

Exhibit B Staffing Plan

1. Contractor's Staffing

Contractor may, at Contractor's own expense, employ such staff as Contractor deems necessary to perform the services required of Contractor by this Agreement. Contractor is bound by the staffing plan submitted by Contractor as part of the bidding process and must maintain the staffing outlined therein, unless County agrees to a change in writing and with appropriate compensation or credit. If County pays for a position in the Staffing Plan that is allocated for a program that is not in place at the commencement of this Agreement, County shall receive a credit for such payment on the following invoice.

Contractor shall ensure that all personnel employed in the performance of this Agreement possess the required expertise, skill, and professional competence to perform their duties.

2. Additional Staffing - Request by County

County may request additional staffing for limited periods of time. If County requests additional staffing that Contractor does not believe is needed or necessary, Contractor shall provide a written notice as to why Contractor deems additional staff unnecessary. If County then notifies Contractor in writing that it will pay an additional sum for such staffing, Contractor shall provide additional staffing at the cost negotiated by the Parties.

3. Additional Staffing - Request by Contractor

If the Contractor believes it is necessary to add more staffing on a long term or permanent basis the Contractor shall meet with County to discuss amending the matrixes, or adding matrixes for increased staffing, including additional Licensed Vocational Nurses and RNs. Any such amendments must be done in writing and approved by the County pursuant to this Agreement.

4. Work Post

Work Post descriptions (defining the duties, responsibilities, job descriptions, shift, and location) for all assignments are to be clearly posted at the facility in an area that is open to all Contractor staff, but not to incarcerated persons. Contractor shall review and update the Work Post every six months. Reviewed and approved copies of each Work Post, with the date, must be provided to the Chief Deputy Sheriff of the Corrections Operations Bureau on February 1st and August 1st of each year. Copies of any Work Post changes must be immediately provided to the Chief Deputy Sheriff of the Corrections Operations Bureau.

3. Shift Coverage and Daily Attendance Record

Copies of staffing schedules, which include all health care staff, are to be posted in designated areas and submitted to the Chief Deputy Sheriff of the Corrections Operations Bureau or designee on a daily basis. Actual shift coverage must be verified by the Chief Deputy Sheriff of the Corrections Operations Bureau or designee, signed by the supervisor of each shift, and submitted daily to the Chief Deputy Sheriff of the Corrections Operations Bureau or designee.

4. Credit for Inadequate Staffing Coverage.

The facility must be fully staffed for the number of incarcerated person in custody in accordance with the staffing matrix below, factoring in any special circumstances at any given time such as high rates of illness. Contractor can request to adjust the staffing matrix as needed to ensure best clinical outcomes but any such adjustment must be mutually agreed to by County. In no event shall the County's approval of Contractor's request to adjust the staffing matrix be unreasonably withheld, conditioned, or delayed. A Work Post is considered staffed when a qualified individual is present at the facility performing all duties of the position. In the case of the "on call" physician the position is adequately staffed when a qualified physician is immediately reachable by phone and available to come to the facility if needed.

Pursuant to Sections 3.3.3 of the Countywide Service Agreement between the County and Contractor, any Work Post left vacant, in whole or in part of any shift, will result in a credit to the County equal to the Contractor's cost of that position, had the Work Post been staffed (salary plus benefits of the individual assigned to that Work Post for the hours the post is vacant) as noted in the Agreement.

If a management or administrative staff member fills in to cover an operational position in lieu of fulfilling their normal work schedule, Contractor shall credit the County for the administrative position for the hours covering the operational position (e.g., Facility Coordinator covering pill call). If a management or administrative staff member fills in to cover an operational position and still fulfills their normal work schedule, Contractor shall not be subject to any penalty or required to provide a credit to the County.

Contractor shall provide a summary of hours worked for each Work Post to the County no later than the 10th of the month after the month worked (i.e., due February 10th for January term). Contractor shall provide work post credits to the County on their monthly invoice no later than one billing cycle (i.e., credit on March billing for January term). In addition, Contractor shall be liable for penalties

pursuant to the terms of the Agreement. If the County does not assess a penalty on any occasion(s) it does not waive its right or ability to assess penalties in the future.

5. Platform for Staff Input

Contractor shall have a process or avenue for its nursing and medical staff to provide input regarding staffing and the level of patient care being provided.

6. Contractor's Supervision and Control of Staff

County may not control, direct, or supervise Contractor's assistants or employees in the performance of those services.

7. The County's Emergency Control of Contractor's Staff

During emergency or exigent circumstances, supervisory staff of County shall have authority to provide non-medical direction to employees to ensure the safety of the staff, incarcerated persons, and facility. This authority will only extend to Contractor's staff while present at County jail facilities.

8. Contractor's Staffing Plan

(on following page)

Exhibit B of Agreement between County of Monterey and CHPMonterey, INC.
RFP# 10939

Monterey County, CA CHP Proposed Staffing 1000 ADP									
Position Title	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Hours	FTE
Day Shift									
Health Services Administrator	8.000	8.000	8.000	8.000	8.000			40	1.00
Director of Nursing	8.000	8.000	8.000	8.000	8.000			40	1.00
Administrative Assistant	16.000	16.000	16.000	16.000	16.000			80	2.00
Medical Director/ Physician	8.000	8.000	8.000	8.000	8.000			40	1.00
FNP/ PA	30.000	20.000	20.000	20.000	30.000	16.000	16.000	152	3.80
Dentist	12.000	12.000	12.000	12.000	12.000	8.000	8.000	76	1.90
Dental Assistant	12.000	12.000	12.000	12.000	12.000	8.000	8.000	76	1.90
Dental Hygienist		8.000	8.000	8.000				24	0.60
Implementation Contract Specialist	8.000	8.000	8.000	8.000	8.000			40	1.00
Charge Nurse (RN)	24.000	24.000	24.000	24.000	24.000	24.000	24.000	168	4.20
Registered Nurse Booking	36.000	36.000	36.000	36.000	36.000	36.000	36.000	252	6.30
Licensed Vocational Nurse	36.000	36.000	36.000	36.000	36.000	36.000	36.000	252	6.30
CNA/MA /Phlebotomy	36.000	36.000	36.000	36.000	36.000	36.000	36.000	252	6.30
Pharm Tech / MA / Phlebotomy	8.000	8.000	8.000	8.000	8.000	8.000	8.000	56	1.40
Psychiatrist	8.000	8.000	8.000	8.000	8.000			40	1.00
Psych NP	12.000	12.000	12.000	12.000	12.000	12.000	12.000	84	2.10
MH Program Coordinator	8.000	8.000	8.000	8.000	8.000			40	1.00
MH Team Lead	8.000	8.000	8.000	8.000	8.000			40	1.00
MH Professional /LCSW/ LMFT /LPCC	36.000	36.000	36.000	36.000	36.000	36.000	36.000	252	6.30
Psych RN	12.000	12.000	12.000	12.000	12.000	12.000	12.000	84	2.10
Psych Tech- Tele assistant	8.000	8.000	8.000	8.000	8.000			40	1.00
Dedicated MAT Provider	8.000	8.000	8.000	8.000	8.000			40	1.00
MAT Program LVN	8.000	8.000	8.000	8.000	8.000			40	1.00
Scheduler	8.000	8.000	8.000	8.000	8.000			40	1.00
Discharge Planner	16.000	16.000	16.000	16.000	16.000	8.000	8.000	96	2.40
Cal-Aim	8.000	8.000	8.000	8.000	8.000			40	1.00
Kite Nurse RN	20.000	20.000	20.000	20.000	20.000	10.000	10.000	120	3.00
Day Shift FTE:									62.60
Night Shift									
Charge Nurse (RN)	12.000	12.000	12.000	12.000	12.000	12.000	12.000	84	2.10
Registered Nurse	36.000	36.000	36.000	36.000	36.000	36.000	36.000	252	6.30
Licensed Vocational Nurse	36.000	36.000	36.000	36.000	36.000	36.000	36.000	252	6.30
RN Psych Nurse	12.000	12.000	12.000	12.000	12.000	12.000	12.000	84	2.10
CNA/ MA/ Phlebotomy	12.000	12.000	12.000	12.000	12.000	12.000	12.000	84	2.10
Night Shift FTE:									18.90
TITLE	MON	TUE	WED	THU	FRI	SAT	SUN	WEEK	COST INCLUDED/FTE
Monterey's Specialized Compliance Administrative Dedicated Staff									
Contract Compliance Specialist	8	8	8	8	8			40	1.00
Settlement Counsel	8	8	8	8	8			40	1.00
General Counsel	8	8	8	8	8			40	1.00
Settlement Agreement Data Analyst	8	8	8	8	8			40	1.00
Compliance Administration FTE:									4.00
Monterey County, CA JBCT Funded Via State DSH Contract									
Position Title	Mon	Tues	Wed	Thurs	Fri	Sat	Sun	Hours	FTE
Day Shift									
Psychologist (JBCT)	8.000	8.000	8.000	8.000	8.000			40	1.00
Administrative Assistant (JBCT)	8.000	8.000	8.000	8.000	8.000			40	1.00
Mental Health Clinician / Program Director (JBCT)	8.000	8.000	8.000	8.000	8.000			40	1.00
Competency Trainer (JBCT)	8.000	8.000	8.000	8.000	8.000			40	1.00
Psychiatrist (JBCT)	8.000		6.000		4.000			18	0.45
JBCT FTE:									4.45

Total FTE: 89.95