

COUNTY OF SISKIYOU CONTRACT FOR SERVICES

This Contract is entered into on the date when it has been both approved by the Board and signed by all other parties to it:

COUNTY: Siskiyou County Health and Human Services Agency (SCHHSA)
Social Services Division
818 South Main Street
Yreka, California 96097

And

CONTRACTOR: Jessica Burke, MPA
DBA: APSTC (APS Training Consultants)
205 Ashton Court
Sneads Ferry, NC 28460

ARTICLE 1. TERM OF CONTRACT

- 1.01** Contract Term: This Contract shall become effective on September 1, 2025, and shall terminate on June 30, 2027, unless terminated in accordance with the provisions of Article 7 of this Contract or as otherwise provided herein.

ARTICLE 2. INDEPENDENT CONTRACTOR STATUS

- 2.01** Independent Contractor: It is the express intention of the parties that Contractor is an independent contractor and not an employee, agent, joint venture or partner of County. Nothing in this Contract shall be interpreted or construed as creating or establishing the relationship of employer and employee between County and Contractor or any employee or agent of Contractor. Both parties acknowledge that Contractor is not an employee for state or federal tax purposes. Contractor shall retain the right to perform services for others during the term of this Contract.

ARTICLE 3. SERVICES

- 3.01** Specific Services: Contractor shall provide the services described in Exhibit "A-1 through A-5" attached hereto.

No additional services shall be performed by Contractor unless approved in advance in writing by the County stating the dollar value of the services, the method of payment, and any adjustment in contract time or other contract terms. All such services are to be coordinated with County and the results of the work shall be monitored by the Director of Health and Human Services Agency or his or her designee.

- 3.02** Method of Performing Services: Contractor will determine the method, details, and means of performing the above-described services including measures to protect the safety of the traveling public and Contractor's employees. County shall not have the right to, and shall not, control the manner or determine the method of accomplishing Contractor's services.
- 3.03** Employment of Assistants: Contractor may, at the Contractor's own expense, employ such assistants as Contractor deems necessary to perform the services required of Contractor by this Contract. County may not control, direct, or supervise Contractor's assistants or employees in the performance of those services.

ARTICLE 4. COMPENSATION

- 4.01** Compensation: In consideration for the services to be performed by Contractor, County agrees to pay Contractor in proportion to services satisfactorily performed the not to exceed amount of TWO HUNDRED NINETEEN THOUSAND , FIVE HUNDRED FIFTY DOLLARS and NO/DOLLARS (\$ 219,550.00). Payment shall be at the rates as set forth in Exhibit "A-1 through A-5" attached hereto.
- 4.02** Invoices: Contractor shall submit detailed invoices for all services being rendered.
- 4.03** Date for Payment of Compensation: County shall pay within 30 days of receipt of invoices from the Contractor to the County, and approval and acceptance of the work by the County.
- 4.04** Expenses: Contractor shall be responsible for all costs and expenses incident to the performance of services for County, including but not limited to, all costs of materials, equipment, all fees, fines, licenses, bonds or taxes required of or imposed against Contractor and all other of Contractor's costs of doing business. County shall not be responsible for any expense incurred by Contractor in performing services for County except as specified in Exhibit "A-1 through A-5" attached hereto.
- 4.05** Payment to Contractor for services rendered is predicated upon full compliance of the Contract. Payment may be withheld if determined Contractor is not in full compliance with terms, conditions, and requirements of Contract.

ARTICLE 5. OBLIGATIONS OF CONTRACTOR

- 5.01** Contractor Qualifications: Contractor warrants that Contractor has the necessary licenses, experience and technical skills to provide services under this Contract.
- 5.02** Contract Management: Contractor shall report to the Director of Health and Human Services Agency, or his or her designee, who will review the activities and performance of the Contractor and administer this Contract.

- 5.03 Tools and Instrumentalities:** Contractor will supply all tools and instrumentalities required to perform the services under this Contract. Contractor is not required to purchase or rent any tools, equipment or services from County.
- 5.04 Workers' Compensation:** Contractor shall maintain a workers' compensation plan, in an amount of no less than One Million Dollars (\$1,000,000) per accident for bodily injury or disease, covering all its employees as required by California Labor Code Section 3700, either through workers' compensation insurance issued by an insurance company or through a plan of self-insurance certified by the State Director of Industrial Relations. If Contractor elects to be self-insured, the certificate of insurance otherwise required by this Contract shall be replaced with a consent to self-insure issued by the State Director of Industrial Relations. Proof of such insurance shall be provided before any work is commenced under this contract. No payment shall be made unless such proof of insurance is provided.
- 5.05 Indemnification:** Contractor shall indemnify and hold County harmless against any and all liability imposed or claimed, including attorney's fees and other legal expenses, arising directly or indirectly from any act or failure of Contractor or Contractor's assistants, employees, or agents, including all claims relating to the injury or death of any person or damage to any property. Contractor agrees to maintain a policy of liability insurance in the minimum amount of (\$2,000,000) Two Million Dollars, to cover such claims or in an amount determined appropriate by the County Risk Manager. If the amount of insurance is reduced by the County Risk Manager such reduction must be in writing. Contractor shall furnish a certificate of insurance evidencing such insurance and naming the County as an additional insured for the above-cited liability coverage prior to commencing work. It is understood that the duty of Contractor to indemnify and hold harmless includes the duty to defend as set forth in Section 2778 of the California Civil Code. Acceptance by County of insurance certificates and endorsements required under this Contract does not relieve Contractor from liability or limit Contractor's liability under this indemnification and hold harmless clause. This indemnification and hold harmless clause shall apply to any damages or claims for damages whether or not such insurance policies shall have been determined to apply. By execution of this Contract, Contractor acknowledges and agrees to the provisions of this Section and that it is a material element of consideration.
- 5.06 General Liability and Automobile Insurance:** During the term of this Contract, Contractor shall obtain and keep in full force and effect a commercial, general liability with limits no less than Two Million Dollars (\$2,000,000) per occurrence and automobile policy or policies of no less than One Million Dollars (\$1,000,000) per accident for bodily injury and property damage; the County, its officers, employees, volunteers and agents are to be named additional insured under the policies, and the policies shall stipulate that this insurance will operate as primary insurance for work performed by Contractor and its sub-contractors, and that no other insurance effected by County or other named insured will be called on to

cover a loss covered thereunder. All insurance required herein shall be provided by a company authorized to do business in the State of California and possess at least a Best A:VII rating or as may otherwise be acceptable to County. The General Liability insurance shall be provided by an ISO Commercial General Liability policy, with edition dates of 1985, 1988, or 1990 or other form satisfactory to County. The County will be named as an additional insured using ISO form CG 2010 1185 or the same form with an edition date no later than 1990, or in other form satisfactory to County.

- 5.07 Certificate of Insurance and Endorsements:** Contractor shall obtain and file with the County prior to engaging in any operation or activity set forth in this Contract, certificates of insurance evidencing additional insured coverage as set forth in paragraphs 5.04 and 5.10 which shall provide that no cancellation, reduction in coverage or expiration by the insurance company will be made during the term of this Contract, without thirty (30) days written notice to County prior to the effective date of such cancellation. **Naming the County as a “Certificate Holder” or other similar language is NOT sufficient satisfaction of the requirement.** Prior to commencement of performance of services by Contractor and prior to any obligations of County, contractor shall file certificates of insurance with County showing that Contractor has in effect the insurance required by this Contract. Contractor shall file a new or amended certificate on the certificate then on file. **If changes are made during the term of this Contract, no work shall be performed under this agreement, and no payment may be made until such certificate of insurance evidencing the coverage in paragraphs 5.05, the general liability policy set forth in 5.06 and 5.10 are provided to County.**
- 5.08 Public Employees Retirement System (CalPERS):** In the event that Contractor or any employee, agent, or subcontractor of Contractor providing services under this Contract is determined by a court of competent jurisdiction or the Public Employees Retirement System (CalPERS) to be eligible for enrollment in CalPERS as an employee of the County, Contractor shall indemnify, defend, and hold harmless County for the payment of any employee and/or employer contributions of CalPERS benefits on behalf of Contractor or its employees, agents, or subcontractors, as well as for the payment of any penalties and interest on such contributions, which would otherwise be the responsibility of County. Contractor understands and agrees that his personnel are not, and will not be, eligible for memberships in, or any benefits from, any County group plan for hospital, surgical or medical insurance, or for membership in any County retirement program, or for paid vacation, paid sick leave, or other leave, with or without pay, or for any other benefit which accrues to a County employee.
- 5.09 IRS/FTB Indemnity Assignment:** Contractor shall defend, indemnify, and hold harmless the County, its officers, agents, and employees, from and against any adverse determination made by the Internal Revenue Service of the State Franchise Tax Board with respect to Contractor’s “independent contractor” status

that would establish a liability for failure to make social security and income tax withholding payments.

5.10 Professional Liability: If Contractor or any of its officers, agents, employees, volunteers, contactors or subcontractors are required to be professionally licensed or certified by any agency of the State of California in order to perform any of the work or services identified herein, Contractor shall procure and maintain in force throughout the duration of the Contract a professional liability insurance policy with a minimum coverage level of Two Million and No/100 Dollars (\$2,000,000.00), or as determined in writing by County's Risk Management Department.

5.11 State and Federal Taxes: As Contractor is not County's employee, Contractor is responsible for paying all required state and federal taxes. In particular:

- A. County will not withhold FICA (Social Security) from Contractor's payments.
- B. County will not make state or federal unemployment insurance contributions on behalf of Contractor.
- C. County will not withhold state or federal income tax from payment to Contractor.
- D. County will not make disability insurance contributions on behalf of Contractor.
- E. County will not obtain workers' compensation insurance on behalf of Contractor.

5.12 Records: All reports and other materials collected or produced by the Contractor or any subcontractor of Contractor shall, after completion and acceptance of the Contract, become the property of County, and shall not be subject to any copyright claimed by the Contractor, subcontractor, or their agents or employees. Contractor may retain copies of all such materials exclusively for administration purposes. Any use of completed or uncompleted documents for other projects by Contractor, any subcontractor, or any of their agents or employees, without the prior written consent of County is prohibited. It is further understood and agreed that all plans, studies, specifications, data magnetically or otherwise recorded on computer or computer diskettes, records, files, reports, etc., in possession of the Contractor relating to the matters covered by this Contract shall be the property of the County, and Contractor hereby agrees to deliver the same to the County upon request. It is also understood and agreed that the documents and other materials including but not limited to those set forth hereinabove, prepared pursuant to this Contract are prepared specifically for the County and are not necessarily suitable for any future or other use.

5.13 Contractor's Books and Records: Contractor shall maintain any and all ledgers, books of account, invoices, vouchers, canceled checks, and other records or documents evidencing or relating to charges for services or expenditures and disbursements charged to the County for a minimum of five (5) years, or for any longer period required by law, from the date of final payment to the Contractor under this Contract. Any records or documents required to be maintained shall be

made available for inspection, audit and/or copying at any time during regular business hours, upon oral or written request of the County.

- 5.14** Assignability of Contract: It is understood and agreed that this Contract contemplates personal performance by the Contractor and is based upon a determination of its unique personal competence and experience and upon its specialized personal knowledge. Assignments of any or all rights, duties or obligations of the Contractor under this Contract will be permitted only with the express written consent of the County.
- 5.15** Warranty of Contractor: Contractor warrants that it, and each of its personnel, where necessary, are properly certified and licensed under the laws and regulations of the State of California to provide the special services agreed to.
- 5.16** Withholding for Non-Resident Contractor: Pursuant to California Revenue and Taxation Code Section 18662, payments made to nonresident independent contractors, including corporations and partnerships that do not have a permanent place of business in this state, are subject to 7 percent state income tax withholding.
- Withholding is required if the total yearly payments made under this contract exceed \$1,500.00.
- Unless the Franchise Tax Board has authorized a reduced rate or waiver of withholding and County is provided evidence of such reduction/waiver, all nonresident contractors will be subject to the withholding. It is the responsibility of the Contractor to submit the Waiver Request (Form 588) to the Franchise Tax Board as soon as possible in order to allow time for the Franchise Tax Board to review the request.
- 5.17** Compliance with Child, Family and Spousal Support Reporting Obligations: Contractor's failure to comply with state and federal child, family and spousal support reporting requirements regarding contractor's employees or failure to implement lawfully served wage and earnings assignment orders or notices of assignment relating to child, family and spousal support obligations shall constitute a default under this Contract. Contractor's failure to cure such default within ninety (90) days of notice by County shall be grounds for termination of this Contract.
- 5.18** Conflict of Interest: Contractor covenants that it presently has no interest and shall not acquire an interest, direct or indirect, financial or otherwise, which would conflict in any manner or degree with the performance of the services hereunder. Contractor further covenants that, in the performance of this Contract, no subcontractor or person having such an interest shall be used or employed. Contractor certifies that no one who has or will have any financial interest under this contract is an officer or employee of County.

5.19 Compliance with Applicable Laws: Contractor shall comply with all applicable federal, state and local laws now or hereafter in force, and with any applicable regulations, in performing the work and providing the services specified in this Contract. This obligation includes, without limitations, the acquisition and maintenance of any permits, licenses, or other entitlements necessary to perform the duties imposed expressly or impliedly under this Contract.

A. Pursuant to the Single Audit Act and the Office of Management and Budget (OMB) Circular A-144, any Contractor who receives a total of \$500,000 or more per year in federal funds for the purpose of carrying out federal programs may be required to complete an annual audit. The funding threshold is aggregate funds from all sources.

If Contractor is subject to Annual Audit requirements, Contractor is required to submit a copy of the completed audit to the Siskiyou County Human Services Agency no later than 30 days after term of Contract, or as otherwise agreed to in writing by County and Contractor.

B. Pursuant to Executive Order 12549, 7 CFR Part 3017, 45 CFR Part 76, and 44 CFR Part 17, Contractor must be in good standing with the federal government, and may not be barred or suspended from federal financial assistance programs and activities, nor proposed for debarment, declared ineligible, or voluntarily excluded from participation in covered transactions by any federal department or agency for the duration of this Contract, or County may elect to terminate the Contract.

Contractor may not be listed on the Excluded Parties Listing System (EPLS) (<http://www.sam.gov>) prior to or during the Contract. The Contract will not be awarded to Contractor if Contractor appears on the EPLS database as suspended or debarred.

5.20 Bankruptcy: Contractor shall immediately notify County in the event that Contractor ceases conducting business in the normal manner, becomes insolvent, makes a general assignment for the benefit of creditors, suffer or permits the appointment of a receiver for its business or assets, or avails itself of, or becomes subject to, any proceeding under the Federal Bankruptcy Act or any other statute of any state relating to insolvency or protection of the rights of creditors.

5.21 Confidentiality: SCHSA and Contractor agree to comply with and require their officers, employees, agents, volunteers, contractors and subcontractors to comply with all federal and state confidentiality requirements, including the provisions of Welfare and Institutions Code Sections 10850 and 5328, the California Department of Social Services' Manual of Policies and Procedures, Division 19, the Medi-Cal Data Privacy and Security Agreement between the California Department of Health Care Services and the County of Siskiyou, Health and Human Services Agency, and the Agreement between the Social Security Administration and the Department

of Health Care Services, otherwise referred to as the 1137 Agreement to assure that:

- a. All records concerning any applicant or participant shall be confidential and shall not be open to examination for any purpose not directly connected with the purposes of this Contract. No person shall publish or disclose, or use or permit, or cause to be published, disclosed or used, any confidential information pertaining to any applicant for or recipient of public social services.
- b. The Medi-Cal Data Privacy and Security Agreement requires Contractors who assist SCHHSA in its Medi-Cal functions, or Contractors who receive Personally Identifiable information (PII) from SCHHSA to comply with substantive privacy and security requirements as listed in the Medi-Cal Data Privacy and Security Agreement, including Exhibit A-1 through A-5, and in the 1137 Agreement.

The Medi-Cal Data Privacy and Security Agreement, including Exhibit A-1 through A-5, and the 1137 Agreement are provided to Contractor electronically, and can be accessed by Contractor at the Siskiyou County Social Services Division website:

<https://www.co.siskiyou.ca.us/socialservices>

In the main center column of this page in the Section named "Social Services Resource Center", look for the Resource Titles:

"Medi-Cal Privacy and Security Agreement"
and
"SSA-DHCS Agreement 1137"

Then click on the resource title to be viewed or printed.

If Contractor is unable to access the electronic version of the Medi-Cal Data Privacy and Security Agreement, or the 1137 Agreement, Contractor shall notify SCHHSA and SCHHSA will provide Contractor with a hard-copy of each document.

Contractor agrees to comply with the privacy and security safeguards contained in the Medi-Cal Data Privacy and Security Agreement and the 1137 Agreement. Signature by Contractor on this Contract confirms agreement to comply with all provisions of the Medi-Cal Data Privacy and Security Agreement and the 1137 Agreement.

- c. Contractor agrees to inform all of their officers, employees, agents, volunteers, contractors and subcontractors of the provisions mandated by Welfare and Institutions Code Section 10850 and the California Department of Social Services' Manual of Policies and Procedures, Division 19 and to further inform

them that any person knowingly and intentionally violating the provisions of said State law is guilty of a misdemeanor.

5.22 Health Insurance Portability and Accountability Act (HIPAA): Contractor shall comply with, and assist SCHHSA in complying with, the privacy and security requirements of the Health Insurance Portability and Accountability Act (HIPAA), as follows.

A. Use or Disclosure of Protected Health Information: Contractor may use or disclose protected health information (PHI) to perform its obligations under the Contract, provided that such use or disclosure does not violate this Agreement, is not prohibited by the Health Insurance Portability and Accountability Act (HIPAA) including, but not limited to, the provisions of Title 42, United States Code, Section 1320d et seq. and Title 45, Code of Federal Regulations (C.F.R.), Parts 142, 160, 162 and 164, or does not exceed the scope of how County could use or disclose the information.

Contractor shall not use, disclose or allow the disclosure of PHI except as permitted herein or as required or authorized by law. Contractor shall implement appropriate safeguards to prevent use or disclosure of PHI other than as provided herein. At the request of and in the time and manner designated by County, Contractor shall provide access to PHI in a designated record set as required by 45 C.F.R. Section 164.524. Contractor shall report to County any use or disclosure of PHI not provided for herein or HIPAA regulations.

If Contractor provides PHI to a third party, including officers, agents, employees, volunteers, contractors and subcontractors, pursuant to the terms of the Contract, Contractor shall ensure that the third party complies with all HIPAA regulations and the terms set forth herein.

B. Documentation and Accounting of Uses and Disclosures: Contractor shall document any disclosures of PHI in a manner that would allow County to respond to a request for an accounting of disclosures of PHI in accordance with 45 C.F.R. Section 164.528. Contractor shall provide County, in a time and manner designated by County, all information necessary to respond to a request for an accounting of disclosures of PHI.

C. Amendments to Designated Record Sets: In accordance with 45 C.F.R. Section 164.526, Contractor agrees to amend PHI in its possession as requested by an individual or as directed by County, in a time and manner designated by County.

D. Access to Records: Contractor shall make available to County or the Secretary of the United States Department of Health and Human Services (HHS), in the time and manner designated by County or HHS, any records related to the use,

disclosure and privacy protections of PHI for the purpose of investigating or auditing County's compliance with HIPAA regulations.

- E. Termination of Agreement:** Upon County's knowledge of a material breach of these provisions or HIPAA regulations, County shall, at its option, either provide Contractor with an opportunity to cure the breach or immediately terminate this Contract. If Contractor is given an opportunity to cure the breach but fails to do so within the time specified by County, County may terminate the Contract without further notice.
 - F. Destruction of PHI:** Upon termination of this Contract, Contractor shall return to County all PHI required to be retained and return or destroy all other PHI to comply with HIPAA regulations. This provision shall apply to PHI in the possession of Contractor's officers, agents, employees, volunteers, contractors and subcontractors who shall retain no copies of the PHI. If Contractor determines that returning or destroying the PHI is not feasible, Contractor shall provide County with notice specifying the conditions that make return or destruction not feasible. If County agrees that return of the PHI is not feasible, Contractor shall continue to extend the protections of this provision to the PHI for so long as Contractor or its officers, agents, employees, volunteers, contractors or subcontractors maintain such PHI.
- 5.23 Nondiscrimination:** Contractor agrees to the terms and conditions set forth in the "Nondiscrimination in State and Federally-Assisted Programs" addendum, attached hereto as Exhibit B and those terms and conditions are hereby incorporated into the Contract by reference.
- 5.24 Grievance Procedure:** If Contractor is required by ordinance, regulation, policy, the California Department of Social Services, County or other authority to have a procedure for filing and considering grievances, Contractor shall provide County with a copy of Contractor's grievance procedure prior to providing services under this Contract.
- 5.25 Child Abuse and Neglect Reporting:** Contractor shall comply with all state and federal laws pertaining to the reporting of child abuse and/or neglect. Contractor's officers, employees, agents and volunteers shall report all known or suspected instances of child abuse and/or neglect to the Child Protective Services agency or other agency as required by Penal Code Section 11164 et seq.
- 5.26 Changes in Regulations:** If SCHHSA notifies Contractor of a change in County, SCHHSA or California Department of Social Service regulations or guidelines affecting contract activities, Contractor shall choose one of the following options and notify the County in writing within five (5) days of receipt of the notice as to its choice: (1) Indicate that Contractor's operations are currently in compliance with the change in regulation or guideline; (2) Indicate that Contractor is in the process of modifying operations to comply with the change and will complete these

modifications and be in compliance within thirty (30) days of notification by County or SCHHSA; or (3) Notify SCHHSA of termination of the Contract or seek modification of any terms of the Contract materially affected by a regulation or guideline change.

ARTICLE 6. OBLIGATIONS OF COUNTY

- 6.01** Cooperation of County: County agrees to comply with all reasonable requests of Contractor (to provide reasonable access to documents and information as permitted by law) necessary to the performance of Contractor's duties under this Contract.

ARTICLE 7. TERMINATION

- 7.01** Termination on Occurrence of Stated Events: This Contract shall terminate automatically on the occurrence of any of the following events:

1. Bankruptcy or insolvency of Contractor
2. Death of Contractor

- 7.02** Termination by County for Default of Contractor: Should Contractor default in the performance of this Contract or materially breach any of its provisions, County, at County's option, may terminate this Contract by giving written notification to Contractor.

- 7.03** Termination for Convenience of County: County may terminate this Contract at any time by providing a notice in writing to Contractor that the Contract is terminated. Said Contract shall then be deemed terminated and no further work shall be performed by Contractor. If the Contract is so terminated, the Contractor shall be paid for that percentage of the phase of work actually completed, based on a pro rata portion of the compensation for said phase satisfactorily completed at the time of notice of termination is received.

- 7.04** Termination of Funding: County may terminate this Contract in any fiscal year in that it is determined there is not sufficient funding. California Constitution Article XVI Section 18.

ARTICLE 8. GENERAL PROVISIONS

- 8.01** Notices: Any notices to be given hereunder by either party to the other may be effected either by personal delivery in writing or by mail, registered or certified. Mailed notices shall be addressed and sent to the parties at the addresses appearing below. Notices delivered personally will be deemed communicated as of actual receipt; mailed notices will be deemed communicated as of two (2) days after mailing.

SCHHSA: Siskiyou County Health and Human Services Agency
Director, Social Services Division
818 South Main Street
Yreka, CA 96097-3321

Phone: (530) 841-2752

Contractor: APS Training Consultants
Jessica Burke, MPA
205 Ashton Court
Sneads Ferry, NC 28460

Phone: (951) 216-0393

- 8.02** Entire Agreement of the Parties: This contract supersedes any and all contracts, either oral or written, between the Parties hereto with respect to the rendering of services by Contractor for County and contains all the covenants and contracts between the parties with respect to the enduring of such services in any manner whatsoever. Each Party to this Contract acknowledges that no representations, inducements, promises, or contract, orally or otherwise, have been made by any party, or anyone acting on behalf of any Party, which are not embodied herein, and that no other contract, statement, or promise not contained in this Contract shall be valid or binding. Any modification of this Contract will be effective only if it is in writing signed by the Party to be charged and approved by the County as provided herein or as otherwise required by law.
- 8.03** Partial Invalidity: If any provision in this Contract is held by a court of competent jurisdiction to be invalid, void, or unenforceable, the remaining provision will nevertheless continue in full force without being impaired or invalidated in any way.
- 8.04** Attorney's Fees: If any action at law or in equity, including an action for declaratory relief, is brought to enforce or interpret the provisions of this Contract, the prevailing Party will be entitled to reasonable attorney's fees, which may be set by the court in the same action or in a separate action brought for that purpose, in addition to any other relief to which that party may be entitled.
- 8.05** Conformance to Applicable Laws: Contractor shall comply with the standard of care regarding all applicable federal, state and county laws, rules and ordinances. Contractor shall not discriminate in the employment of persons who work under this contract because of race, the color, national origin, ancestry, disability, sex or religion of such person.
- 8.06** Waiver: In the event that either County or Contractor shall at any time or times waive any breach of this Contract by the other, such waiver shall not constitute a

waiver of any other or succeeding breach of this Contract, whether of the same or any other covenant, condition or obligation.

- 8.07** Governing Law: This Contract and all matters relating to it shall be governed by the laws of the State of California and the County of Siskiyou and any action brought relating to this Contract shall be brought exclusively in a state court in the County of Siskiyou.
- 8.08** Reduction of Consideration: Contractor agrees that County shall have the right to deduct from any payments contracted for under this Contract any amount owed to County by Contractor as a result of any obligation arising prior or subsequent to the execution of this contract. For purposes of this paragraph, obligations arising prior to the execution of this contract may include, but are not limited to any property tax, secured or unsecured, which tax is in arrears. If County exercises the right to reduce the consideration specified in this Contract, County shall give Contractor notice of the amount of any off-set and the reason for the deduction.
- 8.09** Negotiated Contract: This Contract has been arrived at through negotiation between the parties. Neither party is to be deemed the party which prepared this Contract within the meaning of California Civil Code Section 1654. Each party hereby represents and warrants that in executing this Contract it does so with full knowledge of the rights and duties it may have with respect to the other. Each party also represents and warrants that it has received independent legal advice from its attorney with respect to the matters set forth in this Contract and the rights and duties arising out of this Contract, or that such party willingly foregoes any such consultation.
- 8.10** Time is of the Essence: Time is of the essence in the performance of this Contract.
- 8.11** Materiality: The parties consider each and every term, covenant, and provision of this Contract to be material and reasonable.
- 8.12** Authority and Capacity: Contractor and Contractor's signatory each warrant and represent that each has full authority and capacity to enter into this Contract.
- 8.13** Binding on Successors: All of the conditions, covenants and terms herein contained shall apply to, and bind, the heirs, successors, executors, administrators and assigns of Contractor. Contractor and all of Contractor's heirs, successors, executors, administrators, and assigns shall be jointly and severally liable under the Contract.
- 8.14** Cumulation of Remedies: All of the various rights, options, elections, powers and remedies of the parties shall be construed as cumulative, and no one of them exclusive of any other or of any other legal or equitable remedy which a party might otherwise have in the event of a breach or default of any condition, covenant

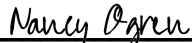
or term by the other party. The exercise of any single right, option, election, power or remedy shall not, in any way, impair any other right, option, election, power or remedy until all duties and obligations imposed shall have been fully performed.

- 8.15** No Reliance On Representations: Each party hereby represents and warrants that it is not relying and has not relied upon any representation or statement made by the other party with respect to the facts involved or its rights or duties. Each party understands and agrees that the facts relevant, or believed to be relevant to this Contract, may hereunder turn out to be other than, or different from the facts now known to such party as true, or believed by such party to be true. The parties expressly assume the risk of the facts turning out to be different and agree that this Contract shall be effective in all respects and shall not be subject to rescission by reason of any such difference in facts.

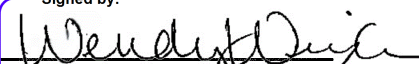
IN WITNESS WHEREOF, County and Contractor have executed this agreement on the dates set forth below, each signatory represents that they have the authority to execute this agreement and to bind the Party on whose behalf their execution is made.

COUNTY OF SISKIYOU

Date: 12/2/2025

Signed by:

 NANCY OGREN, CHAIR
 Board of Supervisors
 County of Siskiyou
 State of California

ATTEST:
 LAURA BYNUM
 Clerk, Board of Supervisors

By: 
 Deputy

Date: 10/9/2025

CONTRACTOR:
 DocuSigned by:

 Jessica Burke, MPA
 CEO & Director, Single-member LLC

License No.: _____
 (Licensed in accordance with an act providing for the registration of contractors)

Note to Contractor: For corporations, the contract must be signed by two officers. The first signature must be that of the chairman of the board, president or vice-president; the second signature must be that of the secretary, assistant secretary, chief financial officer or assistant treasurer. (Civ. Code, Sec. 1189 & 1190 and Corps. Code, Sec. 313.)

TAXPAYER I.D. _____

ACCOUNTING:

Fund	Organization	Account	Activity Code (if applicable)
2120	501010	723000	

Encumbrance number (if applicable)

If not to exceed, include amount not to exceed: \$ 219,550.

If needed for multi-year contracts, please include separate sheet with financial information for each fiscal year.



APSTC
APS TRAINING CONSULTANTS
Program Development & Training

Exhibit A-1

APSTC Training Scope of Services

APS Training

July 2025-June 2027

Article I: Preface

APS Training Consultants is contracting with Siskiyou County, Health and Human Services, to provide professional services as subject matter experts on APS training, specifically for curriculum development and training for APS social workers.

Article II: APS Training Consultants' Duties and Responsibilities

APS Training Consultants' duties and responsibilities include providing subject matter expertise, curriculum development, and training for APS programs.

Article III: Materials

APS Training Consultants agrees to provide the following materials for each module:

- Initial Outline with Content and Activities
- Power Point
- Standardized Trainer Manual solely created for Siskiyou County.
- Participant Manual which includes handouts and activities
- Specific Siskiyou County policies/procedures related to the content.

Article IV: Proposed Timeline: TBD.

- In-depth outline for each module that includes review with all stakeholders (TBD).
- 1st draft of Power Point and Trainer Manual by TBD and review with stakeholders; make recommended changes.
- 2nd draft of Power Point, Trainer Manual and Participant Manual TBD and review with stakeholders; make additional changes.
- Final draft of Power Point, Trainer Manual and Participant Manual TBD and review with stakeholders.
- Provide the Final Materials to stakeholders by TBD.
- Roll-out of training in TBD.
- Optional but recommended: Transfer of Learning Activities



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Article V: Compensation

Cost for all curriculum development (from initial outline to finalized materials):

Each four-hour module will cost: \$4,000.00; not to exceed \$44,000.00

Each six-hour module will cost: \$6,000.00; not to exceed \$24,000.00

Cost for in-person/virtual training:

Virtual Training: \$175 per hour; not to exceed \$15,750.00



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Exhibit A-2

APSTC Training Scope of Services

IHSS Training

July 2025-June 2027

Article I: Preface

APS Training Consultants is contracting with Siskiyou County, Health and Human Services, to provide professional services as subject matter experts on IHSS training, specifically for curriculum development and training for IHSS social workers.

Article II: APS Training Consultants' Duties and Responsibilities

APS Training Consultants' duties and responsibilities include providing subject matter expertise, curriculum development, and training for IHSS programs.

Article III: Materials

APS Training Consultants agrees to provide the following materials for each module:

- Initial Outline with Content and Activities
- Power Point
- Standardized Trainer Manual solely created for Siskiyou County.
- Participant Manual which includes handouts and activities
- Specific Siskiyou County policies/procedures related to the content.

Article IV: Proposed Timeline: TBD.

- In-depth outline for each module that includes review with all stakeholders (TBD).
- 1st draft of Power Point and Trainer Manual by TBD and review with stakeholders; make recommended changes.
- 2nd draft of Power Point, Trainer Manual and Participant Manual TBD and review with stakeholders; make additional changes.
- Final draft of Power Point, Trainer Manual and Participant Manual TBD and review with stakeholders.
- Provide the Final Materials to stakeholders by TBD.
- Roll-out of training in TBD.
- Optional but recommended: Transfer of Learning Activities



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Program Development & Training

Article V: Compensation

Cost for all curriculum development (from initial outline to finalized materials):

Each four-hour module will cost: \$4,000.00; not to exceed \$32,000.00

Cost for in-person/virtual training:

Virtual Training: \$175 per hour; not to exceed \$7,000.00



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Exhibit A-3

Training Scope of Services

Organizational Development, Program Analysis, Evaluation and Improvement, and Program Integrity for IHSS and APS Programs

July 2025-June 2027

Article I: Preface

APS Training Consultants is contracting with Siskiyou County, Health and Human Services, to provide professional services as subject matter experts on Organizational Development, Program Analysis, Evaluation and Improvement, and Program Integrity including analysis and evaluation of staff members on roles and responsibilities and providing feedback and recommendations.

Article II: APS Training Consultants' Duties and Responsibilities

APS Training Consultants' duties and responsibilities include providing subject matter expertise, on evaluation of programs and organizational culture.

Article III: Materials

APS Training Consultants agrees to provide the following materials/action items. :

- Review of all employee classifications, roles and responsibilities; including in-person shadowing.
- Make recommendations as to what next steps need to be implemented to ensure program integrity.
- Create/provide revisions for stakeholder review.
- Finalize all recommendations for stakeholder review.
- Work directly with stakeholders on implementation of evaluation data and program integrity.

Article IV: TBD

- In-depth review, analysis, and evaluation of all employee roles and responsibilities; including in-person shadowing, with stakeholder input (TBD).
- 1st draft of recommendations by TBD and review with stakeholders; make advised changes.
- 2nd draft of recommendations by TBD and review with stakeholders; make advised changes.



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- Implementation of evaluation data and program integrity for all staff.

Article V: Compensation

Cost for organizational duties (from initial review to finalized implementation):

Organizational Development: \$155.00 per hour; not to exceed \$31,000.00

Cost for in-person shadowing or in-person organizational analysis:

In-person shadowing: **\$200 per hour plus travel expenses (flight, car, hotel); not to exceed \$6,400.00**

In-person organizational development activities: **\$180.00 per hour plus travel expenses (flight, car, hotel); not to exceed \$7,200.00**

Travel expenses (in-person only):

Flight/rental car/hotel: not to exceed \$1650.00 per person per trip. Receipts to be included.



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Exhibit A-4

Training Scope of Services

Policy and QA Development

July 2025-June 2027

Article I: Preface

APS Training Consultants is contracting with Siskiyou County, Health and Human Services, to provide professional services as subject matter experts on creating/revising Siskiyou County Policy and Procedures and developing a comprehensive quality assurance and program integrity program.

Article II: APS Training Consultants Duties and Responsibilities

APS Training Consultants duties and responsibilities include providing subject matter expertise, policy and QA development for APS and IHSS programs. APSTC will be responsible for reviewing and updating all existing Sutter County policies and procedures and developing a comprehensive quality assurance and program integrity plan.

Article III: Materials

APS Training Consultants agrees to provide the following materials/action items:

- Review of all existing policy and procedures.
- Make recommendations as to what can/should be updated and/or revised.
- Create/provide revisions for stakeholder review.
- Finalize all policy/procedures for stakeholder review.
- Create a comprehensive quality assurance and program integrity program to include stakeholder input and buy-in, check lists, training, etc.

Article IV: Proposed Timeline: October 2024-October 2025.

- In-depth review of all policy and procedures with stakeholder input (TBD).
- 1st draft of policy/procedures/QA/QI program by TBD and review with stakeholders; make recommended changes.
- 2nd draft of policy/procedures/QA/QI program by TBD and review with stakeholders; make recommended changes.
- 3rd draft of policy/procedures/QA/QI program by TBD and review with stakeholders; make recommended changes.
- Provide the Final Materials to stakeholders by TBD.



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- QA/PI process and implementation.

Article V: Compensation

Cost for all policy and QA development (from initial review to finalized materials):

Policy Development not to exceed \$12,400.00

Comprehensive QA/PI Program not to exceed \$12,400.00



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Exhibit A-5

Siskiyou Scope of Services

Gallup ® Strength Based Training and Coaching

July 2025-June 2027

Article I: Preface

APS Training Consultants is contracting with Siskiyou County Health and Human Services, to provide professional services as subject matter experts on coaching, and training for all Siskiyou County Health and Human Services professionals on Gallup ® strength-finders.

Article II: APS Training Consultants' Duties and Responsibilities

APS Training Consultants' duties and responsibilities include providing subject matter expertise, curriculum development, coaching, and in-person training.

Article III: Materials

APS Training Consultants agrees to provide the following materials for all training topics:

- Initial Outline with Content and Activities
- Power Point
- Gallup Strength Finders ® books with codes
- Participant Manual which includes handouts

Article IV: Proposed Timeline (all to be determined; as deemed necessary)

- In-depth outline that includes review with all stakeholders.
- 1st draft of training materials by TBD and review with stakeholders; make recommended changes.
- 2nd draft of training materials TBD and review with stakeholders.
- Provide the final Power Point, Handouts, and Participant Guide to stakeholders by TBD.

Article V: Compensation

In-Person at 1 location (cost includes travel):



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- Discover Your strengths Training with a certified Gallup ® Strength's trainer (for all employees): **\$8,500**
- Includes books with codes (up to 15)
- Includes 4 consultation meetings/coaching session prior to roll-out (recommendation is to use all 4)
- In-person and virtual coaching development separately

Virtual:

- Individual or team coaching employees after roll out: **\$150 per hour; not to exceed \$9,000.00**
- Individual or team Coaching leadership team after roll out: **\$165 per hour; not to exceed \$6,600.00**

EXHIBIT B
ASSURANCE OF COMPLIANCE WITH
THE SISKIYOU COUNTY
HEALTH AND HUMAN SERVICES AGENCY
NONDISCRIMINATION IN STATE
AND FEDERALLY – ASSISTED PROGRAMS

APS Training Consultants

HEREBY AGREES THAT it will comply with Title VI of the Civil Rights Act of 1964 as amended; Section 504 of the Rehabilitation Act of 1973, as amended; the Age Discrimination Act of 1975, as amended; the Food Stamp Act of 1977, as amended, and in particular Section 272.6; Title II of the Americans with Disabilities Act of 1990; California Civil Code, Section 51 et seq., as amended; California Government Code Section 11135-11139.5, as amended; California Government Code Section 12940 (c), (h)(1),(i) and (j); California Government Code, Section 4450; Title 22, California Code of Regulations Section 98000-98413; the Dymally-Alatorre Bilingual Services Act, Section 1808 Removal of Barriers to Inter Ethnic Adoption Act of 1996 and other applicable federal and state laws, as well as their implementing regulations [including 45 Code of Federal Regulations (CFR) Parts 80, 84, and 91; 7 CFR Part 15; and 28 CFR Part 35], by ensuring that employment practices and the administration of public assistance and social services programs are nondiscriminatory, to the effect that no person shall because of age, sex, color, disability, national origin, race, marital status, religion or political affiliation be excluded from participation in or be denied the benefits of, or be otherwise subject to discrimination under any program or activity receiving federal or state financial assistance; and HEREBY GIVES ASSURANCE THAT it will immediately take any measures necessary to effectuate this agreement.

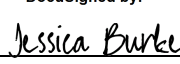
THIS ASSURANCES is given in consideration of and for the purpose of obtaining any and all federal and state assistance; and THE VENDOR/RECIPIENT HEREBY GIVES ASSURANCE THAT administrative methods/procedures which have the effect of subjecting individuals to discrimination or defeating the objectives of the California Department of Social Services (CDSS) Manual of Policies and Procedures (MPP) Chapter 21, will be prohibited.

BY ACCEPTING THIS ASSURANCE, the vendor/recipient agrees to compile data, maintain records, and submit reports as required, to permit effective enforcement of the aforementioned laws, rules and regulations and permit authorized CDSS and/or federal government personnel, during normal working hours, to review such records, books and accounts as needed to ascertain compliance. If there are any violations of this assurance, CDSS shall have the right to invoke fiscal sanctions or other legal remedies in accordance with Welfare and Institutions Code Section 10605, or Government Code Section 11135-11139.5, or any other laws, or the issue may be referred to the appropriate federal agency for further compliance action and enforcement of this assurance.

THIS ASSURANCE is binding on the vendor/recipient directly or through contract, license, or other provider services, as long as it receives federal or state assistance.

10/9/2025

Date

DocuSigned by:

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Jessica Burke, MPA
