

DEPARTMENT OF HEALTH SERVICES



AGREEMENT

BY AND BETWEEN

COUNTY OF LOS ANGELES

AND

FOR

TEMPORARY MEDICAL PERSONNEL SERVICES

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- K MEDICAL HEALTH SCREENING
- L CHARITABLE CONTRIBUTIONS CERTIFICATION

**AGREEMENT BY AND BETWEEN
COUNTY OF LOS ANGELES
AND**

**FOR
TEMPORARY MEDICAL PERSONNEL SERVICES**

This Agreement and Exhibits made and entered into this ___ day of _____, 2018 by and between the County of Los Angeles, hereinafter referred to as County and _____, hereinafter referred to as Contractor. ___ is located at _____.

RECITALS

WHEREAS, the County may contract with private businesses for Temporary Medical Personnel Services (TMPS) when certain requirements are met; and

WHEREAS, County has further determined that the TMPS services to be provided hereunder are needed only on a part-time or intermittent basis; and

WHEREAS, the Contractor is a private firm specializing in providing Temporary Medical Personnel Services; and

WHEREAS, this Agreement is therefore authorized under California Code, Government Code Section 31000 which authorizes the Board of Supervisors to contract for Temporary Medical Personnel Services; and

NOW THEREFORE, in consideration of the mutual covenants contained herein, and for good and valuable consideration, the parties agree to the following:

1.0 APPLICABLE DOCUMENTS

Exhibits A, B, C, D, E, F, G, H, I, J, K, and L are attached to and form a part of this Agreement. In the event of any conflict or inconsistency in the definition or interpretation of any word, responsibility, schedule, or the contents or description of any task, deliverable, goods, service, or other work, or otherwise between the base Agreement and the Exhibits, or between Exhibits, such conflict or inconsistency shall be resolved by giving precedence first to the Agreement and then to the Exhibits according to the following priority.

Standard Exhibits:

- 1.1 EXHIBIT A - STATEMENTS OF WORK
 - Exhibit A-1 - Temporary Audiology, Occupational Therapy, Physical Therapy, Recreation Therapy, and Speech Pathology Personnel
 - Exhibit A-2.1 - Temporary Neurology Testing Personnel Services, Electroencephalograph Technician and Electroencephalograph Equipment
 - Exhibit A-3 - Temporary Radiologic Personnel
 - Exhibit A-4 - Respiratory Care Personnel
 - Exhibit A-5.1 - Autopsy Technician, Cardiac Electro-diagnostic Technician, Dental Assistant, Electroencephalogram Equipment, Electroencephalogram Technician, Mortuary Technician/Aid, Medical Radiation Physicist, Renal Dialysis Equipment Technician, Pharmacy Manager, Pharmacist, Pharmacist Intern, Pharmacy Technician, Pharmacy Helper, Medical Dosimetrist and Unit Support Assistant
 - Exhibit A-6 - Mobile Lithotripsy Personnel Services
 - Exhibit A-7 - Phlebotomy Personnel
 - Exhibit A-8.1 - Community Worker, Senior Community Worker I, Medical Case Worker I, Medical Case Worker II, Psychiatric Social Worker I, Psychiatric Social Worker II, Mental Health Clinical Supervisor, Social Worker, Clinical Social Worker, Senior Clinical Social Worker, Clinical Social Work Supervisor, Substance Abuse Counselor, and Clinical Psychologist II
 - Exhibit A-9 - Tissue Analysis (Histology) Technician I and II, and Tissue Analysis (Histology) Technician Supervisor I and II Personnel Services
 - Exhibit A-10 - Laboratory Personnel

- Exhibit A-11 - Magnetic Resonance Imaging (MRI) Technology Personnel Services – Magnetic Resonance Imaging (MRI) Technologist
- Exhibit A-12 - Anesthesia Technician
- Exhibit A-13 - Ophthalmic Technician
- 1.2 EXHIBIT B - Pricing Schedule
- 1.3 EXHIBIT C - Intentionally Omitted
- 1.4 EXHIBIT D - Contractor’s EEO Certification
- 1.5 EXHIBIT E - County’s Administration
- 1.6 EXHIBIT F - Contractor’s Administration
- 1.7 EXHIBIT G - Forms Required at the Time of Agreement Execution
- 1.8 EXHIBIT H - Jury Service Ordinance
- 1.9 EXHIBIT I - Safely Surrendered Baby Law

Unique Exhibits:

- 1.10 EXHIBIT J - Business Associate Under the Health Insurance Portability and Accountability Act of 1996 (HIPAA)
- 1.11 EXHIBIT K - Medical Health Screening
- 1.12 EXHIBIT L - Charitable Contributions Certification

This Agreement and the Exhibits hereto constitute the complete and exclusive statement of understanding between the parties, and supersedes all previous agreements, written and oral, and all communications between the parties relating to the subject matter of this Agreement. No change to this Agreement shall be valid unless prepared pursuant to Sub-paragraph 8.1 - Amendments and signed by both parties.

2.0 DEFINITIONS

The headings herein contained are for convenience and reference only and are not intended to define the scope of any provision thereof. The following words as used herein shall be construed to have the following meaning, unless otherwise apparent from the context in which they are used.

- 2.1 **Agreement:** This contract executed between County and Contractor. It sets forth the terms and conditions for the issuance and performance of the Statements of Work, Exhibit A.
- 2.2 **Contractor:** The sole proprietor, partnership, limited liability company or corporation that has entered into this Agreement with the County to perform or execute the work covered by the Statements of Work, Exhibit A.
- 2.3 **Contractor Project Manager:** The individual designated by the Contractor to administer the Agreement operations after the Agreement award.
- 2.4 **County Project Director:** The individual designated by the County to administer the Agreement operations after the Agreement award.
- 2.5 **Day(s):** Calendar day(s) unless otherwise specified.
- 2.6 **DHS:** Department of Health Services.
- 2.7 **Director:** Director of Health Services or his/her authorized designee.
- 2.8 **Facility:** Medical Centers and Ambulatory Care Network and other Healthcare locations as designated by the Department of Health Services, Department of Public Health, and Sheriff's Department.
- 2.9 **Facility Project Manager:** Person designated by Facility's Project Director to manage the operations under this Agreement.
- 2.10 **Facility Project Monitor:** Person with responsibility to oversee the day to day activities of this Agreement. Responsibility for inspections of any and all tasks, deliverables, goods, services and other work provided by the Contractor.
- 2.11 **Fiscal Year:** The twelve (12) month period beginning July 1st and ending the following June 30th.

3.0 WORK

- 3.1 Pursuant to the provisions of this Agreement, the Contractor shall fully perform, complete and deliver on time, all tasks, deliverables, services and other work as set forth herein.
- 3.2 If the Contractor provides any tasks, deliverables, goods, services, or other work, other than as specified in this Agreement, the same shall be deemed to be a gratuitous effort on the part of the Contractor, and the Contractor shall have no claim whatsoever against the County.

4.0 TERM OF AGREEMENT

- 4.1 The term of this Agreement shall commence on the latter of July 1, 2015 or upon execution by the parties as is reflected on the top of Page 1 of Agreement. This Agreement shall continue in full force and effect to and including June 30, 2018, unless sooner terminated or extended, in whole or in part, as provided in this Agreement.
- 4.2 The County shall have the sole option to extend this Agreement term for an additional for one year term, from July 1, 2018 through June 30, 2019, for a maximum total Agreement term of four years. Such option shall be exercised at the sole discretion of the Board of Supervisors or Director or his/her designee as authorized by the Board of Supervisors.
- 4.3 The County maintains databases that track/monitor Contractor performance history. Information entered into such databases may be used for a variety of purposes, including determining whether the County will exercise a contract term extension option.
- 4.4 The Contractor shall notify DHS when this Agreement is within six (6) months from the expiration of the term as provided for hereinabove. Upon occurrence of this event, the Contractor shall send written notification to the DHS at the address herein provided in Exhibit E - County's Administration.

5.0 AGREEMENT SUM, BILLING AND PAYMENT

- 5.1 All billings by Contractor for services provided pursuant to this Agreement shall be in accordance with the terms, conditions, and rates set forth in Exhibit B-4 – Schedule of Rate, attached hereto and incorporated herein by reference.
- 5.2 The Contractor shall not be entitled to payment or reimbursement for any tasks or services performed, nor for any incidental or administrative expenses whatsoever incurred in or incidental to performance hereunder, except as specified herein. Assumption or takeover of any of the Contractor's duties, responsibilities, or obligations, or performance of same by any entity other than the Contractor, whether through assignment, subcontract, delegation, merger, buyout, or any other mechanism, with or without consideration for any reason whatsoever, shall occur only with the County's express prior written approval.

5.3 No Payment for Services Provided Following Expiration/ Termination of Agreement

The Contractor shall have no claim against County for payment of any money or reimbursement, of any kind whatsoever, for any service provided by the Contractor after the expiration or other termination of this Agreement. Should the Contractor receive any such payment, it shall immediately notify County and shall immediately repay all such funds to County. Payment by County for services rendered after expiration/termination of this Agreement shall not constitute a waiver of County's right to recover such payment from the Contractor. This provision shall survive the expiration or other termination of this Agreement.

5.4 Invoices and Payments

5.4.1 The Contractor shall invoice the County in arrears only for providing the tasks, deliverables, goods, services, and other work specified in Exhibit A - Statements of Work and elsewhere hereunder. The Contractor shall prepare invoices, which shall include the charges owed to the Contractor by the County under the terms of this Agreement. The Contractor's payments shall be as provided in Exhibit B-4 – Billing, Payment, and Schedule of Rates, and the Contractor shall be paid only for the tasks, deliverables, goods, services, and other work approved in writing by the County. If the County does not approve work in writing no payment shall be due to the Contractor for that work.

5.4.2 The Contractor's invoices shall be priced in accordance with Exhibit B-4 - Billing, Payment, and Schedule of Rates.

5.4.3 The Contractor's invoices shall contain the information set forth in Exhibit A - Statements of Work describing the tasks, deliverables, goods, services, work hours, and facility and/or other work for which payment is claimed.

5.4.4 County Approval of Invoices

All invoices submitted by the Contractor for payment must have the written approval of the Facility's authorized manager of designee prior to any payment thereof. In no event shall the County be liable or responsible for any payment prior to such written approval. Approval for payment will not be unreasonably withheld.

6.0 ADMINISTRATION OF AGREEMENT - COUNTY

COUNTY ADMINISTRATION

The Director shall have the authority to administer this Agreement on behalf of the County. Director retains professional and administrative responsibility for the services rendered under this Agreement. A listing of all County Administration referenced in the following Sub-paragraphs is designated in Exhibit E - County's Administration. The County shall notify the Contractor in writing of any change in the names or addresses shown.

6.1 Facility's Project Director

Where authorized by the Board of Supervisors, the County Project Director or designee has the authority to negotiate, recommend all changes to this Agreement, and resolve disputes between DHS and Contractor.

6.2 County's Project Manager

The County Project Manager or designee is County Facilities chief contact person with respect to managing the operations under this Agreement and will provide direction to the Contractor in the areas relating to County policy, information requirements, and procedural requirements.

6.3 Facility's Project Monitor

The Facility's Project Monitor is responsible for overseeing the day-to-day administration of this Agreement. The Project Monitor reports to the Facility's Project Manager.

7.0 ADMINISTRATION OF AGREEMENT - CONTRACTOR

7.1 Contractor's Administrator

7.1.1 The Contractor's Administrator is designated in Exhibit F - Contractor's Administration. The Contractor shall notify the County in writing of any change in the name or address of the Contractor's Administrator.

7.1.2 The Contractor's Administrator shall be responsible for the Contractor's day-to-day activities as related to this Agreement and shall coordinate with ordering Facilities.

7.2 Contractor's Authorized Official(s)

- 7.2.1 Contractor's Authorized Official(s) are designated in Exhibit F. Contractor shall promptly notify County in writing of any change in the name(s) or address(es) of Contractor's Authorized Official(s).
- 7.2.2 Contractor represents and warrants that all requirements of Contractor have been fulfilled to provide actual authority to such officials to execute documents under this Agreement on behalf of Contractor.

7.3 Approval of Contractor's Staff

County has the absolute right to approve or disapprove all of the Contractor's staff performing work hereunder and any proposed changes in the Contractor's staff, including, but not limited to, the Contractor's Project Manager or temporary Personnel assigned to a Facility.

7.4 Contractor's Staff Identification

- 7.4.1 All of Contractor's Personnel assigned to County facilities are required to have a County Identification (ID) badge on their person and visible at all times. Contractor bears all expense of the badging.
- 7.4.2 Contractor is responsible to ensure that Personnel have obtained a County ID badge before they are assigned to work in a County facility. Contractor Personnel may be asked to leave a County facility by a County representative if they do not have the proper County ID badge on their person.
- 7.4.3 Contractor shall notify the County within one business day when staff is terminated from working under this Agreement. Contractor shall retrieve and return an employee's ID badge to the County on the next business day after the employee has terminated employment with the Contractor.
- 7.4.4 If County requests the removal of Contractor's staff, Contractor shall retrieve and return an employee's ID badge to the County on the next business day after the employee has been removed from working on the County's Agreement.

7.5 Background and Security Investigations

- 7.5.1 Contractor shall perform a background investigation on its staff prior to submitting such staff as a candidate for a work assignment. The background investigation, which shall be performed at no cost to the County, shall include at a minimum:

- Local felony and misdemeanor record check.
- Social Security Number (SSN) Trace with documentation of current search with any alias names attached to the SSN and a historical list of residences with dates.
- National Sex Offender Registry search.

7.5.2 Notwithstanding Sub-paragraph 7.5.1 above, all Contractor staff performing work under this Agreement shall undergo and pass, to the satisfaction of County, a background investigation as a condition of beginning and continuing to work under this Agreement. County shall use its discretion in determining the method of background clearance to be used, which may include but is not limited to fingerprinting. The fees associated with obtaining the background information shall be at the expense of the Contractor, regardless if the Contractor's staff passes or fails the background clearance investigation. County shall perform the background check and bill Contractor for the cost or deduct such amount from funds owed by County to Contractor.

7.5.3 County may request that the Contractor's staff be immediately removed from working on the County Agreement at any time during the term of this Agreement. County will not provide to the Contractor nor to the Contractor's staff any information obtained through the County conducted background clearance.

7.5.4 County may immediately, at the sole discretion of the County, deny or terminate facility access to the Contractor's staff that do not pass such investigation(s) to the satisfaction of the County whose background or conduct is incompatible with County facility access.

7.5.5 Disqualification, if any, of the Contractor's staff, pursuant to this Sub-paragraph 7.6, shall not relieve the Contractor of its obligation to complete all work in accordance with the terms and conditions of this Agreement.

7.6 Confidentiality

7.6.1 Contractor shall maintain the confidentiality of all records and information, including, but not limited to, billings, County records and patient records, in accordance with all applicable Federal, State and local laws, rules, regulations, ordinances, directives, guidelines, policies and procedures relating to confidentiality, including, without limitation, County policies concerning

information technology security and the protection of confidential records and information.

- 7.6.2 Contractor shall indemnify, defend, and hold harmless County, its Special Districts, elected and appointed officers, employees, and agents, from and against any and all claims, demands, damages, liabilities, losses, costs and expenses, administrative penalties and fines assessed including, without limitation, defense costs and legal, accounting and other expert, consulting, or professional fees, arising from, connected with, or related to any failure by Contractor, its officers, employees, agents, or subcontractors, to comply with this Sub-paragraph 7.6, as determined by County in its sole judgment. Any legal defense pursuant to Contractor's indemnification obligations under this Sub-paragraph 7.6 shall be conducted by Contractor and performed by counsel selected by Contractor and approved by County. Notwithstanding the preceding sentence, County shall have the right to participate in any such defense at its sole cost and expense, except that in the event Contractor fails to provide County with a full and adequate defense, as determined by County in its sole judgment, County shall be entitled to retain its own counsel, including, without limitation, County Counsel, and reimbursement from Contractor for all such costs and expenses incurred by County in doing so. Contractor shall not have the right to enter into any settlement, agree to any injunction, or make any admission, in each case, on behalf of County without County's prior written approval.
- 7.6.3 Contractor shall inform all of its officers, employees, agents and subcontractors providing services hereunder of the confidentiality and indemnification provisions of this Agreement.
- 7.6.4 Contractor shall sign and adhere to the provisions of the "Contractor Acknowledgement and Confidentiality Agreement", Exhibit G.

7.7 Medical Health Screening

Contractor shall ensure that all of its staff providing services and/or entering a DHS Facility, under this Agreement at the time of participation hereunder, have undergone and successfully passed a current physical health examination, consistent with current DHS policy and Exhibit K, Medical Health Screening. The cost of the Medical Health Screening shall be at the expense of the Contractor.

7.8 Staff Performance under the Influence

Contractor shall not knowingly permit any employee to perform services under this Agreement while under the influence of any alcoholic beverage, medication, narcotic, or other substance which might impair their physical or mental performance. Contractor shall be responsible for ensuring safe passage for its employee from Facility upon telephonic or electronic notice from County that such employee is not in compliance with this Sub-paragraph. For purposes of this Sub-paragraph 7.8, "safe passage" shall mean Contractor ensuring and being responsible that its employee does not drive him or herself home when County notifies Contractor that such employee is not in compliance with this Sub-Paragraph. If Contractor does not respond to County within one hour of county's notice, the County may arrange for Contractor's employee to be transported by taxi and Contractor shall be responsible to reimburse County for the cost for the taxi.

8.0 STANDARD TERMS AND CONDITIONS

8.1 AMENDMENTS

- 8.1.1 For any change which affects the scope of work, service locations, term, payments, or any term or condition included under this Agreement, an Amendment shall be prepared by the County and then executed by the Contractor and by the Board of Supervisors or its authorized designee.
- 8.1.2 The County's Board of Supervisors or Chief Executive Officer or designee may require the addition and/or change of certain terms and conditions in the Agreement during the term of this Agreement. The County reserves the right to add and/or change such provisions as required by the County's Board of Supervisors, Chief Executive Officer or designee. To implement such changes, an Amendment to the Agreement shall be prepared by the County and then executed by the Contractor and by the Director or his/her designee.
- 8.1.3 The Director or his/her designee may at his/her sole discretion, authorize extensions of time as defined in paragraph 4.0 - Term of Agreement. The Contractor agrees that such extensions of time shall not change any other term or condition of this Agreement during the period of such extensions. To implement an extension of time, an Amendment to the Agreement shall be prepared by the County and then executed by the Contractor and by the Director or his/her designee.

8.1.4 The Director or his/her designee may require, at his/her sole discretion, the addition and/or change of certain terms and conditions in the Agreement to conform to changes in federal or state law or regulation, during the term of this Agreement. The County reserves the unilateral right to add and/or change such provisions as required by law, regulation, without the need for Contractor's written consent, to preserve this Agreement's conformity and compliance to federal and state law or regulation. To implement such changes, an Amendment to the Agreement shall be prepared by the County and then executed by the Contractor and by the Director or his/her designee.

8.2 ASSIGNMENT AND DELEGATION

8.2.1 The Contractor shall not assign its rights or delegate its duties under this Agreement, or both, whether in whole or in part, without the prior written consent of County, in its discretion, and any attempted assignment or delegation without such consent shall be null and void. For purposes of this Sub-paragraph, County consent shall require a written amendment to the Agreement, which is formally approved and executed by the parties. Any payments by the County to any approved delegate or assignee on any claim under this Agreement shall be deductible, at County's sole discretion, against the claims, which the Contractor may have against the County.

8.2.2 Shareholders, partners, members, or other equity holders of Contractor may transfer, sell, exchange, assign, or divest themselves of any interest they may have therein. However, in the event any such sale, transfer, exchange, assignment, or divestment is effected in such a way as to give majority control of Contractor to any person(s), corporation, partnership, or legal entity other than the majority controlling interest therein at the time of execution of the Agreement, such disposition is an assignment requiring the prior written consent of County in accordance with applicable provisions of this Agreement.

8.2.3 Any assumption, assignment, delegation, or takeover of any of the Contractor's duties, responsibilities, obligations, or performance of same by any entity other than the Contractor, whether through assignment, subcontract, delegation, merger, buyout, or any other mechanism, with or without consideration for any reason whatsoever without County's express prior written approval, shall be a material breach of the Agreement which may result in the termination of this Agreement. In the event of such termination,

County shall be entitled to pursue the same remedies against Contractor as it could pursue in the event of default by Contractor.

8.3 AUTHORIZATION WARRANTY

The Contractor represents and warrants that the person executing this Agreement for the Contractor is an authorized agent who has actual authority to bind the Contractor to each and every term, condition, and obligation of this Agreement and that all requirements of the Contractor have been fulfilled to provide such actual authority.

8.4 BUDGET REDUCTIONS

In the event that the County's Board of Supervisors adopts, in any fiscal year, a County Budget which provides for reductions in the salaries and benefits paid to the majority of County employees and imposes similar reductions with respect to County contracts, the County reserves the right to reduce its payment obligation under this Agreement correspondingly for that fiscal year and any subsequent fiscal year during the term of this Agreement (including any extensions), and the services to be provided by the Contractor under this Agreement shall also be reduced correspondingly. The County's notice to the Contractor regarding said reduction in payment obligation shall be provided within thirty (30) calendar days of the Board's approval of such actions. Except as set forth in the preceding sentence, the Contractor shall continue to provide all of the services set forth in this Agreement.

8.5 CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY AND VOLUNTARY EXCLUSION – LOWER TIER COVERED TRANSACTIONS (2 C.F.R. PART 376)

The Contractor hereby acknowledges that the County is prohibited from contracting with and making sub-awards to parties that are suspended, debarred, ineligible, or excluded or whose principals are suspended, debarred, ineligible, or excluded from securing federally funded contracts. By executing this Agreement, the Contractor certifies that neither it nor any of its owners, officers, partners, directors, other principals, employees, or independent contractors is currently suspended, debarred, ineligible, or excluded from securing federally funded contracts. Further, by executing this Agreement, the Contractor certifies that, to its knowledge, none of its subcontractors, at any tier, or any owners, officers, partners, directors, other principals, employees, or independent contractors of any subcontractor is currently suspended, debarred, ineligible, or excluded from securing federally funded contracts. The Contractor shall immediately notify the County in writing, during the term of this Agreement, should it or any of the aforementioned parties either be suspended, debarred, ineligible, or

excluded from securing federally funded contracts. The Contractor is responsible to reimburse the County for all associated costs (repayment, fine and/or penalty) that may be incurred as a result of inappropriate claims submitted by or on behalf of one of their staff or vendors who was excluded or suspended. Failure of the Contractor to comply with this provision shall constitute a material breach of this Agreement upon which the County may immediately terminate or suspend this Agreement.

8.6 INTENTIONALLY OMITTED

8.7 COMPLIANCE WITH APPLICABLE LAWS, RULES AND REGULATIONS

8.7.1 In the performance of this Agreement, Contractor shall comply with all current and applicable Federal, State and local laws, rules, regulations, ordinances, directives, guidelines, policies and procedures, including, but not limited to standards of The Joint Commission, its National Patient Safety Goals, California Code of Regulations, Title 22, Division 5 regulations and all other applicable industry best practices standards. All provisions required thereby to be included in this Agreement are incorporated herein by reference.

8.7.2 Contractor shall indemnify, defend, and hold harmless County, its officers, employees, and agents, from and against any and all claims, demands, damages, liabilities, losses, administrative penalties and fines assessed, costs, and expenses, including, without limitation, defense costs and legal, accounting and other expert, consulting or professional fees, arising from, connected with, or related to any failure by Contractor, its officers, employees, agents, or subcontractors, to comply with any such laws, rules, regulations, ordinances, directives, guidelines, policies, or procedures, as determined by County in its sole judgment. Any legal defense pursuant to Contractor's indemnification obligations under this Sub-paragraph 8.7 shall be conducted by Contractor and performed by counsel selected by Contractor and approved by County. Notwithstanding the preceding sentence, County shall have the right to participate in any such defense at its sole cost and expense, except that in the event Contractor fails to provide County with a full and adequate defense, as determined by County in its sole judgment, County shall be entitled to retain its own counsel, including, without limitation, County Counsel, and reimbursement from Contractor for all such costs and expenses incurred by County in doing so. Contractor shall not have the right to enter into any settlement, agree to any injunction or other equitable relief, or make any

admission, in each case, on behalf of County without County's prior written approval.

8.7.3 Facilities Rules and Regulations

During the time that Contractor's agents, employees, or subcontractors are at a Facility, Contractor and such persons shall be subject to the rules and regulations of that Facility. Facility's Administrator shall furnish a copy of rules and regulations to Contractor pertaining to the Facility prior to the execution of this Agreement and, during the term of this Agreement, shall furnish Contractor with any changes thereto as from time to time may be adopted. It is the responsibility of Contractor to acquaint all persons who may provide services hereunder with such rules and regulations. Contractor agrees to immediately and permanently withdraw any of its employees or subcontractors from the provision of services hereunder upon receipt of written notice from the Director that: (1) such employee or subcontractor has violated such rules or regulations, or (2) such employee's or subcontractor's actions while on County

premises, indicate that such employee or subcontractor's actions while on County premises, indicate that such employee or subcontractor may adversely affect the delivery of health care services to County patients. The Director must submit with such notice a written statement of the facts supporting any such alleged violation or action.

8.8 COMPLIANCE WITH CIVIL RIGHTS LAWS-ANTI-DISCRIMINATION AND AFFIRMATIVE ACTION LAWS

8.8.1 The Contractor hereby assures that it will comply with Subchapter VI of the Civil Rights Act of 1964, 42 USC Sections 2000 (e) (1) through 2000 (e) (17); the Fair Employment & Housing Act, Government Code Section 12920-12922; and Affirmative Action in County Agreements, Chapter 4.32 of the Los Angeles County Code to the end that no person shall, on the grounds of race, color, religious creed, ancestry, national origin, sex, sexual orientation, age, physical or mental disability, medical condition, marital status, or political affiliation, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under this Agreement or under any project, program, or activity supported by this Agreement.

8.8.2 The Contractor certifies and agrees that all persons employed by it, its affiliates, subsidiaries, or holding companies are and shall be

treated equally without regard to or because of race, color, religious creed, ancestry, national origin, sex, sexual orientation, age, physical or mental disability, medical condition, marital status, or political affiliation, in compliance with all applicable Federal and State anti-discrimination laws and regulations.

- 8.8.3 The Contractor shall take affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to race, color, religious creed, ancestry, national origin, sex, sexual orientation, age, physical or mental disability, medical condition, marital status, or political affiliation, in compliance with all applicable Federal and State anti-discrimination laws and regulations. Such action shall include, but is not limited to: employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.
- 8.8.4 The Contractor certifies and agrees that it will deal with its subcontractors, bidders, or vendors without regard to or because of race, color, religious creed, ancestry, national origin, sex, sexual orientation, age, physical or mental disability, medical condition, marital status, or political affiliation.
- 8.8.5 The Contractor certifies and agrees that it, its affiliates, subsidiaries, or holding companies shall comply with all applicable Federal and State laws and regulations to the end that no person shall, on the grounds of race, color, religious creed, ancestry, national origin, sex, sexual orientation, age, physical or mental disability, medical condition, marital status, or political affiliation, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under this Agreement or under any project, program, or activity supported by this Agreement.
- 8.8.6 The Contractor shall allow County representatives access to the Contractor's employment records during regular business hours to verify compliance with the provisions of this Sub-paragraph 8.8 when so requested by the County.
- 8.8.7 If the County finds that any provisions of this Sub-paragraph 8.8 have been violated, such violation shall constitute a material breach of this Agreement upon which the County may terminate or suspend this Agreement. While the County reserves the right to determine independently that the anti-discrimination provisions of this Agreement have been violated, in addition, a determination

by the California Fair Employment Practices Commission or the Federal Equal Employment Opportunity Commission that the Contractor has violated Federal or State anti-discrimination laws or regulations shall constitute a finding by the County that the Contractor has violated the anti-discrimination provisions of this Agreement.

8.8.8 The parties agree that in the event the Contractor violates any of the anti-discrimination provisions of this Agreement, the County shall, at its sole option, be entitled to the sum of Five Hundred Dollars (\$500) for each such violation pursuant to California Civil Code Section 1671 as liquidated damages in lieu of terminating or suspending this Agreement.

8.8.9 **Anti-discrimination in Services:**

The Contractor shall not discriminate in the provision of services hereunder because of race, color, religious creed, national origin, ethnic group identification, ancestry, age, sex, sexual orientation, medical condition, marital status, political affiliation, or physical or mental disability in accordance with requirements of Federal and State laws. For the purpose of this Sub-paragraph, discrimination in the provision of services may include, but is not limited to, the following: Denying any person any service or benefit or the availability of a facility; providing any service or benefit to a person which is not equivalent or is provided in a non-equivalent manner or at a non-equivalent time, from that provided to others; subjecting any person to segregation or separate treatment in any manner related to the receipt of any service; restricting any person in any way in the enjoyment of any advantage or privilege enjoyed by others receiving any service or benefit; and treating any person differently from others in determining admission, enrollment quota, eligibility, membership, or any other requirements or conditions which persons must meet in order to be provided any service or benefit. The Contractor shall take affirmative action to ensure that intended beneficiaries of this Agreement are provided services without regard to race, color, religious creed, national origin, ethnic group identification, ancestry, sex, sexual orientation, age, medical condition, marital status, political affiliation, physical or mental disability.

8.8.10 The Contractor shall certify to, and comply with, the provisions of Exhibit D - Contractor's EEO Certification.

8.9 COMPLIANCE WITH THE COUNTY'S JURY SERVICE PROGRAM

8.9.1 Jury Service Program:

This Agreement is subject to the provisions of the County's ordinance entitled Contractor Employee Jury Service ("Jury Service Program") as codified in Sections 2.203.010 through 2.203.090 of the Los Angeles County Code, a copy of which is attached as Exhibit H and incorporated by reference into and made a part of this Agreement.

8.9.2 Written Employee Jury Service Policy.

1. Unless the Contractor has demonstrated to the County's satisfaction either that the Contractor is not a "Contractor" as defined under the Jury Service Program (Section 2.203.020 of the County Code) or that the Contractor qualifies for an exception to the Jury Service Program (Section 2.203.070 of the County Code), the Contractor shall have and adhere to a written policy that provides that its Employees shall receive from the Contractor, on an annual basis, no less than five days of regular pay for actual jury service. The policy may provide that Employees deposit any fees received for such jury service with the Contractor or that the Contractor deduct from the Employee's regular pay the fees received for jury service.
2. For purposes of this Sub-paragraph, "Contractor" means a person, partnership, corporation or other entity which has a contract with the County or a subcontract with a County Contractor and has received or will receive an aggregate sum of \$50,000 or more in any 12-month period under one or more County contracts or subcontracts. "Employee" means any California resident who is a full-time employee of the Contractor. "Full-time" means 40 hours or more worked per week, or a lesser number of hours if: 1) the lesser number is a recognized industry standard as determined by the County, or 2) Contractor has a long-standing practice that defines the lesser number of hours as full-time. Full-time employees providing short-term, temporary services of 90 days or less within a 12-month period are not considered full-time for purposes of the Jury Service Program. If the Contractor uses any subcontractor to perform services for the County under the Agreement, the subcontractor shall also be subject to the provisions of this Sub-paragraph. The provisions of this Sub-paragraph shall be inserted into any such subcontract

agreement and a copy of the Jury Service Program shall be attached to the Agreement.

3. If the Contractor is not required to comply with the Jury Service Program when this Agreement commences, the Contractor shall have a continuing obligation to review the applicability of its "exception status" from the Jury Service Program, and the Contractor shall immediately notify the County if the Contractor at any time either comes within the Jury Service Program's definition of "Contractor" or if the Contractor no longer qualifies for an exception to the Jury Service Program. In either event, the Contractor shall immediately implement a written policy consistent with the Jury Service Program. The County may also require, at any time during the Agreement and at its sole discretion, that the Contractor demonstrate, to the County's satisfaction that the Contractor either continues to remain outside of the Jury Service Program's definition of "Contractor" and/or that the Contractor continues to qualify for an exception to the Program.
4. Contractor's violation of this Sub-paragraph of the Agreement may constitute a material breach of the Agreement. In the event of such material breach, County may, in its sole discretion, terminate the Agreement and/or bar the Contractor from the award of future County contracts for a period of time consistent with the seriousness of the breach.

8.10 CONFLICT OF INTEREST

- 8.10.1 No County employee whose position with the County enables such employee to influence the award or administration of this Agreement or any competing contract, and no spouse or economic dependent of such employee, shall be employed in any capacity by the Contractor or have any other direct or indirect financial interest in this Agreement. No officer or employee of the Contractor who may financially benefit from the performance of work hereunder shall in any way participate in the County's approval, or ongoing evaluation, of such work, or in any way attempt to unlawfully influence the County's approval or ongoing evaluation of such work.
- 8.10.2 The Contractor shall comply with all conflict of interest laws, ordinances, and regulations now in effect or hereafter to be enacted during the term of this Agreement. The Contractor warrants that it is not now aware of any facts that create a conflict

of interest. If the Contractor hereafter becomes aware of any facts that might reasonably be expected to create a conflict of interest, it shall immediately make full written disclosure of such facts to the County. Full written disclosure shall include, but is not limited to, identification of all persons implicated and a complete description of all relevant circumstances. Failure to comply with the provisions of this Sub-paragraph shall be a material breach of this Agreement.

8.11 CONSIDERATION OF HIRING COUNTY EMPLOYEES TARGETED FOR LAYOFF/OR RE-EMPLOYMENT LIST

Should the Contractor require additional or replacement personnel after the effective date of this Agreement to perform the services set forth herein, the Contractor shall give first consideration for such employment openings to qualified, permanent County employees who are targeted for layoff or qualified, former County employees who are on a re-employment list during the life of this Agreement.

8.12 CONSIDERATION OF HIRING GAIN/GROW PARTICIPANTS

8.12.1 Should the Contractor require additional or replacement personnel after the effective date of this Agreement, the Contractor shall give consideration for any such employment openings to participants in the County's Department of Public Social Services Greater Avenues for Independence (GAIN) Program or General Relief Opportunity for Work (GROW) Program who meet the Contractor's minimum qualifications for the open position. For this purpose, consideration shall mean that the Contractor will interview qualified candidates. The County will refer GAIN/GROW participants by job category to the Contractor. Contractors shall report all job openings with job requirements to: GAINGROW@dps.lacounty.gov to obtain a list of qualified GAIN/GROW job candidates.

8.12.2 In the event that both laid-off County employees and GAIN/GROW participants are available for hiring, County employees shall be given first priority.

8.13 CONTRACTOR RESPONSIBILITY AND DEBARMENT

8.13.1 Responsible Contractor

A responsible Contractor is a Contractor who has demonstrated the attribute of trustworthiness, as well as quality, fitness, capacity and experience to satisfactorily perform the contract. It is the

County's policy to conduct business only with responsible Contractors.

8.13.2 Chapter 2.202 of the County Code

The Contractor is hereby notified that, in accordance with Chapter 2.202 of the County Code, if the County acquires information concerning the performance of the Contractor on this or other contracts which indicates that the Contractor is not responsible, the County may, in addition to other remedies provided in the contract, debar the Contractor from bidding or proposing on, or being awarded, and/or performing work on County contracts for a specified period of time, which generally will not exceed five years but may exceed five years or be permanent if warranted by the circumstances, and terminate any or all existing contracts the Contractor may have with the County.

8.13.3 Non-responsible Contractor

The County may debar a Contractor if the Board of Supervisors finds, in its discretion, that the Contractor has done any of the following: (1) violated a term of a contract with the County or a nonprofit corporation created by the County, (2) committed an act or omission which negatively reflects on the Contractor's quality, fitness or capacity to perform a contract with the County, any other public entity, or a nonprofit corporation created by the County, or engaged in a pattern or practice which negatively reflects on same, (3) committed an act or offense which indicates a lack of business integrity or business honesty, or (4) made or submitted a false claim against the County or any other public entity.

8.13.4 Contractor Hearing Board

1. If there is evidence that the Contractor may be subject to debarment, the Department will notify the Contractor in writing of the evidence which is the basis for the proposed debarment and will advise the Contractor of the scheduled date for a debarment hearing before the Contractor Hearing Board.
2. The Contractor Hearing Board will conduct a hearing where evidence on the proposed debarment is presented. The Contractor and/or the Contractor's representative shall be given an opportunity to submit evidence at that hearing. After the hearing, the Contractor Hearing Board shall prepare a tentative proposed decision, which shall contain a

recommendation regarding whether the Contractor should be debarred, and, if so, the appropriate length of time of the debarment. The Contractor and the Department shall be provided an opportunity to object to the tentative proposed decision prior to its presentation to the Board of Supervisors.

3. After consideration of any objections, or if no objections are submitted, a record of the hearing, the proposed decision, and any other recommendation of the Contractor Hearing Board shall be presented to the Board of Supervisors. The Board of Supervisors shall have the right to modify, deny, or adopt the proposed decision and recommendation of the Contractor Hearing Board.
4. If a Contractor has been debarred for a period longer than five (5) years, that Contractor may after the debarment has been in effect for at least five (5) years, submit a written request for review of the debarment determination to reduce the period of debarment or terminate the debarment. The County may, in its discretion, reduce the period of debarment or terminate the debarment if it finds that the Contractor has adequately demonstrated one or more of the following: (1) elimination of the grounds for which the debarment was imposed; (2) a bona fide change in ownership or management; (3) material evidence discovered after debarment was imposed; or (4) any other reason that is in the best interests of the County.
5. The Contractor Hearing Board will consider a request for review of a debarment determination only where (1) the Contractor has been debarred for a period longer than five (5) years; (2) the debarment has been in effect for at least five (5) years; and (3) the request is in writing, states one or more of the grounds for reduction of the debarment period or termination of the debarment, and includes supporting documentation. Upon receiving an appropriate request, the Contractor Hearing Board will provide notice of the hearing on the request. At the hearing, the Contractor Hearing Board shall conduct a hearing where evidence on the proposed reduction of debarment period or termination of debarment is presented. This hearing shall be conducted and the request for review decided by the Contractor Hearing Board pursuant to the same procedures as for a debarment hearing.
6. The Contractor Hearing Board's proposed decision shall contain a recommendation on the request to reduce the period of debarment or terminate the debarment. The Contractor

Hearing Board shall present its proposed decision and recommendation to the Board of Supervisors. The Board of Supervisors shall have the right to modify, deny, or adopt the proposed decision and recommendation of the Contractor Hearing Board.

8.13.5 Subcontractors of Contractor

These terms shall also apply to subcontractors of County Contractors.

8.14 CONTRACTOR'S ACKNOWLEDGEMENT OF COUNTY'S COMMITMENT TO THE SAFELY SURRENDERED BABY LAW

The Contractor acknowledges that the County places a high priority on the implementation of the Safely Surrendered Baby Law. The Contractor understands that it is the County's policy to encourage all County Contractors to voluntarily post the County's "Safely Surrendered Baby Law" poster in a prominent position at the Contractor's place of business. The Contractor will also encourage its subcontractors, if any, to post this poster in a prominent position in the subcontractor's place of business. The Contractor, and its subcontractor(s), can access posters and other campaign material at www.babysafela.org.

8.15 CONTRACTOR'S EXCLUSION FROM PARTICIPATING IN A FEDERALLY FUNDED PROGRAM

8.15.1 Contractor hereby warrants that neither it nor any of its Subcontractors' owners, officers, partners, directors, other principals, employees or independent contractors is restricted or excluded from providing services under any health care program funded by the Federal government, directly or indirectly, in whole or in part, (which includes Medicare, Medi-Cal and Healthy Families) and that Contractor will notify Director within ten (10) calendar days in writing of: (1) any event that would require Contractor or any of the aforementioned parties' mandatory exclusion from participation in a Federally funded health care program; and (2) any exclusionary or suspension action taken by any agency of the Federal or State governments against any of the aforementioned parties' barring these parties from participating in a Federally funded health care program, whether such bar is direct or indirect, or whether such bar is in whole or in part.

8.15.2 Contractor shall indemnify and hold County harmless against any and all loss or damage County may suffer arising from any exclusion or suspension of Contractor or its Subcontractors' owners, officers, partners, directors, other principals, employees or

independent contractors from such participation in a Federally funded health care program.

- 8.15.3 Failure by Contractor to meet the requirements of this Sub-paragraph shall constitute a material breach of contract upon which County may immediately terminate or suspend this Agreement.

8.16 CONTRACTOR'S WARRANTY OF ADHERENCE TO COUNTY'S CHILD SUPPORT COMPLIANCE PROGRAM

8.16.1 The Contractor acknowledges that the County has established a goal of ensuring that all individuals who benefit financially from the County through contract are in compliance with their court-ordered child, family and spousal support obligations in order to mitigate the economic burden otherwise imposed upon the County and its taxpayers.

8.16.2 As required by the County's Child Support Compliance Program (County Code Chapter 2.200) and without limiting the Contractor's duty under this Agreement to comply with all applicable provisions of law, the Contractor warrants that it is now in compliance and shall during the term of this Agreement maintain in compliance with employment and wage reporting requirements as required by the Federal Social Security Act (42 USC Section 653a) and California Unemployment Insurance Code Section 1088.5, and shall implement all lawfully served Wage and Earnings Withholding Orders or Child Support Services Department Notices of Wage and Earnings Assignment for Child, Family or Spousal Support, pursuant to Code of Civil Procedure Section 706.031 and Family Code Section 5246(b).

8.17 CONTRACTOR'S WARRANTY OF COMPLIANCE WITH COUNTY'S DEFAULTED PROPERTY TAX REDUCTION PROGRAM

8.17.1 Contractor acknowledges that County has established a goal of ensuring that all individuals and businesses that benefit financially from County through contract are current in paying their property tax obligations (secured and unsecured roll) in order to mitigate the economic burden otherwise imposed upon County and its taxpayers.

8.17.2 Unless Contractor qualifies for an exemption or exclusion, Contractor warrants and certifies that to the best of its knowledge it is now in compliance, and during the term of this Agreement will maintain compliance, with Los Angeles Code Chapter 2.206.

8.18 COUNTY'S QUALITY ASSURANCE PLAN

The County or its agent will monitor the Contractor's performance under this Agreement on not less than an annual basis. Such evaluation will include assessing the Contractor's compliance with all Agreement terms and conditions and performance standards. The Contractor deficiencies which the County determines are severe or continuing and that may place performance of the Agreement in jeopardy if not corrected will be reported to the Board and listed in the appropriate contractor performance database. The report to the Board will include improvement/corrective action measures taken by the County and the Contractor. If improvement does not occur consistent with the corrective action measures, the County may terminate this Agreement or impose other penalties as specified in this Agreement.

8.19 DAMAGE TO COUNTY FACILITIES, BUILDINGS OR GROUNDS

8.19.1 The Contractor shall repair, or cause to be repaired, at its own cost, any and all damage to County facilities, buildings, or grounds caused by the Contractor or employees or agents of the Contractor. Such repairs shall be made immediately after the Contractor has become aware of such damage, but in no event later than thirty (30) days after the occurrence.

8.19.2 If the Contractor fails to make timely repairs, County may make any necessary repairs. All costs incurred by County, as determined by County, for such repairs shall be repaid by the Contractor by cash payment upon demand.

8.19.3 County reserves the unilateral right to make any repairs which Director determines, in his/her sole discretion, to be a public safety issue requiring immediate repair. County will bill Contractor for the cost of said repair or deduct said cost from any outstanding amounts owed by County to Contractor.

8.20 EMPLOYMENT ELIGIBILITY VERIFICATION

8.20.1 The Contractor warrants that it fully complies with all Federal and State statutes and regulations regarding the employment of aliens and others and that all its employees performing work under this Agreement meet the citizenship or alien status requirements set forth in Federal and State statutes and regulations. The Contractor shall obtain, from all employees performing work hereunder, all verification and other documentation of employment eligibility status required by Federal and State statutes and regulations including, but not limited to, the

Immigration Reform and Control Act of 1986, (P.L. 99-603), or as they currently exist and as they may be hereafter amended. The Contractor shall retain all such documentation for all covered employees for the period prescribed by law.

8.20.2 The Contractor shall indemnify, defend, and hold harmless, the County, its agents, officers, and employees from employer sanctions and any other liability which may be assessed against the Contractor or the County or both in connection with any alleged violation of any Federal or State statutes or regulations pertaining to the eligibility for employment of any persons performing work under this Agreement.

8.21 FACSIMILE REPRESENTATIONS

The County and the Contractor hereby agree to regard facsimile representations of original signatures of authorized officers of each party, when appearing in appropriate places on the Amendments prepared pursuant to Sub-paragraph 8.1, and received via communications facilities, as legally sufficient evidence that such original signatures have been affixed to Amendments to this Agreement, such that the parties need not follow up facsimile transmissions of such documents with subsequent (non-facsimile) transmission of "original" versions of such documents.

8.22 FAIR LABOR STANDARDS

The Contractor shall comply with all applicable provisions of the Federal Fair Labor Standards Act and shall indemnify, defend, and hold harmless the County and its agents, officers, and employees from any and all liability, including, but not limited to, wages, overtime pay, liquidated damages, penalties, court costs, and attorneys' fees arising under any wage and hour law, including, but not limited to, the Federal Fair Labor Standards Act, for work performed by the Contractor's employees for which the County may be found jointly or solely liable.

8.23 FEDERAL ACCESS TO RECORDS

If, and to the extent that, Section 1861(v)(1)(I) of the Social Security Act (42 U.S.C. Section 1395x(v)(1)(I)) is applicable, Contractor agrees that for a period of four (4) years following the furnishing of services under this Agreement, Contractor shall maintain and make available, upon written request, to the Secretary of the United States Department of Health and Human Services or the Controller General of the United States, or to any of their authorize representatives, the Agreements, books, documents and records of Contractor which are necessary to verify the nature and extent of

the costs of services provided hereunder. Furthermore, if Contractor carries out any of the services provided hereunder through any subcontract with a value or cost of Ten Thousand Dollars (\$10,000) or more over a twelve (12) month period with a related organization (as that term is defined under Federal law), Contractor agrees that each such subcontract shall provide for such access to the subcontract, books, documents and records of the subcontractor.

8.24 CONTRACTOR PERFORMANCE DURING CIVIL UNREST OR DISASTER

The Contractor recognizes that health care Facilities maintained by County provide care essential to the residents of the communities they serve, and that these services are of particular importance at the time of a riot, insurrection, civil unrest, natural disaster, or similar event. Notwithstanding any other provision of this Agreement, full performance by Contractor during any riot, insurrection, civil unrest, natural disaster or similar event is not excused if such performance remains physically possible. Failure to comply with this requirement shall be considered a material breach by Contractor for which County may immediately terminate this Agreement.

8.25 GOVERNING LAW, JURISDICTION, AND VENUE

This Agreement shall be governed by, and construed in accordance with, the laws of the State of California. The Contractor agrees and consents to the exclusive jurisdiction of the courts of the State of California for all purposes regarding this Agreement and further agrees and consents that venue of any action brought hereunder shall be exclusively in the County of Los Angeles.

8.26 HEALTH INSURANCE PORTABILITY AND ACCOUNTABILITY ACT OF 1996 (HIPAA)

8.26.1 The parties acknowledge the existence of the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and its implementing regulations. Contractor understands and agrees that, as a provider of medical treatment services, it is a “covered entity” under HIPAA and, as such, has obligations with respect to the confidentiality, privacy, and security of patients’ medical information, and must take certain steps to preserve the confidentiality of this information, both internally and externally, including the training of its staff and the establishment of proper procedures for the release of such information, including the use of appropriate consents and authorizations specified under HIPAA.

- 8.26.2 The parties acknowledge their separate and independent obligations with respect to HIPAA, and that such obligations relate to transactions and code sets, privacy, and security. Contractor understands and agrees that it is separately and independently responsible for compliance with HIPAA in all these areas and that County has not undertaken any responsibility for compliance on Contractor's behalf. Contractor has not relied, and will not in any way rely, on County for legal advice or other representations with respect to Contractor's obligations under HIPAA, but will independently seek its own counsel and take the necessary measures to comply with the law and its implementing regulations.
- 8.26.3 Contractor and County understand and agree that each is independently responsible for HIPAA compliance and agree to take all necessary and reasonable actions to comply with the requirements of the HIPAA laws and implementing regulations related to transactions and code sets, privacy, and security.
- 8.26.4 Each party further agrees that, should it fail to comply with its obligations under HIPAA, it shall indemnify and hold harmless the other party (including the other party's officers, employees, and agents), for damages to the other party that are attributable to such failure.

8.27 INDEPENDENT CONTRACTOR STATUS

- 8.27.1 This Agreement is by and between the County and the Contractor and is not intended, and shall not be construed, to create the relationship of agent, servant, employee, partnership, joint venture, or association, as between the County and the Contractor. The employees and agents of one party shall not be, or be construed to be, the employees or agents of the other party for any purpose whatsoever.
- 8.27.2 The Contractor shall be solely liable and responsible for providing to, or on behalf of, all persons performing work pursuant to this Agreement all compensation and benefits. The County shall have no liability or responsibility for the payment of any salaries, wages, unemployment benefits, disability benefits, Federal, State, or local taxes, or other compensation, benefits, or taxes for any personnel provided by or on behalf of the Contractor.
- 8.27.3 The Contractor understands and agrees that all persons performing work pursuant to this Agreement are, for purposes of Workers' Compensation liability, solely employees of the

Contractor and not employees of the County. The Contractor shall be solely liable and responsible for furnishing any and all Workers' Compensation benefits to any person as a result of any injuries arising from or connected with any work performed by or on behalf of the Contractor pursuant to this Agreement.

8.27.4 The Contractor shall adhere to the provisions stated in Sub-paragraph 7.6 - Confidentiality.

8.28 INDEMNIFICATION

The Contractor shall indemnify, defend and hold harmless the County, its Special Districts, elected and appointed officers, employees, agents and volunteers ("County Indemnitees") from and against any and all liability, including but not limited to demands, claims, actions, fees, costs, and expenses (including attorney and expert witness fees), arising from and/or relating to this Agreement, except for such loss or damage arising from the sole negligence or willful misconduct of the County Indemnitees.

8.29 GENERAL PROVISIONS FOR ALL INSURANCE COVERAGE

Without limiting Contractor's indemnification of County, and in the performance of this Agreement and until all of its obligations pursuant to this Agreement have been met, Contractor shall provide and maintain at its own expense insurance coverage satisfying the requirements specified in Sub-paragraphs 8.29 and 8.30 of this Agreement. These minimum insurance coverage terms, types and limits (the "Required Insurance") also are in addition to and separate from any other Contractual obligation imposed upon Contractor pursuant to this Agreement. The County in no way warrants that the Required Insurance is sufficient to protect the Contractor for liabilities which may arise from or relate to this Agreement.

8.29.1 Evidence of Coverage and Notice to County

- Certificate(s) of insurance coverage (Certificate) satisfactory to County, and a copy of an Additional Insured endorsement confirming County and its Agents (defined below) has been given Insured status under the Contractor's General Liability policy, shall be delivered to County at the address shown below and provided prior to commencing services under this Agreement.
- Renewal Certificates shall be provided to County not less than 10 days prior to Contractor's policy expiration dates. The County reserves the right to obtain complete, certified

copies of any required Contractor and/or Sub-Contractor insurance policies at any time.

- Certificates shall identify all Required Insurance coverage types and limits specified herein, reference this Agreement by name or number, and be signed by an authorized representative of the insurer(s). The Insured party named on the Certificate shall match the name of the Contractor identified as the contracting party in this Agreement. Certificates shall provide the full name of each insurer providing coverage, its NAIC (National Association of Insurance Commissioners) identification number, its financial rating, the amounts of any policy deductibles or self-insured retentions exceeding fifty thousand (\$50,000.00) dollars, and list any County required endorsement forms.
- Neither the County's failure to obtain, nor the County's receipt of, or failure to object to a non-complying insurance certificate or endorsement, or any other insurance documentation or information provided by the Contractor, its insurance broker(s) and/or insurer(s), shall be construed as a waiver of any of the Required Insurance provisions.

Certificates and copies of any required endorsements shall be sent to:

County of Los Angeles
Department of Health Services
Contracts and Grants Division
313 N. Figueroa Street, 6E
Los Angeles, CA 90012
Attention: Kathy K. Hanks, C.P.M.
Director, Contracts and Grants

Contractor also shall promptly report to County any injury or property damage accident or incident, including any injury to a Contractor employee occurring on County property, and any loss, disappearance, destruction, misuse, or theft of County property, monies or securities entrusted to Contractor. Contractor also shall promptly notify County of any third party claim or suit filed against Contractor or any of its Sub-Contractors which arises from or relates to this Agreement, and could result in the filing of a claim or lawsuit against Contractor and/or County.

8.29.2 Additional Insured Status and Scope of Coverage

The County of Los Angeles, its Special Districts, Elected Officials, Officers, Agents, Employees and Volunteers (collectively County and its Agents) shall be provided additional insured status under Contractor's General Liability policy with respect to liability arising out of Contractor's ongoing and completed operations performed on behalf of the County. County and its Agents additional insured status shall apply with respect to liability and defense of suits arising out of the Contractor's acts or omissions, whether such liability is attributable to the Contractor or to the County. The full policy limits and scope of protection also shall apply to the County and its Agents as an additional insured, even if they exceed the County's minimum Required Insurance specifications herein. Use of an automatic additional insured endorsement form is acceptable providing it satisfies the Required Insurance provisions herein.

8.29.3 Cancellation of or Changes in Insurance

Contractor shall provide County with, or Contractor's insurance policies shall contain a provision that County shall receive, written notice of cancellation or any change in Required Insurance, including insurer, limits of coverage, term of coverage or policy period. The written notice shall be provided to County at least ten (10) days in advance of cancellation for non-payment of premium and thirty (30) days in advance for any other cancellation or policy change. Failure to provide written notice of cancellation or any change in Required Insurance may constitute a material breach of the Agreement, in the sole discretion of the County, upon which the County may suspend or terminate this Agreement.

8.29.4 Failure to Maintain Insurance

Contractor's failure to maintain or to provide acceptable evidence that it maintains the Required Insurance shall constitute a material breach of the Agreement, upon which County immediately may withhold payments due to Contractor, and/or suspend or terminate this Agreement. County, at its sole discretion, may obtain damages from Contractor resulting from said breach. Alternatively, the County may purchase the Required Insurance, and without further notice to Contractor, deduct the premium cost from sums due to Contractor or pursue Contractor reimbursement.

8.29.5 Insurer Financial Ratings

Coverage shall be placed with insurers acceptable to the County with A.M. Best ratings of not less than A:VII unless otherwise approved by County.

8.29.6 Contractor's Insurance Shall Be Primary

Contractor's insurance policies, with respect to any claims related to this Agreement, shall be primary with respect to all other sources of coverage available to Contractor. Any County maintained insurance or self-insurance coverage shall be in excess of and not contribute to any Contractor coverage.

8.29.7 Waivers of Subrogation

To the fullest extent permitted by law, the Contractor hereby waives its rights and its insurer(s)' rights of recovery against County under all the Required Insurance for any loss arising from or relating to this Agreement. The Contractor shall require its insurers to execute any waiver of subrogation endorsements which may be necessary to effect such waiver.

8.29.8 Sub-Contractor Insurance Coverage Requirements

Contractor shall include all Sub-Contractors as insureds under Contractor's own policies, or shall provide County with each Sub-Contractor's separate evidence of insurance coverage. Contractor shall be responsible for verifying each Sub-Contractor complies with the Required Insurance provisions herein, and shall require that each Sub-Contractor name the County and Contractor as additional insureds on the Sub-Contractor's General Liability policy. Contractor shall obtain County's prior review and approval of any Sub-Contractor request for modification of the Required Insurance.

8.29.9 Deductibles and Self-Insured Retentions (SIRs)

Contractor's policies shall not obligate the County to pay any portion of any Contractor deductible or SIR. The County retains the right to require Contractor to reduce or eliminate policy deductibles and SIRs as respects the County, or to provide a bond guaranteeing Contractor's payment of all deductibles and SIRs, including all related claims investigation, administration and defense expenses. Such bond shall be executed by a corporate surety licensed to transact business in the State of California.

8.29.10 Claims Made Coverage

If any part of the Required Insurance is written on a claims made basis, any policy retroactive date shall precede the effective date of this Agreement. Contractor understands and agrees it shall maintain such coverage for a period of not less than three (3) years following Agreement expiration, termination or cancellation.

8.29.11 Application of Excess Liability Coverage

Contractors may use a combination of primary, and excess insurance policies which provide coverage as broad as (“follow form” over) the underlying primary policies, to satisfy the Required Insurance provisions.

8.29.12 Separation of Insureds

All liability policies shall provide cross-liability coverage as would be afforded by the standard ISO (Insurance Services Office, Inc.) separation of insureds provision with no insured versus insured exclusions or limitations.

8.29.13 Alternative Risk Financing Programs

The County reserves the right to review, and then approve, Contractor use of self-insurance, risk retention groups, risk purchasing groups, pooling arrangements and captive insurance to satisfy the Required Insurance provisions. The County and its Agents shall be designated as an Additional Covered Party under any approved program.

8.29.14 County Review and Approval of Insurance Requirements

The County reserves the right to review and adjust the Required Insurance provisions, conditioned upon County’s determination of changes in risk exposures.

8.30 INSURANCE COVERAGE

8.30.1 Commercial General Liability insurance (providing scope of coverage equivalent to ISO policy form CG 00 01), naming County and its Agents as an additional insured, with limits of not less than:

General Aggregate: \$2 million

Products/Completed Operations Aggregate: \$1 million

Personal and Advertising Injury: \$1 million

Each Occurrence: \$1 million

8.30.2 Automobile Liability insurance (providing scope of coverage equivalent to ISO policy form CA 00 01) with limits of not less than \$1 million for bodily injury and property damage, in combined or equivalent split limits, for each single accident. Insurance shall cover liability arising out of Contractor's use of autos pursuant to this Agreement, including owned, leased, hired, and/or non-owned autos, as each may be applicable.

8.30.3 Workers Compensation and Employers' Liability insurance or qualified self-insurance satisfying statutory requirements, which includes Employers' Liability coverage with limits of not less than \$1 million per accident. If Contractor will provide leased employees, or, is an employee leasing or temporary staffing firm or a professional employer organization (PEO), coverage also shall include an Alternate Employer Endorsement (providing

scope of coverage equivalent to ISO policy form WC 00 03 01 A) naming the County as the Alternate Employer, and the endorsement form shall be modified to provide that County will receive not less than thirty (30) days advance written notice of cancellation of this coverage provision. If applicable to Contractor's operations, coverage also shall be arranged to satisfy the requirements of any federal workers or workmen's compensation law or any federal occupational disease law.

8.30.4 Unique Insurance Coverage

- **Sexual Misconduct Liability**

Insurance covering actual or alleged claims for sexual misconduct and/or molestation with limits of not less than \$2 million per claim and \$2 million aggregate, and claims for negligent employment, investigation, supervision, training or retention of, or failure to report to proper authorities, a person(s) who committed any act of abuse, molestation, harassment, mistreatment or maltreatment of a sexual nature.

- **Professional Liability/Errors and Omissions**

Insurance covering Contractor's liability arising from or related to this Agreement, with limits of not less than \$1 million per claim and \$2 million aggregate. Further, Contractor

understands and agrees it shall maintain such coverage for a period of not less than three (3) years following this Agreement's expiration, termination or cancellation.

8.31 LICENSES, PERMITS, REGISTRATIONS, ACCREDITATIONS, AND CERTIFICATES

Contractor shall obtain and maintain in effect during the term of this Agreement, all valid licenses, permits, registrations, accreditations, and certificates required by law which are applicable to its performance of this Agreement, and shall ensure that all of its officers, employees, and agents who perform services hereunder obtain and maintain in effect during the term of this Agreement, all licenses, permits, registrations, accreditations, and certificates required by law which are applicable to their performance of services hereunder. All such licenses, permits, registrations, accreditations, and certifications relating to services hereunder shall be made available to County upon request.

8.32 INTENTIONALLY OMITTED

8.33 INTENTIONALLY OMITTED

8.34 NON EXCLUSIVITY

Nothing herein is intended nor shall be construed as creating any exclusive arrangement with the Contractor. This Agreement shall not restrict the Department of Health Services from acquiring similar, equal or like goods and/or services from other entities or sources.

8.35 NOTICE OF DELAYS

Except as otherwise provided under this Agreement, when either party has knowledge that any actual or potential situation is delaying or threatens to delay the timely performance of this Agreement, that party shall, within one (1) business day, give notice thereof, including all relevant information with respect thereto, to the other party.

8.36 NOTICE OF DISPUTES

The Contractor shall bring to the attention of the Facility's Project Manager and/or Facility's Project Director any dispute between the County and the Contractor regarding the performance of services as stated in this Agreement. If the Facility's Project Manager or Facility's Project Director is not able to resolve the dispute, the Director or his/her designee shall resolve it.

8.37 NOTICE TO EMPLOYEES REGARDING THE FEDERAL EARNED INCOME CREDIT

The Contractor shall notify its employees, and shall require each subcontractor to notify its employees, that they may be eligible for the Federal Earned Income Credit under the federal income tax laws. Such notice shall be provided in accordance with the requirements set forth in Internal Revenue Service Notice No. 1015.

8.38 NOTICE TO EMPLOYEES REGARDING THE SAFELY SURRENDERED BABY LAW

The Contractor shall notify and provide to its employees, and shall require each subcontractor to notify and provide to its employees, a fact sheet regarding the Safely Surrendered Baby Law, its implementation in Los Angeles County, and where and how to safely surrender a baby. The fact sheet is set forth in Exhibit I of this Agreement and is also available on the Internet at www.babysafela.org for printing purposes.

8.39 NOTICES

All notices or demands required or permitted to be given or made under this Agreement shall be in writing and shall be hand delivered with signed receipt or mailed by first-class registered or certified mail, postage prepaid, addressed to the parties as identified in Exhibits E - County's Administration and F - Contractor's Administration. Addresses may be changed by either party giving ten (10) days' prior written notice thereof to the other party.

8.40 PROHIBITION AGAINST INDUCEMENT OR PERSUASION

Notwithstanding the above, the Contractor and the County agree that, during the term of this Agreement and for a period of one year thereafter, neither party shall in any way intentionally induce or persuade any employee of one party to become an employee or agent of the other party. No bar exists against any hiring action initiated through a public announcement.

8.41 PUBLIC RECORDS ACT

8.41.1 Any documents submitted by the Contractor; all information obtained in connection with the County's right to audit and inspect the Contractor's documents, books, and accounting records pursuant to Sub-paragraph 8.43 - Record Retention and Inspection/Audit Settlement of this Agreement; as well as any documents that may have been submitted in response to a solicitation process for this Agreement, become the exclusive

property of the County. All such documents become a matter of public record and shall be regarded as public records. Exceptions will be those elements in the California Government Code Section 6250 et seq. (Public Records Act) and which are marked "trade secret", "confidential", or "proprietary". The County shall not in any way be liable or responsible for the disclosure of any such records including, without limitation, those so marked, if disclosure is required by law, or by an order issued by a court of competent jurisdiction.

- 8.41.2 In the event the County is required to defend an action on a Public Records Act request for any of the aforementioned documents, information, books, records, and/or contents of a proposal marked "trade secret", "confidential", or "proprietary", the Contractor agrees to defend and indemnify the County from all costs and expenses, including reasonable attorney's fees, in action or liability arising under the Public Records Act.

8.42 PUBLICITY

- 8.42.1 The Contractor shall not disclose any details in connection with this Agreement to any person or entity except as may be otherwise provided hereunder or required by law. However, in recognizing the Contractor's need to identify its services and related clients to sustain itself, the County shall not inhibit the Contractor from publishing its role under this Agreement within the following conditions:

- The Contractor shall develop all publicity material in a professional manner; and
- During the term of this Agreement, the Contractor shall not, and shall not authorize another to, publish or disseminate any commercial advertisements, press releases, feature articles, or other materials using the name of the County without the prior written consent of the Director or his/her designee. The County shall not unreasonably withhold written consent.

- 8.42.2 The Contractor may, without the prior written consent of County, indicate in its proposals and sales materials that it has been awarded this Agreement with the County of Los Angeles, provided that the requirements of this Sub-paragraph 8.42 shall apply.

8.43 RECORD RETENTION AND INSPECTION/AUDIT SETTLEMENT

8.43.1 The Contractor shall maintain, and provide upon request by County, accurate and complete financial records of its activities and operations relating to this Agreement in accordance with generally accepted accounting principles. The Contractor shall also maintain accurate and complete employment and other records relating to its performance of this Agreement.

8.43.2 The Contractor agrees that the County, or its authorized representatives, shall have access to and the right to examine, audit, excerpt, copy, or transcribe any pertinent transaction, activity, or record relating to this Agreement. All such material, including, but not limited to, all financial records, bank statements, cancelled checks or other proof of payment, timecards, sign-in/sign-out sheets and other time and employment records, and proprietary data and information, shall be kept and maintained by the Contractor and shall be made available to the County during the term of this Agreement and for a period of ten (10) years

thereafter unless the County's written permission is given to dispose of any such material prior to such time. All such material shall be maintained by the Contractor at a location in Los Angeles County, provided that if any such material is located outside Los Angeles County, then, at the County's option, the Contractor shall pay the County for travel, per diem, and other costs incurred by the County to examine, audit, excerpt, copy, or transcribe such material at such other location.

8.43.3 In the event that an audit of the Contractor is conducted specifically regarding this Agreement by any Federal or State auditor, or by any auditor or accountant employed by the Contractor or otherwise, including audits conducted by the Medicare and Medi-Cal programs, or both, then the Contractor shall file a copy of each such audit report, including Service Organization Controls (SOC1) Reports, with the County's Auditor-Controller within thirty (30) days of the Contractor's receipt thereof, unless otherwise provided by applicable Federal or State law or under this Agreement. Subject to applicable law, the County shall make a reasonable effort to maintain the confidentiality of such audit report(s).

8.43.4 Failure on the part of the Contractor to comply with any of the provisions of this Sub-paragraph 8.43 shall constitute a material breach of this Agreement upon which the County may terminate or suspend this Agreement.

8.43.5 If, at any time during the term of this Agreement or within ten (10) years after the expiration or termination of this Agreement, representatives of the County conduct an audit of the Contractor regarding the work performed under this Agreement, and if such audit finds that the County's dollar liability for any such work is less than payments made by the County to the Contractor, then the difference shall be either: a) repaid by the Contractor to the County by cash payment upon demand or b) at the sole option of the County's Auditor-Controller, deducted from any amounts due to the Contractor from the County, whether under this Agreement or otherwise. If such audit finds that the County's dollar liability for such work is more than the payments made by the County to the Contractor, then the difference shall be paid to the Contractor by the County by cash payment, provided that in no event shall the County's maximum obligation for this Agreement exceed the funds appropriated by the County for the purpose of this Agreement.

8.43.6 INTENTIONALLY OMITTED

8.43.7 **Audit/Compliance Review**

In the event County representatives conduct an audit/ compliance review of Contractor, Contractor shall fully cooperate with County's representatives. Contractor shall allow County representatives access to all financial reports, medical records, and reports pertaining to this Agreement and shall allow photocopies to be made of these documents utilizing Contractor's photocopier, for which County shall reimburse Contractor its customary charge for record copying services, if requested. Director shall provide Contractor with at least ten (10) working days prior written notice of any audit/compliance review.

County may conduct a statistical audit/compliance review of all claims paid by County during a specified period. The sample shall be determined in accordance with generally accepted auditing standards. An exit conference shall be held following the performance of any such audit/ compliance review at which time the results shall be discussed with Contractor. Contractor shall be provided with a copy of any resultant written evaluation report(s).

Contractor shall have the opportunity to review County's findings for Contractor, and Contractor shall have thirty (30) calendar days after receipt of County's audit/compliance review results to provide documentation to the County representatives to resolve audit exceptions. If, at the end of the thirty (30) day period there remain audit exceptions which have not been resolved to the satisfaction

of County's representatives, then the exception rate found in the audit or sample results shall be applied to the total County payments made to Contractor for all claims paid during the audit/compliance review period to determine Contractor's liability to County.

8.44 RECYCLED BOND PAPER

Consistent with the Board of Supervisors' policy to reduce the amount of solid waste deposited at the County landfills, the Contractor agrees to use recycled-content paper to the maximum extent possible on this Agreement.

8.45 RESTRICTIONS ON LOBBYING

If any Federal funds are to be used to pay for Contractor's services under this Agreement, Contractor shall fully comply with all certification and disclosure requirements prescribed by Section 319 of Public Law 101-121 (31 United States Code Section 1352) and any implementing regulations, and shall ensure that each of its subcontractors receiving funds provided under this Agreement also fully complies with all such certification and disclosure requirements.

8.46 SUBCONTRACTING

8.46.1 The requirements of this Agreement may not be subcontracted by the Contractor **without the advance written approval of the County**. Any attempt by the Contractor to subcontract without the prior consent of the County may be deemed a material breach of this Agreement.

8.46.2 If the Contractor desires to subcontract, the Contractor shall provide the following information promptly at the County's request:

- A description of the work to be performed by the subcontractor;
- A draft copy of the proposed subcontract; and
- Other pertinent information and/or certifications requested by the County.

8.46.3 The Contractor shall indemnify and hold the County harmless with respect to the activities of each and every subcontractor in the same manner and to the same degree as if such subcontractor(s) were the Contractor employees.

8.46.4 The Contractor shall remain fully responsible for all performances required of it under this Agreement, including those that the

Contractor has determined to subcontract, notwithstanding the County's approval of the Contractor's proposed subcontract.

- 8.46.5 The County's consent to subcontract shall not waive the County's right to prior and continuing approval of any and all personnel, including subcontractor employees, providing services under this Agreement. The Contractor is responsible to notify its subcontractors of this County right.
- 8.46.6 The Director or his/her designee is authorized to act for and on behalf of the County with respect to approval of any subcontract and subcontractor employees. After approval of the subcontract by the County, Contractor shall forward a fully executed subcontract to the County for their files.
- 8.46.7 The Contractor shall be solely liable and responsible for all payments or other compensation to all subcontractors and their officers, employees, agents, and successors in interest arising through services performed hereunder, notwithstanding the County's consent to subcontract.
- 8.46.8 The Contractor shall obtain certificates of insurance, which establish that the subcontractor maintains all the programs of insurance required by the County from each approved subcontractor. The Contractor shall ensure delivery of all such documents to:

County of Los Angeles
Department of Health Services
Contracts and Grants Division
313 N. Figueroa Street – 6E
Los Angeles, CA 90012
Attention: Kathy K. Hanks, C.P.M.
Director, Contracts and Grants

before any subcontractor employee may perform any work hereunder.

8.47 TERMINATION FOR BREACH OF WARRANTY TO MAINTAIN COMPLIANCE WITH COUNTY'S CHILD SUPPORT COMPLIANCE PROGRAM

Failure of the Contractor to maintain compliance with the requirements set forth in Sub-paragraph 8.16 - Contractor's Warranty of Adherence to County's Child Support Compliance Program, shall constitute default under this Agreement. Without limiting the rights and remedies available to the

County under any other provision of this Agreement, failure of the Contractor to cure such default within ninety (90) calendar days of written notice shall be grounds upon which the County may terminate this Agreement pursuant to Sub-paragraph 8.50 - Termination for Default and pursue debarment of the Contractor, pursuant to County Code Chapter 2.202.

8.48 TERMINATION FOR BREACH OF WARRANTY TO MAINTAIN COMPLIANCE WITH COUNTY'S DEFAULTED PROPERTY TAX REDUCTION PROGRAM

Failure of Contractor to maintain compliance with the requirements set forth in Sub-paragraph 8.17 - Contractor's Warranty of Compliance with County's Defaulted Property Tax Reduction Program shall constitute default under this Agreement. Without limiting the rights and remedies available to County under any other provision of this Agreement, failure of Contractor to cure such default within 10 days of notice shall be grounds upon which County may terminate this Agreement and/or pursue debarment of Contractor, pursuant to County Code Chapter 2.206.

8.49 TERMINATION FOR CONVENIENCE

8.49.1 This Agreement may be terminated, in whole or in part, from time to time, when such action is deemed by the County, in its sole discretion, to be in its best interest. Termination of work hereunder shall be effected by notice of termination to the Contractor specifying the extent to which performance of work is terminated and the date upon which such termination becomes effective. The date upon which such termination becomes effective shall be no less than ten (10) days after the notice is sent.

8.49.2 After receipt of a notice of termination and except as otherwise directed by the County, the Contractor shall:

- Stop work under this Agreement on the date and to the extent specified in such notice, and
- Complete performance of such part of the work as shall not have been terminated by such notice.

8.49.3 All material including books, records, documents, or other evidence bearing on the costs and expenses of the Contractor under this Agreement shall be maintained by the Contractor in accordance with Sub-paragraph 8.43, Record Retention and Inspection/Audit Settlement.

8.50 TERMINATION FOR DEFAULT

8.50.1 The County may, by written notice to the Contractor, terminate the whole or any part of this Agreement, if, in the judgment of the Director or his/her designee.

- Contractor has materially breached this Agreement; or
- Contractor fails to timely provide and/or satisfactorily perform any task, deliverable, service, or other work required either under this Agreement; or
- Contractor fails to demonstrate a high probability of timely fulfillment of performance requirements under this Agreement, or of any obligations of this Agreement and in either case, fails to demonstrate convincing progress toward a cure within five (5) working days (or such longer period as the County may authorize in writing) after receipt of written notice from the County specifying such failure.

8.50.2 In the event that the County terminates this Agreement in whole or in part as provided in Sub-paragraph 8.50.1, the County may procure, upon such terms and in such manner as the County may deem appropriate, goods and services similar to those so terminated. The Contractor shall be liable to the County for any and all excess costs incurred by the County, as determined by the County, for such similar goods and services. The Contractor shall continue the performance of this Agreement to the extent not terminated under the provisions of this Sub-paragraph.

8.50.3 Except with respect to defaults of any subcontractor, the Contractor shall not be liable for any such excess costs of the type identified in Sub-paragraph 8.50.2 if its failure to perform this Agreement arises out of causes beyond the control and without the fault or negligence of the Contractor. Such causes may include, but are not limited to: acts of God or of the public enemy, acts of the County in either its sovereign or Contractual capacity, acts of Federal or State governments in their sovereign capacities, fires, floods, epidemics, quarantine restrictions, strikes, freight embargoes, and unusually severe weather; but in every case, the failure to perform must be beyond the control and without the fault or negligence of the Contractor. If the failure to perform is caused by the default of a subcontractor, and if such default arises out of causes beyond the control of both the Contractor and subcontractor, and without the fault or negligence of either of them, the Contractor shall not be liable for any such excess costs for

failure to perform, unless the goods or services to be furnished by the subcontractor were obtainable from other sources in sufficient time to permit the Contractor to meet the required performance schedule. As used in this Sub-paragraph, the term "subcontractor(s)" means subcontractor(s) at any tier.

- 8.50.4 If, after the County has given notice of termination under the provisions of this Sub-paragraph 8.50, it is determined by the County that the Contractor was not in default under the provisions of this Sub-paragraph 8.50, or that the default was excusable under the provisions of Sub-paragraph 8.50.3, the rights and obligations of the parties shall be the same as if the notice of termination had been issued pursuant to Sub-paragraph 8.49 - Termination for Convenience.
- 8.50.5 The rights and remedies of the County provided in this Sub-paragraph 8.50 shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Agreement.

8.51 TERMINATION FOR IMPROPER CONSIDERATION

- 8.51.1 The County may, by written notice to the Contractor, immediately terminate the right of the Contractor to proceed under this Agreement if it is found that consideration, in any form, was offered or given by the Contractor, either directly or through an intermediary, to any County officer, employee, or agent with the intent of securing this Agreement or securing favorable treatment with respect to the award, amendment, or extension of this Agreement or the making of any determinations with respect to the Contractor's performance pursuant to this Agreement. In the event of such termination, the County shall be entitled to pursue the same remedies against the Contractor as it could pursue in the event of default by the Contractor.
- 8.51.2 The Contractor shall immediately report any attempt by a County officer or employee to solicit such improper consideration. The report shall be made either to the County manager charged with the supervision of the employee or to the County Fraud Hotline at (800) 544-6861 or www.lacountyfraud.org.
- 8.51.3 Among other items, such improper consideration may take the form of cash, discounts, service, the provision of travel or entertainment, or tangible gifts.

8.52 TERMINATION FOR INSOLVENCY

8.52.1 The County may terminate this Agreement forthwith in the event of the occurrence of any of the following:

- Insolvency of the Contractor. The Contractor shall be deemed to be insolvent if it has ceased to pay its debts for at least sixty (60) days in the ordinary course of business or cannot pay its debts as they become due, whether or not a petition has been filed under the Federal Bankruptcy Code and whether or not the Contractor is insolvent within the meaning of the Federal Bankruptcy Code;
- The filing of a voluntary or involuntary petition regarding the Contractor under the Federal Bankruptcy Code;
- The appointment of a Receiver or Trustee for the Contractor; or
- The execution by the Contractor of a general assignment for the benefit of creditors.

8.52.2 The rights and remedies of the County provided in this Sub-paragraph 8.52 shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Agreement.

8.53 TERMINATION FOR NON-ADHERENCE OF COUNTY LOBBYIST ORDINANCE

The Contractor, and each County Lobbyist or County Lobbying firm as defined in County Code Section 2.160.010 retained by the Contractor, shall fully comply with the County's Lobbyist Ordinance, County Code Chapter 2.160. Failure on the part of the Contractor or any County Lobbyist or County Lobbying firm retained by the Contractor to fully comply with the County's Lobbyist Ordinance shall constitute a material breach of this Agreement, upon which the County may in its sole discretion, immediately terminate or suspend this Agreement.

8.54 TERMINATION FOR NON-APPROPRIATION OF FUNDS

Notwithstanding any other provision of this Agreement, the County shall not be obligated for the Contractor's performance hereunder or by any provision of this Agreement during any of the County's future fiscal years unless and until the County's Board of Supervisors appropriates funds for this Agreement in the County's Budget for each such future fiscal year. In the event that funds are not appropriated for this Agreement, then this

Agreement shall terminate as of June 30 of the last fiscal year for which funds were appropriated. The County shall notify the Contractor in writing of any such non-allocation of funds at the earliest possible date.

8.55 TIME OFF FOR VOTING

The Contractor shall notify its employees, and shall require each subcontractor to notify and provide to its employees, information regarding the time off for voting law (Elections Code Section 14000). Not less than 10 days before every statewide election, every Contractor and subcontractors shall keep posted conspicuously at the place of work, if practicable, or elsewhere where it can be seen as employees come or go to their place of work, a notice setting forth the provisions of Section 14000.

8.56 UNLAWFUL SOLICITATION

Contractor shall inform all of its officers and employees performing services hereunder of the provisions of Article 9 of Chapter 4 of Division 3 (commencing with section 6150) of Business and Professions Code of the State of California (i.e. State Bar Act provisions regarding unlawful solicitation as a runner or capper for attorneys) and shall take positive and affirmative steps in its performance hereunder to ensure that there is no violation of said provisions by its officers and employees. Contractor agrees that if a patient requests assistance in obtaining the services of any attorney, it will refer the patient to the attorney referral service of all those bar associations within Los Angeles County that have such a service.

8.57 VALIDITY

If any provision of this Agreement or the application thereof to any person or circumstance is held invalid, the remainder of this Agreement and the application of such provision to other persons or circumstances shall not be affected thereby.

8.58 WAIVER

No waiver by the County of any breach of any provision of this Agreement shall constitute a waiver of any other breach or of such provision. Failure of the County to enforce at any time, or from time to time, any provision of this Agreement shall not be construed as a waiver thereof. The rights and remedies set forth in this Sub-paragraph 8.58 shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Agreement.

8.59 WARRANTY AGAINST CONTINGENT FEES

- 8.59.1 The Contractor warrants that no person or selling agency has been employed or retained to solicit or secure this Agreement upon any agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the Contractor for the purpose of securing business.
- 8.59.2 For breach of this warranty, the County shall have the right to terminate this Agreement and, at its sole discretion, deduct from the Agreement price or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

8.60 COMPLIANCE WITH COUNTY'S ZERO TOLERANCE POLICY ON HUMAN TRAFFICKING

- 8.60.1 The Contractor acknowledges that the County has established a Zero Tolerance Policy on Human Trafficking prohibiting Contractors from engaging in human trafficking.
- 8.60.2 If a Contractor or member of the Contractor's staff is convicted of a human trafficking offense, the County shall require that the Contractor or member of the Contractor's staff be removed immediately from performing services under this Agreement. The County will not be under any obligation to disclose confidential information regarding the offenses other than those required by law.
- 8.60.3 Disqualification of any member of the Contractor's staff pursuant to this Sub-paragraph shall not relieve the Contractor of its obligation to complete all work in accordance with the terms and conditions of this Agreement.

8.61 SURVIVAL

In addition to any provisions of this Agreement which specifically state that they will survive the termination or expiration of this Agreement and any rights and obligations under this Agreement which by their nature should survive, the following Sub-paragraphs shall survive any termination or expiration of this Agreement:

Sub-paragraph 5.4 (No Payment for Services Provided Following Expiration/Termination of Agreement)

Sub-paragraph 7.6 (Confidentiality)

Sub-paragraph 8.7 (Compliance with Applicable Laws, Rules and Regulations)

Sub-paragraph 8.25 (Governing Law, Jurisdiction, and Venue)

Sub-paragraph 8.28 (Indemnification)

Sub-paragraph 8.29 (General Provisions for all Insurance Coverage)

Sub-paragraph 8.30 (Insurance Coverage)

Sub-paragraph 8.43 (Record Retention and Inspection/Audit Settlement)

Sub-paragraph 8.60 (Survival)

9.0 UNIQUE TERMS AND CONDITIONS

9.1 NO INTENT TO CREATE A THIRD PARTY BENEFICIARY CONTRACT

Notwithstanding any other provision of this Agreement, the parties do not in any way intend that any person shall acquire any rights as a third party beneficiary of this Agreement.

9.2 REPORTING OF CHILD/ELDER AND DEPENDENT ADULT ABUSE

9.2.1 Contractor staff working on this Agreement shall comply with California Penal Code (hereinafter "PC") Section 11164 et seq., shall report all known and suspected instances of child abuse to an appropriate child protective agency, as mandated by these code sections and shall submit all required information, in accordance with the PC Sections 11166 and 11167.

9.2.2 Contractor staff working on this Agreement shall comply with California Welfare and Institutions Code (WIC), Section 15600 et seq. and shall report all known or suspected instances of physical abuse of elders and dependent adults either to an appropriate County adult protective services agency or to a local law enforcement agency, as mandated by these code sections. The Contractor staff working on this Agreement shall make the report on such abuse, and shall submit all required information, in accordance with the WIC Sections 15630, 15633 and 15633.5.

9.2.3 Contractor staff's failure to report as required is considered a breach of this Agreement subject to immediate termination and is

also a misdemeanor, punishable by up to one year in jail, a fine of up to \$5,000 or both.

9.3 CONTRACTOR’S CHARITABLE ACTIVITIES COMPLIANCE

The Supervision of Trustees and Fundraisers for Charitable Purposes Act regulates entities receiving or raising charitable contributions. The “Nonprofit Integrity Act of 2004” (SB 1262, Chapter 919) increased Charitable Purposes Act requirements. By requiring Contractors to complete the Charitable Contributions Certification, Exhibit M, the County seeks to ensure that all County Contractors which receive or raise charitable contributions comply with California law in order to protect the County and its taxpayers. A Contractor which receives or raises charitable contributions without complying with its obligations under California law commits a material breach subjecting it to either contract termination or debarment proceedings or both. (County Code Chapter 2.202)

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IN WITNESS WHEREOF, the Board of Supervisors of the County of Los Angeles has caused this Agreement to be executed by the County's Director of Health Services and Contractor has caused this Agreement to be executed on its behalf by its duly authorized officer, the day, month, and year first above written.

COUNTY OF LOS ANGELES

By _____ for
Christina R. Ghaly, M.D.
Acting Director of Health Services

Healthcare Staffing Professionals, Inc.
Contractor

By _____
Signature

Printed Name

Title

APPROVED AS TO FORM:
Mary C. Wickham
Interim County Counsel

By _____
Emily Issa
Deputy County Counsel

EXHIBIT A

STATEMENTS OF WORK

**EXHIBIT A-1
STATEMENT OF WORK**

**(Temporary Audiology, Occupational Therapy, Physical Therapy,
Recreation Therapy, and Speech Pathology Personnel)**

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County with the following temporary or as-needed personnel; Licensed Audiologist, Licensed Occupational Therapist, Certified Occupational Therapy Assistant, Licensed Physical Therapist, Licensed Physical Therapy Assistant, Licensed Speech Pathologist, Recreation Therapist, and Recreation Therapy Assistant.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility’s medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor’s personnel shall provide services to inpatients and/or outpatients of County and may include the provision of home care services for County patients. Services shall be limited to services requested by the patient’s attending physician.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as

defined by applicable statutes and regulations related to their scope of health care practice.

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 During the term of this Agreement, all audiologists, therapists, assistants, and pathologists performing services at acute care County Facilities hereunder shall have a minimum of two (2) years' experience in an acute care facility within thirty-six (36) months of their referral hereunder. All Contractor performing services at County rehabilitation facilities and/or skilled nursing facilities shall have a minimum of two (2) years' experience in such a rehabilitation or skilled nursing facility, as appropriate, within thirty-six (36) months of their referral hereunder.
- 3.4 All Contractor-referred personnel providing services hereunder shall meet the minimum requirements established for each discipline described below:
 - A. **Licensed Audiologist:**
Licensed audiology personnel providing services at County Facilities must have a Master's or doctoral degree from an accredited college or university with specialization in audiology or communication disorders or related disciplines such as speech and

hearing sciences and must be licensed as an audiologist by the Speech-Language Pathology and Audiology Examining Committee of the California Medical Board.

B. Licensed Occupational Therapist:

Licensed occupational therapy personnel providing services at County Facilities must be graduates of an occupational therapy curriculum accredited by the Accreditation Council for the Occupational Therapy Education (ACOTE) of the American Occupational Therapy Association (AOTA), and must have a current license from the California Board of Occupational Therapy.

C. Certified Occupational Therapy Assistant:

Certified occupational therapy assistant personnel providing services at County Facilities must be graduates of a college-level occupational therapy assistant curriculum approved by the ACOTE of the AOTA and must have current certification or a limited permit for certified from the California Board of Occupational Therapy;

D. Licensed Physical Therapist:

Licensed physical therapy personnel providing services at County Facilities must be graduates of a physical therapy curriculum accredited by the American Physical Therapy Association and licensed by the Physical Therapy Examining Committee of the California Medical Board.

E. Licensed Physical Therapy Assistant:

Licensed physical therapy assistant personnel providing services at County Facilities must have at minimum, successfully completed a physical therapy assistant program in a school recognized by the Commission on Accreditation of the American Physical Therapy Association and approved by the Physical Therapy Board of

California, and have a current license as a Physical Therapy Assistant by the Physical Therapy Board of California, Physical Therapy Examining Committee.

F. Licensed Speech Pathologist:

Licensed speech pathology personnel providing services at County Facilities must have a master's or doctoral degree from an accredited college or university with specialization in communication disorders, speech and hearing sciences, speech pathology or linguistic/language disorders and must be licensed as a speech/language pathologist by the California Speech-Language Pathology and Audiology Board (SLPAB) Department of Consumer Affairs, and have a current Certificate of Clinical Competence as a speech pathologist issued by the American Speech, Language and Hearing Association.

G. Recreation Therapist:

Recreation therapy personnel providing services at County Facilities must be graduates from an accredited college with specialization in Recreation Therapy or with specialization in Therapeutic Recreation, and have current certification from the California Board of Recreation and Park or from the National Council for Therapeutic Recreation.

H. Recreation Therapy Assistant:

Recreation therapy personnel providing services at County Facilities must have completed two (2) years in an accredited college with specialization in recreation therapy and at least six (6) months experience (totaling 740 hours) assisting with recreation activities for physically, mentally or socially disabled patients.

3.4 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less experience than the minimum requirements described herein at a reduced hourly rate. Written approval hereunder shall be in the form of letter to Contractor from County Facility listing the name(s) of the person(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate, as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions

- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-2.1
STATEMENT OF WORK

(Temporary Neurology Testing Personnel Services, Electroencephalograph Technician and Electroencephalograph Equipment)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel or equipment: Neurology Testing Personnel, Electroencephalograph (EEG) Technician, Electroencephalograph (EEG) equipment.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in these Exhibits and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – 2 Billing, Payment, and Schedule of Rates
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility's medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor's personnel shall provide services to inpatients and/or outpatients of County Facility and shall be limited to those services requested by the patient's attending physicians.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations related to their scope of health care practice.

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to County Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 All Contractor-referred personnel performing services at acute care County Facilities hereunder shall have a minimum of one (1) year experience in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.4 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than one (1) year acute care facility experience at a reduced hourly rate. Written approval hereunder shall be in the form of a letter to Contractor from County Facility listing the name(s) of the persons(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

TMPS Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required

by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, Contractor referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include, but are not limited to, the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will

make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

5.0 CONTRACTOR PROVIDED EQUIPMENT:

Upon County Facility request, Contractor shall provide for use by its Electroencephalograph (EEG) Technician or EEG Equipment necessary for the provision of EEG when any one of the following conditions exist, as determined by the County:

- 5.1 County-owned equipment necessary for such treatment is malfunctioning.
- 5.2 County-owned equipment necessary for such treatment is otherwise in use, or not available.
- 5.3 Special medical needs of the patient require equipment not owned by County.

Contractor shall not be required to provide such equipment if same is unavailable to Contractor and if Contractor so notifies County Facility at the time County Facility's request is made. In the event Contractor is requested to, and does, provide equipment with its personnel for use in providing treatment, County shall pay Contractor the rate set forth therefore in this Exhibit.

Contractor may store its EEG equipment and supplies at a County Facility, providing storage space is available. For all Contractor-provided EEG equipment, Contractor shall maintain and store EEG equipment and supplies in accordance with the Joint Commission (hereafter "JC"), Occupational Safety and Health Administration (hereafter "OSHA"), and Title 22 standards, and the County Facility's policies and procedures. Contractor shall provide a copy of Contractor's policies and procedures for the maintenance and storage of its EEG equipment and supplies to the County Facility for review and approval prior to the provision of services at the County Facility.

Each year, Contractor shall provide County Facility with an annual preventive maintenance schedule for the EEG equipment covered under this Agreement. Contractor shall include, as part of such annual preventative maintenance, requirements established by the County Facility for specific EEG equipment. In any event, Contractor shall ensure that Electroencephalograph equipment is maintained to minimum regulatory compliance.

EXHIBIT A-3
STATEMENT OF WORK

(Temporary Radiologic Personnel)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel; Angiography Services, Computed Tomography Services, Echocardiography (Pediatric or Adult), Echocardiography (Pediatric or Adult) with Equipment, General Radiology (X-Ray) Services, Mammography Services, Nuclear Medicine Services, Radiation Therapy Services, Ultrasound Services, and Positron Emission Tomography/Computed Tomography (PET/CT) Services.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility's medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor's personnel shall provide services to inpatients and/or outpatients of County Facility and shall be limited to services requested by the patient's attending physician.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel provided services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations related to their scope of health care practice.
- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 Personnel performing services at acute care County Facilities hereunder shall have a minimum of two (2) years' experience in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.4 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the required experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the persons(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

3.5 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less experience than the minimum requirements described herein at a reduced hourly rate. Written approval hereunder shall be in the form of letter to Contractor from County Facility listing the name(s) of the person(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate, as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions

- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-4
STATEMENT OF WORK

(Temporary Respiratory Care Personnel)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel; Respiratory Care Practitioners (RCP), Senior Respiratory Care Practitioners (Senior RCP), Respiratory Care Practitioner, Pediatric/Neonatal Care Services, Interim Permittees, and Polysomnographic Technologist.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility’s medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor’s personnel shall provide services to inpatients and/or outpatients of County Facility and shall be limited to services requested by the patient’s attending physician.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as

defined by applicable statutes and regulations related to their scope of health practice.

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 RCP level personnel performing services at acute care County Facilities hereunder shall have a minimum of one (1) years' experience in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.4 Senior RCP level personnel shall have a minimum of two (2) years' experience in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.5 Notwithstanding the foregoing, Contractor shall ensure that temporary personnel providing neonatal, pediatric and/or critical care services hereunder have at least two (2) years' experience as a respiratory care practitioner in an acute care facility Neonatal Intensive Care Unit (NICU), Pediatric Intensive Care Unit (PICU), or Intensive Care Unit (ICU) within thirty-six (36) months of their referral hereunder, and either:
 - a) Current certification as a neonatal, pediatric and/or critical care respiratory care practitioner; or,

- b) Completion of a training program including clinical and didactic courses in respiratory assessment and utilization of electronic monitoring and life support equipment; or
 - c) If Contractor's personnel do not qualify under either Subparagraph a) and b) above, then Contractor may elect to have County Facilities review its critical care screening tests. If such screening tests' content and minimum passing score requirements are comparable to County's critical care standards, then County Facility may certify Contractor's respiratory care practitioner as qualified for critical care services.
- 3.6 County Facility may approve the provision of respiratory care services by interim permittees graduated from a State approved Joint Review Committee for Respiratory Therapy Education program and directly supervised on-site by qualified respiratory care personnel.
- 3.7 Polysomnographic Technologist personnel performing services at acute care County Facilities hereunder shall have a minimum of six (6) months experience in an acute care facility and/or an accredited sleep center within thirty-six (36) months of their referral hereunder and shall be registered with the Medical Board of California as a Polysomnographic Technologist.
- 3.8 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the required experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the persons(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse

- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in

accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-5.1
STATEMENT OF WORK

(Temporary Autopsy Technician,
Cardiac Electro-Diagnostic Technician,
Dental Assistant, Mortuary Technician/Aid,
Medical Radiation Physicist, Renal Dialysis Equipment Technician,
Pharmacy Manager, Pharmacist, Pharmacist Intern, Pharmacy Technician,
Pharmacy Helper Personnel Services Medical Dosimetrist, and Unit Support
Assistant)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel and/or equipment; Autopsy Technician, Cardiac Electro-diagnostic (ECG) Technician, Dental Assistant, Mortuary Technician/Aid, Medical Radiation Physicist, Renal Dialysis Equipment Technician, Pharmacy Manager, Pharmacist, Pharmacist Intern, Pharmacy Technician, Pharmacy Helper, Medical Dosimetrist, and Unit Support Assistant.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B-2 – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility's medical staff or administration.

EXHIBIT A-5.1
STATEMENT OF WORK

2. PERSONS TO BE SERVED:

Contractor's personnel shall provide services to inpatients and/or outpatients of County Facility and shall be limited to those services requested by the patient's attending physician, dentist, or in the case of services that are not specifically provided to an individual patient, by County Facility's Administrator.

3. PERSONNEL:

3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations related to their scope of health care practice.

3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to County Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).

3.3 All Contractor-referred personnel performing services at acute care County Facilities hereunder shall have a minimum of one (1) year experience in an acute care facility within thirty-six (36) months of their referral hereunder.

3.4 All Contractor-assigned personnel performing Pharmacy Technician Services at County Facilities shall obtain Pharmacy Technician

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Certification Board (PTCB) national certification within one hundred eighty (180) days of assignment to County Facilities. Evidence of such certification shall be maintained in accordance with Paragraph 7.B, Licenses, Registrations and Certificates, Exhibit B-2, of this Agreement.

- 3.5 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the required experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the persons(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, Contractor referred personnel not having completed any one of the below

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staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and

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annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

5.0 CONTRACTOR PROVIDED EQUIPMENT:

Upon County Facility request, Contractor shall provide for use by its Echocardiography Technologist (Echo Tech) or Echo Equipment necessary for the provision of Echo Diagnostic Services when any one of the following conditions exist, as determined by the County:

- 5.1** County-owned equipment necessary for such treatment is malfunctioning.
- 5.2** County-owned equipment necessary for such treatment is otherwise in use or not available.
- 5.3** Special medical needs of the patient require equipment not owned by County.

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Contractor shall not be required to provide such equipment if same is unavailable to the Contractor and if Contractor so notifies County Facility at the time County Facility's request is made. In the event Contractor is requested to, and does, provide equipment with its personnel for use in providing treatment, County shall pay Contractor the rate set forth therefore in this Exhibit.

Contractor may store its Echo equipment and supplies at a County Facility, providing storage space is available. For all Contractor-provided Echo equipment, Contractor shall maintain and store Echo equipment and supplies in accordance with the Joint Commission (hereafter "JC"), Occupational Safety and Health Administration (hereafter "OSHA"), and Title 22 standards, and the County Facility's policies and procedures. Contractor shall provide a copy of Contractor's policies and procedures for the maintenance and storage of its Echo equipment and supplies to the County Facility for review and approval prior to the provision of services at the County Facility.

Each year, Contractor shall provide County Facility with an annual preventive maintenance schedule for the Echo equipment covered under this Agreement. Contractor shall include, as part of such annual preventative maintenance, requirements established by the County Facility for specific Echo equipment. In any event, Contractor shall ensure that Echo equipment is maintained to minimum regulatory compliance.

EXHIBIT A-6
STATEMENT OF WORK

(Temporary Mobile Lithotripsy Personnel Services)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel; Lithotripters.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility’s medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor’s personnel shall provide services to inpatients and/or outpatients of County Facility and shall be limited to services requested by the patient’s attending physician.

3. PERSONNEL EQUIPMENT:

- 1.1 Contractor shall transport a portable Extracorporeal Shockwave Lithotripsy (ESWL) machine to County Facility to perform lithotripsy services to County-referred patients to render the patients stone free.
- 1.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages,

peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).

- 3.3 Contractor shall provide adequate personnel who are trained and qualified to operate and maintain the required equipment, including all lithotripter(s). All Contractor-referred personnel performing services at acute care County Facilities hereunder shall have a minimum of one (1) year experience in acute care facility within thirty-six (36) months of their referral hereunder.
- 3.4 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the required experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the persons(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).
- 3.5 Contractor shall provide normal telephone service for the purpose of communicating with County Facility personnel.
- 3.6 Contractor shall provide the referring County Facility with a comprehensive medical summary of services rendered to all County-referred patients. The summary shall be identified by the patient's County medical record number and sent within four (4) working days to the referring County Facility's Department of Urology or Administrative Office

as mutually agreed upon between Contractor and referring County Facility.

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights

- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in

accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-7
STATEMENT OF WORK

(Temporary Phlebotomy Personnel)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel; Phlebotomy Service Supervisor, Phlebotomy Technician I and Phlebotomy Technician II.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility’s medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor’s personnel shall provide services to inpatients and/or outpatients of County Facility and shall be limited to services requested by the patient’s attending physician.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations related to their scope of health care practices.

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 Phlebotomy Service Supervisor level personnel performing services at acute care County Facilities hereunder shall have a minimum of two (2) years' experience as a Phlebotomy Technician I or its equivalent within thirty-six (36) months of their referral hereunder.
- 3.4 Phlebotomy Technician II personnel shall have a minimum of six (6) months experience at the level of Phlebotomy Technician I or its equivalent in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.5 Phlebotomy Technician I personnel shall have a minimum of six (6) months of experience at the level of Laboratory Assistant or its equivalent, including training program in procedures involved in performance of venipuncture and skin puncture requirements established by California State law.
- 3.6 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than one (1) year acute care facility experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County

Facility listing the name(s) of the persons(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPETENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances

- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel

providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-8.1
STATEMENT OF WORK

Community Worker, Senior Community Worker I, Medical Case Worker I, Medical case Worker II, Psychiatric Social Worker I, Psychiatric Social Worker II, Mental Health Clinical Supervisor, Social Worker, Clinical Social Worker, Senior Clinical Social Worker, Clinical Social Work Supervisor, Substance Abuse Counselor, and Clinical Psychologist II

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility, or Whole Person Care (WPC) Regional Coordinating Centers (RCCs) (Collectively County Facility) with the following temporary or as-needed personnel; Community Worker, Senior Community Worker I, Medical Case Worker I, Medical case Worker II, Psychiatric Social Worker I, Psychiatric Social Worker II, Mental Health Clinical Supervisor, Social Worker, Clinical Social Worker, Senior Clinical Social Worker, Clinical Social Work Supervisor I, Clinical Social Work Supervisor II, Substance Abuse Counselor, Clinical Psychologist II.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility's medical staff or administration.

2. PERSONS TO BE SERVICED:

Contractor's personnel shall provide services to: (i) inpatients and/or outpatients of County Facility, which shall be limited to services requested by the patient's attending physician or County Facility's Administrator, and/or (ii) clients/participants of the WPC program and related Programs (Housing for Health, Diversion and Re-Entry, etc.), and shall be limited to services requested by the County Facility's Administrator or the WPC Program's Chief Operations Officer or designee, in the case of services that are not specifically provided to an individual patient in relation to the WPC Program or related Programs,

3. PERSONNEL:

3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations related to their scope of health care practices.

3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site, or off-site with respect to the WPC program and related programs, services needed that arise as a result of short-term, unanticipated, critical staffing shortages, peak workloads, unexpected emergencies, vacation and part-time intermittent programmatic coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage), and shall include the location of the assignment. In the case of assignments requested for WPC Program, TMPS personnel shall report to the designated RCC, and proceed to provide services in the community.

- 3.3 Community Worker: Assists professional staff in navigating to and providing direct health, mental health, or social services to clients and patients. These positions work under the supervision of health, mental health, or social services professional staff to assist in the provision of services to clients and patients by performing clerical, caregiver, homemaker, and other sub-professional duties. Community Workers must demonstrate knowledge and understanding of the health, mental health, or social services programs to which the position is assigned and the problems of the community group being served. **Requirements:** Six months of experience working with the public or with community groups OR registration in Community Health Worker core training sponsored by the County of Los Angeles and pending completion of 54 hours of core training. It is a desirable qualification that Community Workers possess "lived experience" to meaningfully connect with WPC clients. For example, with respect to the Re-Entry Program, it is a desirable qualification for a community worker to have been incarcerated for a continuous period of six months, provided that such individual has not been incarcerated in the past twelve months and is not under active or mandatory supervisions by a Federal, state or county probation or parole department in the past twelve months.
- 3.4 Senior Community Worker: Develops programs and program resources designed to assist clients and patients to overcome physical health, mental health, and social-adjustment-related problems. These typically function under the direction of higher-level professional staff such as a Clinical Social Worker, Psychologist, or Public Health Investigator, assist in areas of community organization, program development, and training, and work to gain community support and assistance in programs and projects, and advocate for interests, needs, and concerns of clients and family members who receive County-sponsored physical health, mental health, and social services. Senior Community Worker is distinguished

from Community Worker in that the latter performs a more narrow range of assignments typically focused on the provision of direct observation and basic services to clients. **Requirements:** Two years of experience as a Community Worker in Los Angeles County.

- 3.5 Medical Case Worker I: Under close direction of the professional staff, functions as a member of a multidisciplinary medical or psychiatric team, providing services to patients and clients in hospitals, clinics, rehabilitation, residential, health care facilities, or RCCs and off site as needed for the WPC program and related programs. These positions work under the close supervision of a higher-level clinical supervisor, and receive training in interviewing, counseling, and assisting patients/clients with social problems which may have a bearing on the patient's/client's illness, treatment, and recovery. **Requirements:** A Bachelor's degree from an accredited college or university.
- 3.6 Medical Case Worker II: Under professional direction, functions as a member of a medical or psychiatric multidisciplinary team, providing services to patients and clients in hospitals, clinics, rehabilitation, residential, health care facilities, or RCCs and off site as needed for the WPC program and related programs. These positions receive professional supervision from a higher-level supervisor. Incumbents interview, counsel and assist patients/clients with social problems which may have a bearing on the patient's/client's illness, treatment and recovery. **Requirements:** One year of experience as a Medical Case Worker I - OR - A Bachelor's degree from an accredited college or university and one year of professional casework experience interviewing, counseling, and assisting patients/clients with social problems.
- 3.7 Psychiatric Social Worker I; Performs professional social work services in connection with the treatment of clients in need of mental health services.

Interviews individuals, their families and/or significant others to obtain a family, social, employment, medical, substance abuse, and mental health treatment history. Assesses patient's and client's functioning in his/her environmental setting. Develops a tentative Client Care Coordination Plan (CCCP) designed to resolve or cope with the mental or emotional problems, which may include individual, group, family or marital counseling, case management, and/or referral to another treatment source such as a psychiatrist, a psychologist, a vocational or rehabilitation counselor, or another agency. **Requirements:** Master's Degree from an accredited School of Social Work and shall have a minimum of two (2) years' experience in an acute psychiatric care facility within thirty-six (36) months of their referral hereunder while possessing a valid, active Associate Clinical Social Worker registration issued by the California Department of Consumer Affairs, Board of Behavior Sciences.

3.8 Psychiatric Social Worker II: Performs a wide variety of professional social work services in connection with the treatment of patients and clients in need of mental health services. Interviews individuals, their families and/or significant others to obtain a family, social, employment, medical, substance abuse and mental health treatment history. Assesses client's functioning in his/her environmental setting. Develops a CCCP designed to resolve or cope with the mental or emotional problem, which may include individual, group, family or marital counseling, case management, and/or referral to another treatment source such as a psychiatrist, a psychologist, a vocational or rehabilitation counselor, or another agency. **Requirements;** Master's Degree from an accredited School of Social Work and a valid and active license as a Licensed Clinical Social Worker issued by the California Department of Consumer Affairs, Board of Behavioral Sciences.

3.9 Mental Health Clinical Supervisor: At the full professional level and under the general direction of a licensed clinical program manager, supervises

and coordinates multidisciplinary and ancillary support staff in the provision of mental health services to patients and clients. Provides daily administrative oversight to the team, with technical supervision of licensed clinical staff exercised in accordance with scope-of-practice guidelines.

Requirements: Option I: Two years of post-licensure social work experience in a recognized social services or mental health care setting involving problems of mental or emotional adjustment and the use of psychiatric consultation. **Option II:** Two years of post-licensure marriage and family therapy experience in a recognized social services or mental health care setting involving problems of mental or emotional adjustment and the use of techniques of family systems therapy. **LICENSE:** A valid, active license as a Licensed Clinical Social Worker issued by the State of California Department of Consumer Affairs, Board of Behavioral Sciences. Or a valid, active license as a Marriage and Family Therapist or Marriage, Family, and Child Counselor issued by the State of California Department of Consumer Affairs, Board of Behavioral Sciences.

- 3.10 Social Worker: Performs a full-range of social casework and related service activities, including assessment of patient and client needs and the development and implementation of social service plans to meet patients' and clients' needs. **Requirements:** A Bachelor's degree from an accredited college or university AND two (2) years' experience as a social worker.
- 3.11 Clinical Social Worker: Provides professional social work services to patients, clients and families presenting difficult and complex medical and related psycho-social problems; or, in addition to providing direct patient services, reports to a small social work unit in a community ambulatory care setting. With respect to the WPC program and related programs, provision of services could also be at a RCC or off site as needed. **Requirements;** A Bachelor's Degree in Social Work from a graduate

school accredited by the Council on Social Work Education - AND - two (2) years of clinical social work experience.

- 3.12 Senior Clinical Social Worker: Provides professional social work services to patients and families presenting difficult and complex medical and related psycho-social problems; or, in addition to providing direct patient services, has responsibility for the social work activities of a small social work unit in a community ambulatory care setting. These positions are assigned to hospitals and ambulatory care setting and are characterized primarily by the highly specialized and difficult case assignments where the nature and extent of the patient's medical condition is life-threatening or has a dramatic impact upon the functioning and lifestyle of the patient and family. With respect to the WPC program and related programs, provision of services could also be at a RCC or off site as needed. **Requirements:** A Master's Degree in Social Work from a graduate school accredited by the Council on Social Work Education including two years of clinical social work experience. **LICENSE:** An active and valid license as a Licensed Clinical Social Worker issued by the California Board of Behavioral Sciences.
- 3.13 Clinical Social Work Supervisor: Supervises the work of a small group of professional social work and support staff in providing clinical social work services for ambulatory patients and their families in a community ambulatory health care setting. With respect to the WPC program and related programs, provision of services could also be at a RCC or off site as needed. **Requirements:** A Master's Degree in Social Work from a graduate school accredited by the Council on Social Work Education followed by three years' professional social work experience, one year of which must have been in a medical setting. **LICENSE:** A valid and active license as a Licensed Clinical Social Worker issued by the California Board of Behavioral Sciences.

- 3.14 Substance Abuse Counselor: Participates as a counselor in a substance abuse or mental health services program designed to prevent substance abuse and provide for the treatment of rehabilitation patients and mental health clients with substance abuse problems. With respect to the WPC program and related programs, provision of services could also be at a RCC or off site as needed. **Requirements:** One year of experience in a substance abuse program with experience providing physical assessment of patients, counseling of individuals, families and groups, and documentation -OR- one year of training at the level of Substance Abuse Counselor Aid in a substance abuse counselor training program -OR- Completion of 60 semester units or equivalent quarter units in an accredited college or university with specialization in substance abuse counseling, social work, psychology, sociology, or human services.
- 3.15 Clinical Psychologist II: Under general supervision, serves as a staff psychologist at the full professional level by applying psychological principles in the following major areas: assessment, treatment, research, training, and clinical consultation. **Requirements;** Possess a Doctorate from an accredited college or university in psychology, educational psychology, education with the field of specialization in counseling psychology, or in a discipline deemed equivalent by the State of California Department of Consumer Affairs, Board of Psychology.
- 3.16 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the required experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the person(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County. In the case of assignments requested for WPC or related Programs, assigned TMPS personnel may not be subject to the provisions of this Section 4.0.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse

- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in

accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-9
STATEMENT OF WORK

(Temporary Tissue Analysis Technician Personnel – Tissue Analysis [Histology] Technician I and II, Tissue Analysis [Histology] Technician Supervisor I and II)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel: Tissue Analysis (Histology) Technician I and II and Tissue Analysis (Histology) Technician Supervisor I and II.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility’s medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor’s personnel shall provide services to inpatients and/or outpatients of county Facility and shall be limited to services requested by the patient’s attending physician.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various

functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations to their scope of health care practice.

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 Histology Technician I personnel performing services at acute care County Facilities hereunder shall have a minimum of two (2) years' experience in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.4 Histology Technician II personnel shall have a minimum of six (6) months experience at the level of a Histology Technician II in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.5 Histology Technician Supervisor I personnel shall have a minimum of two (2) years' experience at the level of Histology Technician Supervisor I in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.6 Histology Technician Supervisor II personnel shall have a minimum of six (6) months experience at the level of a Histology Technician Supervisor II in an acute care facility within thirty-six (36) months of their referral hereunder.

3.7 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the required acute care facility experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the person(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control

- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all

Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-10.1
STATEMENT OF WORK

(Temporary Laboratory Personnel)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel: Supervising Clinical Laboratory Scientist I, Clinical Laboratory Scientist I, Laboratory Assistant, and Cytology Laboratory Technologist I.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility’s medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor’s personnel shall provide services to inpatients and/or outpatients of County Facility and shall be limited to services requested by the patient’s attending physician or in the case of services that are not specifically provided to an individual patient, by County Facility’s Administrator.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations related to their scope of health care practice.

EXHIBIT A-10.1
STATEMENT OF WORK

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 Supervising Clinical Laboratory Scientist I personnel performing services at acute care County Facilities hereunder shall have a minimum of two (2) years' experience at the level of Supervising Clinical Laboratory Scientist I, including one (1) years' experience in the specialty area requested by County Facility, in an acute care facility within thirty-six (36) months of their referral hereunder, and must have a current, valid Clinical Laboratory Scientist license or Clinical Laboratory Specialist license issued by the State of California Department of Health Services.
- 3.4 Clinical Laboratory Scientist I personnel performing services at acute care County Facilities hereunder shall have a minimum of two (2) years' experience in an acute care facility within thirty-six (36) months of their referral hereunder, and must have a current, valid Clinical Laboratory Scientist license or Clinical Laboratory Specialist license issued by the State of California Department of Health Services.
- 3.5 Laboratory Assistant personnel performing services at acute care County Facilities hereunder shall have a minimum of two (2) years' experience in

an acute care facility within thirty-six (36) months of their referral hereunder.

- 3.6 Cytology Laboratory Technologist I personnel performing services at an Acute Care County Facilities hereunder shall have a current valid Cytotechnologist license issued by the State of California Department of Health Services. One year of cytology experience preferred.
- 3.7 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the above prescribed acute care facility experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the person(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request.

Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete

and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-11
STATEMENT OF WORK

**(Temporary Magnetic Resonance Imaging (MRI) Technology Personnel –
Magnetic Resonance Imaging (MRI) Technologist)**

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel: Magnetic Resonance Imaging (MRI) Technologist.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility's medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor's personnel shall provide services to inpatients and/or outpatients of county Facility and shall be limited to services requested by the patient's attending physician.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations to their scope of health care practice.

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 MRI Technologist personnel performing services at acute care County Facilities hereunder shall have a minimum of one (1) year experience as a MRI Technologist in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.4 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than one (1) year acute care facility experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the person(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility

of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will

make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-12
STATEMENT OF WORK

(Temporary Anesthesia Technician.)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel and/or equipment; Anesthesia Technician.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility’s medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor’s personnel shall provide services to inpatients and/or outpatients of County Facility and shall be limited to those services requested by the patient’s attending physician, dentist, or in the case of services that are not specifically provided to an individual patient, by County Facility’s Administrator.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations related to their scope of health care practice.

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 Contractor-referred Anesthesia Technician personnel performing services at acute care County Facilities hereunder must meet the following minimum qualifications:
- Be a graduate of an American Society of Technologist and Technicians (ASATT) approved program in Anesthesia Technology with an Associate of Science (AS) degree or have a minimum of two (2) years' experience in acute care facility within thirty-six (36) months of their referral hereunder;
 - Have a High School Diploma;
 - Have basic Electriccardiogram (EKG) certificate;
 - Have a certificate of training for Drager or General Electric (GE) Anesthesia systems, or other Anesthesia deliver system;
 - Be certified with the ASATT, as a Technologist or Technician
 - Have a valid Basic Life Support (BLS) Provider Card
 - Have Intravenous (IV) Certification or be a graduate of an ASATT approved program that provides IV training;
 - Be able to demonstrate knowledge and skill in the use of anesthesia equipment, including trouble shooting;

- Have a working knowledge of principle of asepsis;
- Have the capacity to demonstrate ability to perform the duties and responsibilities required of a Certified Anesthesia Technician;
- Have the capacity to demonstrate manual dexterity and mechanical ability;
- Be able to lift 45 lbs. of equipment from an overhead position on a daily basis;
- Be able to push/pull up to 500 lbs., and stand or walk continuously;
- Be able to exercise judgment and work efficiently and competently with minimal supervision;
- Utilize effective communication strategies, which result in intended outcomes; and
- Have keyboarding skills, and upon training must be able to use appropriate computer software applications, including Cerner.

3.4 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the required experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the persons(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility

of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care
- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will

make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT A-13
STATEMENT OF WORK
(Temporary Ophthalmic Technician)

1. SERVICES TO BE PROVIDED:

- 1.1 Upon request, Contractor shall provide County Facility with the following temporary or as-needed personnel: Ophthalmic Technician.
- 1.2 Contractor agrees to provide, upon advance notice, such services on a seven (7) days per week, twenty-four (24) hours per day basis. All such services shall be provided in accordance with the specific terms and conditions contained in this Exhibit and shall be billed at the rates and in accordance with the billing and payment procedures described in Exhibit B – Billing, Payment, and Schedule of Rates.
- 1.3 Temporary or as-needed personnel who agree to provide services through Contractor hereunder shall be responsible for any and all duties within their specialty, as authorized by County Facility’s medical staff or administration.

2. PERSONS TO BE SERVED:

Contractor’s personnel shall provide services to inpatients and/or outpatients of county Facility and shall be limited to services requested by the patient’s attending physician.

3. PERSONNEL:

- 3.1 Contractor shall ensure that all Contractor-referred personnel providing services under this Agreement are qualified to perform the various functions and duties under this Agreement, as outlined herein and as defined by applicable statutes and regulations related to their scope of health care practice.

- 3.2 Any Temporary Medical Personnel Services (TMPS) personnel assigned pursuant to this Agreement shall be utilized only to fulfill on-site services needed that arise as a result of unanticipated, critical staffing shortages, peak workloads, unexpected emergencies and vacation coverage. At all times, the actual time(s) and date(s) of an assignment of a TMPS personnel to Medical Facility, shall be controlled by Administrator who shall memorialize all such assignments in writing, including stating the reason for the TMPS personnel's assignments in accordance with the categories set forth herein (e.g., unanticipated, critical staffing shortages, peak workload, unexpected emergency or vacation coverage).
- 3.3 Ophthalmic Technician personnel performing services at acute care County Facilities hereunder shall have completed a recognized Ophthalmic Technician Program or an equivalent that includes instruction and practice in mapping visual fields, instruction in diseases of the eye and their pharmacological treatment, and practices in the preparation of patients for surgery. In addition, Ophthalmic Technician personnel shall have a minimum of two (2) years' experience as an Ophthalmic Technician in an acute care facility within thirty-six (36) months of their referral hereunder.
- 3.4 At County's sole option and only with County's written approval, County may accept Contractor-referred personnel with less than the required acute care facility experience at a reduced hourly rate. Written approval hereunder, shall be in the form of a letter to Contractor from County Facility listing the name(s) of the person(s) referred by Contractor and shall clearly state County Facility's acceptance of said person(s) for work at County Facility. The reduced hourly rate shall be computed as follows: the hourly rate as listed in Exhibit B, less twenty-five percent (25%).

4.0 STAFF DEVELOPMENT TRAINING/COMPENTENCY TESTING/ORIENTATION:

Personnel providing services under the Agreement shall have participated in staff development training programs, competency testing, and shall attend orientation as described herein and as required by County. All time and costs that the Contractor incurs to have Personnel complete and pass County internal or external training, competency testing, and orientations are the fiscal responsibility of the Contractor. Any operational/administrative training required by County for the performance of services shall be the financial responsibility of County.

4.1 Annual Staff Development Training Programs

Documentation that Contractor-referred personnel attended the annual staff development training programs listed below shall be retained by Contractor and shall be made available to County upon request. Personnel may be required to attend certain staff development training programs through a non-County entity. Notwithstanding the foregoing, County referred personnel not having completed any one of the below staff development training programs may attend such programs at a Facility, if such programs are offered by the Facility. Required Annual Staff Development Training Programs include but are not limited to the following:

- Blood borne pathogens precautions
- Infection control
- Patient safety (fire, electrical, disaster)
- Employee right-to-know
- Toxic substances
- Patient's rights
- Child/elder abuse
- Age specific care

- HIPAA (shall be completed at DHS Facility)

4.2 Competency Testing

Personnel shall abide by DHS Competency Assessment-Direct and Indirect Patient Care Position policy 780.200. Personnel shall be subject to Competency Testing standards as set forth by the County. County will make Study Guide material available electronically to Contractor. Contractor shall print out the necessary number of competency documents needed and distribute to all Personnel at Contractor's cost. Personnel are allowed to participate in practice session at any Facility according to the specific work area. Practice sessions must be arranged with County Managers at the specific Facility. Contractor shall make arrangements with the respective Facility to enable Personnel complete and pass the DHS competency testing prior to beginning services and annually thereafter. County will communicate Competency Testing outcomes resulting in work status changes to Contractor and Personnel. Personnel are not entitled to any due process rights through grievance or through the LA County Civil Service Commission.

4.3 Orientation

Upon County's request, Contractor-referred personnel providing services under this Agreement may be required to attend and participate in any in-house orientation(s) by any Facility. Notwithstanding the foregoing, all Personnel providing services at DHS Facilities shall complete an on-line Compliance Awareness training in accordance with DHS Compliance Program/Code of Conduct policy 1000 prior to Contractor submitting the first billing for such services at any Facility. Furthermore, all Personnel providing services at Facilities shall complete DHS HIPAA training in accordance with DHS Privacy and Security Awareness and Training policy 361.24 during Facility in-house orientation.

EXHIBIT B-4
BILLING, PAYMENT AND SCHEDULE OF RATES

Exhibit B-4 applies to the following:

- Exhibit A-1
- Exhibit A-2.1
- Exhibit A-3
- Exhibit A-4
- Exhibit A-5.1
- Exhibit A-6
- Exhibit A-7
- Exhibit A-8.1
- Exhibit A-9
- Exhibit A-10
- Exhibit A-11
- Exhibit A-12
- Exhibit A-13

1. BILLING AND PAYMENT:

Contractor shall bill County every two (2) weeks in arrears, in accordance with the terms, conditions and rates set forth below. All billings shall clearly reflect and provide reasonable detail of the services for which claim is made, including, but not limited to, type of services provided (e.g., autopsy technician, mammography, etc.), name of the person who provided services, date and hours worked, hourly rate, and any other charges or credits, as set forth in this Agreement.

Billings shall be made and forwarded to the appropriate County Facility and to the attention of the Facility's Expenditure Management or Finance Operations every two (2) weeks. Upon receipt of a complete and correct billing, County shall pay Contractor within thirty (30) working days. Incorrect and/or discrepant billings, as determined by County, will be returned to Contractor for correction before payment is made.

2. PERSONNEL:

A. **Definitions:**

- 1) **Per Diem Personnel** - Contractor-referred personnel, assigned to a County Facility to provide services on a single shift, on a single day.
- 2) **Single Shift** - An eight (8) hour shift, ten (10) hour shift, or twelve (12) hour shift, depending on the shift scheduled by the County Facility.

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

- 3) **Weekly Personnel**- Contractor-referred personnel assigned to a County Facility on a weekly basis or alternate weekly basis.
- 4) **Weekly Basis** - A forty (40) hour work week comprised of five (5) consecutive eight (8) hours shifts.
- 5) **Alternative Weekly Basis** – Four (4) consecutive ten (10) hour shifts totaling forty (40) hours a week, or three (3) consecutive twelve (12) hour shifts totaling thirty-six (36) hours a week.
- 6) **Call Back Services** – Anytime Contractor assigned personnel is requested to provide additional work hours within a twenty-four (24) hour period, after completion of their per diem/weekly assigned shift.
- 7) **On-Call** - Off-site availability by pager and/or telephone, according to a pre-determined schedule between Contractor and the County Facility.

B. Personnel Overtime:

Contracted Personnel shall obtain approval from the Facility supervisor prior to working overtime and such approval will be memorialized in writing by the Facility supervisor on the contracted personnel's Time Record. County shall not compensate any overtime worked without prior approval of the Facility supervisor. Overtime shall not be billed for less than fifteen (15) minute increments. A fifteen (15) minute pay increment will be paid after eight (8) minutes of work are performed in a given fifteen (15) minute increment. Non-County compensated work hours spent on training/Orientation at Facility will be counted for the purposes of computing overtime compensation. Overtime for per diem and weekly personnel services is defined and compensated as follows:

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

Per Diem

1. Overtime rates for per diem temporary medical personnel services set forth herein shall be applied only on a daily basis.
2. Hours worked in excess of eight (8) hours per day, ten (10) hours per day, or twelve (12) hours per day, depending on the shift scheduled by County up to and including a maximum of sixteen (16) hours per twenty-four (24) hour period, at any one Facility, shall be considered overtime.
3. For contracted personnel assigned to an eight (8) hour or ten (10) hour shift, who work in excess of the assigned work shift respectively per day at a Facility, County will pay one and one-half (1.5) times the hourly rate set forth herein for the actual overtime worked. For contracted personnel assigned to a twelve (12) hour shift, who work in excess of the assigned twelve (12) hour work shift per day at a Facility, County will pay two (2) times the hourly rate set forth herein for the actual overtime worked.
4. Except to the extent overtime rates or additional work hours/shifts are authorized for per diem contracted Personnel herein, County will not be responsible for overtime for per diem contracted Personnel who work in excess of forty (40) hours in a 5 day period at any one Facility or combination of Facilities.

Weekly Assignments

1. Overtime is defined as hours worked in excess of forty (40) hours per work week at any one Facility
2. For contracted Personnel who work in excess of forty (40) hours per work week at an assigned Facility, County will pay one and one-half (1.5) times the hourly rate set forth above for the actual overtime worked.

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

3. Except to the extent additional work hours/shifts are authorized for weekly contracted Personnel herein, County will not be responsible for overtime for weekly contracted Personnel who work in excess of sixty-four (64) hours per week at any one Facility.

C. **Call-Back Services:**

County shall pay Contractor for Per Diem Personnel and Weekly Personnel who are requested for call-back services, at the appropriate overtime rates.

Contractor-referred personnel assigned on a Weekly Basis, who are called back at any time during the week by County Facility, shall be billed at one and one-half (1.5) times the hourly rate only for those hours worked in excess of forty (40) hours for eight (8) and ten (10) hour shifts, and in excess of thirty-six (36) hours for twelve (12) hour shifts. Call-back services lasting less than one (1) hour shall be billed at one (1) hour.

D. **On-Call Services:**

On-Call Services are only applicable to the service items specifically identified in Paragraph 8, HOURLY RATES, of this Exhibit. If called in, the rates revert to the rates for the respective scheduled services identified in the aforementioned paragraph. Contractor shall respond to such a page and/or telephone call within fifteen (15) minutes and ensure that the requested personnel arrive at the County Facility as requested by the Facility's Director or his/her authorized designee. There shall be no guaranteed minimum number of hours of work for Contractor's personnel.

E. **Schedule Shift:**

Contractor-referred personnel shall start and end work in accordance with the times scheduled (shift) by the County Facility. Contractor shall be

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

compensated for scheduled shift(s) worked as indicated in this Paragraph 2, Personnel.

3. MEAL PERIOD:

County shall provide Contractor-referred personnel with an unpaid meal period of not less than thirty (30) minutes for a work period if such personnel work at least five (5) hours during the day. If such personnel work no more than six (6) hours during the day, the meal period may be waived by mutual consent of both the County and the personnel. If such personnel work more than six (6) hours during a day, the meal period may not be waived.

County shall provide a second unpaid meal period of not less than thirty (30) minutes for Contractor-referred personnel if such personnel work at least ten (10) hours during the day. If such personnel works no more than twelve (12) hours during a day, the second meal period may be waived by mutual consent of both the County and the Contractor-referred personnel, but only if the first meal period was not waived.

Unpaid meal periods may be waived by mutual consent, provided that the appropriate County facility supervisor initials the Contractor-referred personnel's timesheet on the day the unpaid meal period was waived. If the supervisor's initials are not on the time sheet, County shall assume Contractor-referred personnel was off duty for the unpaid meal period as described above, and make the necessary adjustments to the timesheet and related Contractor reimbursement.

4. TRAINING:

Contractor shall not bill County for Contractor Personnel attendance at the initial Facility orientation training. Contractor Personnel attendance at additional Facility required training shall be billed in accordance with Paragraph 8, Hourly Rates.

EXHIBIT B-4
BILLING, PAYMENT AND SCHEDULE OF RATES

5. MODIFICATION OF PERSONNEL STATUS:

Contractor shall be permitted to modify the personnel status of personnel assigned to a County Facility subsequent to their assignment. However, personnel initially provided by Contractor on a "Per Diem" basis shall be billed and reimbursed as such even if scheduling changes initiated by the Contractor after the initial provision of the personnel result in such personnel being assigned to a County Facility on a weekly basis.

6. HOLIDAYS:

County will reimburse Contractor for temporary medical personnel services provided under this Agreement on a holiday based on the rates and conditions set forth herein this Exhibit.

A. For purposes of this Agreement, only the following are compensated Holidays:

Holiday	Day Observed
New Year's Day	January 1
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Thanksgiving Day	Fourth Thursday in November
Christmas Day	December 25

B. Holidays (from shift start on or after 7:00 a.m. on the morning of the holiday and ending on or before 7:00 a.m. the following day) shall be billed at one and one-half (1.5) times the hourly rate.

C. In the event a Holiday falls within a workweek, the Holiday rate shall not be construed as overtime and shall not affect any overtime pay that the employee is entitled to.

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

- D. For purposes of this Agreement, any holiday not listed above, whether recognized or created by the State, Federal or County government(s) during the term of this Agreement shall neither be considered nor fall under the category of Holidays, and Contractor shall not bill for Holiday compensation.

7. GENERAL CONDITIONS:

- A. County Facility shall request Contractors' personnel via Fax (or facsimile) or email, on a County provided form substantially similar to Attachment I, attached hereto. Contractor shall provide, via return County facsimile form at least one (1) hour prior to start of assignment, a written verification to County Facility stating the following:
- 1) The classification of Contractor-referred personnel requested by the County Facility, including a specific person's name in those cases where County Facility specifically requests an identifiable person.
 - 2) The name of Contractor-referred personnel taking the County Facility's request.
 - 3) The day, time and shift (i.e., an eight (8), ten (10) or twelve (12) hour shift) to be worked by each Contractor-referred staff.
- B. Contractor shall provide, for each employee presenting to County Facility for the first time, proof of the following: certifications/licenses, health clearance, background checks or assessments, in accordance with the provisions of this Agreement or any additional requirements of County Facility.
- C. County Facility may change or cancel any request without incurring any financial liability upon providing Contractor with at least two (2) hours' notice prior to start of a shift. In the event County Facility changes or

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

cancels an order with less than two (2) hours prior notice, County Facility shall pay Contractor an amount equivalent to four (4) hours of service.

If County facility requests personnel less than two (2) hours before the start of a shift, then County Facility shall be liable for the whole daily rate, provided the individual referred by Contractor arrives within two (2) hours of shift start. If the individual arrives later than two (2) hours of shift start, County Facility shall pay Contractor only for the actual hours (rounded up to the nearest hour) worked.

If County Facility requests personnel after a shift has commenced and the individual arrives within two (2) hours of the time County Facility placed the request with Contractor, then County Facility shall be liable for the time worked plus an additional two (2) hours. If the individual arrives after the two (2) hour time limit referenced above, then County Facility shall be liable only for the actual hours worked.

In the event County cancels assignment after Contractor-referred personnel has begun services, County shall compensate Contractor for the entire duration of the assigned eight (8), ten (10) or twelve (12) hour shift.

County reserves the right to refuse any Contractor-referred personnel who is suspected of being under the influence, is perceived as emotionally incapable of following instructions or has a hostile disposition with County staff or patients. In such case, County shall notify Contractor of such refusal, and Contractor shall provide County with replacement personnel. Any work provided by Contractor-referred personnel with unacceptable behavior, shall not be compensated for.

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

8. HOURLY RATES:

Contractor's rates for the services provided under this Agreement may be, upon mutual agreement between Contractor and County, less than, but shall not exceed the following:

Exhibit A-1 Services:

Maximum Hourly Rates:

Licensed Audiologist	\$80.00
Audiology Assistant	\$37.80
Licensed Occupational Therapist	\$80.00
Certified Occupational Therapy Assistant	\$37.80
Licensed Physical Therapist	\$80.00
Licensed Physical Therapist Assistant	\$37.80
Licensed Speech Pathologist	\$80.00
Recreation Therapist	\$51.50
Recreation Therapist Assistant	\$37.80
Rehabilitation Therapy Tech/Aide	\$25.75

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

Exhibit A-2.1 Services:

Maximum Study Rates:

Neurological Study Services (Neurological Testing)

Electroencephalogram (EEG)

Evoked Potentials (EP)

EEG/EP Procedures (Routine)

\$103.00 per study for 51 or more studies/month

- for 40 to 50 studies/month

\$128.75 per study

- for 1 to 39 studies/month

\$154.50 per study

EEG/EP Procedures (Neonatal/NICU)

\$144.20 per study for 51 or more studies/month

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

- for 40 to 50 studies/month	\$169.95 per study
- for 1 to 39 studies/month	\$195.70 per study
<u>Extended Studies</u>	
EEG/EP Procedures (Prolonged – 1 Hour Additional)	\$144.20 per study for 51 or more studies/month
- for 40 to 50 studies/month	\$169.95 per study
- for 1 to 39 studies/month	\$195.70 per study
EEG/EP Procedures (Prolonged – 2 Hours Additional)	\$188.40 per study for 51 or more studies/month
- for 40 to 50 studies/month	\$214.15 per study
- for 1 to 39 studies/month	\$239.90 per study
<u>STAT/On-Call</u>	
EEG/EP Procedures (STAT/On-Call)	\$231.75 per study
EEG/EP Procedures (STAT/On-Call 1 Hour Additional)	\$272.95 per study
EEG/EP Procedures (STAT/On-Call 2 Hours Additional)	\$314.15 per study
Patient No Show/No Call (Contractor agrees to only charge for up to 3 Patient No Shows per month)	\$36.05 per study
<u>Neuromuscular Studies</u>	
Electromyography (EMG) all	\$200.85 per study
Nerve Conduction Velocity Study (NCV)	\$200.85 per study
Electroencephalograph (EEG) Technician	\$40.00
Electroencephalogram (EEG) Equipment	\$50.00 per Procedure
On-Call Services (for EEG Technician Services only)	\$3.25

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

Correctional Facilities Differential Rate: Up to 36% of the negotiated rate per study.

Exhibit A-3 Services:

Maximum Hourly Rates:

Angiography Services	\$51.50
Computed Tomography (CT) Services	\$51.50
Echocardiography (Pediatric or Adult)	\$51.50
Echocardiography (Pediatric or Adult) with Equipment:	
- Weekdays between 8:00 a.m. and 5:59 p.m.	\$100.00 (minimum 4 hrs.)
- Weekdays between 6:00 p.m. and 7:59 a.m., weekends and holidays	\$125.00 (minimum 5 hrs.)
General Radiology (X-Ray) Services	\$36.05
Mammography Services	\$51.50
Nuclear Medicine Services	\$51.50
Radiation Therapy Services	\$51.50
Ultrasound Services	\$51.50
On-Call Services – (for CT, Nuclear Medicine, and Ultrasound Services only)	\$ 3.25
PET/CT Scan Technologist Services	\$70.00

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

Exhibit A-4 Services:

Maximum Hourly Rates:

Respiratory Care Practitioners (Senior RCP)	\$53.00
Respiratory Care Practitioners (RCP)	\$45.00
RCP Pediatric/Neonatal Care Services	\$53.00
Interim Permittee	\$38.00
Polysomnographic Technologist	\$51.00
On-Call Services – (for RCP Pediatric/Neonatal Care Services only)	\$ 3.25

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

Exhibit A-5.1 Services:

Maximum Hourly Rates:

Autopsy Technician	\$28.84
Cardiac Electro-Diagnostic (ECG/EKG)	\$26.78
Dental Assistant	\$20.60
Mortuary Technician/Aid	\$26.78
Medical Radiation Physicist	\$82.40
Renal Dialysis Equipment Technician	\$26.78
Pharmacist Manager	\$95.00
Differential – Evening Shift	\$ 2.00
Differential – Night Shift	\$ 5.25
Pharmacist	\$79.00
Differential – Evening Shift	\$ 2.00
Differential – Night Shift	\$ 5.25
Pharmacist Intern	\$27.00
Pharmacy Technician	\$21.00
Pharmacy Helper	\$18.00
Medical Dosimetrist	\$90.00
Unit Support Assistant	\$29.00

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

Exhibit A-6 Services:

Maximum Case Rate:

Mobile Lithotripsy	\$927.00 Each Case
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Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate per case.

Exhibit A-7 Services:

Maximum Hourly Rates:

Phlebotomy Service Supervisor	\$33.00
Phlebotomy Technician I	\$27.00

EXHIBIT B-4

BILLING, PAYMENT AND SCHEDULE OF RATES

Phlebotomy Technician II \$29.50

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

Exhibit A-8.1 Services:

Maximum Hourly Rates:

Community Worker	\$24.50
Senior Community Worker	\$28.14
Medical Case Worker I	\$35.01
Medical Case Worker II	\$37.96
Psychiatric Social Worker I	\$47.22
Psychiatric Social Worker II	\$54.10
Mental Health Clinical Supervisor	\$61.69
Social Worker	\$35.89
Clinical Social Worker	\$54.10
Senior Clinical Social Worker	\$56.58
Clinical Social Work Supervisor	\$66.74
Substance Abuse Counselor	\$33.15
Clinical Psychologist II	\$76.25

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

Exhibit A-9 Services:

Maximum Hourly Rates:

Tissue Analysis (Histology) Technician I	\$39.86
Tissue Analysis (Histology) Technician II	\$42.07
Tissue Analysis (Histology) Technician Supervisor I	\$44.86
Tissue Analysis (Histology) Technician Supervisor II	\$48.67

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

Exhibit A-10.1 Services:

Maximum Hourly Rates:

Clinical Laboratory Scientist I	\$52.00
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EXHIBIT B-4
BILLING, PAYMENT AND SCHEDULE OF RATES

Supervising Clinical Laboratory Scientist I	\$59.00
Laboratory Assistant	\$22.00
Cytology Laboratory Technologist I	\$62.00

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

<u>Exhibit A-11 Services:</u>	<u>Maximum Hourly Rates:</u>
Magnetic Resonance Imaging (MRI) Technologist	\$60.00
On-Call Services	\$ 3.25

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

<u>Exhibit A-12 Services:</u>	<u>Maximum Hourly Rates</u>
Anesthesia Technician	\$35.00

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

<u>Exhibit A-13 Services:</u>	<u>Maximum Hourly Rates</u>
Ophthalmic Technician	\$55.00

Correctional Facilities Differential Rate: Up to 36% of the negotiated hourly rate for assigned 8, 10 or 12 hour shifts.

Facilities will define the exact hours encompassed by these terms prior to assignment of personnel.

Twenty percent (20%) will be added to the above rates for temporary medical personnel who travel 50 miles or more, one way, to the job site at the High Desert Regional Health Center.

EXHIBIT B - ATTACHMENT I

COUNTY OF LOS ANGELES – DEPARTMENT OF HEALTH SERVICES

Temporary Personnel Services Request

Requesting County Medical Facility _____ Date of Request _____

Individual Requesting _____ Time of Request _____

County Authorized Fax No. _____ County Contact Phone No. _____

Contractor Name _____ Date of Response _____

Individual Receiving Request _____ Time of Response _____

Contractor Fax No. _____ Contractor Contact Phone No. _____

Date	Employee Name	Classification	Hours/Shift	Per Diem/Weekly	No. of Days/Hours Required

¹For DHS Facilities that do not have an on-site HR, Contractor's employees shall report to the Department of Health Services' HR at 5555 Ferguson Drive, Commerce, CA 90022 for in-processing.

EXHIBIT C

(“Intentionally Omitted”)

CONTRACTOR'S EEO CERTIFICATION

Contractor Name

Address

Internal Revenue Service Employer Identification Number

GENERAL CERTIFICATION

In accordance with Section 4.32.010 of the Code of the County of Los Angeles, the contractor, supplier, or vendor certifies and agrees that all persons employed by such firm, its affiliates, subsidiaries, or holding companies are and will be treated equally by the firm without regard to or because of race, religion, ancestry, national origin, or sex and in compliance with all anti-discrimination laws of the United States of America and the State of California.

CONTRACTOR'S SPECIFIC CERTIFICATIONS

- | | | | |
|----|---|------------------------------|-----------------------------|
| 1. | The Contractor has a written policy statement prohibiting discrimination in all phases of employment. | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 2. | The Contractor periodically conducts a self-analysis or utilization analysis of its work force. | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 3. | The Contractor has a system for determining if its employment practices are discriminatory against protected groups. | Yes <input type="checkbox"/> | No <input type="checkbox"/> |
| 4. | Where problem areas are identified in employment practices, the Contractor has a system for taking reasonable corrective action, to include establishment of goals or timetables. | Yes <input type="checkbox"/> | No <input type="checkbox"/> |

Authorized Official's Printed Name and Title

Authorized Official's Signature

Date

COUNTY'S ADMINISTRATION

CONTRACT NO. _____

COUNTY'S PROJECT DIRECTOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITIES PROJECT MANAGERS AND MONITORS:

AMBULATORY CARE NETWORK

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

COUNTY'S ADMINISTRATION

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ Facsimile: _____

E-Mail Address: _____

HIGH DESERT REGIONAL HEALTH CENTER

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

HARBOR-UCLA MEDICAL CENTER

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

LAC+USC MEDICAL CENTER

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

MARTIN LUTHER KING, JR. OUTPATIENT CENTER

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

OLIVE VIEW-UCLA MEDICAL CENTER

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

RANCHO LOS AMIGOS NATIONAL REHABILITATION CENTER

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

DEPARTMENT OF PUBLIC HEALTH

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

SHERIFF'S DEPARTMENT

FACILITY'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

FACILITY'S PROJECT MONITOR:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

CONTRACTOR'S ADMINISTRATION

CONTRACTOR'S NAME: _____

CONTRACT NO: _____

CONTRACTOR'S PROJECT MANAGER:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

CONTRACTOR'S AUTHORIZED OFFICIAL(S)

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____

Notices to Contractor shall be sent to the following:

Name: _____

Title: _____

Address: _____

Telephone: _____ **Facsimile:** _____

E-Mail Address: _____



CONTRACTOR ACKNOWLEDGEMENT AND CONFIDENTIALITY AGREEMENT

CONTRACTOR NAME _____ Agreement No. _____

GENERAL INFORMATION:

The Contractor referenced above has entered into an Agreement with the County of Los Angeles to provide certain services to the County. The County requires the Corporation to sign this Contractor Acknowledgement and Confidentiality Agreement.

CONTRACTOR ACKNOWLEDGEMENT:

Contractor understands and agrees that the Contractor employees, consultants, Outsourced Vendors and independent contractors (Contractor's Staff) that will provide services in the above referenced agreement are Contractor's sole responsibility. Contractor understands and agrees that Contractor's Staff must rely exclusively upon Contractor for payment of salary and any and all other benefits payable by virtue of Contractor's Staff's performance of work under the above-referenced Agreement.

Contractor understands and agrees that Contractor's Staff are not employees of the County of Los Angeles for any purpose whatsoever and that Contractor's Staff do not have and will not acquire any rights or benefits of any kind from the County of Los Angeles by virtue of performance of work under the above-referenced Agreement. Contractor understands and agrees that Contractor's Staff will not acquire any rights or benefits from the County of Los Angeles pursuant to any agreement between any person or entity and the County of Los Angeles.

CONFIDENTIALITY AGREEMENT:

Contractor and Contractor's Staff may be involved with work pertaining to services provided by the County of Los Angeles and, if so, Contractor and Contractor's Staff may have access to confidential data and information pertaining to persons and/or entities receiving services from the County. In addition, Contractor and Contractor's Staff may also have access to proprietary information supplied by other vendors doing business with the County of Los Angeles. The County has a legal obligation to protect all such confidential data and information in its possession, especially data and information concerning health, criminal, and welfare recipient records. Contractor and Contractor's Staff understand that if they are involved in County work, the County must ensure that Contractor and Contractor's Staff, will protect the confidentiality of such data and information. Consequently, Contractor must sign this Confidentiality Agreement as a condition of work to be provided by Contractor's Staff for the County.

Contractor and Contractor's Staff hereby agrees that they will not divulge to any unauthorized person any data or information obtained while performing work pursuant to the above-referenced Agreement between Contractor and the County of Los Angeles. Contractor and Contractor's Staff agree to forward all requests for the release of any data or information received to County's Project Manager.

Contractor and Contractor's Staff agree to keep confidential all health, criminal, and welfare recipient records and all data and information pertaining to persons and/or entities receiving services from the County, design concepts, algorithms, programs, formats, documentation, Contractor proprietary information and all other original materials produced, created, or provided to Contractor and Contractor's Staff under the above-referenced Agreement. Contractor and Contractor's Staff agree to protect these confidential materials against disclosure to other than Contractor or County employees who have a need to know the information. Contractor and Contractor's Staff agree that if proprietary information supplied by other County vendors is provided during this employment, Contractor and Contractor's Staff shall keep such information confidential.

Contractor and Contractor's Staff agree to report any and all violations of this agreement by Contractor and Contractor's Staff and/or by any other person of whom Contractor and Contractor's Staff become aware.

Contractor and Contractor's Staff acknowledge that violation of this agreement may subject Contractor and Contractor's Staff to civil and/or criminal action and that the County of Los Angeles may seek all possible legal redress.

SIGNATURE: _____

DATE: ____/____/____

PRINTED NAME: _____

POSITION: _____

Title 2 ADMINISTRATION
Chapter 2.203.010 through 2.203.090
CONTRACTOR EMPLOYEE JURY SERVICE

2.203.010 Findings.

The board of supervisors makes the following findings. The county of Los Angeles allows its permanent, full-time employees unlimited jury service at their regular pay. Unfortunately, many businesses do not offer or are reducing or even eliminating compensation to employees who serve on juries. This creates a potential financial hardship for employees who do not receive their pay when called to jury service, and those employees often seek to be excused from having to serve. Although changes in the court rules make it more difficult to excuse a potential juror on grounds of financial hardship, potential jurors continue to be excused on this basis, especially from longer trials. This reduces the number of potential jurors and increases the burden on those employers, such as the county of Los Angeles, who pay their permanent, full-time employees while on juror duty. For these reasons, the county of Los Angeles has determined that it is appropriate to require that the businesses with which the county contracts possess reasonable jury service policies. (Ord. 2002-0015 § 1 (part), 2002)

2.203.020 Definitions.

The following definitions shall be applicable to this chapter:

- A. "Contractor" means a person, partnership, corporation or other entity which has a contract with the county or a subcontract with a county contractor and has received or will receive an aggregate sum of \$50,000 or more in any 12-month period under one or more such contracts or subcontracts.
- B. "Employee" means any California resident who is a full-time employee of a contractor under the laws of California.
- C. "Contract" means any agreement to provide goods to, or perform services for or on behalf of, the county but does not include:
 - 1. A contract where the board finds that special circumstances exist that justify a waiver of the requirements of this chapter; or
 - 2. A contract where federal or state law or a condition of a federal or state program mandates the use of a particular contractor; or
 - 3. A purchase made through a state or federal contract; or
 - 4. A monopoly purchase that is exclusive and proprietary to a specific manufacturer, distributor, or reseller, and must match and inter-member with existing supplies, equipment or systems maintained by the county pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, Section P-3700 or a successor provision; or
 - 5. A revolving fund (petty cash) purchase pursuant to the Los Angeles County Fiscal Manual, Section 4.4.0 or a successor provision; or
 - 6. A purchase card purchase pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, Section P-2810 or a successor provision; or
 - 7. A non-agreement purchase with a value of less than \$5,000 pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, Section A-0300 or a successor provision; or

8. A bona fide emergency purchase pursuant to the Los Angeles County Purchasing Policy and Procedures Manual, Section PP-1100 or a successor provision.
- D. "Full time" means 40 hours or more worked per week, or a lesser number of hours if:
1. The lesser number is a recognized industry standard as determined by the chief administrative officer, or
 2. The contractor has a long-standing practice that defines the lesser number of hours as full time.
- E. "County" means the county of Los Angeles or any public entities for which the board of supervisors is the governing body. (Ord. 2002-0040 § 1, 2002: Ord. 2002-0015 § 1 (part), 2002)

2.203.030 Applicability.

This chapter shall apply to contractors who enter into contracts that commence after July 11, 2002. This chapter shall also apply to contractors with existing contracts which are extended into option years that commence after July 11, 2002. Contracts that commence after May 28, 2002, but before July 11, 2002, shall be subject to the provisions of this chapter only if the solicitations for such contracts stated that the chapter would be applicable. (Ord. 2002-0040 § 2, 2002: Ord. 2002-0015 § 1 (part), 2002)

2.203.040 Contractor Jury Service Policy.

A contractor shall have and adhere to a written policy that provides that its employees shall receive from the contractor, on an annual basis, no less than five days of regular pay for actual jury service. The policy may provide that employees deposit any fees received for such jury service with the contractor or that the contractor deduct from the employees' regular pay the fees received for jury service. (Ord. 2002-0015 § 1 (part), 2002)

2.203.050 Other Provisions.

- A. Administration. The chief administrative officer shall be responsible for the administration of this chapter. The chief administrative officer may, with the advice of county counsel, issue interpretations of the provisions of this chapter and shall issue written instructions on the implementation and ongoing administration of this chapter. Such instructions may provide for the delegation of functions to other county departments.
- B. Compliance Certification. At the time of seeking a contract, a contractor shall certify to the county that it has and adheres to a policy consistent with this chapter or will have and adhere to such a policy prior to award of the contract. (Ord. 2002-0015 § 1 (part), 2002)

2.203.060 Enforcement and Remedies.

For a contractor's violation of any provision of this chapter, the county department head responsible for administering the contract may do one or more of the following:

1. Recommend to the board of supervisors the termination of the contract; and/or,
2. Pursuant to chapter 2.202, seek the debarment of the contractor. (Ord. 2002-0015 § 1 (part), 2002)

2.203.070. Exceptions.

- A. Other Laws. This chapter shall not be interpreted or applied to any contractor or to any employee in a manner inconsistent with the laws of the United States or California.
- B. Collective Bargaining Agreements. This chapter shall be superseded by a collective bargaining agreement that expressly so provides.
- C. Small Business. This chapter shall not be applied to any contractor that meets all of the following:
 - 1. Has ten or fewer employees during the contract period; and,
 - 2. Has annual gross revenues in the preceding twelve months which, if added to the annual amount of the contract awarded, are less than \$500,000; and,
 - 3. Is not an affiliate or subsidiary of a business dominant in its field of operation.

“Dominant in its field of operation” means having more than ten employees and annual gross revenues in the preceding twelve months which, if add[ed to the annual amount of the contract awarded, exceed \$500,000.

“Affiliate or subsidiary of a business dominant in its field of operation” means a business which is at least 20 percent owned by a business dominant in its field of operation, or by partners, officers, directors, majority stockholders, or their equivalent, of a business dominant in that field of operation. (Ord. 2002-0015 § 1 (part), 2002)

2.203.090. Severability.

If any provision of this chapter is found invalid by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect. (Ord. 2002-0015 § 1 (part), 2002)

Safely Surrendered



No shame. No blame. No names.

In Los Angeles County: 1-877-BABY SAFE • 1-877-222-9723

www.babysafela.org



Safely Surrendered Baby Law

What is the Safely Surrendered Baby Law?

California's Safely Surrendered Baby Law allows parents or other persons, with lawful custody, which means anyone to whom the parent has given permission to confidentially surrender a baby. As long as the baby is three days (72 hours) of age or younger and has not been abused or neglected, the baby may be surrendered without fear of arrest or prosecution.

How does it work?

A distressed parent who is unable or unwilling to care for a baby can legally, confidentially, and safely surrender a baby within three days (72 hours) of birth. The baby must be handed to an employee at a hospital or fire station in Los Angeles County. As long as the baby shows no sign of abuse or neglect, no name or other information is required. In case the parent changes his or her mind at a later date and wants the baby back, staff will use bracelets to help connect them to each other. One bracelet will be placed on the baby, and a matching bracelet will be given to the parent or other surrendering adult.

What if a parent wants the baby back?

Parents who change their minds can begin the process of reclaiming their baby within 14 days. These parents should call the Los Angeles County Department of Children and Family Services at 1-800-540-4000.

Can only a parent bring in the baby?

No. While in most cases a parent will bring in the baby, the Law allows other people to bring in the baby if they have lawful custody.

Does the parent or surrendering adult have to call before bringing in the baby?

No. A parent or surrendering adult can bring in a baby anytime, 24 hours a day, 7 days a week, as long as the parent or surrendering adult surrenders the baby to someone who works at the hospital or fire station.

Does the parent or surrendering adult have to tell anything to the people taking the baby?

No. However, hospital or fire station personnel will ask the surrendering party to fill out a questionnaire designed to gather important medical history information, which is very useful in caring for the baby. The questionnaire includes a stamped return envelope and can be sent in at a later time.

What happens to the baby?

The baby will be examined and given medical treatment. Upon release from the hospital, social workers immediately place the baby in a safe and loving home and begin the adoption process.

What happens to the parent or surrendering adult?

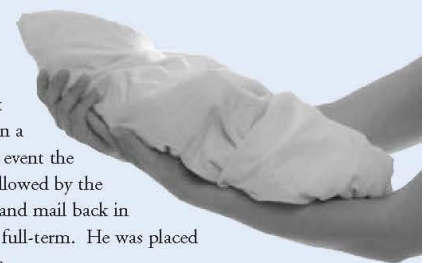
Once the parent or surrendering adult surrenders the baby to hospital or fire station personnel, they may leave at any time.

Why is California doing this?

The purpose of the Safely Surrendered Baby Law is to protect babies from being abandoned, hurt or killed by their parents. You may have heard tragic stories of babies left in dumpsters or public bathrooms. Their parents may have been under severe emotional distress. The mothers may have hidden their pregnancies, fearful of what would happen if their families found out. Because they were afraid and had no one or nowhere to turn for help, they abandoned their babies. Abandoning a baby is illegal and places the baby in extreme danger. Too often, it results in the baby's death. The Safely Surrendered Baby Law prevents this tragedy from ever happening again in California.

A baby's story

Early in the morning on April 9, 2005, a healthy baby boy was safely surrendered to nurses at Harbor-UCLA Medical Center. The woman who brought the baby to the hospital identified herself as the baby's aunt and stated the baby's mother had asked her to bring the baby to the hospital on her behalf. The aunt was given a bracelet with a number matching the anklet placed on the baby; this would provide some identification in the event the mother changed her mind about surrendering the baby and wished to reclaim the baby in the 14-day period allowed by the Law. The aunt was also provided with a medical questionnaire and said she would have the mother complete and mail back in the stamped return envelope provided. The baby was examined by medical staff and pronounced healthy and full-term. He was placed with a loving family that had been approved to adopt him by the Department of Children and Family Services.



Ley de Entrega de Bebés *Sin Peligro*



Los recién nacidos pueden ser entregados en forma segura al personal de cualquier hospital o cuartel de bomberos del Condado de Los Ángeles

Sin pena. Sin culpa. Sin nombres.

En el Condado de Los Ángeles: 1-877-BABY SAFE • 1-877-222-9723

www.babysafela.org



Ley de Entrega de Bebés Sin Peligro

¿Qué es la Ley de Entrega de Bebés sin Peligro?

La Ley de Entrega de Bebés sin Peligro de California permite la entrega confidencial de un recién nacido por parte de sus padres u otras personas con custodia legal, es decir cualquier persona a quien los padres le hayan dado permiso. Siempre que el bebé tenga tres días (72 horas) de vida o menos, y no haya sufrido abuso ni negligencia, pueden entregar al recién nacido sin temor de ser arrestados o procesados.

Cada recién nacido se merece la oportunidad de tener una vida saludable. Si alguien que usted conoce está pensando en abandonar a un recién nacido, infórmele que tiene otras opciones. Hasta tres días (72 horas) después del nacimiento, se puede entregar un recién nacido al personal de cualquier hospital o cuartel de bomberos del condado de Los Angeles.

¿Cómo funciona?

El padre/madre con dificultades que no pueda o no quiera cuidar de su recién nacido puede entregarlo en forma legal, confidencial y segura dentro de los tres días (72 horas) del nacimiento. El bebé debe ser entregado a un empleado de cualquier hospital o cuartel de bomberos del Condado de Los Ángeles. Siempre que el bebé no presente signos de abuso o negligencia, no será necesario suministrar nombres ni información alguna. Si el padre/madre cambia de opinión posteriormente y desea recuperar a su bebé, los trabajadores utilizarán brazaletes para poder vincularlos. El bebé llevará un brazaletes y el padre/madre o el adulto que lo entregue recibirá un brazaletes igual.

¿Qué pasa si el padre/madre desea recuperar a su bebé?

Los padres que cambien de opinión pueden comenzar el proceso de reclamar a su recién nacido dentro de los 14 días. Estos padres deberán llamar al Departamento de Servicios para Niños y Familias (Department of Children and Family Services) del Condado de Los Ángeles al 1-800-540-4000.

¿Sólo los padres podrán llevar al recién nacido?

No. Si bien en la mayoría de los casos son los padres los que llevan al bebé, la ley permite que otras personas lo hagan si tienen custodia legal.

¿Los padres o el adulto que entrega al bebé deben llamar antes de llevar al bebé?

No. El padre/madre o adulto puede llevar al bebé en cualquier momento, las 24 horas del día, los 7 días de la semana, siempre y cuando entreguen a su bebé a un empleado del hospital o cuartel de bomberos.

¿Es necesario que el padre/madre o adulto diga algo a las personas que reciben al bebé?

No. Sin embargo, el personal del hospital o cuartel de bomberos le pedirá a la persona que entregue al bebé que llene un cuestionario con la finalidad de recabar antecedentes médicos importantes, que resultan de gran utilidad para cuidar bien del bebé. El cuestionario incluye un sobre con el sello postal pagado para enviarlo en otro momento.

¿Qué pasará con el bebé?

El bebé será examinado y le brindarán atención médica. Cuando le den el alta del hospital, los trabajadores sociales inmediatamente ubicarán al bebé en un hogar seguro donde estará bien atendido, y se comenzará el proceso de adopción.

¿Qué pasará con el padre/madre o adulto que entregue al bebé?

Una vez que los padres o adulto hayan entregado al bebé al personal del hospital o cuartel de bomberos, pueden irse en cualquier momento.

¿Por qué se está haciendo esto en California? ?

La finalidad de la Ley de Entrega de Bebés sin Peligro es proteger a los bebés para que no sean abandonados, lastimados o muertos por sus padres. Usted probablemente haya escuchado historias trágicas sobre bebés abandonados en basureros o en baños públicos. Los padres de esos bebés probablemente hayan estado pasando por dificultades emocionales graves. Las madres pueden haber ocultado su embarazo, por temor a lo que pasaría si sus familias se enteraran. Abandonaron a sus bebés porque tenían miedo y no tenían nadie a quien pedir ayuda. El abandono de un recién nacido es ilegal y pone al bebé en una situación de peligro extremo. Muy a menudo el abandono provoca la muerte del bebé. La Ley de Entrega de Bebés sin Peligro impide que vuelva a suceder esta tragedia en California.

Historia de un bebé

A la mañana temprano del día 9 de abril de 2005, se entregó un recién nacido saludable a las enfermeras del Harbor-UCLA Medical Center. La mujer que llevó el recién nacido al hospital se dio a conocer como la tía del bebé, y dijo que la madre le había pedido que llevara al bebé al hospital en su nombre. Le entregaron a la tía un brazaletes con un número que coincidía con la pulsera del bebé; esto serviría como identificación en caso de que la madre cambiara de opinión con respecto a la entrega del bebé y decidiera recuperarlo dentro del período de 14 días que permite esta ley. También le dieron a la tía un cuestionario médico, y ella dijo que la madre lo llenaría y lo enviaría de vuelta dentro del sobre con franqueo pagado que le habían dado. El personal médico examinó al bebé y se determinó que estaba saludable y a término. El bebé fue ubicado con una buena familia que ya había sido aprobada para adoptarlo por el Departamento de Servicios para Niños y Familias.



**BUSINESS ASSOCIATE AGREEMENT UNDER THE HEALTH INSURANCE
PORTABILITY AND ACCOUNTABILITY ACT OF 1996 ("HIPAA")**

County is a Covered Entity as defined by, and subject to the requirements and prohibitions of, the Administrative Simplification provisions of the Health Insurance Portability and Accountability Act of 1996, Public Law 104-191 ("HIPAA"), and regulations promulgated thereunder, including the Privacy, Security, Breach Notification, and Enforcement Rules at 45 Code of Federal Regulations (C.F.R.) Parts 160 and 164 (collectively, the "HIPAA Rules").

Contractor performs or provides functions, activities or services to County that require Contractor in order to provide such functions, activities or services to create, access, receive, maintain, and/or transmit information that includes or that may include Protected Health Information, as defined by the HIPAA Rules. As such, Contractor is a Business Associate, as defined by the HIPAA Rules, and is therefore subject to those provisions of the HIPAA Rules that are applicable to Business Associates.

The HIPAA Rules require a written agreement ("Business Associate Agreement") between County and Contractor in order to mandate certain protections for the privacy and security of Protected Health Information, and these HIPAA Rules prohibit the disclosure to or use of Protected Health Information by Contractor if such an agreement is not in place.

This Business Associate Agreement and its provisions are intended to protect the privacy and provide for the security of Protected Health Information disclosed to or used by Contractor in compliance with the HIPAA Rules.

Therefore, the parties agree as follows:

1. DEFINITIONS

- 1.1 "Breach" has the same meaning as the term "breach" at 45 C.F.R. § 164.402.
- 1.2 "Business Associate" has the same meaning as the term "business associate" at 45 C.F.R. § 160.103. For the convenience of the parties, a "business associate" is a person or entity, other than a member of the workforce of covered entity, who performs functions or activities on behalf of, or provides certain services to, a covered entity that involve access by the business associate to Protected Health Information. A "business associate" also is a subcontractor that creates, receives, maintains, or transmits Protected Health Information on behalf of another business associate. And in reference to the party to this Business Associate Agreement "Business Associate" shall mean Contractor.

- 1.3 "Covered Entity" has the same meaning as the term "covered entity" at 45 C.F.R. § 160.103, and in reference to the party to this Business Associate Agreement, "Covered Entity" shall mean County.
- 1.4 "Data Aggregation" has the same meaning as the term "data aggregation" at 45 C.F.R. § 164.501.
- 1.5 "De-identification" refers to the de-identification standard at 45 C.F.R. § 164.514.
- 1.6 "Designated Record Set" has the same meaning as the term "designated record set" at 45 C.F.R. § 164.501.
- 1.7 "Disclose" and "Disclosure" mean, with respect to Protected Health Information, the release, transfer, provision of access to, or divulging in any other manner of Protected Health Information outside Business Associate's internal operations or to other than its workforce. (See 45 C.F.R. § 160.103.)
- 1.8 "Electronic Health Record" means an electronic record of health-related information on an individual that is created, gathered, managed, and consulted by authorized health care clinicians and staff. (See 42 U.S. C. § 17921.)
- 1.9 "Electronic Media" has the same meaning as the term "electronic media" at 45 C.F.R. § 160.103. For the convenience of the parties, electronic media means (1) Electronic storage material on which data is or may be recorded electronically, including, for example, devices in computers (hard drives) and any removable/transportable digital memory medium, such as magnetic tape or disk, optical disk, or digital memory card; (2) Transmission media used to exchange information already in electronic storage media. Transmission media include, for example, the Internet, extranet or intranet, leased lines, dial-up lines, private networks, and the physical movement of removable/transportable electronic storage media. Certain transmissions, including of paper, via facsimile, and of voice, via telephone, are not considered to be transmissions via electronic media if the information being exchanged did not exist in electronic form immediately before the transmission.
- 1.10 "Electronic Protected Health Information" has the same meaning as the term "electronic protected health information" at 45 C.F.R. § 160.103, limited to Protected Health Information created or received by Business Associate from or on behalf of Covered Entity. For the convenience of the parties, Electronic Protected Health Information means Protected Health Information that is (i) transmitted by electronic media; (ii) maintained in electronic media.

- 1.11 "Health Care Operations" has the same meaning as the term "health care operations" at 45 C.F.R. § 164.501.
- 1.12 "Individual" has the same meaning as the term "individual" at 45 C.F.R. § 160.103. For the convenience of the parties, Individual means the person who is the subject of Protected Health Information and shall include a person who qualifies as a personal representative in accordance with 45 C.F.R. § 164.502 (g).
- 1.13 "Law Enforcement Official" has the same meaning as the term "law enforcement official" at 45 C.F.R. § 164.103.
- 1.14 "Minimum Necessary" refers to the minimum necessary standard at 45 C.F.R. § 162.502 (b).
- 1.15 "Protected Health Information" has the same meaning as the term "protected health information" at 45 C.F.R. § 160.103, limited to the information created or received by Business Associate from or on behalf of Covered Entity. For the convenience of the parties, Protected Health Information includes information that (i) relates to the past, present or future physical or mental health or condition of an Individual; the provision of health care to an Individual, or the past, present or future payment for the provision of health care to an Individual; (ii) identifies the Individual (or for which there is a reasonable basis for believing that the information can be used to identify the Individual); and (iii) is created, received, maintained, or transmitted by Business Associate from or on behalf of Covered Entity, and includes Protected Health Information that is made accessible to Business Associate by Covered Entity. "Protected Health Information" includes Electronic Protected Health Information.
- 1.16 "Required by Law" " has the same meaning as the term "required by law" at 45 C.F.R. § 164.103.
- 1.17 "Secretary" has the same meaning as the term "secretary" at 45 C.F.R. § 160.103
- 1.18 "Security Incident" has the same meaning as the term "security incident" at 45 C.F.R. § 164.304.
- 1.19 "Services" means, unless otherwise specified, those functions, activities, or services in the applicable underlying Agreement, Contract, Master Agreement, Work Order, or Purchase Order or other service arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate.
- 1.20 "Subcontractor" has the same meaning as the term "subcontractor" at 45 C.F.R. § 160.103.

- 1.21 "Unsecured Protected Health Information" has the same meaning as the term "unsecured protected health information" at 45 C.F.R. § 164.402.
- 1.22 "Use" or "Uses" means, with respect to Protected Health Information, the sharing, employment, application, utilization, examination or analysis of such Information within Business Associate's internal operations. (See 45 C.F.R § 164.103.)
- 1.23 Terms used, but not otherwise defined in this Business Associate Agreement, have the same meaning as those terms in the HIPAA Rules.

2. PERMITTED AND REQUIRED USES AND DISCLOSURES OF PROTECTED HEALTH INFORMATION

- 2.1 Business Associate may only Use and/or Disclose Protected Health Information as necessary to perform Services, and/or as necessary to comply with the obligations of this Business Associate Agreement.
- 2.2 Business Associate may Use Protected Health Information for de-identification of the information if de-identification of the information is required to provide Services.
- 2.3 Business Associate may Use or Disclose Protected Health Information as Required by Law.
- 2.4 Business Associate shall make Uses and Disclosures and requests for Protected Health Information consistent with the Covered Entity's applicable Minimum Necessary policies and procedures.
- 2.5 Business Associate may Use Protected Health Information as necessary for the proper management and administration of its business or to carry out its legal responsibilities.
- 2.6 Business Associate may Disclose Protected Health Information as necessary for the proper management and administration of its business or to carry out its legal responsibilities, provided the Disclosure is Required by Law or Business Associate obtains reasonable assurances from the person to whom the Protected Health Information is disclosed (i.e., the recipient) that it will be held confidentially and Used or further Disclosed only as Required by Law or for the purposes for which it was disclosed to the recipient and the recipient notifies Business Associate of any instances of which it is aware in which the confidentiality of the Protected Health Information has been breached.
- 2.7 Business Associate may provide Data Aggregation services relating to Covered Entity's Health Care Operations if such Data Aggregation services are necessary in order to provide Services.

3. PROHIBITED USES AND DISCLOSURES OF PROTECTED HEALTH INFORMATION

- 3.1 Business Associate shall not Use or Disclose Protected Health Information other than as permitted or required by this Business Associate Agreement or as Required by Law.
- 3.2 Business Associate shall not Use or Disclose Protected Health Information in a manner that would violate Subpart E of 45 C.F.R. Part 164 if done by Covered Entity, except for the specific Uses and Disclosures set forth in Sections 2.5 and 2.6.
- 3.3 Business Associate shall not Use or Disclose Protected Health Information for de-identification of the information except as set forth in section 2.2.

4. OBLIGATIONS TO SAFEGUARD PROTECTED HEALTH INFORMATION

- 4.1 Business Associate shall implement, use, and maintain appropriate safeguards to prevent the Use or Disclosure of Protected Health Information other than as provided for by this Business Associate Agreement.
- 4.2 Business Associate shall comply with Subpart C of 45 C.F.R Part 164 with respect to Electronic Protected Health Information, to prevent the Use or Disclosure of such information other than as provided for by this Business Associate Agreement.

5. REPORTING NON-PERMITTED USES OR DISCLOSURES, SECURITY INCIDENTS, AND BREACHES OF UNSECURED PROTECTED HEALTH INFORMATION

- 5.1 Business Associate shall report to Covered Entity any Use or Disclosure of Protected Health Information not permitted by this Business Associate Agreement, any Security Incident, and/ or any Breach of Unsecured Protected Health Information as further described in Sections 5.1.1, 5.1.2, and 5.1.3.
- 5.1.1 Business Associate shall report to Covered Entity any Use or Disclosure of Protected Health Information by Business Associate, its employees, representatives, agents or Subcontractors not provided for by this Agreement of which Business Associate becomes aware.
- 5.1.2 Business Associate shall report to Covered Entity any Security Incident of which Business Associate becomes aware.
- 5.1.3 Business Associate shall report to Covered Entity any Breach by Business Associate, its employees, representatives, agents,

workforce members, or Subcontractors of Unsecured Protected Health Information that is known to Business Associate or, by exercising reasonable diligence, would have been known to Business Associate. Business Associate shall be deemed to have knowledge of a Breach of Unsecured Protected Health Information if the Breach is known, or by exercising reasonable diligence would have been known, to any person, other than the person committing the Breach, who is an employee, officer, or other agent of Business Associate, including a Subcontractor, as determined in accordance with the federal common law of agency.

5.2 Except as provided in Section 5.3, for any reporting required by Section 5.1, Business Associate shall provide, to the extent available, all information required by, and within the times frames specified in, Sections 5.2.1 and 5.2.2.

5.2.1 Business Associate shall make an immediate telephonic report upon discovery of the non-permitted Use or Disclosure of Protected Health Information, Security Incident or Breach of Unsecured Protected Health Information to **(562) 940-3335** that minimally includes:

- (a) A brief description of what happened, including the date of the non-permitted Use or Disclosure, Security Incident, or Breach and the date of Discovery of the non-permitted Use or Disclosure, Security Incident, or Breach, if known;
- (b) The number of Individuals whose Protected Health Information is involved;
- (c) A description of the specific type of Protected Health Information involved in the non-permitted Use or Disclosure, Security Incident, or Breach (such as whether full name, social security number, date of birth, home address, account number, diagnosis, disability code or other types of information were involved);
- (d) The name and contact information for a person highly knowledgeable of the facts and circumstances of the non-permitted Use or Disclosure of PHI, Security Incident, or Breach

5.2.2 Business Associate shall make a written report without unreasonable delay and in no event later than three (3) business days from the date of discovery by Business Associate of the non-permitted Use or Disclosure of Protected Health Information, Security Incident, or Breach of Unsecured Protected Health

Information and to the **Chief HIPAA Privacy Officer at: Chief HIPAA Privacy Officer, Kenneth Hahn Hall of Administration, 500 West Temple Street, Suite 525, Los Angeles, California 90012, HIPAA@auditor.lacounty.gov**, that includes, to the extent possible:

- (a) A brief description of what happened, including the date of the non-permitted Use or Disclosure, Security Incident, or Breach and the date of Discovery of the non-permitted Use or Disclosure, Security Incident, or Breach, if known;
- (b) The number of Individuals whose Protected Health Information is involved;
- (c) A description of the specific type of Protected Health Information involved in the non-permitted Use or Disclosure, Security Incident, or Breach (such as whether full name, social security number, date of birth, home address, account number, diagnosis, disability code or other types of information were involved);
- (d) The identification of each Individual whose Unsecured Protected Health Information has been, or is reasonably believed by Business Associate to have been, accessed, acquired, Used, or Disclosed;
- (e) Any other information necessary to conduct an assessment of whether notification to the Individual(s) under 45 C.F.R. § 164.404 is required;
- (f) Any steps Business Associate believes that the Individual(s) could take to protect him or herself from potential harm from the non-permitted Use or Disclosure, Security Incident, or Breach;
- (g) A brief description of what Business Associate is doing to investigate, to mitigate harm to the Individual(s), and to protect against any further similar occurrences; and
- (h) The name and contact information for a person highly knowledgeable of the facts and circumstances of the non-permitted Use or Disclosure of PHI, Security Incident, or Breach.

5.2.3 If Business Associate is not able to provide the information specified in Section 5.2.1 or 5.2.2 at the time of the required report,

Business Associate shall provide such information promptly thereafter as such information becomes available.

- 5.3 Business Associate may delay the notification required by Section 5.1.3, if a law enforcement official states to Business Associate that notification would impede a criminal investigation or cause damage to national security.
- 5.3.1 If the law enforcement official's statement is in writing and specifies the time for which a delay is required, Business Associate shall delay its reporting and/or notification obligation(s) for the time period specified by the official.
- 5.3.2 If the statement is made orally, Business Associate shall document the statement, including the identity of the official making the statement, and delay its reporting and/or notification obligation(s) temporarily and no longer than 30 days from the date of the oral statement, unless a written statement as described in Section 5.3.1 is submitted during that time.

6. WRITTEN ASSURANCES OF SUBCONTRACTORS

- 6.1 In accordance with 45 C.F.R. § 164.502 (e)(1)(ii) and § 164.308 (b)(2), if applicable, Business Associate shall ensure that any Subcontractor that creates, receives, maintains, or transmits Protected Health Information on behalf of Business Associate is made aware of its status as a Business Associate with respect to such information and that Subcontractor agrees in writing to the same restrictions, conditions, and requirements that apply to Business Associate with respect to such information.
- 6.2 Business Associate shall take reasonable steps to cure any material breach or violation by Subcontractor of the agreement required by Section 6.1.
- 6.3 If the steps required by Section 6.2 do not cure the breach or end the violation, Contractor shall terminate, if feasible, any arrangement with Subcontractor by which Subcontractor creates, receives, maintains, or transmits Protected Health Information on behalf of Business Associate.
- 6.4 If neither cure nor termination as set forth in Sections 6.2 and 6.3 is feasible, Business Associate shall immediately notify County.
- 6.5 Without limiting the requirements of Section 6.1, the agreement required by Section 6.1 (Subcontractor Business Associate Agreement) shall require Subcontractor to contemporaneously notify Covered Entity in the event of a Breach of Unsecured Protected Health Information.

- 6.6 Without limiting the requirements of Section 6.1, agreement required by Section 6.1 (Subcontractor Business Associate Agreement) shall include a provision requiring Subcontractor to destroy, or in the alternative to return to Business Associate, any Protected Health Information created, received, maintained, or transmitted by Subcontractor on behalf of Business Associate so as to enable Business Associate to comply with the provisions of Section 18.4.
- 6.7 Business Associate shall provide to Covered Entity, at Covered Entity's request, a copy of any and all Subcontractor Business Associate Agreements required by Section 6.1.
- 6.8 Sections 6.1 and 6.7 are not intended by the parties to limit in any way the scope of Business Associate's obligations related to Subcontracts or Subcontracting in the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order, or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate.

7. ACCESS TO PROTECTED HEALTH INFORMATION

- 7.1 To the extent Covered Entity determines that Protected Health Information is maintained by Business Associate or its agents or Subcontractors in a Designated Record Set, Business Associate shall, within two (2) business days after receipt of a request from Covered Entity, make the Protected Health Information specified by Covered Entity available to the Individual(s) identified by Covered Entity as being entitled to access and shall provide such Individual(s) or other person(s) designated by Covered Entity with a copy the specified Protected Health Information, in order for Covered Entity to meet the requirements of 45 C.F.R. § 164.524.
- 7.2 If any Individual requests access to Protected Health Information directly from Business Associate or its agents or Subcontractors, Business Associate shall notify Covered Entity in writing within two (2) days of the receipt of the request. Whether access shall be provided or denied shall be determined by Covered Entity.
- 7.3 To the extent that Business Associate maintains Protected Health Information that is subject to access as set forth above in one or more Designated Record Sets electronically and if the Individual requests an electronic copy of such information, Business Associate shall provide the Individual with access to the Protected Health Information in the electronic form and format requested by the Individual, if it is readily producible in such form and format; or, if not, in a readable electronic form and format as agreed to by Covered Entity and the Individual.

8. AMENDMENT OF PROTECTED HEALTH INFORMATION

- 8.1 To the extent Covered Entity determines that any Protected Health Information is maintained by Business Associate or its agents or Subcontractors in a Designated Record Set, Business Associate shall, within ten (10) business days after receipt of a written request from Covered Entity, make any amendments to such Protected Health Information that are requested by Covered Entity, in order for Covered Entity to meet the requirements of 45 C.F.R. § 164.526.
- 8.2 If any Individual requests an amendment to Protected Health Information directly from Business Associate or its agents or Subcontractors, Business Associate shall notify Covered Entity in writing within five (5) days of the receipt of the request. Whether an amendment shall be granted or denied shall be determined by Covered Entity.

9. ACCOUNTING OF DISCLOSURES OF PROTECTED HEALTH INFORMATION

- 9.1 Business Associate shall maintain an accounting of each Disclosure of Protected Health Information made by Business Associate or its employees, agents, representatives or Subcontractors, as is determined by Covered Entity to be necessary in order to permit Covered Entity to respond to a request by an Individual for an accounting of disclosures of Protected Health Information in accordance with 45 C.F.R. § 164.528.
- 9.1.1 Any accounting of disclosures provided by Business Associate under Section 9.1 shall include:
- (a) The date of the Disclosure;
 - (b) The name, and address if known, of the entity or person who received the Protected Health Information;
 - (c) A brief description of the Protected Health Information Disclosed; and
 - (d) A brief statement of the purpose of the Disclosure.
- 9.1.2 For each Disclosure that could require an accounting under Section 9.1, Business Associate shall document the information specified in Section 9.1.1, and shall maintain the information for six (6) years from the date of the Disclosure.
- 9.2 Business Associate shall provide to Covered Entity, within ten (10) business days after receipt of a written request from Covered Entity, information collected in accordance with Section 9.1.1 to permit Covered Entity to respond to a request by an Individual for an accounting of

disclosures of Protected Health Information in accordance with 45 C.F.R. § 164.528

- 9.3 If any Individual requests an accounting of disclosures directly from Business Associate or its agents or Subcontractors, Business Associate shall notify Covered Entity in writing within five (5) days of the receipt of the request, and shall provide the requested accounting of disclosures to the Individual(s) within 30 days. The information provided in the accounting shall be in accordance with 45 C.F.R. § 164.528.

10. Compliance With Applicable HIPAA Rules

10.1 To the extent Business Associate is to carry out one or more of Covered Entity's obligation(s) under Subpart E of 45 C.F.R. Part 164, Business Associate shall comply with the requirements of Subpart E that apply to Covered Entity's performance of such obligation(s).

10.2 Business Associate shall comply with all HIPAA Rules applicable to Business Associate in the performance of Services.

11. Availability of Records

11.1 Business Associate shall make its internal practices, books, and records relating to the Use and Disclosure of Protected Health Information received from, or created or received by Business Associate on behalf of Covered Entity available to the Secretary for purposes of determining Covered Entity's compliance with the Privacy and Security Regulations.

11.2 Unless prohibited by the Secretary, Business Associate shall immediately notify Covered Entity of any requests made by the Secretary and provide Covered Entity with copies of any documents produced in response to such request.

12. Mitigation of Harmful Effects

12.1 Business Associate shall mitigate, to the extent practicable, any harmful effect of a Use or Disclosure of Protected Health Information by Business Associate in violation of the requirements of this Business Associate Agreement that is known to Business Associate.

13. Breach Notification to individuals

13.1 Business Associate shall, to the extent Covered Entity determines that there has been a Breach of Unsecured Protected Health Information by Business Associate, its employees, representatives, agents or Subcontractors, provide breach notification to the Individual in a manner that permits Covered Entity to comply with its obligations under 45 C.F.R. § 164.404.

- 13.1.1 Business Associate shall notify, subject to the review and approval of Covered Entity, each Individual whose Unsecured Protected Health Information has been, or is reasonably believed to have been, accessed, acquired, Used, or Disclosed as a result of any such Breach.
- 13.1.2 The notification provided by Business Associate shall be written in plain language, shall be subject to review and approval by Covered Entity, and shall include, to the extent possible:
- (a) A brief description of what happened, including the date of the Breach and the date of the Discovery of the Breach, if known;
 - (b) A description of the types of Unsecured Protected Health Information that were involved in the Breach (such as whether full name, social security number, date of birth, home address, account number, diagnosis, disability code, or other types of information were involved);
 - (c) Any steps the Individual should take to protect him or herself from potential harm resulting from the Breach;
 - (d) A brief description of what Business Associate is doing to investigate the Breach, to mitigate harm to Individual(s), and to protect against any further Breaches; and
 - (e) Contact procedures for Individual(s) to ask questions or learn additional information, which shall include a toll-free telephone number, an e-mail address, Web site, or postal address.
- 13.2 Covered Entity, in its sole discretion, may elect to provide the notification required by Section 13.1 and/or to establish the contact procedures described in Section 13.1.2.
- 13.3 Business Associate shall reimburse Covered Entity any and all costs incurred by Covered Entity, in complying with Subpart D of 45 C.F.R. Part 164, including but not limited to costs of notification, internet posting, or media publication, as a result of Business Associate's Breach of Unsecured Protected Health Information; Covered Entity shall not be responsible for any costs incurred by Business Associate in providing the notification required by 13.1 or in establishing the contact procedures required by Section 13.1.2.

14. Indemnification

- 14.1 Business Associate shall indemnify, defend, and hold harmless Covered Entity, its Special Districts, elected and appointed officers, employees, and agents from and against any and all liability, including but not limited to demands, claims, actions, fees, costs, expenses (including attorney and expert witness fees), and penalties and/or fines (including regulatory penalties and/or fines), arising from or connected with Business Associate's acts and/or omissions arising from and/or relating to this Business Associate Agreement, including, but not limited to, compliance and/or enforcement actions and/or activities, whether formal or informal, by the Secretary or by the Attorney General of the State of California.
- 14.2 Section 14.1 is not intended by the parties to limit in any way the scope of Business Associate's obligations related to Insurance and/or Indemnification in the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order, or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate.

15. Obligations Of Covered Entity

- 15.1 Covered Entity shall notify Business Associate of any current or future restrictions or limitations on the Use or Disclosure of Protected Health Information that would affect Business Associate's performance of the Services, and Business Associate shall thereafter restrict or limit its own Uses and Disclosures accordingly.
- 15.2 Covered Entity shall not request Business Associate to Use or Disclose Protected Health Information in any manner that would not be permissible under Subpart E of 45 C.F.R. Part 164 if done by Covered Entity, except to the extent that Business Associate may Use or Disclose Protected Health Information as provided in Sections 2.3, 2.5, and 2.6.

16. Term

- 16.1 Unless sooner terminated as set forth in Section 17, the term of this Business Associate Agreement shall be the same as the term of the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order, or other service arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate.
- 16.2 Notwithstanding Section 16.1, Business Associate's obligations under Sections 11, 14, and 18 shall survive the termination or expiration of this Business Associate Agreement.

17. Termination for Cause

- 17.1 In addition to and notwithstanding the termination provisions set forth in the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order, or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate, if either party determines that the other party has violated a material term of this Business Associate Agreement, and the breaching party has not cured the breach or ended the violation within the time specified by the non-breaching party, which shall be reasonable given the nature of the breach and/or violation, the non-breaching party may terminate this Business Associate Agreement.
- 17.2 In addition to and notwithstanding the termination provisions set forth in the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order, or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate, if either party determines that the other party has violated a material term of this Business Associate Agreement, and cure is not feasible, the non-breaching party may terminate this Business Associate Agreement immediately.

18. Disposition of Protected Health Information Upon Termination or Expiration

- 18.1 Except as provided in Section 18.3, upon termination for any reason or expiration of this Business Associate Agreement, Business Associate shall return or, if agreed to by Covered entity, shall destroy as provided for in Section 18.2, all Protected Health Information received from Covered Entity, or created, maintained, or received by Business Associate on behalf of Covered Entity, that Business Associate, including any Subcontractor, still maintains in any form. Business Associate shall retain no copies of the Protected Health Information.
- 18.2 Destruction for purposes of Section 18.2 and Section 6.6 shall mean that media on which the Protected Health Information is stored or recorded has been destroyed and/or electronic media have been cleared, purged, or destroyed in accordance with the use of a technology or methodology specified by the Secretary in guidance for rendering Protected Health Information unusable, unreadable, or indecipherable to unauthorized individuals.
- 18.3 Notwithstanding Section 18.1, in the event that return or destruction of Protected Health Information is not feasible or Business Associate determines that any such Protected Health Information is necessary for Business Associate to continue its proper management and administration or to carry out its legal responsibilities, Business Associate may retain that Protected Health Information for which destruction or return is infeasible or

that Protected Health Information which is necessary for Business Associate to continue its proper management and administration or to carry out its legal responsibilities and shall return or destroy all other Protected Health Information.

18.3.1 Business Associate shall extend the protections of this Business Associate Agreement to such Protected Health Information, including continuing to use appropriate safeguards and continuing to comply with Subpart C of 45 C.F.R Part 164 with respect to Electronic Protected Health Information, to prevent the Use or Disclosure of such information other than as provided for in Sections 2.5 and 2.6 for so long as such Protected Health Information is retained, and Business Associate shall not Use or Disclose such Protected Health Information other than for the purposes for which such Protected Health Information was retained.

18.3.2 Business Associate shall return or, if agreed to by Covered entity, destroy the Protected Health Information retained by Business Associate when it is no longer needed by Business Associate for Business Associate's proper management and administration or to carry out its legal responsibilities.

18.4 Business Associate shall ensure that all Protected Health Information created, maintained, or received by Subcontractors is returned or, if agreed to by Covered entity, destroyed as provided for in Section 18.2.

19. Audit, inspection, and Examination

19.1 Covered Entity reserves the right to conduct a reasonable inspection of the facilities, systems, information systems, books, records, agreements, and policies and procedures relating to the Use or Disclosure of Protected Health Information for the purpose determining whether Business Associate is in compliance with the terms of this Business Associate Agreement and any non-compliance may be a basis for termination of this Business Associate Agreement and the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate, as provided for in section 17.

19.2 Covered Entity and Business Associate shall mutually agree in advance upon the scope, timing, and location of any such inspection.

19.3 At Business Associate's request, and to the extent permitted by law, Covered Entity shall execute a nondisclosure agreement, upon terms and conditions mutually agreed to by the parties.

- 19.4 That Covered Entity inspects, fails to inspect, or has the right to inspect as provided for in Section 19.1 does not relieve Business Associate of its responsibility to comply with this Business Associate Agreement and/or the HIPAA Rules or impose on Covered Entity any responsibility for Business Associate's compliance with any applicable HIPAA Rules.
- 19.5 Covered Entity's failure to detect, its detection but failure to notify Business Associate, or its detection but failure to require remediation by Business Associate of an unsatisfactory practice by Business Associate, shall not constitute acceptance of such practice or a waiver of Covered Entity's enforcement rights under this Business Associate Agreement or the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate.
- 19.6 Section 19.1 is not intended by the parties to limit in any way the scope of Business Associate's obligations related to Inspection and/or Audit and/or similar review in the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order, or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate.

20. Miscellaneous Provisions

- 20.1 Disclaimer. Covered Entity makes no warranty or representation that compliance by Business Associate with the terms and conditions of this Business Associate Agreement will be adequate or satisfactory to meet the business needs or legal obligations of Business Associate.
- 20.2 HIPAA Requirements. The Parties agree that the provisions under HIPAA Rules that are required by law to be incorporated into this Amendment are hereby incorporated into this Agreement.
- 20.3 No Third Party Beneficiaries. Nothing in this Business Associate Agreement shall confer upon any person other than the parties and their respective successors or assigns, any rights, remedies, obligations, or liabilities whatsoever.
- 20.4 Construction. In the event that a provision of this Business Associate Agreement is contrary to a provision of the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order, or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate, the provision of this Business Associate Agreement shall control. Otherwise, this Business Associate Agreement shall be construed under, and in accordance with, the terms of

the applicable underlying Agreement, Contract, Master Agreement, Work Order, Purchase Order or other services arrangement, with or without payment, that gives rise to Contractor's status as a Business Associate.

- 20.5 Regulatory References. A reference in this Business Associate Agreement to a section in the HIPAA Rules means the section as in effect or as amended.
- 20.6 Interpretation. Any ambiguity in this Business Associate Agreement shall be resolved in favor of a meaning that permits the parties to comply with the HIPAA Rules.
- 20.7 Amendment. The parties agree to take such action as is necessary to amend this Business Associate Agreement from time to time as is necessary for Covered Entity or Business Associate to comply with the requirements of the HIPAA Rules and any other privacy laws governing Protected Health Information.

Medical Health Screening

All potential Contractor personnel shall complete to the satisfaction of County a medical health screening to determine if the person meets the medical criteria and immunizations standards established for the prospective job classification/assignment before commencing services. The Contractor shall use the DHS Forms and medical health screening methodology provided in the Contractor package.

The medical health screening shall be performed by a physician or other licensed healthcare professional (PLHCP) authorized to perform such a physical screening, with such cost at the expense of the Contractor. If the Contractor chooses to have the DHS Employee Health Services (EHS) perform such assessments and screening and such services are available, the Contractor will be billed for the services regardless if the Contractor's staff passes or fails the screening. Contractor personnel shall present a letter on Contractor letterhead authorizing personnel to obtain the screening from DHS' EHS. DHS EHS will bill the Contractor for the cost and/or deduct the amount from funds owed.

Contractor personnel shall provide DHS EHS with documentation of health screenings and evidence of the absence of communicable diseases using the County's "Health Clearance Certification, E2" form. The Certification form must be completed by the prospective Contractor personnel and their health care provider, then by the Contractor attesting verification of completion of DHS forms.

The Contractor must provide DHS EHS with the source documents for review within four (4) hours of a request. Source documents pertaining to the pre-employment health evaluation, Tuberculosis, Respiratory Fit Testing, and other immunizations will be maintained by the Contractor. Failure to provide appropriate source documentation of health screenings/clearance will result in immediate release from assignment and there will be no further placement of Contractor's personnel until compliant.

DHS Facility Staff are required to ensure the Contractor personnel receives the appropriate documents; has submitted them to the facility EHS and has obtained health clearance prior to beginning the work assignment.

No person will be allowed to work at any time inside a DHS medical facility without appropriate documentation of health screening. In those instances where persons have no demonstrated immunity, and have refused vaccination, a waiver to that effect must be obtained and on file. Lack of immunity to certain diseases will restrict assignment locations within the hospital.

All Contractor personnel who have potential exposure to respiratory hazards and/ or aerosol transmissible disease shall provide appropriate documentation of a respiratory fit test on the same make, model, style, and size of respirator that will be used in facility. If indicated, this requirement is mandatory annually.

Per County policy, Contractor personnel are required to comply with annual health screening. Unless provided for per contract, Contractor personnel shall have their PLHCP conduct the assessment in accordance with County policy and procedures. This documentation is the "Health Clearance Certification, E2". The workforce member will be provided with the necessary documentation for completion and submission to their PLHCP. The PLHCP will complete the documents and submit them to the Contractor, as appropriate, with the completed certification form.

Contractor personnel may be given a 30-day reminder to comply with annual health screening requirements. Contractor personnel who do not comply with annual or other health screening requirements will be given a letter indicating they have five (5) days to comply or face release from assignment. A copy of the "letter" will be provided to the Contractor personnel's supervisor for action. Failure to provide documentation of health screening/clearance will result in immediate release from assignment and no further placement until compliant.

Emergency services will be provided post-exposure to Contractor personnel who have potential exposure to occupational hazards within the allowable time frames, but will be billed to the Contractor, as appropriate. Contractor personnel who are exposed to occupational hazard or incur injury while performing their duties for the County will be reported on the OSHA Log 300/301, as required by state and federal regulation and guidelines.

In the event of an occupational needle-stick injury or other exposure to Contractor personnel to blood and body fluids or airborne contaminants, medical care will be provided by the DHS EHS or Emergency Room, but will be billed to the Contractor, as appropriate. Contractor personnel may go to the facility DHS EHS or the designated department for initial care within the allowable treatment time frames. Cost of initial treatment will be billed to the Contractor, as appropriate. Subsequent follow-up treatment will be conducted through the appropriate agency's medical provider or the employee's personal physician. If Contractor chooses to have the DHS EHS provide subsequent follow-up care, the Contractor will be billed accordingly.

CHARITABLE CONTRIBUTIONS CERTIFICATION

Company Name: _____

Address: _____

Internal Revenue Service Employer Identification Number: _____

Proposer or Contractor is exempt from the California Nonprofit Integrity Act.

California Registry of Charitable Trusts "CT" number (if applicable): _____

The Nonprofit Integrity Act (SB 1262, Chapter 919) added requirements to California's Supervision of Trustees and Fundraisers for Charitable Purposes Act which regulates those receiving and raising charitable contributions.

If Proposer or Contractor is not exempt, **check the Certification below that is applicable to your company.**

Proposer or Contractor has examined its activities and determined that it does not now receive or raise charitable contributions regulated under California's Supervision of Trustees and Fundraisers for Charitable Purposes Act. If Proposer engages in activities subjecting it to those laws during the term of a County contract, it will timely comply with them and provide County a copy of its initial registration with the California State Attorney General's Registry of Charitable Trusts when filed.

OR

Proposer or Contractor is registered with the California Registry of Charitable Trusts under the CT number listed above and is in compliance with its registration and reporting requirements under California law. **Attached is a copy of its most recent filing with the Registry of Charitable Trusts as required by Title 11 California Code of Regulations, sections 300-301 and Government Code sections 12585-12586.**

Signature

Date: _____

Name of Signer: _____

Title: _____