

COUNTY OF HUMBOLDT

AGENDA ITEM NO.  
**C7**

For the meeting of: December 19, 2017

Date: November 15, 2017

To: Board of Supervisors

From: Amy S. Nilsen, County Administrative Officer *AN*

Subject: Contract between the County of Humboldt and Humboldt County Office of Education for use of Workforce Innovation and Opportunity Act Slingshot funds.

RECOMMENDATION(S):

That the Board of Supervisors:

- 1) Approve and authorize the Chair to sign two copies of the contract between the County of Humboldt and Humboldt County Office of Education (HCOE) relating to the Workforce Innovation and Opportunity Act (WIOA) Slingshot grant.
- 2) Direct the Clerk of the Board to return all executed copies of the attached contracts to County Administrative Office/Economic Development (CAO/EcDev).

SOURCE OF FUNDING:

U.S. Department of Labor and State of California Employment Development Department

Prepared by: Cindy Harrington, Workforce Development, WDB Executive Director CAO Approval *[Signature]*

|         |               |                          |                            |             |
|---------|---------------|--------------------------|----------------------------|-------------|
| REVIEW: | Auditor _____ | County Counsel <i>JN</i> | Human Resources <i>KLK</i> | Other _____ |
|---------|---------------|--------------------------|----------------------------|-------------|

TYPE OF ITEM:

Consent

Departmental

Public Hearing

Other \_\_\_\_\_

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

Ayes *Sundberg, Fennell, Bass, Bohn, Wilson*

Nays \_\_\_\_\_

Abstain \_\_\_\_\_

Absent \_\_\_\_\_

PREVIOUS ACTION/REFERRAL:

Board Order No. C-6

Meeting of: 05-10-16

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

Dated: 12/19/17

By: *[Signature]*

Kathy Hayes, Clerk of the Board

## DISCUSSION:

The California Workforce Development Board, in partnership with the State of California Employment Development Department, has awarded \$1,000,000 in Slingshot funding to the Humboldt County Workforce Development Board (HC-WDB) and County Economic Development. Based on labor market information and industry interviews, the HC-WDB has focused the project on the healthcare industry.

The Healthcare and Human Service Workforce Workgroup (Workgroup) was appointed in 2015 by the North Coast Health Leadership Team (NCHLT), and is a network comprised of every Chief Executive Officer from the major healthcare and health and human services organizations in Humboldt County, CA.

The Workgroups charge was to review current workforce resources, practices, and develop community-level recommendations related to workforce needs in Humboldt County. Workforce was defined broadly to include groups such as physicians, mid-levels, clinical lab scientists, social workers and behavioral health providers.

The Workgroup was composed of representatives from healthcare and human services organizations in Humboldt County including: Humboldt County Department of Health and Human Services, Humboldt Independent Practitioners Association, Open Door Community Health Centers, North Coast Clinics Network, St. Joseph Health Medical Group, Mad River Community Hospital, St. Joseph Health System, Partnership HealthPlan of California, Redwood Coast Program of All-inclusive Care for the Elderly, United Indian Health Services, the Humboldt Del Norte Medical Society, Hospice of Humboldt, The California Center for Rural Policy at Humboldt State University (CCRP) provides convening, facilitation, and research support for the Workgroup.

Over a 12 month period, the Workgroup met and identified root causes related to workforce issues; developed surveys to capture issues impacting the retention of existing local healthcare professionals; and used workgroup meetings as a forum to share and explore resources and opportunities. The Workgroup created recommendations from its year-long process that are the foundation of Humboldt County's Slingshot Implementation Plan.

The HC-WDB approached NCHLT in the fall of 2016 to collaborate on the Slingshot Initiative. It was determined that the Workgroup would serve as the industry council for the California Workforce Development Board's Slingshot funding to support healthcare workforce initiatives in Humboldt County and invite other key leaders, including Humboldt County Office of Education, College of the Redwoods and Humboldt State University to join the effort.

Together, Workgroup partners set an ambitious goal of creating a seamless health education pipeline from elementary through post-secondary and beyond for the purpose of increasing the quality of our healthcare and human services system, while growing the size of the workforce and strengthening the income and earning potential of our healthcare workforce.

Healthcare is a unique industry that offers living-wage occupations in almost every educational and vocational field of study. According to our Targets of Opportunity report, "Diversified Healthcare" is Humboldt County's and the region's largest industry. By creating robust partnerships between education and the Diversified Healthcare industry, the project aims to expose as many Humboldt County youth as possible to the variety of job opportunities in Diversified Healthcare and ease the pathway for youth to choose careers in this industry. The project also seeks to "grow our own" by creating diverse educational opportunities to develop the necessary skills, ease entry into the workforce and assure employee success and promotion.

Humboldt County Office of Education (HCOE) will serve as the lead agency providing oversight for developing and implementing career pathways at McKinleyville High, Arcata High, Eureka High and Fortuna High schools through existing science classes and creating a capstone course for seniors. Students will be exposed to career exploration, medical curriculum and lab kits, healthcare professionals at school sites, and on-site opportunities at a variety of healthcare organizations. Two Spring Seminars will provide students training in soft skills, rotations on-site at healthcare establishments and curriculum based on industry needs. HCOE will hire an Education/Industry Liaison to coordinate and support a regional program. Additionally, marketing materials, classroom supplies, and professional development will be provided for staff and faculty. The goal is to expose students to healthcare careers and provide an access point for employment and continued education, upon graduation.

FINANCIAL IMPACT:

The Slingshot project overall is bringing \$1,000,000 into Humboldt. HCOE will be utilizing \$451,000 of these funds to perform career pathway implementation in high schools, hiring an Education/Industry Liaison, hosting two Spring Seminars and developing outreach and marketing materials.

Receipt of these funds will have no impact on the county's general fund.

This action supports the county's core role of "Supporting business, workforce development and creation of private sector jobs" in your Board's Strategic Framework.

OTHER AGENCY INVOLVEMENT:

Humboldt County Office of Education

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your board could choose to not approve this contract. This alternative is not recommended because the strategies, actions and outcomes have been determined by industry and are included in the budget submitted to the state.

ATTACHMENTS:

Attachment A: Contract between the County of Humboldt and Humboldt County Office of Education for use of Workforce Innovation and Opportunity Act Slingshot funds.

ATTACHMENT A

Contract between the County of Humboldt and  
Humboldt County Office of Education for  
Use of Workforce Innovation and Opportunity Act Slingshot Funds

**PROFESSIONAL SERVICES AGREEMENT  
BY AND BETWEEN  
COUNTY OF HUMBOLDT  
AND  
HUMBOLDT COUNTY OFFICE OF EDUCATION (HCOE)  
FOR 2017 - 2020**

This Agreement, entered into this 19<sup>th</sup> day of December 2017, by and between the County of Humboldt, a political subdivision of the State of California, hereinafter referred to as "COUNTY," and HUMBOLDT COUNTY OFFICE OF EDUCATION, a government entity, hereinafter referred to as "CONTRACTOR," is made upon the following considerations:

WHEREAS, COUNTY, by and through its COUNTY ADMINISTRATIVE OFFICE ("CAO") – Economic Development Department was awarded a three year grant from the California Workforce Development Board and the Employment Development Department ("EDD") to improve the healthcare workforce and to retain the services of a qualified professional to serve as the managing entity for the Slingshot Initiative project ("Slingshot"); and

WHEREAS, Slingshot represents a critical mechanism to align industry, education, and economic development to improve career pathways, training programs and develop a healthcare pipeline to fill local healthcare jobs; and

WHEREAS, CONTRACTOR desires to develop and implement a regional training program to provide youth career exploration and opportunities to pursue healthcare occupations; and

WHEREAS, CONTRACTOR will hire additional staff to act as an Education/Industry Liaison to coordinate efforts and support a regional model; and

WHEREAS CONTRACTOR will develop healthcare education and career marketing tools and distribute to school districts across Humboldt to promote healthcare careers that offer income mobility and living wage opportunities.

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 specially trained, skilled, experienced and qualified to perform the special services required by COUNTY.

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 CAO - Economic Development Coordinator or designee thereof, herein after referred to as COORDINATOR.

2. TERM:

This Agreement shall begin upon execution by both parties and shall remain in full force and effect until June 30, 2020 unless sooner terminated as provided herein.

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 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 services rendered, and costs and expenses incurred, pursuant to the terms and conditions of this Agreement is Four Hundred Fifty One Thousand Dollars (\$451,000). 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 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 monthly invoices by the fifteenth day of the following month that services occurred. Invoices should itemize all services rendered, and costs and expenses incurred for the previous month, 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, COORDINATOR 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, pursuant to the terms and conditions of this Agreement will be made within thirty (30) days after the receipt of approved invoices. All invoices submitted by CONTRACTOR shall be sent to COUNTY at the following address:

COUNTY: County Administrative Office – Economic Development Department  
Attention: Cindy Harrington  
520 E Street  
Eureka, CA 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: County Administrative Office – Economic Development Department  
Attention: Cindy Harrington  
520 E Street  
Eureka, CA 95501

CONTRACTOR: Humboldt County Office of Education  
Attention: Chris Hartley  
901 Myrtle Avenue  
Eureka, CA 95501

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 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 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 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 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 and conditions 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: 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, 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 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 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 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 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.
- 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 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.

13. DRUG-FREE WORKPLACE CERTIFICATION:

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 pursuant to the terms and conditions of this Agreement 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. Pursuant to Government Code section 895.4, the parties to this Agreement shall indemnify, defend and hold harmless the other parties hereto and their officers, agents, and employees, from and against any and all claims, demands, losses, damages, and liabilities of any kind or nature, including attorney's fees, which arise by the virtue of its negligent or willful acts of misconduct or omissions (either directly or through or by its officers, officials, employees, or volunteers) in connection with its duties and obligations under this Agreement and any amendments, except such loss or damage which was caused by the sole negligence or willful misconduct of either party.
- 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 and 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.

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, 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 Fifth Street, Room 131  
Eureka, California 95501

CONTRACTOR: Humboldt County Office of Education  
Attention: Chris Hartley  
901 Myrtle Avenue  
Eureka, CA 95501

16. RELATIONSHIP OF PARTIES:

It is understood that this is an Agreement by and between two (2) independent entities 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 provided pursuant to the terms and conditions of 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. 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.

21. 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 either party to obtain supplies, technical support or professional services.

22. 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.

23. 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.

24. 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.

25. 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.

26. 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.

27. 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.

28. 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.

29. 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 COORDINATOR.

30. SUBCONTRACTS:

CONTRACTOR shall obtain prior written approval from COUNTY before subcontracting any of the services to be provided hereunder. Any and all subcontracts shall be subject to all applicable terms and conditions of this Agreement, including, without limitation, the licensing, certification and confidentiality requirements set forth 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.

31. 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.

32. 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.

33. 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.

34. 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.

35. 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.

36. 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.

37. 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 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.

38. 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.

**HUMBOLDT COUNTY OFFICE OF EDUCATION:**

By: Chris Hartley  
Name: Chris Hartley, Ed.D.  
Title: Superintendent

Date: 11/20/17

**COUNTY OF HUMBOLDT:**

By: Virginia Bass  
Virginia Bass  
Chair, Humboldt County Board of Supervisors

Date: 12/19/17

**INSURANCE AND INDEMNIFICATION REQUIREMENTS APPROVED:**

By: [Signature]  
Risk Management

Date: 12/14/17

**LIST OF EXHIBITS:**

- Exhibit A – Scope of Services
- Exhibit B – Schedule of Rates
- Exhibit C – Slingshot Implementation Plan

**EXHIBIT A**  
**SCOPE OF SERVICES**  
Humboldt County Office of Education  
Slingshot Initiative Project  
December 15, 2017 through June 30, 2020

1. SERVICES:

Humboldt County Office of Education (HCOE) will use Workforce Innovation and Opportunity Act (WIOA) Slingshot funds to provide the following activities:

- A. Develop and implement health career pathway sections including staff and faculty time in four high schools: McKinleyville High School, Arcata High School, Eureka High School, and Fortuna High School. The health career pathway sections will be through existing science classes and a creation of a capstone course for seniors.
- B. Develop and implement two Spring Healthcare Seminars providing youth access to health education.
- C. Hire an Industry/Education Liaison to provide coordinated efforts between industry and education and across the region.
- D. Utilize funds to support professional development for faculty and staff involved in the training program.
- E. Develop marketing and outreach materials and distribute to school districts in Humboldt.
- F. Purchase supplies, curriculum and materials necessary to promote and operate the career pathway sections, and Spring Healthcare Seminar.
- G. Utilize HCOE's federally approved Indirect Cost Rate to cover overhead costs and a portion of funds to support fiscal staff acting as the pass-through agency between the County Administrative Office (CAO) and high school districts.
- H. Comply with all sections of the WIOA, directives released by the EDD and the United States Department of Labor (DOL), as well as any and all policies, procedures and communications from the CAO that guide the operation of local WIOA discretionary projects.
- I. Maintain all necessary program and fiscal records related to transitional activities and funds.
- J. Cooperate with Director and CAO staff in the planning, operation and monitoring of the project.

2. DELIVERABLES:

HCOE will assume responsibility for multiple project deliverables throughout the course of the project including:

- A. Course outline and materials for health career pathway sections and Spring Healthcare Seminars.
- B. Outreach materials for health careers.
- C. Quarterly progress reports on HCOE services.
- D. Final Report on the services provided including but not limited to student, staff, and faculty's comments and/or recommendations relating to health career pathway sections, seminars, and outreach materials.

3. ACCEPTANCE CRITERIA:

All deliverables will be submitted to the CAO Economic Development Coordinator and the Executive Director of the Workforce Development Board for review and input before deliverables are considered finalized.

4. COUNTY ADMINISTRATIVE OFFICE RESPONSIBILITIES:

During the course of this Agreement, CAO will:

- A. Act as fiscal agent for all WIOA Slingshot Funds.
- B. Provide HCOE with any and all updated State or Federal guidelines, in a timely manner.
- C. Provide HCOE with the appropriate reporting forms, collect data, and file required reports with the State of California.

**EXHIBIT B**  
**SCHEDULE OF RATES**  
Humboldt County Office of Education  
Slingshot Initiative Project  
December 15, 2017 through June 30, 2020

**Humboldt County Office of Education**  
**Slingshot Healthcare Budget**

|  | <b>Amount Per</b> | <b>Total</b>      |
|--|-------------------|-------------------|
| Sections x 2 per high school for 4 high schools                  | \$ 20,000.00      | \$ 160,000        |
| Industry/Education Liaison, 2 years                              | \$ 50,000.00      | \$ 100,000        |
| Spring Seminar for 4 high schools, 2 years                       | \$ 15,000.00      | \$ 120,000        |
| Marketing, Supplies, Professional Development for 4 high schools | \$ 10,000.00      | \$ 40,000         |
| Indirect Cost Rate supporting Liaison & Marketing                | 7.50%             | \$ 10,500         |
| Fiscal Support Pass-Through Funds for Sections and Seminar       | \$ 21,000         | \$ 21,000         |
| <b>Total</b>   |                   | <b>\$ 451,500</b> |

EXHIBIT C  
SLINGHOT COMPACT



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## Humboldt County Healthcare and Human Service Slingshot Compact

### I. Part 1: Compact Executive Summary

#### a. Slingshot Challenge: Statement of big goal.

Humboldt County would like to create a seamless health education pipeline from elementary through post-secondary and beyond that will increase the quality of our healthcare and human services system, while growing the size of the workforce and strengthening the income and earning potential of our healthcare workforce.

#### b. Summary of shared vision for Slingshot: How the region will improve regional economic prosperity and strengthen income mobility through industry engagement and an integrated approach.

Healthcare is a unique industry that offers living-wage occupations in almost every educational and vocational field of study. According to our Targets of Opportunity report, "Diversified Healthcare" is Humboldt County's and the region's largest industry. By creating robust partnerships between the education and the Diversified Healthcare industry, we want to expose as many Humboldt County youth as possible to the variety of job opportunities in Diversified Healthcare and ease the pathway for youth to choose careers in this industry. We also seek to "grow our own" by creating diverse educational opportunities to develop the necessary skills, ease entry into the workforce and assure employee success and promotion.

#### c. Summary of the Slingshot approach: How the region will engage industry to develop the strategy and created an integrated approach among community partners.

The Healthcare and Human Service Workforce Workgroup (Workgroup) was appointed in 2015 by the North Coast Health Leadership Team (NCHLT), and is a network, which is comprised every Chief Executive Officer from the major Healthcare and Health and Human Services organizations in Humboldt County, CA.

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INITIATIVE



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The Workgroups charge was to review current workforce resources, practices, and develop community-level recommendations related to workforce needs in Humboldt County. Workforce was defined broadly to include physicians, mid-levels, clinical lab scientists, social workers, behavioral health providers, etc.

The Workgroup was composed of representatives from healthcare and human services organizations in Humboldt County including: Humboldt County Department of Health and Human Services<sup>1</sup>, Humboldt Independent Practitioners Association<sup>2</sup>, Open Door Community Health Centers<sup>3</sup>, North Coast Clinics Network<sup>4</sup>, St. Joseph Health Medical Group<sup>5</sup>, Mad River Community Hospital<sup>6</sup>, St. Joseph Health System<sup>7</sup>, Partnership HealthPlan of California<sup>8</sup>, Redwood Coast Program of All-inclusive Care for the Elderly<sup>9</sup>, United Indian Health Services<sup>10</sup>, the Humboldt Del Norte Medical Society<sup>11</sup>, Hospice of Humboldt<sup>12</sup>, The California Center for Rural Policy<sup>13</sup> at Humboldt State University (CCRP) provides convening, facilitation, and research support for the Workgroup.

Over a 12 month period, the Workgroup met and identified root causes related to workforce issues; developed surveys to capture issues impacting the retention of existing local healthcare professionals; and used workgroup meetings as a forum to share and explore resources and opportunities. The Workgroup created recommendations from its year-long process that are the foundation of Humboldt County's Slingshot Implementation Plan.

The NCHLT was approached by the Humboldt County's Workforce Development Board in the Fall of 2016, to collaborate on the Slingshot Initiative. It was determined that the Workgroup would serve as the industry council for the California Workforce Development Board's "Slingshot Funding" to support healthcare workforce initiatives in Humboldt County and invite other key leaders, including Humboldt County Office of Education, College of the Redwoods and Humboldt State University to join the effort.

Both the NCHLT and Workgroup will continue to be engaged for the entirety of the Slingshot Initiative.

**d. Shared outcomes: How the region will define success (both process and impact measures)**

The shared outcomes we will use to measure our success include:

Under Goal 1: Work with K-14 education to increase the likelihood of local students pursuing health careers, our shared outcomes are:





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- The creation of training programs at the high school level which are necessary for entry level jobs in the healthcare and human service industry. Currently, the workgroup is focused on the following training: Medical Assistant, Emergency Medical Technician, Certified Nursing Assistant and cardiopulmonary resuscitation-automated external defibrillator (CPR-AED).
- The creation of a Health Career Exploration Summer Institute (HESI) program to provide an in-depth internship for local students interested in higher level careers in the healthcare and human service industry.
- Increase awareness and strengthen preparation for healthcare careers through school district participation in the Health and Science Pipeline Initiative (HASPI), which aims to improve science proficiency and strengthen student transition to post-secondary programs and improve retention rates.
- Promote and increase health literacy of students to reduce health-risk behaviors and to prepare youth to navigate the healthcare system.
- Provide training to local teachers to meet the CPR-AED AB 1719 (Rodriguez) requirements, which will take effect in the 2018-19 school year.

Under Goal 2: Work with College of the Redwoods (CR) and Humboldt State University (HSU) to increase health related career education and advancement for local community members, our shared outcomes are:

- Create a RN-to-BSN Bridge program through a partnership with HSU and CR.
- Create flexible options for employees to further their training and education without leaving the workforce to advance their careers. Flexible options may include on-line programs, pay as you go, non-traditional scheduling and onsite delivery.

**e. Summary of priorities, strategies, commitments and champions**

See Section II. Part 2: Implementation Plan

**f. Signatories**

See Attachment A – Champion Signatures



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**II. Part 2: Implementation Plan**

| <b>Goal 1 - Work with K-14 education to increase the likelihood of local students pursuing health careers</b>  |   |   |  |
|--|---|---|--|
| <b>Shared Outcomes</b>   | <b>Measurable Outcomes</b>  | <b>Implementation actions &amp; Timeline for Implementation</b>   | <b>Champions</b>   |
| 1) The creation of training programs at the high school level which will prepare students for entry level jobs in the healthcare and human service industry.   | 1a) Three training programs are implemented in Humboldt by summer of 2018.<br>1b) A total of 60 students participate in training programs.<br>1c) Create a 'Regional Healthcare Endorsement' (industry developed and recognized certificate). | 1. Create working group to determine the trainings currently needed (Jun 2017)<br>2. Secure College of the Redwoods Community Education commitment to participate (July 2017)<br>3. Secure K-12 commitment (Aug-Oct 2017)<br>4. Secure K-12 faculty (Dec 2017)<br>5. Secure industry co-teacher (Dec 2017)<br>6. Begin offering classes (Spring 2018) | Humboldt County Workforce Development Board<br>Humboldt County Office of Education<br>Northern Humboldt High School District<br>California Center for Rural Policy<br>Healthcare Workforce Workgroup<br>*additional districts may join |
| 2) The creation of a Health Career Exploration Summer Institute (HESI) program to provide an in-depth internship for local students interested in higher level careers in the healthcare and human service industry. | 2a) A total of 15 students participate in the HESI program in summer of 2017.<br>2b) A total of 15 students participate in HESI program in summer of 2018.  | 1. Create working group (Jan 2017)<br>2. Secure College of the Redwoods faculty and commitment to participate (Feb 2017)<br>3. Secure K-12 faculty (March 2017)<br>4. Reach an Agreement with St. Joseph Health (April 2017)  | Humboldt County Workforce Development Board<br>College of the Redwoods<br>St. Joseph Health Medical Group<br>Humboldt County Office of Education<br>California Center for Rural Policy<br>Doing What Matters, Strong Workforce         |



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|   |  |   |  |
|---|--|---|--|
|   |  | <ul style="list-style-type: none"> <li>5. Promotion/outreach to students (April 2017)</li> <li>6. Student interviews (April/May 2017)</li> <li>7. Conduct HESI (July 2017)</li> <li>8. Student Presentation Ceremony—Community Celebration (Aug 2017)</li> </ul>  | <p>Eureka City Schools<br/>         Northern Humboldt High School District</p>   |
| <p>3) Increase awareness and strengthen preparation for healthcare careers through school district participation in the Health and Science Pipeline Initiative (HASPI), which aims to improve science proficiency and strengthen student transition to post-secondary programs and improve retention rates.</p> | <p>3a) A total of five high school districts participate in the HASPI Initiative.<br/>         3b) At least 15 teachers agree to integrate the HASPI lab kits into their science curriculum.</p> | <ul style="list-style-type: none"> <li>1. Create working group (Jan 2017)</li> <li>2. HASPI planning (Jan 2017)</li> <li>3. Invite/outreach to all high schools (Jan/Feb 2017)</li> <li>4. Conduct all day workshop (Feb 2017)</li> <li>5. Order kits for schools (Feb/March 2017)</li> <li>6. Evaluate use and effectiveness of HASPI materials (Sept. 2017 &amp; Jan 2018)</li> </ul> | <p>Humboldt County Workforce Development Board<br/>         Humboldt County Office of Education<br/>         California Center for Rural Policy<br/>         Doing What Matters, Strong Workforce<br/>         Health Workforce Initiative<br/>         St. Joseph Medical Group<br/>         Del Norte Healthcare Career Pathways</p> |
| <p>4) Promote and increase health literacy of students and entry level employees to potentially reduce health-risk behaviors and to prepare youth to navigate the healthcare system.</p>  | <p>4a) Provide one health-related tool (such as soft skills training) for elementary, middle and high school that can be included into teacher's current curriculum.</p>                         | <ul style="list-style-type: none"> <li>1. Create working group (May 2017)</li> <li>2. Invite/outreach industry, job training partners and school faculty (May 2017)</li> <li>3. Health Literacy Soft Skills event (June 2017)</li> </ul>  | <p>Humboldt County Workforce Development Board<br/>         Humboldt County Office of Education<br/>         America's Job Center of California/The Job Market<br/>         California Center for Rural Policy</p>   |



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|   |  |   |  |
|---|--|---|--|
|   | 4b) Provide 4 healthcare soft skills training at The Job Market and onsite industry workplaces.  | 4. Begin training programs locally (Sept 2017-March 2018)   | Doing What Matters, Strong Workforce<br>Healthcare Workforce Workgroup   |
| 5) Provide training to local teachers to meet the CPR-AED AB 1719 (Rodriguez) requirements, which will take effect in the 2018-19 school year.                                      | 5a) One teacher from each of the seven comprehensive high schools will complete training necessary to meet AB 1719 (Rodriguez).            | <ol style="list-style-type: none"> <li>1. Create working group (March 2017)</li> <li>2. CPR-AED planning (March 2017)</li> <li>3. Invite/outreach to all high schools (April 2017)</li> <li>4. Conduct all day workshop for train the trainers (May 2017)</li> <li>5. Local trainers teach health teachers at high schools (Sept-Feb 2017)</li> </ol> | Humboldt County Workforce Development Board<br>Humboldt County Office of Education<br>California Center for Rural Policy<br>Doing What Matters, Strong Workforce |
| <b>Goal 2 - Work with College of the Redwoods (CR) and Humboldt State University (HSU) to increase health related career education and advancement for local community members.</b> |  |   |  |
| <b>Shared Outcomes</b>  | <b>Measurable Outcomes</b>   | <b>Implementation actions &amp; Timeline for Implementation</b>   | <b>Champions</b>   |
| 6) Create a Registered Nurse to Bachelor of Science in Nursing (RN-to-BSN) Bridge program through a partnership with HSU and CR.  | <p>6a) The RN-to-BSN program curriculum is approved by both HSU and CR winter of 2017.</p> <p>6b) Funding is raised by summer of 2018.</p> | <ol style="list-style-type: none"> <li>1. Create working group of HSU and CR (Jan 2017)</li> <li>2. HSU notifies Board of Trustees of intent to offer RN-to-BSN program (Feb 2017)</li> </ol>   | Humboldt County Workforce Development Board<br>Humboldt State University<br>College of the Redwoods<br>California Center for Rural Policy                        |



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|   |   |   |   |
|---|---|---|---|
|   |   | <ol style="list-style-type: none"> <li>3. HSU notifies WASC Accreditation of change in program (Feb 2017)</li> <li>4. HSU and CR develop curriculum (May 2017)</li> <li>5. Raise funding for program (Spring-Winter 2017)</li> <li>6. Hire faculty ( Spring 2018)</li> <li>7. Recruit students (Spring 2018)</li> <li>8. Launch program (Fall 2018)</li> </ol>  | <p>North Coast Health Leadership Team (CEO Health and Human Services Industry Group)</p>  |
| <p>7) Create flexible options for employees to further their training and education without leaving the workforce to advance their careers. Flexible options may include on-line programs, pay as you go, non-traditional scheduling and onsite delivery.</p> | <p>7a) Piloting of one onsite Medical Assistant program occurs by Summer of 2018.<br/>         7b) Flexible options are offered as core health career curriculum classes at CR.</p> | <ol style="list-style-type: none"> <li>1. Create working group (Aug 2017)</li> <li>2. Secure College of the Redwoods faculty and commitment to participate (Aug 2017)</li> <li>3. Begin offering Pilot onsite classes at St. Joseph Health Medical Group (Spring 2018)</li> <li>4. Develop additional flexible options for providing training as determined by the Workgroup (Spring 2018)</li> </ol> | <p>Humboldt County Workforce Development Board<br/>         College of the Redwoods<br/>         California Center for Rural Policy<br/>         North Coast Health Leadership Team (CEO Health and Human Services Industry Group)<br/>         Healthcare Workforce Workgroup<br/>         St. Joseph Health Medical Group</p> |



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**Resource Allocation Across Actions**

Additional in-kind and financial contributions and support:

Under Goal 1 - Work with K-14 education to increase the likelihood of local students pursuing health careers:

- The Humboldt County Office of Education has committed to \$14,000 of in-kind staff support.
- College of the Redwoods is contributing \$15,000 for the Health Career Exploration Summer Institute (HESI) program.
- Doing What Matters, Strong Workforce and the Health Workforce Initiative has committed to \$10,500 for the Health and Science Pipeline Initiative (HASPI), the CPR-AED Train the Trainer program and the Health Literacy and Soft Skills Training.
- School districts may contribute financially for development of medical pathways in K-12, TBD.

Under Goal 2 - Work with College of the Redwoods (CR) and Humboldt State University (HSU) to increase health related career education and advancement for local community members:

- \$20,000 has been received towards one of our key goals to bring a BSN program back to Humboldt-\$10,000 from the California State University Lottery Fund Expenditure allocation and \$10,000 from the California Endowment.
- There will be significant funds raised as the goal is nearly \$7 million to get the BSN program in place.

\* Additional leveraged funds will be included as project progresses.



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<sup>1</sup> Humboldt County Department of Health and Human Services, Humboldt Independent Physicians Association, Open Door Community Health Centers

<sup>2</sup> The Humboldt IPA provides leadership in working with health plans and health care providers to ensure that medical care is provided in a manner that enhances the public health and promotes access to quality care. Fostering local accountability while providing appropriate, proficient, cost effective medical care benefits the people of our community.

<sup>3</sup> Open Door Community Health Centers is the region's largest Federally Qualified Health Center serving and has 13 clinics, and 3 mobile clinics, spread throughout Humboldt and Del Norte counties, serving approximately 50,000 patients a year and employing over 500 members of the community.

<sup>4</sup> The North Coast Clinics Network (NCCN) is a consortium of community health centers working to improve the Health Outcomes of our underserved populations. NCCN's member clinics and health centers are working together to improve access to high quality medical, mental and dental health care for all people, regardless of their ability to pay. The North Coast Clinics Network's (NCCN) thirteen Federally Qualified Health Centers (FQHCs) member organizations span an area that encompasses three rural counties in the Northwest corner of California.

<sup>5</sup> St. Joseph Health Medical Group is committed to improving local access to care in Sonoma, Napa, Humboldt, and surrounding communities. Since 2008, our medical group partners have grown to more than 225 providers representing 35 specialties across the region.

<sup>6</sup> Mad River Community Hospital is a locally owned, independently operated 78-bed, acute care medical facility.

<sup>7</sup> Comprised of two campuses, Saint Joseph Health System offers comprehensive services including emergency, cardiac services, an accredited Cancer Program, Women's and Children's Services in the Childbirth Center, Neurosurgery, and Orthopaedic and Sports Medicine.

<sup>8</sup> Partnership HealthPlan of California (PHC) is a non-profit community based health care organization that contracts with the State to administer Medi-Cal benefits through local care providers to ensure Medi-Cal recipients have access to high-quality comprehensive cost-effective health care.

<sup>9</sup> Redwood Coast PACE is a program of the Humboldt Senior Resource Center, serving older adults on the North Coast since 1974. PACE is a Medicare and Medicaid program that helps people meet their health care needs in the community instead of going to a nursing home or other care facility.



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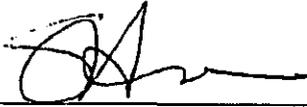
<sup>10</sup> United Indian Health Services provides healthcare services in an environment that is welcoming, healing and nurturing for all. Their resources are focused on the promotion of health and prevention of illness, recognizing that social environmental, cultural, spiritual and economic wellness is vital for the overall health of our community and organization.

<sup>11</sup> The Humboldt-Del Norte County Medical Society (HDNCMS) is the professional association for Physicians, a component of the California Medical Association, (one of 38 component societies), providing legislative, legal, regulatory and economic advocacy for its membership. HDNCMS has a membership of approximately 200 physicians providing medical care in Humboldt and Del Norte, and speaks on behalf of physicians.

<sup>12</sup> Hospice of Humboldt was founded in 1978 and offers a full range of end of life medical and supportive services at patients' homes, in a residential care facility, or at a skilled nursing facility located within a 50-mile radius of the city of Eureka.

<sup>13</sup> The California Center for Rural Policy fosters "Rural Research, for and by Rural Communities" to improve the health and well being of rural people and environments. CCRP examines the intersections between the health of individuals, the health of the economy and the health of the environment.

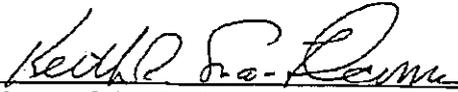
Attachment A - Champion Signatures



Humboldt County Office of Education



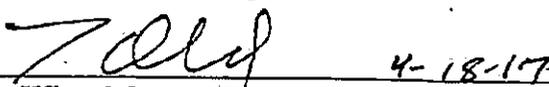
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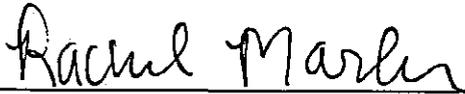
College of the Redwoods



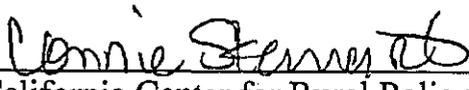
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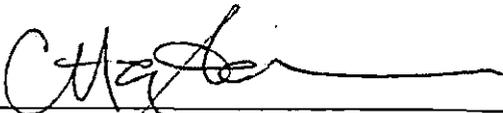
Doing What Matters Strong Workforce, Health Workforce Initiative



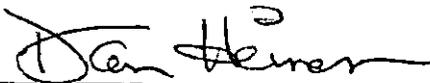
Del Norte Healthcare Career Pathways



California Center for Rural Policy



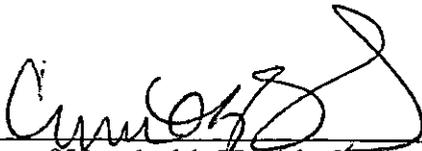
Humboldt County Economic Development



Humboldt County Workforce Development Board



America's Job Center of California



County of Humboldt Health & Human Services

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*Connie Greening*  
Employment Training Division

*Shelley Roberts*  
United Indian Health Services

*Joe Rogers*  
Hospice of Humboldt

*Jayne Hayes*  
Humboldt Senior Resource Center / Redwood Coast Program of All-inclusive Care for the Elderly (PACE)

*Dee Rae*  
Mad River Hospital

*Durbo*  
St. Joseph Health

*[Signature]*  
North Coast Clinics Network

*Janna Bell*  
Open Door Community Health Centers

*Jennifer K. Chancellor*  
Partnership Healthplan of California

*Martin [unclear]*  
Humboldt Independent Practice Association

*Regie Hill*  
St. Joseph Health Medical Group



# CERTIFICATE OF COVERAGE

**ADMINISTRATOR:**  
Keenan & Associates  
1111 Broadway, Suite 2000  
Oakland, CA 94607  
  
510-986-6750  
www.keenan.com

LICENSE # 0451271

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE COVERAGE DOCUMENTS BELOW.

**ENTITIES AFFORDING COVERAGE:**

- ENTITY A: Northern California ReLIEF
- ENTITY B: Protected Insurance Program for Schools
- ENTITY C:
- ENTITY D:
- ENTITY E:

**COVERED PARTY:**  
Humboldt County Office Of Education  
North Coast SIG  
901 Myrtle Avenue  
Eureka CA 95501

THIS IS TO CERTIFY THAT THE COVERAGES LISTED BELOW HAVE BEEN ISSUED TO THE COVERED PARTY NAMED ABOVE FOR THE PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN. THE COVERAGE AFFORDED HEREIN IS SUBJECT TO ALL THE TERMS AND CONDITIONS OF SUCH COVERAGE DOCUMENTS.

| ENT LTR | TYPE OF COVERAGE  | COVERAGE DOCUMENTS | EFFECTIVE/ EXPIRATION DATE | MEMBER RETAINED LIMIT / DEDUCTIBLE | LIMITS  |
|---------|---|--------------------|----------------------------|------------------------------------|---|
| A       | <b>GENERAL LIABILITY</b><br><input checked="" type="checkbox"/> GENERAL LIABILITY<br><input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCURRENCE<br><input checked="" type="checkbox"/> GOVERNMENT CODES<br><input checked="" type="checkbox"/> ERRORS & OMISSIONS<br><input type="checkbox"/>              | NCR 00104-31       | 7/1/2017<br>7/1/2018       | \$ 25,000                          | COMBINED SINGLE LIMIT EACH OCCURRENCE<br>\$ 2,000,000   |
| A       | <b>AUTOMOBILE LIABILITY</b><br><input checked="" type="checkbox"/> ANY AUTO<br><input checked="" type="checkbox"/> HIRED AUTO<br><input checked="" type="checkbox"/> NON-OWNED AUTO<br><input checked="" type="checkbox"/> GARAGE LIABILITY<br><input checked="" type="checkbox"/> AUTO PHYSICAL DAMAGE<br><input type="checkbox"/> | NCR 00104-31       | 7/1/2017<br>7/1/2018       | \$ 25,000                          | COMBINED SINGLE LIMIT EACH OCCURRENCE<br>\$ 1,000,000   |
| A       | <b>PROPERTY</b><br><input checked="" type="checkbox"/> ALL RISK<br><input checked="" type="checkbox"/> EXCLUDES EARTHQUAKE & FLOOD<br><input type="checkbox"/> BUILDER'S RISK<br><input type="checkbox"/>   | NCR 00104-31       | 7/1/2017<br>7/1/2018       | \$ 25,000                          | \$ 250,250,000<br>EACH OCCURRENCE   |
| A       | <b>STUDENT PROFESSIONAL LIABILITY</b>   | NCR 00104-31       | 7/1/2017<br>7/1/2018       | \$ 25,000                          | \$ Included<br>EACH OCCURRENCE  |
| B       | <b>WORKERS COMPENSATION</b><br><input checked="" type="checkbox"/> EMPLOYERS' LIABILITY<br><input type="checkbox"/>   | PIPS 00143-14      | 7/1/2017<br>7/1/2018       | \$                                 | <input type="checkbox"/> WJC STATUTORY LIMITS <input checked="" type="checkbox"/> OTHER<br>\$ 1,000,000<br>E.L. EACH ACCIDENT |
|         | <b>EXCESS WORKERS COMPENSATION</b><br><input type="checkbox"/> EMPLOYERS' LIABILITY<br><input type="checkbox"/>   |                    |                            | \$                                 | \$ 1,000,000<br>E.L. DISEASE - EACH EMPLOYEE<br>\$ 1,000,000<br>E.L. DISEASE - POLICY LIMITS                                  |
|         | <b>OTHER</b>  |                    |                            | \$                                 |   |

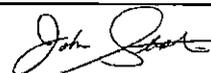
**DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES/RESTRICTIONS/SPECIAL PROVISIONS:**

As respects to the agreement between the County of Humboldt and Humboldt County Office of Education for the Slingshot Initiative Project through the coverage expiration date.

**CERTIFICATE HOLDER:**

County of Humboldt  
Attn: Risk Management  
825 Fifth Street, Room 131  
Eureka CA 95501

CANCELLATION.....SHOULD ANY OF THE ABOVE DESCRIBED COVERAGES BE CANCELED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING ENTITY/JPA WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO MAIL SUCH NOTICE SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE ENTITY/JPA, ITS AGENTS OR REPRESENTATIVES.



John Stephens

AUTHORIZED REPRESENTATIVE

ENDORSEMENT

ADDITIONAL COVERED PARTY

|  |   |  |
|--|---|--|
| <p>COVERED PARTY<br/>Humboldt County Office Of Education<br/>North Coast SIG</p> | <p>COVERAGE DOCUMENT<br/>NCR 00104-31</p> | <p>ADMINISTRATOR<br/>Keenan &amp; Associates</p> |
|--|---|--|

Subject to all its terms, conditions, exclusions, and endorsements, such additional covered party as is afforded by the coverage document shall also apply to the following entity but only as respects to liability arising directly from the actions and activities of the covered party described under "as respects" below.

**Additional Covered Party:**

County of Humboldt  
Attn: Risk Management  
825 Fifth Street, Room 131  
Eureka CA 95501

**As Respects:**

As respects to the agreement between the County of Humboldt and Humboldt County Office of Education for the Slingshot Initiative Project through the coverage expiration date.

The County of Humboldt, and its agents, officers, officials, employees and volunteers are included as an Additional Covered Party. This coverage shall be primary to the Certificate Holder's coverage.



\_\_\_\_\_  
Authorized Representative

Issue Date: 11/21/2017