#### AGREEMENT

THIS AGREEMENT ("Agreement") is made and entered into this <u>21st</u> day of June, 2022, by and between the COUNTY OF FRESNO, a Political Subdivision of the State of California, hereinafter referred to as "COUNTY", and Adèle James Consulting Inc., a California corporation whose address is 212 Natomas Crossing Drive, Ste 200 Sacramento, CA 95834 hereinafter referred to as "CONTRACTOR".

#### WITNESSETH:

WHEREAS, COUNTY, through California Department of Health Care Services Information Notice 10-17, shall require all staff and shall invite stakeholders to receive annual Diversity, Equity, and Inclusion Training as part of the Cultural Competence Plan Requirements.

WHEREAS, CONTRACTOR previously provided foundational Diversity, Equity, & Inclusion training and consultation services to COUNTY's Department of Behavioral Health personnel and its contracted providers for Fiscal Year 21-22 through a Purchase Order with the COUNTY.

WHEREAS, CONTRACTOR is qualified and is willing to provide Diversity, Equity, & Inclusion Foundational Training for Department of Behavioral Health personnel and its contracted providers.

NOW, THEREFORE, in consideration of the mutual covenants, terms and conditions herein contained, the parties hereto agree as follows:

#### OBLIGATIONS OF THE CONTRACTOR

A. CONTRACTOR shall provide foundational Diversity, Equity, & Inclusion Training services and fulfill all responsibilities identified in Exhibit A, Scope of Work, attached hereto and by this referenced incorporated herein.

#### 2. OBLIGATIONS OF THE COUNTY

A. COUNTY shall support CONTRACTOR's training efforts. This includes scheduling training dates in collaboration with CONTRACTOR, determining training attendees, and providing CONTRACTOR with training rosters.

#### 3. TERM

The term of this Agreement shall be for a period of three (3) years, commencing on July 1, 2022 through and including June 30, 2025. This Agreement may be extended for two (2) additional consecutive

 twelve (12) month periods upon written approval of both parties no later than thirty (30) days prior to the first day of the next twelve (12) month extension period. The Department of Behavioral Health Director or his or her designee is authorized to execute such written approval on behalf of COUNTY based on CONTRACTOR'S satisfactory performance.

## 4. TERMINATION

- A. <u>Non-Allocation of Funds</u> The terms of this Agreement, and the services\_to be provided hereunder, are contingent on the approval of funds by the appropriating government agency. Should sufficient funds not be allocated, the services provided may be modified, or this Agreement terminated, at any time by giving the CONTRACTOR thirty (30) days advance written notice.
- B. <u>Breach of Contract</u> The COUNTY may immediately suspend or terminate this Agreement in whole or in part, where in the determination of the COUNTY there is:
  - 1) An illegal or improper use of funds;
  - A failure to comply with any term of this Agreement;
  - A substantially incorrect or incomplete report submitted to the COUNTY;
  - 4) Improperly performed service.

In no event shall any payment by the COUNTY constitute a waiver by the COUNTY of any breach of this Agreement or any default which may then exist on the part of the CONTRACTOR. Neither shall such payment impair or prejudice any remedy available to the COUNTY with respect to the breach or default. The COUNTY shall have the right to demand of the CONTRACTOR the repayment to the COUNTY of any funds disbursed to the CONTRACTOR under this Agreement, which in the judgment of the COUNTY were not expended in accordance with the terms of this Agreement. The CONTRACTOR shall promptly refund any such funds upon demand.

- C. <u>Without Cause</u> Under circumstances other than those set forth above, this Agreement may be terminated by COUNTY upon the giving of thirty (30) days advance written notice of an intention to terminate to CONTRACTOR.
- 5. <u>COMPENSATION/INVOICING</u>: For actual services provided as identified in the terms and conditions of this Agreement, including Exhibit A, COUNTY agrees to pay CONTRACTOR and

CONTRACTOR agrees to receive compensation in accordance with the Budget set forth in Exhibit B, "Budget Summary," attached hereto and by this reference incorporated herein. Payment shall be made upon certification or other proof satisfactory to COUNTY's DBH that services have actually been performed by CONTRACTOR as identified in this agreement. CONTRACTOR shall invoice COUNTY in arrears by the tenth (10<sup>th</sup>) day of each month for actual expenses incurred and services rendered in the previous month electronically to <a href="mailto:DBH-Invoices@FresnoCountyCa.Gov">DBH-Invoices@FresnoCountyCa.Gov</a>, with a carbon copy email to the assigned COUNTY's DBH Staff Analyst. No reimbursement for services shall be made until invoices are received, reviewed, and approved by COUNTY's DBH. Support documents will be made available upon request.

At the discretion of COUNTY's DBH Director or designee, if an invoice is incorrect or is otherwise not in proper form or substance, COUNTY's DBH Director or designee shall have the right to withhold payment as to only that portion of the invoice that is incorrect or improper after five (5) days prior notice to CONTRACTOR. CONTRACTOR agrees to continue to provide services for a period of ninety (90) days after notification of an incorrect or improper invoice. If after the ninety (90) day period, the invoice(s) is still not corrected to COUNTY's DBH satisfaction, COUNTY's DBH Director or designee may elect to terminate this Agreement, pursuant to the termination provisions stated in Paragraph Three (3) of this Agreement. In addition, for invoices received ninety (90) days after the expiration of each term of this Agreement or termination of this Agreement, at the discretion of COUNTY's DBH Director or designee, COUNTY's DBH shall have the right to deny payment of any additional invoices received.

CONTRACTOR must maintain such financial records for a period of three (3) years or until any dispute, audit or inspection is resolved, whichever is later. CONTRACTOR will be responsible for any disallowances related to inadequate documentation.

The maximum amount payable to CONTRACTOR for the period effective July 1, 2022 through June 30, 2023 shall not exceed Fifty-Four Thousand and 00/100 Dollars (\$54,000.00)

The maximum amount payable to CONTRACTOR for the period effective July 1, 2023 through June 30, 2024 shall not exceed Fifty-Five Thousand Six Hundred and 00/100 Dollars (\$55,600.00)

The maximum amount payable to CONTRACTOR for the period effective July 1, 2024 through June 30, 2025 shall not exceed Fifty-Six Thousand Four Hundred and 00/100 Dollars (\$56,400.00)

If this agreement is renewed for an additional one-year period pursuant to Section 3, TERM, for the

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26 27 28 period effective July 1, 2025 through June 30, 2026, in no event shall actual services performed be in excess of Fifty-Six Thousand Four Hundred and 00/100 Dollars (\$56,400.00)

If this agreement is renewed for an additional one-year period pursuant to Section 3, TERM, for the period effective July 1, 2026 through June 30, 2027, in no event shall actual services performed be in excess of Fifty-Six Thousand Four Hundred and 00/100 Dollars (\$56,400.00)

In no event shall compensation paid for services performed under this Agreement be in excess of Two Hundred Seventy-Eight Thousand Eight Hundred and 00/100 Dollars (\$278,800.00). It is understood that all expenses incidental to CONTRACTOR'S performance of services under this Agreement shall be borne by CONTRACTOR. Except as provided below regarding State payment delays, payments shall be made by COUNTY to CONTRACTOR in arrears, for services provided during the preceding month, within forty-five (45) days after the date of receipt, verification, and approval of CONTRACTOR's invoices by COUNTY's DBH.

If CONTRACTOR should fail to comply with any provision of this Agreement, COUNTY shall be relieved of its obligation for further compensation. All final invoices shall be submitted by CONTRACTOR within sixty (60) days following the final month of service for which payment is claimed. No action shall be taken by COUNTY on claims submitted beyond the sixty (60) day closeout period. Any compensation which is not expended by CONTRACTOR pursuant to the terms and conditions of this Agreement shall automatically revert to COUNTY.

The services provided by CONTRACTOR under this Agreement are funded in whole or in part by the State of California. In the event that funding for these services is delayed by the State Controller. COUNTY may defer payment to CONTRACTOR. The amount of the deferred payment shall not exceed the amount of funding delayed by the State Controller to COUNTY. The period of time of the deferral by COUNTY shall not exceed the period of time of the State Controller's delay of payment to COUNTY plus forty-five (45) days.

6. INDEPENDENT CONTRACTOR: In performance of the work, duties and obligations assumed by CONTRACTOR under this Agreement, it is mutually understood and agreed that CONTRACTOR, including any and all of the CONTRACTOR'S officers, agents, and employees will at all times be acting and performing as an independent contractor, and shall act in an independent capacity and

 not as an officer, agent, servant, employee, joint venturer, partner, or associate of the COUNTY.

Furthermore, COUNTY shall have no right to control or supervise or direct the manner or method by which CONTRACTOR shall perform its work and function. However, COUNTY shall retain the right to administer this Agreement so as to verify that CONTRACTOR is performing its obligations in accordance with the terms and conditions thereof.

CONTRACTOR and COUNTY shall comply with all applicable provisions of law and the rules and regulations, if any, of governmental authorities having jurisdiction over matters the subject thereof.

Because of its status as an independent contractor, CONTRACTOR shall have absolutely no right to employment rights and benefits available to COUNTY employees. CONTRACTOR shall be solely liable and responsible for providing to, or on behalf of, its employees all legally-required employee benefits. In addition, CONTRACTOR shall be solely responsible and save COUNTY harmless from all matters relating to payment of CONTRACTOR'S employees, including compliance with Social Security withholding and all other regulations governing such matters. It is acknowledged that during the term of this Agreement, CONTRACTOR may be providing services to others unrelated to the COUNTY or to this Agreement.

7. <u>MODIFICATION</u>: Any matters of this Agreement may be modified from time to time by the written consent of all the parties without, in any way, affecting the remainder.

Notwithstanding the above, changes to subtotals in the budgets, as set forth in Exhibit B, that do not exceed ten percent (10%) of the maximum compensation payable to CONTRACTOR, may be made with the written approval of COUNTY's DBH Director or designee.

In addition, changes to scope of services, staffing and responsibilities of the CONTRACTOR, as set forth in Exhibit A, may be made with the signed written approval COUNTY's DBH Director or designee and CONTRACTOR. Said changes shall not result in any change to the annual maximum compensation amount payable to CONTRACTOR, as stated herein.

- 8. <u>NON-ASSIGNMENT</u>: Neither party shall assign, transfer or sub-contract this Agreement nor their rights or duties under this Agreement without the prior written consent of the other party.
- 9. <u>HOLD HARMLESS</u>: CONTRACTOR agrees to indemnify, save, hold harmless, and at COUNTY'S request, defend the COUNTY, its officers, agents, and employees from any and all costs and expenses (including attorney's fees and costs), damages, liabilities, claims, and losses occurring or

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resulting to COUNTY in connection with the performance, or failure to perform, by CONTRACTOR, its officers, agents, or employees under this Agreement, and from any and all costs and expenses (including attorney's fees and costs), damages, liabilities, claims, and losses occurring or resulting to any person, firm, or corporation who may be injured or damaged by the performance, or failure to perform, of CONTRACTOR, its officers, agents, or employees under this Agreement.

The provisions of this Section 9 shall survive termination of this Agreement.

### 10. <u>INSURANCE</u>

Without limiting the COUNTY's right to obtain indemnification from CONTRACTOR or any third parties, CONTRACTOR, at its sole expense, shall maintain in full force and effect, the following insurance policies or a program of self-insurance, including but not limited to, an insurance pooling arrangement or Joint Powers Agreement (JPA) throughout the term of the Agreement:

## A. <u>Commercial General Liability</u>

Commercial General Liability Insurance with limits of not less than Two Million Dollars (\$2,000,000.00) per occurrence and an annual aggregate of Four Million Dollars (\$4,000,000.00). This policy shall be issued on a per occurrence basis. COUNTY may require specific coverages including completed operations, products liability, contractual liability, Explosion-Collapse-Underground, fire legal liability or any other liability insurance deemed necessary because of the nature of this contract.

#### B. Automobile Liability

Comprehensive Automobile Liability Insurance with limits of not less than One Million Dollars (\$1,000,000.00) per accident for bodily injury and for property damages. Coverage should include any auto used in connection with this Agreement.

#### C. Professional Liability

If CONTRACTOR employs licensed professional staff, (e.g., Ph.D., R.N., L.C.S.W., M.F.C.C.) in providing services, Professional Liability Insurance with limits of not less than One Million Dollars (\$1,000,000.00) per occurrence, Three Million Dollars (\$3,000,000.00) annual aggregate.

## D. Worker's Compensation

A policy of Worker's Compensation insurance as may be required by the California Labor

## Additional Requirements Relating to Insurance

CONTRACTOR shall obtain endorsements to the Commercial General Liability insurance naming the County of Fresno, its officers, agents, and employees, individually and collectively, as additional insured, but only insofar as the operations under this Agreement are concerned. Such coverage for additional insured shall apply as primary insurance and any other insurance, or self-insurance, maintained by COUNTY, its officers, agents and employees shall be excess only and not contributing with insurance provided under CONTRACTOR's policies herein. This insurance shall not be cancelled or changed without a minimum of thirty (30) days advance written notice given to COUNTY.

CONTRACTOR hereby waives its right to recover from COUNTY, its officers, agents, and employees any amounts paid by the policy of worker's compensation insurance required by this Agreement. CONTRACTOR is solely responsible to obtain any endorsement to such policy that may be necessary to accomplish such waiver of subrogation, but CONTRACTOR's waiver of subrogation under this paragraph is effective whether or not CONTRACTOR obtains such an endorsement.

Within Thirty (30) days from the date CONTRACTOR signs and executes this Agreement, CONTRACTOR shall provide certificates of insurance and endorsement as stated above for all of the foregoing policies, as required herein, to the County of Fresno, Department of Behavioral Health, Attn: Staff Development, 1925 E. Dakota Ave., Fresno, CA 93726, stating that such insurance coverage have been obtained and are in full force; that the County of Fresno, its officers, agents and employees will not be responsible for any premiums on the policies; that for such worker's compensation insurance the CONTRACTOR has waived its right to recover from the COUNTY, its officers, agents, and employees any amounts paid under the insurance policy and that waiver does not invalidate the insurance policy; that such Commercial General Liability insurance names the County of Fresno, its officers, agents and employees, individually and collectively, as additional insured, but only insofar as the operations under this Agreement are concerned; that such coverage for additional insured shall apply as primary insurance and any other insurance, or self-insurance, maintained by COUNTY, its officers, agents and employees, shall be excess only and not contributing with insurance provided under CONTRACTOR's policies herein; and that this insurance shall not be cancelled or changed without a minimum of thirty (30) days advance, written notice given to COUNTY.

In the event CONTRACTOR fails to keep in effect at all times insurance coverage as herein provided, the COUNTY may, in addition to other remedies it may have, suspend or terminate this Agreement upon the occurrence of such event.

All policies shall be issued by admitted insurers licensed to do business in the State of California, and such insurance shall be purchased from companies possessing a current A.M. Best, Inc. rating of A FSC VII or better.

11. <u>AUDITS AND INSPECTIONS</u>: The CONTRACTOR shall at any time during business hours, and as often as the COUNTY may deem necessary, make available to the COUNTY for examination all of its records and data with respect to the matters covered by this Agreement. The CONTRACTOR shall, upon request by the COUNTY, permit the COUNTY to audit and inspect all of such records and data necessary to ensure CONTRACTOR'S compliance with the terms of this Agreement.

If this Agreement exceeds ten thousand dollars (\$10,000.00), CONTRACTOR shall be subject to the examination and audit of the California State Auditor for a period of three (3) years after final payment under contract (Government Code Section 8546.7).

12. <u>NOTICES</u>: The persons and their addresses having authority to give and receive notices under this Agreement include the following:

COUNTY	CONTRACTOR
Director, Fresno County Department	Adèle James, Adèle James Consulting,
of Behavioral Health	Inc.
1925 E. Dakota Ave.	2121 Natomas Crossing Drive, Suite 200
Fresno, CA 93726	Sacramento, CA 95833

All notices between the COUNTY and CONTRACTOR provided for or permitted under this

Agreement must be in writing and delivered either by personal service, by first-class United States mail, by
an overnight commercial courier service, or by telephonic facsimile transmission. A notice delivered by
personal service is effective upon service to the recipient. A notice delivered by first-class United States
mail is effective three COUNTY business days after deposit in the United States mail, postage prepaid,
addressed to the recipient. A notice delivered by an overnight commercial courier service is effective one
COUNTY business day after deposit with the overnight commercial courier service, delivery fees prepaid,

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with delivery instructions given for next day delivery, addressed to the recipient. A notice delivered by telephonic facsimile is effective when transmission to the recipient is completed (but, if such transmission is completed outside of COUNTY business hours, then such delivery shall be deemed to be effective at the next beginning of a COUNTY business day), provided that the sender maintains a machine record of the completed transmission. For all claims arising out of or related to this Agreement, nothing in this section establishes, waives, or modifies any claims presentation requirements or procedures provided by law, including but not limited to the Government Claims Act (Division 3.6 of Title 1 of the Government Code, beginning with section 810).

13. <u>GOVERNING LAW</u>: Venue for any action arising out of or related to this Agreement shall only be in Fresno County, California.

The rights and obligations of the parties and all interpretation and performance of this Agreement shall be governed in all respects by the laws of the State of California.

## 14. <u>DISCLOSURE OF SELF-DEALING TRANSACTIONS</u>

This provision is only applicable if the CONTRACTOR is operating as a corporation (a for-profit or non-profit corporation) or if during the term of the agreement, the CONTRACTOR changes its status to operate as a corporation.

Members of the CONTRACTOR's Board of Directors shall disclose any self-dealing transactions that they are a party to while CONTRACTOR is providing goods or performing services under this agreement. A self-dealing transaction shall mean a transaction to which the CONTRACTOR is a party and in which one or more of its directors has a material financial interest. Members of the Board of Directors shall disclose any self-dealing transactions that they are a party to by completing and signing a Self-Dealing Transaction Disclosure Form, attached hereto as Exhibit C and incorporated herein by reference, and submitting it to the COUNTY prior to commencing with the self-dealing transaction or immediately thereafter.

15. <u>ELECTRONIC SIGNATURE</u>: The parties agree that this Agreement may be executed by electronic signature as provided in this section. An "electronic signature" means any symbol or process intended by an individual signing this Agreement to represent their signature, including but not limited to (1) a digital signature; (2) a faxed version of an original handwritten signature; or (3) an electronically scanned

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and transmitted (for example by PDF document) of a handwritten signature. Each electronic signature affixed or attached to this Agreement (1) is deemed equivalent to a valid original handwritten signature of the person signing this Agreement for all purposes, including but not limited to evidentiary proof in any administrative or judicial proceeding, and (2) has the same force and effect as the valid original handwritten signature of that person. The provisions of this section satisfy the requirements of Civil Code section 1633.5, subdivision (b), in the Uniform Electronic Transaction Act (Civil Code, Division 3, Part 2, Title 2.5, beginning with section 1633.1). Each party using a digital signature represents that it has undertaken and satisfied the requirements of Government Code section 16.5, subdivision (a), paragraphs (1) through (5), and agrees that each other party may rely upon that representation. This Agreement is not conditioned upon the parties conducting the transactions under it by electronic means and either party may sign this Agreement with an original handwritten signature.

16. <u>ENTIRE AGREEMENT</u>: This Agreement constitutes the entire agreement between the CONTRACTOR and COUNTY with respect to the subject matter hereof and supersedes all previous Agreement negotiations, proposals, commitments, writings, advertisements, publications, and understanding of any nature whatsoever unless expressly included in this Agreement.

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1	IN WITNESS WHEREOF, the par	arties hereto have executed this Agreement as of the day and year
2	first hereinabove written.	
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4 5 6 7	CONTRACTOR ADÈLE JAMES CONSULTING INC. Adèle James  (Authorized Signature)  Adèle James, CE)	Brian Pacheco, Chairman of the Board of Supervisors of the County of Fresno
8	Print Name & Title	
9 10 11 12 13 14	2121 Natomas Crossing Drive, Ste 200, Sacramento, CA 95834 Mailing Address	ATTEST: Bernice E. Seidel Clerk of the Board of Supervisors County of Fresno, State of California
15 16 17		By: Hanamo
18	FOR ACCOUNTING USE ONLY:	
19	Fund: 0001	
20	Subclass: 10000	
21	ORG: 56304756	
22	Account: 7295	
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## Attachment A - Scope of Work

#### SUMMARY OF SERVICES

ORGANIZATION: Adèle James Consulting Inc.

ADDRESS: 2121 Natomas Crossing Drive Ste 200

Sacramento, Ca., 95834

TELEPHONE: (916) 947-6092

CONTACT: Adèle James

EMAIL: <u>adele@adelejamesconsulting.com</u>

CONTRACT: Training and consultation services

CONTRACT TERM: July 1, 2022 to June 30, 2027

## **DESCRIPTION OF SERVICES**

Adèle James Consulting Inc. (AJCI) will provide live Diversity, Equity, & Inclusion foundational training monthly to Department of Behavioral Health personnel and contracted providers. Training sessions would be built around adult learning theory with a focus on participant-driven learning and problem solving. The training is designed to be highly interactive and would utilize some or all of the following methodologies: small group breakouts; large group discussions; individual reflection; and presentation of learning topics via video, PowerPoint, presenter discussion, and music.

The training goals can be found below:

- Establishing a shared foundational knowledge about diversity, equity, and inclusion in order to promote positive client outcomes.
- Improve client services through enhancement of staff knowledge and utilization of cultural humility and culturally responsive practices and procedures.
- Increase awareness and understanding of how personal cultural identity can influence work with supervisees, persons served, and families.

#### **CONTRACTOR RESPONSIBILITIES**

- Facilitate IICR training to Department of Behavioral Health and system of care for a minimum of one training per month. To facilitate, contractor will provide needs assessment, curriculum planning, and instructional materials.
  - If training is provided virtually, two trainings will be provided per month with a maximum of 25 participants
  - If training is in-person, one two-day training will be provided per month with a maximum of 50 participants
- Provide Department of Behavioral Health Staff Development with consultation services regarding the application of CLAS standards

# **Exhibit B - BUDGET SUMMARY**

ORGANIZATION: Adèle James Consulting Inc.

SERVICES: Training and consultation services

CONTRACT TERM: July 1, 2022 to June 30, 2027

CONTRACT TOTAL: \$278,800

LIVE DIVERSITY, EQUITY, & INCLUSION FOUNDATIONAL TRAINING					
FY	Training Platform	Number of Trainings	Cost Per Session	FY Total	
22-23	Virtual	24	\$2,250	\$54,000	
23-24	Virtual	16	\$2,250	\$55,600	
23-24	In-Person	4	\$4,900		
24-25	Virtual	12	\$2,250	\$56,400	
24-25	In-Person	6	\$4,900		
25-26	Virtual	12	\$2,250	\$56,400	
	In-Person	6	\$4,900		
26-27	Virtual	12	\$2,250	\$56,400	
	In-Person	6	\$4,900		
	_		Total	\$278,800	

## **Exhibit C - Self-Dealing Transaction Disclosure Form**

In order to conduct business with the County of Fresno ("County"), members of a contractor's board of directors ("County Contractor"), must disclose any self-dealing transactions that they are a party to while providing goods, performing services, or both for the County. A self-dealing transaction is defined below:

"A self-dealing transaction means a transaction to which the corporation is a party and in which one or more of its directors has a material financial interest."

The definition above will be used for purposes of completing this disclosure form.

#### Instructions

- (1) Enter board member's name, job title (if applicable), and date this disclosure is being made.
- (2) Enter the board member's company/agency name and address.
- (3) Describe in detail the nature of the self-dealing transaction that is being disclosed to the County. At a minimum, include a description of the following:
  - The name of the agency/company with which the corporation has the transaction;
     and
  - b. The nature of the material financial interest in the Corporation's transaction that the board member has.
- (4) Describe in detail why the self-dealing transaction is appropriate based on applicable provisions of the Corporations Code.

The form must be signed by the board member that is involved in the self-dealing transaction described in Sections (3) and (4).

(1) Company Board Member Information:				
Name:		Date:		
Job Title:				
(2) Compan	y/Agency Name and Address:			
(3) Disclosu party to)	ure (Please describe the nature of	the self-deal	ing transaction you are a	
(4) Explain why this self-dealing transaction is consistent with the requirements of Corporations Code § 5233 (a)				
(5) Authorized Signature				
Signature:	O.g.iataio	Date:		
3.9.14.4.0.		24.0.		