment of unqualified persons.
- C. 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 Order 11375 and 41 C.F.R. Part 60; and any other applicable local, state and/or federal laws and regulations, 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 Chapter 5, Division 4 of Title 2 of the California Code of Regulations are incorporated into this Agreement by reference and made a part hereof as if set forth in full.

12. NUCLEAR FREE HUMBOLDT COUNTY ORDINANCE COMPLIANCE:

CONTRACTOR certifies by its signature below 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 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.

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13. DRUG-FREE WORKPLACE:

By executing this Agreement, CONTRACTOR certifies that it will comply with the requirements of the Drug-Free Workplace Act of 1990 (California Government Code Sections 8350, et seq.) and will provide a drug-free workplace 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.
- 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 the following:
 - 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 will:
 - 1. Receive a copy of CONTRACTOR's Drug-Free Policy Statement; and
 - 2. Agree to abide by the terms of CONTRACTOR's Drug-Free Policy as a condition of employment.
- D. Effect of Noncompliance. Failure to comply with the above-referenced requirements may result in suspension of payments under this Agreement and/or termination thereof, and CONTRACTOR may be ineligible for award of future contracts if COUNTY determines that the foregoing certification is false or if CONTRACTOR violates the certification by failing to carry out the above-referenced requirements.

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, and liabilities of any kind or nature, including, without limitation, attorney 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 insurance, if required by this Agreement, does not relieve CONTRACTOR from liability under this provision. This provision shall apply to all claims for damages related to the services performed by CONTRACTOR pursuant to the terms and conditions of this Agreement regardless if 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 by CONTRACTOR 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 filed with the Clerk of the Humboldt County Board of Supervisors.

A. General Insurance Requirements. Without limiting CONTRACTOR's indemnification obligations provided for herein, CONTRACTOR shall, and shall require that all subcontractors hereunder, take out and maintain, throughout the entire period of this Agreement, and any extended term 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, 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 incident, including, but not limited to, 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. Said coverage shall be at least as broad as Insurance Service Offices Form Code 1 (any auto).
3. Workers' Compensation Insurance, as required by the Labor Code of the State of California, 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, 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. 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, 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, 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 loss or damage to property caused by explosion or resulting from collapse of buildings or structures or damage to property underground, commonly 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 provisions 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 insured shall not operate to impair the rights of one 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 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 provisions of this Agreement, including breach of warranties, shall not affect coverage provided to COUNTY, 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 or County Counsel. 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 other remedies under this Agreement, take out the necessary insurance, and CONTRACTOR agrees to pay the cost thereof. COUNTY is also hereby authorized with the discretion to 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 the above-referenced aggregate limits.

C. Insurance Notices. Any and all insurance notices required to be given pursuant to the terms of this Agreement shall be sent to the addresses set forth below in accordance with the notice provisions described herein.

COUNTY: County of Humboldt
Attention: Risk Management
825 5th Street, Room 131
Eureka, California 95501

CONTRACTOR: Red Deer Consulting
Attention: Christopher H. Peters
2355 Central Avenue, Suite C
McKinleyville, California 95519

16. RELATIONSHIP OF PARTIES:

It is understood that this is an Agreement by and between two (2) independent contractors and is not intended to, and shall not be construed to, create the relationship of agent, servant, employee, partnership, joint venture or any other similar association. Both parties further agree that CONTRACTOR shall not be entitled to any benefits to which COUNTY employees are entitled, including, but not limited to, overtime, retirement benefits, leave benefits or workers' compensation. CONTRACTOR shall be solely responsible for the acts or omissions of its agents, officers, employees, assignees and subcontractors.

17. COMPLIANCE WITH APPLICABLE LAWS AND LICENSURE REQUIREMENTS:

CONTRACTOR agrees to comply with any and all local, state and federal laws, regulations, policies and procedures applicable to the services covered by this Agreement. CONTRACTOR further agrees to comply with any and all applicable local, state and federal licensure and certification requirements.

18. PROVISIONS REQUIRED BY LAW:

This Agreement is subject to any additional local, state and federal restrictions, limitations, or conditions that may affect the provisions, terms 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 is not correctly stated, the parties agree to amend the pertinent section to make such insertion or correction.

19. REFERENCE TO LAWS AND RULES:

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

20. PROTOCOLS:

Both parties recognize 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 Director and CONTRACTOR.

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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 nor 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 CONTRACTOR 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 or violation of any requirement 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 or any default which may then exist on the part of CONTRACTOR. Nor shall such payment impair or prejudice any remedy available to COUNTY with respect to any breach or default. COUNTY shall have the right to demand repayment of, and CONTRACTOR shall promptly refund, any funds disbursed to CONTRACTOR which, in the judgment of COUNTY, were not expended in accordance with the terms 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 of this Agreement 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 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.

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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 and information for its records. In the event of termination of this Agreement, for any reason whatsoever, CONTRACTOR shall promptly turn over all information, writings and documents pertaining to the services provided hereunder to COUNTY without exception or reservation.

29. 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.

30. ADVERTISING AND MEDIA RELEASE:

All informational material related to this Agreement shall receive approval from COUNTY prior to being used as advertising or released to the media, including, but not limited to, television, radio, newspapers and internet. CONTRACTOR shall inform COUNTY of all requests for interviews by the media related to this Agreement before such interviews take place; and COUNTY shall be entitled to have a representative present at such interviews. All notices required by this provision shall be given to Director.

31. SUBCONTRACTS:

CONTRACTOR shall obtain prior written approval from COUNTY before subcontracting any of the services to be provided hereunder. Any and all subcontracts will be subject to all applicable terms and conditions of this Agreement, including, without limitation, the licensing, certification, privacy, security and confidentiality requirements provided herein. CONTRACTOR shall remain legally responsible for the performance of all terms and conditions of this Agreement, including work performed by third parties under subcontracts, whether approved by COUNTY or not.

32. ATTORNEYS' FEES:

If either party shall commence any legal action or proceeding, including an action for declaratory relief, against the other by reason of the alleged failure of the other to perform or keep any provision of this Agreement to be performed or kept, the party prevailing in said action or proceeding shall be entitled to recover court costs and reasonable attorneys' fees, including 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, "prevailing party" means the party who dismisses an action or proceeding 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.

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33. SURVIVAL:

The duties and obligations of the parties set forth in Section 3(D) – 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.

34. 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.

35. 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 party on the basis that the other party prepared it.

36. INDEPENDENT CONSTRUCTION:

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

37. FORCE MAJEURE:

Neither party hereto shall be liable or responsible for delays or failures in performance resulting from events beyond the reasonable control of such party and without fault or negligence of such party. Such events shall include, without limitation, acts of God, strikes, lockouts, riots, acts of war, epidemics, 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.

38. 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 its entirety any and all prior agreements, promises, representations, understandings and negotiations, 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.

39. 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 date first written above.

RED DEER CONSULTING:

By:  Date: JUNE 7, 2018
Name: CHRISTOPHER H. PETERS
Title: OWNER AND MANAGER CONSULTANTS

COUNTY OF HUMBOLDT:

By: _____ Date: _____
Chair, Humboldt County Board of Supervisors

INSURANCE AND INDEMNIFICATION REQUIREMENTS APPROVED:

By:  Date: 6/8/18
Risk Analyst

LIST OF EXHIBITS:

- Exhibit A – Scope of Services
- Exhibit B – Schedule of Rates

EXHIBIT A
SCOPE OF SERVICES
RED DEER CONSULTING
JULY 1, 2018 to JUNE 30, 2019

Beginning on the date of execution of this Agreement by both parties, the CONTRACTOR will provide the following services to assist the Humboldt County Department of Health and Human Services – Children and Family Services (DHHS-C&FS) and the Department of Mental Health to provide Tribally-specific cultural advising and mentoring services to Native American children and young adults who are currently benefiting from services and support of the DHHS. As of specific concern and focus the work of Red Deer Consulting will work closely with DHHS administration, social workers, caregivers and clinicians to address the unique personal and cultural needs of Native American children and young adults and together we will design a cultural intervention strategy that can be incorporated into mental health and child welfare case plans.

These services are designed to support the staff, families and caregivers who work with Humboldt County Native American children to be in alignment with the Humboldt Practice Model vision: The work will support,

Individuals, families, youth and children, who consider Humboldt County home, to staying connected to extended families, tribes and local communities. They can experience early, enhanced wellness, culturally sensitive and responsive services. Local cultural and agency practitioners are supported by integrated professional development efforts and strive to understand the cultural context of the community worldview.

Individuals, families, youth and children and their natural supports are partnered with and experience the practice in everyday interactions in supportive ways.

Safety, permanency, meaningful relationships, and all aspects of health and well-being outcomes for individuals, families, youth and children are continuously improving.

Services will assist the DHHS in providing culturally responsive interventions and support the following goals and meet the mandates of the agency:

- Decrease the number of Native American children in out of home care.
- Support family reunification efforts.
- Support Native American youth with connection to their Tribe, cultural identity, and support networks.
- Support provision of Active Efforts (ICWA).
- Decrease time for reunification of Native American children in out of home care with their families.
- Support culturally responsive treatment plans in both Mental Health and Child and Family Services.
- Provide support to caregivers.
- Increase placement stability of Native American children in out of home care.
- Advise and assist DHHS management.
- Priority on service recipients are: open Child Welfare Services referrals and cases; time limited services subject to contract manager approval on closed referrals and cases for the purpose of preventative and after care; approved DHHS behavioral health clients.

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1. SERVICES:

The services described in the Scope of Work include consultation with DHHS management, caregivers, social workers, clinicians, foster parents, and identified Native children and young adults. The participation of biological parent(s) and/or significant biological family members will be encouraged when appropriate. Meetings will be convened with the above parties to complete cultural assessments, establish cultural goals for individual case plans and to agree upon an intervention strategy for each participating Native person and/or family. The Scope of Work also provides for outreach and service coordination with Tribal leadership, Tribal caregivers and other pertinent partners; their early and continued involvement is critical to the success and long-term impact of this undertaking.

Cultural Mentors, who are recognized individuals from each Tribal Nation and who possess proficient skills and acquired knowledge of Tribal customs and traditions, will be employed to provide services and advise on culturally responsive intervention strategies that can be incorporated into each Native child's/young adult's mental health and child welfare case plan.

If CONTRACTOR fails to attend a scheduled or rescheduled Deliverable meeting, CONTRACTOR will not invoice COUNTY for the missed meeting or activity.

Additionally, the services that CONTRACTOR has included in this agreement include the following:

- Assist the Native children/young adults (families), who are currently involved with programs and services of DHHS; to re-align themselves with traditional cultural values and practices of their respective Tribal Nations and to strengthen their self-pride and cultural identity.
- To provide a framework and tools for understanding and engaging in a multicultural process that examines the interplay of privilege and oppression to be a more culturally responsive system for families.
- To develop a common language that creates effective cross-cultural communication.
- To provide ongoing opportunity for dialogue, self-reflection and personal sharing in service of developing and strengthening decision-making and supervision skills.
- To develop enhanced communication skills for use in communication with partner agencies and tribes.
- To provide implementation consultation regarding pre-implementation, implementation, and sustainability planning activities.
- To build upon generations of traditional life ways, customs and belief systems of local Native Peoples that strengthen tribally specific identities.
- Participants will gain knowledge of gender specific roles and responsibilities and cultural protocols that govern traditional behaviors and life ways.

2. SCHEDULE:

Receive referrals throughout the year for service provision for children and youth involved with Child Welfare Services and Mental Health in addition to mapping out the meetings and Tribal Service Symposia with local Tribal Nations.

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3. DELIVERABLES:

1. **Provide Outreach Consultation and Assessments**

- a. Meeting with Tribal Programs: Arrange and attend meetings with departments and programs of Tribal Nations whose membership/tribal citizens currently participate in DHHS services. Organize, convene and facilitate three Tribal Service Symposia. Pursuant to the DHHS contracted services, Red Deer Consulting, in coordination with Cultural Mentors, shall organize, convene and facilitate three (3) one (1) day Tribal Services Symposia. Each symposium will bring together 15 representatives from Tribal/Rancheria services program, departments and leadership with 10 DHHS caregivers, social workers, clinical and management personnel. A total of at least 30 representatives from DHHS and at least 45 representatives for Native Nations will participate in the Tribal Symposia.
- b. Consult with DHHS Caregivers and Social Workers: Arrange and attend meetings, organize and present training workshops with DHHS caregivers and explore Native participation in the initiative. A total of 40 DHHS caregivers, social workers, clinicians and departmental managers will participate in training and/or receive individual consultation.
- c. Cultural Awareness and Assessments: Arrange and attend cultural awareness and assessment meetings and design an Identity-Based Cultural Intervention Strategy that can be incorporated into each Native child's/young adult's mental health and child welfare case plan. Pursuant to consultation with DHHS caregivers, social workers, clinicians and department leadership, Red Deer will select from all of DHHS services recipients a total 80 individual cases (not to exceed a total of 95 Native children, young adults and family members) for participation in the Identity-based Cultural Intervention Strategy – Note that with family members, each case may involve 3-6 participants.

2. **Provide Cultural Mentoring and implementing an Identity-based Cultural Intervention Strategy**

- a. Individual and small group sessions: Consultation with DHHS caregivers, arranging Individual and Small Group sessions, and implementing Identity-Based Cultural Intervention Strategy. Please note that the difficulty in estimating the total number of participants and frequency of Individual Mentoring Sessions and the number and frequency of Small Group Sessions, the bidder (Red Deer Consulting) can only propose a “not to exceed” fee amount for this component.
 - i. Individual mentoring and cultural advising --- Estimated 45 individuals
 - ii. Small group sessions --- Estimated 35 individual and families members
- b. Traditional life ways and cultural /ceremonial activities of local Tribal Nations: Consultation with Tribal programs/departments, coordinate chaperons and arranging participation in cultural/ceremonial events and implement the Identity-Based Cultural Intervention Strategy. An estimated 30 individuals will participate

4. PERFORMANCE MEASURES:

- Increase the number of Native American youth who are connected to their Tribe, cultural identity, and/or support networks. The COUNTY will track these referred youth quarterly and that at least 25% of these referred youth shall be engaged in Tribal connections and activities facilitated by CONTRACTOR.
- Pre- and Post-testing or evaluations are conducted and facilitated by CONTRACTOR for training participants to measure gained knowledge and training material/facilitation performance.
- Meetings will be monitored for accomplishment towards above-mentioned goals and deliverables and to monitor formal or informal shared agreements that come out these meetings. Meeting

participants and gather additional feedback regarding effectiveness and next steps will complete in an evaluation or assessment.

- Increase the number of cultural responsive and engagement activities that are incorporated into mental health treatment plans and child welfare services case plans.
- Increase the number of caregivers that have access and knowledge of culturally responsive services and engagement activities of Native American. CONTRACTOR will track the number of caregivers for participation in training and these activities and provide information to COUNTY. CONTRACTOR will facilitate participation in an evaluation method such as, but not limited to pre- and post-tests or evaluations and provide COUNTY with aggregate information regarding the caregiver participation.

5. REPORTING REQUIREMENTS:

CONTRACTOR will submit monthly narrative invoices, within thirty (30) days from the end of billing month, that describe accomplished work and specific hours of services rendered. Progress reports will be developed and submitted in accordance with DHHS contract specifications. At the end of this contracted time all work shall be reviewed and evaluated and future contracted services will then be contemplated.

6. PLACE OF PERFORMANCE:

Humboldt County

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**EXHIBIT B
SCHEDULE OF RATES
RED DEER CONSULTING
JULY 1, 2018 to JUNE 30, 2019**

PAYMENT AGREEMENT

CONTRACTOR agrees the maximum amount payable by COUNTY for services rendered, and costs and expenses incurred, pursuant to the terms and conditions of this Agreement and as described in Exhibit A- Scope of Services is One Hundred Eighty Four Thousand Six Hundred Dollars (\$184,600.00).

CONTRACTOR agrees that all travel costs as required and described in Exhibit A- Scope of Services are included in the cost of services. CONTRACTOR agrees to perform 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 for services provided hereunder, or terminate this Agreement as provided herein.

COUNTY agrees to pay CONTRACTOR at the rate below for individual services rendered:

A. Indirect Service		
A1. Meeting with Tribal Programs:		
Principal Consultant	180 hrs @ \$85.00	\$15,300.00
Cultural Mentors	110 hrs @ \$65.00	\$7,150.00
A2. Consult with DHHS Administrators		
Principal Consultant	50 hrs @ \$85.00	\$4,250.00
Cultural Mentors	50 hrs @ \$65.00	\$3,250.00
A3. Consult with DHHS Direct Service Staff		
Principal Consultant	100 hrs @ \$85.00	\$8,500.00
Cultural Mentors	100 hrs @ \$65.00	\$6,500.00
Total of Section A		\$44,950.00
B. Direct Service		
B1. Individual and small group sessions for client services		
Principal Consultant	310 hrs @ \$85.00	\$26,350.00
Cultural Mentors	480 hrs @ \$65.00	\$31,200.00
Cultural Materials/Food		\$8,000.00
B2. Cultural Awareness and Assessments for client services		
Principal Consultant	80 hrs @ \$85.00	\$6,000.00
Cultural Mentors	200 hrs @ \$65.00	\$13,000.00
B3. Traditional life ways and cultural/ceremonial activities of local Tribal Nations		
Principal Consultant	200 hrs @ \$85.00	\$26,350.00
Cultural Mentors	350 hrs @ \$65.00	\$22,750.00
Cultural Materials/Food		\$6,000.00
Total of Section B		\$139,650.00
Total		\$184,600.00

Any rescheduled Deliverable meeting must be invoiced for the month in which the rescheduled meeting occurred.

If CONTRACTOR fails to attend a scheduled or rescheduled Deliverable meeting, CONTRACTOR will not invoice COUNTY for the missed meeting.

CONTRACTOR agrees that all costs incurred above the maximum compensation cap will be the responsibility of the CONTRACTOR. Under no circumstances shall the maximum compensation cap exceed the amount of One Hundred Eighty Four Thousand Six Hundred Dollars (\$184,600.00).

CONTRACTOR shall submit to COUNTY monthly invoices itemizing all services rendered, and costs and expenses incurred, pursuant to the terms and conditions of this Agreement. Invoices shall be in a format approved by, and shall include backup documentation as specified by, Director and the Humboldt County Auditor-Controller. CONTRACTOR shall submit invoices thirty (30) days after each billing month. CONTRACTOR shall submit a final invoice for payment within thirty (30) days following the expiration or termination date of this Agreement. All invoices submitted by CONTRACTOR shall be sent to COUNTY at the following address:

Humboldt County DHHS – Child Welfare Services
Attention: Child Welfare Services Director
2440 6th Street
Eureka, California 95501

Payment for services rendered and costs and expenses incurred will be made within thirty (30) days after the receipt of program approved invoices.

All identification and supporting documents shall be kept by the CONTRACTOR for a period of three (3) years and made available to the Department of Health and Human Services (DHHS) staff for the purposes of audit upon request.