



## Monterey County Board of Supervisors

### Board Order

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066  
[www.co.monterey.ca.us](http://www.co.monterey.ca.us)

A motion was made by Supervisor Mary L. Adams, seconded by Supervisor John M. Phillips to:

#### **Agreement No.: A-15013**

- a. Approve and authorize the Director of Health or the Assistant Director of Health to sign a Standard Agreement with Maxim Healthcare Services Holdings, Inc. DBA Maxim Healthcare Staffing Services, Inc., in an amount not to exceed \$900,000 for the purpose of providing supplemental licensed healthcare staffing for COVID-19 case investigations/contact tracing, for the term effective October 27, 2020 through June 30, 2021; and
- b. Approve the non-standard risk and liability provisions, as recommended by the Director of Health; and
- c. Approve the Director of Health or the Assistant Director of Health to approve up to three (3) future Amendments that do not exceed ten percent (10%) (\$90,000) of the original Agreement amount and does not significantly alter the scope of services.

PASSED AND ADOPTED on this 27<sup>th</sup> day of October 2020, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Parker and Adams

NOES: None

ABSENT: None

(Government Code 54953)

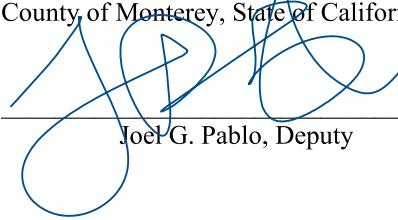
I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting October 27, 2020.

Dated: October 27, 2020

File ID: A 20-448

Agenda Item No.: 31

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

  
Joel G. Pablo, Deputy

## COUNTY OF MONTEREY STANDARD AGREEMENT

This Agreement is made by and between the County of Monterey, a political subdivision of the State of California (hereinafter "County") and:

Maxim Healthcare Staffing Services, Inc.,  
(hereinafter "CONTRACTOR").

In consideration of the mutual covenants and conditions set forth in this Agreement, the parties agree as follows:

### 1.0 GENERAL DESCRIPTION:

The County hereby engages CONTRACTOR to perform, and CONTRACTOR hereby agrees to perform, the services described in Exhibit A in conformity with the terms of this Agreement. The goods and/or services are generally described as follows:

#### **Provide:**

Supplemental licensed health care staffing to the County to work with County staff on COVID-19 Case Investigations/Contact Tracing in response to the COVID-19 pandemic.

### 2.0 PAYMENT PROVISIONS:

County shall pay the CONTRACTOR in accordance with the payment provisions set forth in Exhibit A, subject to the limitations set forth in this Agreement. The total amount payable by County to CONTRACTOR under this Agreement shall not exceed the sum of: \$ 900,000.00

### 3.0 TERM OF AGREEMENT:

3.01 The term of this Agreement is from upon execution to June 30, 2021, unless sooner terminated pursuant to the terms of this Agreement. This Agreement is of no force or effect until signed by both CONTRACTOR and County and with County signing last, and **CONTRACTOR may not commence work before County signs this Agreement.**

3.02 The County reserves the right to cancel this Agreement, or any extension of this Agreement, without cause, with a thirty day (30) written notice, or with cause immediately.

### 4.0 SCOPE OF SERVICES AND ADDITIONAL PROVISIONS:

The following attached exhibits are incorporated herein by reference and constitute a part of this Agreement:

**Exhibit A Scope of Services/Payment Provisions**

**Exhibit B Other:** Business Associate Agreement

Maxim Healthcare Staffing  
Ending: Execution to 06/30/21

## 5.0 PERFORMANCE STANDARDS:

- 5.01 CONTRACTOR warrants that CONTRACTOR and CONTRACTOR's agents, employees, and subcontractors performing services under this Agreement are specially trained, experienced, competent, and appropriately licensed to perform the work and deliver the services required under this Agreement and are not employees of the County, or immediate family of an employee of the County.
- 5.02 CONTRACTOR, its agents, employees, and subcontractors shall perform all work in a safe and skillful manner and in compliance with all applicable laws and regulations. All work performed under this Agreement that is required by law to be performed or supervised by licensed personnel shall be performed in accordance with such licensing requirements.
- 5.03 CONTRACTOR shall furnish, at its own expense, all materials, equipment, and personnel necessary to carry out the terms of this Agreement, except as otherwise specified in this Agreement. CONTRACTOR shall not use County premises, property (including equipment, instruments, or supplies) or personnel for any purpose other than in the performance of its obligations under this Agreement.

DS  
JL  
Contractor  
DS  
Contractor  
County

## 6.0 PAYMENT CONDITIONS:

- 6.01 Prices shall remain firm for the initial term of the Agreement and, thereafter, may be adjusted annually as provided in this paragraph. The County does not guarantee any minimum or maximum amount of dollars to be spent under this Agreement.
- 6.02 Negotiations for rate changes shall be commenced, by CONTRACTOR, a minimum of ninety days (90) prior to the expiration of the Agreement. Rate changes are not binding unless mutually agreed upon in writing by the County and the CONTRACTOR.
- 6.03 Invoice amounts shall be billed directly to the ordering department.
- 6.04 CONTRACTOR shall submit such invoice periodically or at the completion of services, but in any event, not later than 30 days after completion of services. The invoice shall set forth the amounts claimed by CONTRACTOR for the previous period, together with an itemized basis for the amounts claimed, and such other information pertinent to the invoice. The County shall certify the invoice, either in the requested amount or in such other amount as the County approves in conformity with this Agreement and shall promptly submit such invoice to the County Auditor-Controller for payment. The County Auditor-Controller shall pay the amount certified within 30 days of receiving the certified invoice.

DS  
JL  
Contractor  
DS  
Contractor  
County

## 7.0 TERMINATION:

- 7.01 During the term of this Agreement, the County may terminate the Agreement for any reason by giving written notice of termination to the CONTRACTOR at least thirty (30) days prior to the effective date of termination. Such notice shall set forth the effective date of termination. In the event of such termination, the amount payable under this Agreement shall be reduced in proportion to the services provided prior to the date of termination.



JL  
DSContractor  
JL  
DS  
Contractor

County

- 7.02 The County may cancel and terminate this Agreement for good cause effective immediately upon written notice to CONTRACTOR. "Good cause" includes the failure of CONTRACTOR to perform the required services at the time and in the manner provided under this Agreement. If County terminates this Agreement for good cause, the County may be relieved of the payment of any consideration to CONTRACTOR, and the County may proceed with the work in any manner, which County deems proper. The cost to the County shall be deducted from any sum due the CONTRACTOR under this Agreement.
- 7.03 The County's payments to CONTRACTOR under this Agreement are funded by local, state and federal governments. If funds from local, state and federal sources are not obtained and continued at a level sufficient to allow for the County's purchase of the indicated quantity of services, then the County may give written notice of this fact to CONTRACTOR, and the obligations of the parties under this Agreement shall terminate immediately, or on such date thereafter, as the County may specify in its notice, unless in the meanwhile the parties enter into a written amendment modifying this Agreement.

JL  
DS

## 8.0 INDEMNIFICATION:

CONTRACTOR shall indemnify, defend, and hold harmless the County, its officers, agents, and employees, from and against any and all claims, liabilities, and losses whatsoever (including damages to property and injuries to or death of persons, court costs, and reasonable attorneys' fees) occurring or resulting to any and all persons, firms or corporations furnishing or supplying work, services, materials, or supplies in connection with the performance of this Agreement, and from any and all claims, liabilities, and losses occurring or resulting to any person, firm, or corporation for damage, injury, or death arising out of or connected with the CONTRACTOR's performance of this Agreement, unless such claims, liabilities, or losses arise out of the sole negligence or willful misconduct of the County. "CONTRACTOR's performance" includes CONTRACTOR's action or inaction and the action or inaction of CONTRACTOR's officers, employees, agents and subcontractors.

## 9.0 INSURANCE REQUIREMENTS:

- 9.01 **Evidence of Coverage:** Prior to commencement of this Agreement, the Contractor shall provide a "Certificate of Insurance" certifying that coverage as required herein has been obtained. Individual endorsements executed by the insurance carrier shall accompany the certificate. In addition, the Contractor upon request shall provide a certified copy of the policy or policies.

This verification of coverage shall be sent to the County's Contracts/Purchasing Department, unless otherwise directed. The Contractor shall not receive a "Notice to Proceed" with the work under this Agreement until it has obtained all insurance required and the County has approved such insurance. This approval of insurance shall neither relieve nor decrease the liability of the Contractor.

- 9.02 **Qualifying Insurers:** All coverage's, except surety, shall be issued by companies which hold a current policy holder's alphabetic and financial size category rating of not less than A- VII, according to



the current Best's Key Rating Guide or a company of equal financial stability that is approved by the County's Purchasing Manager.

**9.03 Insurance Coverage Requirements:** Without limiting CONTRACTOR's duty to indemnify, CONTRACTOR shall maintain in effect throughout the term of this Agreement a policy or policies of insurance with the following minimum limits of liability:

**Commercial General Liability Insurance:** including but not limited to premises and operations, including coverage for Bodily Injury and Property Damage, Personal Injury, Contractual Liability, Broad form Property Damage, Independent Contractors, Products and Completed Operations, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.

*(Note: any proposed modifications to these general liability insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)*

**Requestor must check the appropriate Automobile Insurance Threshold:**  
Requestor must check the appropriate box.

- Agreement Under \$100,000 Business Automobile Liability Insurance:** covering all motor vehicles, including owned, leased, non-owned, and hired vehicles, used in providing services under this Agreement, with a combined single limit for Bodily Injury and Property Damage of not less than \$500,000 per occurrence.
- Agreement Over \$100,000 Business Automobile Liability Insurance:** covering all motor vehicles, including owned, leased, non-owned, and hired vehicles, used in providing services under this Agreement, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence.

*(Note: any proposed modifications to these auto insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)*

**Workers' Compensation Insurance:** if CONTRACTOR employs others in the performance of this Agreement, in accordance with California Labor Code section 3700 and with Employer's Liability limits not less than \$1,000,000 each person, \$1,000,000 each accident and \$1,000,000 each disease.

*(Note: any proposed modifications to these workers' compensation insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)*

**Professional Liability Insurance:** if required for the professional services being provided, (e.g., those persons authorized by a license to engage in a business or profession regulated by the California Business and Professions Code), in the amount of not less than \$1,000,000 per claim and \$2,000,000 in the aggregate, to cover liability for malpractice or



errors or omissions made in the course of rendering professional services. If professional liability insurance is written on a "claims-made" basis rather than an occurrence basis, the CONTRACTOR shall, upon the expiration or earlier termination of this Agreement, obtain extended reporting coverage ("tail coverage") with the same liability limits. Any such tail coverage shall continue for at least three years following the expiration or earlier termination of this Agreement.

*(Note: any proposed modifications to these insurance requirements shall be attached as an Exhibit hereto, and the section(s) above that are proposed as not applicable shall be lined out in blue ink. All proposed modifications are subject to County approval.)*

#### 9.04 Other Requirements:

All insurance required by this Agreement shall be with a company acceptable to the County and issued and executed by an admitted insurer authorized to transact Insurance business in the State of California. Unless otherwise specified by this Agreement, all such insurance shall be written on an occurrence basis, or, if the policy is not written on an occurrence basis, such policy with the coverage required herein shall continue in effect for a period of three years following the date CONTRACTOR completes its performance of services under this Agreement.

Each liability policy shall provide that the County shall be given notice in writing at least thirty days in advance of any endorsed reduction in coverage or limit, cancellation, or intended non-renewal thereof. Each policy shall provide coverage for Contractor and additional insureds with respect to claims arising from each subcontractor, if any, performing work under this Agreement, or be accompanied by a certificate of insurance from each subcontractor showing each subcontractor has identical insurance coverage to the above requirements.

DS  
JL  
Contractor  
DS  
Contractor  
County

Commercial general liability and automobile liability policies shall provide an endorsement naming the County of Monterey, its officers, agents, and employees as Additional Insureds with respect to liability arising out of the CONTRACTOR'S work, including ongoing and completed operations, and shall further provide that such insurance is primary insurance to any insurance or self insurance maintained by the County and that the insurance of the Additional Insureds shall not be called upon to contribute to a loss covered by the CONTRACTOR'S insurance. The required endorsement form for Commercial General Liability Additional Insured is ISO Form CG-20 10 11-85 or CG-20 10 10-01 in tandem with CG-20 37 10-01 (2000). The required endorsement form for Automobile Additional Insured endorsement is ISO Form CA-20-48-02-99.

Prior to the execution of this Agreement by the County, CONTRACTOR shall file certificates of insurance with the County's contract administrator and County's Contracts/Purchasing Division, showing that the CONTRACTOR has in effect the insurance required by this Agreement. The CONTRACTOR shall file a new or amended certificate of insurance within five calendar days after any change is made in any insurance policy, which would alter the information on the certificate then on file. Acceptance or approval of insurance shall in no way modify or change the indemnification clause in this Agreement, which shall continue in full force and effect.



CONTRACTOR shall always during the term of this Agreement maintain in force the insurance coverage required under this Agreement and shall send, without demand by County, annual certificates to County's Contract Administrator and County's Contracts/Purchasing Division. If the certificate is not received by the expiration date, County shall notify CONTRACTOR and CONTRACTOR shall have five calendar days to send in the certificate, evidencing no lapse in coverage during the interim. Failure by CONTRACTOR to maintain such insurance is a default of this Agreement, which entitles County, at its sole discretion, to terminate this Agreement immediately.

#### **10.0 RECORDS AND CONFIDENTIALITY:**

- 10.1 **Confidentiality:** CONTRACTOR and its officers, employees, agents, and subcontractors shall comply with any and all federal, state, and local laws, which provide for the confidentiality of records and other information. CONTRACTOR shall not disclose any confidential records or other confidential information received from the County or prepared in connection with the performance of this Agreement, unless County specifically permits CONTRACTOR to disclose such records or information. CONTRACTOR shall promptly transmit to County any and all requests for disclosure of any such confidential records or information. CONTRACTOR shall not use any confidential information gained by CONTRACTOR in the performance of this Agreement except for the sole purpose of carrying out CONTRACTOR's obligations under this Agreement.
- 10.2 **County Records:** When this Agreement expires or terminates, CONTRACTOR shall return to County any County records which CONTRACTOR used or received from County to perform services under this Agreement.
- 10.3 **Maintenance of Records:** CONTRACTOR shall prepare, maintain, and preserve all reports and records that may be required by federal, state, and County rules and regulations related to services performed under this Agreement. CONTRACTOR shall maintain such records for a period of at least three years after receipt of final payment under this Agreement. If any litigation, claim, negotiation, audit exception, or other action relating to this Agreement is pending at the end of the three-year period, then CONTRACTOR shall retain said records until such action is resolved.
- 10.4 **Access to and Audit of Records:** The County shall have the right to examine, monitor and audit all records, documents, conditions, and activities of the CONTRACTOR and its subcontractors related to services provided under this Agreement. Pursuant to Government Code section 8546.7, if this Agreement involves the expenditure of public funds in excess of \$10,000, the parties to this Agreement may be subject, at the request of the County or as part of any audit of the County, to the examination and audit of the State Auditor pertaining to matters connected with the performance of this Agreement for a period of three years after final payment under the Agreement.
- 10.5 **Royalties and Inventions:** County shall have a royalty-free, exclusive and irrevocable license to reproduce, publish, and use, and authorize others to do so, all original computer programs, writings, sound recordings, pictorial reproductions, drawings, and other works of similar nature produced in the course of or under this Agreement. CONTRACTOR shall not publish any such material without the prior written approval of County.



## 11.0 NON-DISCRIMINATION:

11.01 During the performance of this Agreement, CONTRACTOR, and its subcontractors, shall not unlawfully discriminate against any person because of race, religious creed, color, sex, national origin, ancestry, physical disability, mental disability, medical condition, marital status, age (over 40), or sexual orientation, either in CONTRACTOR's employment practices or in the furnishing of services to recipients. CONTRACTOR shall ensure that the evaluation and treatment of its employees and applicants for employment and all persons receiving and requesting services are free of such discrimination. CONTRACTOR and any subcontractor shall, in the performance of this Agreement, fully comply with all federal, state, and local laws and regulations which prohibit discrimination. The provision of services primarily or exclusively to such target population as may be designated in this Agreement shall not be deemed to be prohibited discrimination.

## 12.0 COMPLIANCE WITH TERMS OF STATE OR FEDERAL GRANTS:

If this Agreement has been or will be funded with monies received by the County pursuant to a contract with the state or federal government in which the County is the grantee, CONTRACTOR will comply with all the provisions of said contract, to the extent applicable to CONTRACTOR as a subgrantee under said contract, and said provisions shall be deemed a part of this Agreement, as though fully set forth herein. Upon request, County will deliver a copy of said contract to CONTRACTOR, at no cost to CONTRACTOR.

## 13.0 INDEPENDENT CONTRACTOR:

In the performance of work, duties, and obligations under this Agreement, CONTRACTOR is always acting and performing as an independent contractor and not as an employee of the County. No offer or obligation of permanent employment with the County or County department or agency is intended in any manner, and CONTRACTOR shall not become entitled by virtue of this Agreement to receive from County any form of employee benefits including but not limited to sick leave, vacation, retirement benefits, workers' compensation coverage, insurance or disability benefits. CONTRACTOR shall be solely liable for and obligated to pay directly all applicable taxes, including federal and state income taxes and social security, arising out of CONTRACTOR's performance of this Agreement. In connection therewith, CONTRACTOR shall defend, indemnify, and hold County harmless from any and all liability which County may incur because of CONTRACTOR's failure to pay such taxes.



## 14.0 NOTICES:

Notices required under this Agreement shall be delivered personally or by first-class, postage pre-paid mail to the County and CONTRACTOR'S contract administrators at the addresses listed below:

| <b>FOR COUNTY:</b>                                       | <b>FOR CONTRACTOR:</b>                                    |
|--|---|
| Cindy Girard-Berry, Human Resources Manager              | Kyle Mallick, Business Development Manager                |
| Name and Title<br>1270 Natividad Road, Salinas, CA 93906 | Name and Title<br>631 River Oaks Pkwy, San Jose, CA 95134 |
| Address<br>831-755-4547                                  | Address<br>408-914-4895                                   |
| Phone:   | Phone:  |

## 15.0 MISCELLANEOUS PROVISIONS.

15.01 **Conflict of Interest:** CONTRACTOR represents that it presently has no interest and agrees not to acquire any interest during the term of this Agreement, which would directly, or indirectly conflict in any manner or to any degree with the full and complete performance of the services required to be rendered under this Agreement.

15.02 **Amendment:** This Agreement may be amended or modified only by an instrument in writing signed by the County and the CONTRACTOR.

15.03 **Waiver:** Any waiver of any terms and conditions of this Agreement must be in writing and signed by the County and the CONTRACTOR. A waiver of any of the terms and conditions of this Agreement shall not be construed as a waiver of any other terms or conditions in this Agreement.

15.04 **Contractor:** The term "CONTRACTOR" as used in this Agreement includes CONTRACTOR's officers, agents, and employees acting on CONTRACTOR's behalf in the performance of this Agreement.

15.05 **Disputes:** CONTRACTOR shall continue to perform under this Agreement during any dispute.

DS  
JL  
Contractor  
DS  
JL  
Contractor

County 15.06 **Assignment and Subcontracting:** The CONTRACTOR shall not assign, sell, or otherwise transfer its interest or obligations in this Agreement without the prior written consent of the County. None of the services covered by this Agreement shall be subcontracted without the prior written approval of the County. Notwithstanding any such subcontract, CONTRACTOR shall continue to be liable for the performance of all requirements of this Agreement.



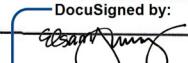
- 15.07 **Successors and Assigns:** This Agreement and the rights, privileges, duties, and obligations of the County and CONTRACTOR under this Agreement, to the extent assignable or delegable, shall be binding upon and inure to the benefit of the parties and their respective successors, permitted assigns, and heirs.
- 15.08 **Compliance with Applicable Law:** The parties shall comply with all applicable federal, state, and local laws and regulations in performing this Agreement.
- 15.09 **Headings:** The headings are for convenience only and shall not be used to interpret the terms of this Agreement.
- 15.10 **Time is of the Essence:** Time is of the essence in each and all of the provisions of this Agreement.
- 15.11 **Governing Law:** This Agreement shall be governed by and interpreted under the laws of the State of California; venue shall be Monterey County.
- 15.12 **Non-exclusive Agreement:** This Agreement is non-exclusive and both County and CONTRACTOR expressly reserve the right to contract with other entities for the same or similar services.
- 15.13 **Construction of Agreement:** The County and CONTRACTOR agree that each party has fully participated in the review and revision of this Agreement and that any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in the interpretation of this Agreement or any amendment to this Agreement.
- 15.14 **Counterparts:** This Agreement may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Agreement.
- 15.15 **Authority:** Any individual executing this Agreement on behalf of the County or the CONTRACTOR represents and warrants hereby that he or she has the requisite authority to enter into this Agreement on behalf of such party and bind the party to the terms and conditions of this Agreement.
- 15.16 **Integration:** This Agreement, including the exhibits, represent the entire Agreement between the County and the CONTRACTOR with respect to the subject matter of this Agreement and shall supersede all prior negotiations, representations, or agreements, either written or oral, between the County and the CONTRACTOR as of the effective date of this Agreement, which is the date that the County signs the Agreement.
- 15.17 **Interpretation of Conflicting Provisions:** In the event of any conflict or inconsistency between the provisions of this Agreement and the Provisions of any exhibit or other attachment to this Agreement, the provisions of this Agreement shall prevail and control.



## 16.0 SIGNATURE PAGE.

IN WITNESS WHEREOF, County and CONTRACTOR have executed this Agreement as of the day and year written below.

### COUNTY OF MONTEREY

By: \_\_\_\_\_ Contracts/Purchasing Officer  
 DocuSigned by:  


Date: \_\_\_\_\_  
 10/28/2020 | 5:27 PM PDT

By: \_\_\_\_\_ Department Head (if applicable)

Date: \_\_\_\_\_  
 10/28/2020 | 5:27 PM PDT

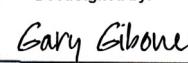
By: \_\_\_\_\_ Board of Supervisors (if applicable)

Date: \_\_\_\_\_

Approved as to Form<sup>1</sup>  
 DocuSigned by:  


By: \_\_\_\_\_ Deputy  
 Stacy Saetta  
 COECE1B99F444A9...

Date: \_\_\_\_\_  
 10/15/2020 | 3:14 PM PDT

Approved as to Fiscal Provisions<sup>2</sup>  
 DocuSigned by:  


By: \_\_\_\_\_ Chief Deputy Auditor-Controller  
 Gary Giboney  
 D3834BFEC1D8449...

Date: \_\_\_\_\_  
 10/15/2020 | 3:25 PM PDT

Approved as to Liability Provisions<sup>3</sup>

By: \_\_\_\_\_ Risk Management

Date: \_\_\_\_\_

### CONTRACTOR

Maxim Healthcare Staffing Services, Inc.  
 Contractor's Business Name\*  
 DocuSigned by:  


Date: \_\_\_\_\_  
 70021115862E456...

By: \_\_\_\_\_ (Signature of Chair, President, or Vice-President)\*  
 Jessa Lombo  
 10/15/2020 | 1:07 PM PDT

By: \_\_\_\_\_ DocuSigned by:  


Date: \_\_\_\_\_  
 F4006CD80A4E40D...

By: \_\_\_\_\_ (Signature of Secretary, Asst. Secretary, CFO, Treasurer or Asst. Treasurer)\*  
 Andrea Torres, Assistant Controller  
 Auditor-Controller Name and Title

Date: \_\_\_\_\_  
 10/15/2020 | 11:32 AM PDT

County Board of Supervisors' Agreement Number: \_\_\_\_\_, approved on (date): \_\_\_\_\_

\*INSTRUCTIONS: If CONTRACTOR is a corporation, including non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two (2) specified officers per California Corporations Code Section 313. If CONTRACTOR is a Limited Liability Corporation (LLC), the full legal name of the LLC shall be set forth above together with the signatures of two (2) managers. If CONTRACTOR is a partnership, the full legal name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement or Amendment to said Agreement.

<sup>1</sup>Approval by County Counsel is required

<sup>2</sup>Approval by Auditor-Controller is required

<sup>3</sup>Approval by Risk Management is necessary only if changes are made in paragraphs 8 or 9



## **ADDENDUM NO. 1**

### **TO AGREEMENT BY AND BETWEEN COUNTY OF MONTEREY AND MAXIM HEALTHCARE STAFFING SERVICES, INC.**

This Addendum No. 1 amends, modifies, and supplements the County of Monterey Agreement by and between the **COUNTY OF MONTEREY**, a political subdivision of the State of California (hereinafter “County”) and **MAXIM HEALTHCARE STAFFING SERVICES, INC.** (hereinafter “CONTRACTOR”). This Addendum No. 1 has the full force and effect as if set forth within the Agreement and is incorporated by reference and made a part of the Agreement. Notwithstanding the provision of Section 15.17 of the Agreement, to the extent that any of the terms or conditions contained in this Addendum No. 1 may contradict or conflict with any of the terms and conditions of the Agreement, it is expressly understood and agreed that the terms and conditions of this Addendum No. 1 shall take precedence and supersede the Agreement.

NOW, THEREFORE, County and CONTRACTOR agree that the Agreement terms and conditions shall be amended, modified, and supplemented as follows:

**1. Section 5.03 of the Agreement, shall be deleted and restated in its entirety to read as follows:**

5.03 CONTRACTOR shall provide personnel, subject to availability, necessary to carry out the terms of this Agreement, except as otherwise specified in this Agreement. CONTRACTOR shall not use County premises, property (including equipment, instruments, or supplies) or personnel for any purpose other than in the performance of its obligations under this Agreement.

**2. Section 7.01 of the Agreement shall be deleted and restated in its entirety to read as follows:**

7.01 During the term of this Agreement, either Party may terminate the Agreement for any reason by giving written notice of termination to the non-terminating Party at least thirty (30) days prior to the effective date of termination. Such notice shall set forth the effective date of termination. In the event of such termination, the amount payable under this Agreement shall be reduced in proportion to the services provided prior to the date of termination.

**3. Section 7.02 of the Agreement shall be deleted and restated in its entirety to read as follows:**

7.02 The County may cancel and terminate this Agreement for good cause effective immediately upon written notice to CONTRACTOR. “Good cause” includes the failure of CONTRACTOR to perform the required services at the time and in the manner provided under this Agreement.

4. Section 8.0 of the Agreement, INDEMNIFICATION, shall be deleted and restated in its entirety to read as follows:

8.0 **INDEMNIFICATION:**

8.01 The CONTRACTOR shall indemnify, defend, and hold harmless the County of Monterey (hereinafter "County"), its officers, agents, employees and subcontractors from any claim, liability, loss, injury or damage arising out of, or in connection with, the performance of this Agreement by the CONTRACTOR and/or its officers, agents, employees, or sub-contractors, excepting only loss, injury or damage caused by the negligence or willful misconduct of County and/or its officers, agents, employees and subcontractors. It is the intent of the parties to this Agreement to provide the broadest possible coverage for the County. The CONTRACTOR shall reimburse the County for all costs, attorneys' fees, expenses and liabilities incurred with respect to any litigation in which the CONTRACTOR is obligated to indemnify, defend and hold harmless the County under this Agreement.

8.02 The County shall indemnify, defend, and hold harmless the CONTRACTOR, its officers, agents, employees and subcontractors from any claim, liability, loss, injury or damage arising out of, or in connection with, the performance of this Agreement by the County and/or its officers, agents, employees, or sub-contractors, excepting only loss, injury or damage caused by the negligence or willful misconduct of the CONTRACTOR and/or its officers, agents, employees and subcontractors. The County shall reimburse the CONTRACTOR for all costs, attorneys' fees, expenses and liabilities incurred with respect to any litigation in which the County is obligated to indemnify, defend and hold harmless the CONTRACTOR under this Agreement.

5. Section 9.03 of the Agreement, shall be modified and restated by removing; "**Agreement Over \$100,000 Business Automobile Liability Insurance:** covering all motor vehicles, including owned, leased, non-owned, and hired vehicles, used in providing services under this Agreement, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence." and replacing it with "**Agreement Over \$100,000 Business Automobile Liability Insurance:** covering motor vehicles, including owned, non-owned, and hired vehicles, used in providing services under this Agreement, with a combined single limit for Bodily Injury and Property Damage of not less than \$1,000,000 per occurrence."

6. Section 9.04 of the Agreement, shall be modified and restated by removing; "**Commercial general liability and automobile liability policies shall provide an endorsement naming the County of Monterey, its officers, agents, and employees as Additional Insureds** with respect to liability arising out of the CONTRACTOR'S work, including ongoing and completed operations, **and shall further provide that such insurance is primary insurance to any insurance or self-insurance maintained by the County and that the insurance of the Additional Insureds shall not be called upon to contribute to a loss covered by the CONTRACTOR'S insurance.** The required endorsement form for Commercial General

Maxim Healthcare Staffing Services, Inc.  
\$900,000  
Term ending, 06/30/21  
pg. 2

Liability Additional Insured is ISO Form CG 20 10 11-85 or CG 20 10 10 01 in tandem with CG 20 37 10 01 (2000). The required endorsement form for Automobile Additional Insured endorsement is ISO Form CA 20 48 02 99." and replacing it with "**Commercial general liability policy shall provide an endorsement naming the County of Monterey, its officers, agents, and employees as Additional Insureds** with respect to liability arising out of the CONTRACTOR'S work, including ongoing and completed operations, **and shall further provide that such insurance is primary insurance to any insurance or self-insurance maintained by the County and that the insurance of the Additional Insureds shall not be called upon to contribute to a loss covered by the CONTRACTOR'S insurance.** The required endorsement form for Commercial General Liability Additional Insured is ISO Form CG 20 10 11-85 or CG 20 10 10 01 in tandem with CG 20 37 10 01 (2000).

7. Section 15.05 of the Agreement, **Disputes** shall be deleted and restated in its entirety to read as follows:

15.05 **Disputes:** CONTRACTOR shall continue to commercially reasonably perform under this Agreement during any dispute.

8. Section 15.10 of the Agreement, **Time is of the Essence** shall be deleted in its entirety.

**IN WITNESS WHEREOF**, the parties hereto have executed this Addendum No. 1, by the authority as follows:

**CONTRACTOR – Maxim Healthcare Staffing Services, Inc.**

**Approved:**

DocuSigned by:

By:   
Jessa Lombo

79021115862E456...

Jessa Lombo, Regional Controller

Name and Title

Date: 10/15/2020 | 1:07 PM PDT

**Approved:**

DocuSigned by:

By:   
Andrea Torres

F405CCD80A4E40D...

Andrea Torres, Assistant Controller

Name and Title

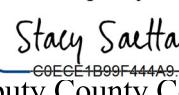
10/15/2020 | 11:32 AM PDT

Date:

**COUNTY OF MONTEREY**

**Approved as to Form:**

DocuSigned by:

By:   
Stacy Saetta Deputy  
Deputy County Counsel

Date: 10/15/2020 | 3:14 PM PDT

**Approved:**

DocuSigned by:

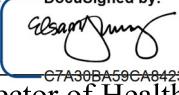
By:   
Gary Giboney Chief Deputy Auditor-Controller  
Auditor/Controller

10/15/2020 | 3:25 PM PDT

Date:

**Approved:**

DocuSigned by:

By:   
Elspeth Dunn  
Director of Health

## **EXHIBIT-A**

**To Agreement by and between**  
**Monterey County Health Department, hereinafter referred to as “County”**  
**AND**  
**Maxim Healthcare Services Holdings, Inc., DBA Maxim Healthcare Staffing Services, Inc.**  
**hereinafter referred to as “CONTRACTOR”**

### **Scope of Services / Payment Provisions**

#### **A. SCOPE OF SERVICES**

- A.1** CONTRACTOR shall provide services and staff, and otherwise do all things necessary for or incidental to the performance of work, as set forth below:
- A.1.1** CONTRACTOR will provide supplemental licensed health care staffing to the County to work with County staff on matters related to Health, including but not limited to: COVID-19 pandemic response efforts; vaccine clinics; or other Health matters (“Maxim Staff Personnel”). Maxim Staff Personnel provided to County are employees of CONTRACTOR and are subject to CONTRACTOR’s standard screening process. Nothing in this Agreement shall create an employer and employee relationship between CONTRACTOR employees and County.
- A.1.2 Assignment Term:** Term of first assignment will end on December 31, 2020. CONTRACTOR will be notified in writing by December 01, 2020, if County will extend the term for the Contact Tracing Project.
- A.1.3** CONTRACTOR will assign County with Maxim Staff Personnel who, prior to reporting for On-Boarding, already meet the following criteria (“Criteria”).
- A.1.3.1** Possess current state license/registration and or certification.
  - A.1.3.2** Possess CPR certification, to comply with State law.
  - A.1.3.3** Possess current skills competency to include, written exam and verified work history.
  - A.1.3.4** Completed CONTRACTOR standard OSHA and HIPAA training.
  - A.1.3.5** CONTRACTOR will complete pre-employment screening as required, to include criminal background check(s), TB skin test or chest X-ray as required by law; and a minimum of two (2) work related reference checks; and anything additional, as required by Agreement.
  - A.1.3.6** CONTRACTOR, prior to each assigned Maxim Staff Personnel reporting for On-Boarding, will provide written evidence that each assigned Maxim Staff Personnel meets the Criteria listed above.

- A.1.4** County will be responsible for providing the following additional tests and trainings (“County Tests and Trainings”).
- A.1.4.1** A Live Scan fingerprint background check. Maxim Staff Personnel will complete the Live Scan immediately and no later than the first two consecutive weeks of their start date.
- A.1.4.2** A QuantiFERON (QFT)TB test, Maxim Staff Personnel will receive the test on the first day they report for On-Boarding.
- A.1.5** The continued assignment of Maxim Staff Personnel, will depend on whether the Maxim Staff Personnel pass the County Tests and Training. County shall compensate CONTRACTOR for hours Maxim Staff Personnel attend County On-Boarding, and County Tests and Training and shall compensate Maxim Staff Personnel for any hours actually worked for the County up until dismissal.
- A.1.6 Employment and Taxes.** CONTRACTOR will follow its standard employment policies and procedures to verify that all Maxim Staff Personnel meet applicable licensing requirements. CONTRACTOR will maintain direct responsibility as employer for the payment of wages and other compensation, and for any applicable mandatory withholdings and contributions such as federal, state, and local income taxes, social security taxes, worker’s compensation, and unemployment insurance.
- A.1.7 Non-performance.** If County concludes, in its sole discretion, that any Maxim Staff Personnel provided by CONTRACTOR have engaged in misconduct, or have been negligent, County may require the Maxim Staff Personnel to leave the premises and will notify CONTRACTOR immediately in writing, providing in reasonable detail the reason(s) for such dismissal. COUNTY’S obligation to compensate CONTRACTOR for such Maxim Staff Personnel’s services will be limited to the number of hours actually worked. CONTRACTOR will not reassign the individual to County without prior approval of the County.
- A.1.8 Right to Dismiss.** County may request the dismissal of any Maxim Staff Personnel for any reason. County agrees to notify CONTRACTOR of any such action immediately in writing, providing in reasonable detail the reason(s) for such dismissal. County shall be obligated to compensate CONTRACTOR for all Maxim Staff Personnel for hours actually worked prior to dismissal.
- A.1.9 Incident Reports.** County shall report to CONTRACTOR any unexpected incident known to involve any Maxim Staff Personnel.
- A.1.10 Workers’ Compensation.** CONTRACTOR shall cover Maxim Staff Personnel under CONTRACTOR’S own Workers’ Compensation Policy throughout the term of this Agreement.

**A.1.11 PERS Notification.** CONTRACTOR shall identify in writing to County, any individual with prior PERS (Public Employees' Retirement System) affiliation who is sent to report for County service under the Agreement, at least two (2) days prior to the individual being assigned by CONTRACTOR for service to County.

**A.1.11.1** CONTRACTOR shall identify in writing to County, any PERS annuitant who is sent to report for County for service under the Agreement, at least two (2) days prior to the individual being assigned by CONTRACTOR for service to County.

The term “**identify**” is defined for purposes of this section to include both (1) the CONTRACTOR’s employee name and (2) the last four digits of the employee’s Social Security number.

The term “**PERS affiliation**” is defined for purposes of this section to mean the CONTRACTOR’s employee had previously worked for a governmental entity that participates or participated in CalPERS (California Public Employees’ Retirement System).

**A.1.11.2** Should CONTRACTOR fail to properly identify a PERS annuitant or a CONTRACTOR employee with prior PERS affiliation, CONTRACTOR shall be held responsible for any costs assessed, or eligible to be assessed, by CalPERS relating to the assignment to the County of such individual.

The term “**PERS annuitant**” is defined for purposes of this section as a person who has retired from a CalPERS agency and who is receiving a retirement allowance from CalPERS.

**A.1.12 Supplemental Employee Assignment, Tracking Hours.** CONTRACTOR shall be responsible for tracking cumulative hours per CONTRACTOR’S employee for all assignments with The County of Monterey (this will include all County of Monterey Departments or Agencies, including Natividad Medical Center).

**A.1.12.1** CONTRACTOR shall notify the Monterey County Health Department’s Human Resources Manager via email (email address to be provided once Agreement is executed) when an individual employee’s hours working for The County of Monterey are approaching 650 hours in a fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).

**A.1.13 An employee of the CONTRACTOR shall not be assigned to work at The County of Monterey, for more than 720 hours in a fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).**

**A.1.14 The County of Monterey shall not pay CONTRACTOR for services rendered beyond 720 hours per fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).**

**A.1.15 Placement Fee.** CONTRACTOR agrees after thirteen (13) weeks, or 520 hours, of service by one of CONTRACTOR's employees, the County may hire the CONTRACTOR's employee at no cost to the County.

## B. PAYMENT PROVISIONS

### B.1 COMPENSATION/ PAYMENT

**B.1.1** County shall pay an amount not to exceed **\$900,000** for the performance of all things necessary for or incidental to the performance of work as set forth in the Scope of Work. CONTRACTOR'S compensation for services rendered shall be based on the following rates or in accordance with the following terms:

| Service Title                                 | Local Rate per hour | Travel Rate per hour |
|---|---------------------|----------------------|
| Registered Nurse, less than 1-year experience | \$72                | \$75                 |
| Registered Nurse (RN)                         | \$75                | \$78                 |
| Supervising Registered Nurse                  | \$75                | \$78                 |
| Public Health Nurse (PHN), RN                 | \$85                | \$88                 |
| LVN   | \$55                | \$58                 |
| Clinical Laboratory Scientist                 | \$85                | \$85                 |
| Physical Therapist                            | \$87                | \$90                 |
| Occupational Therapist                        | \$85                | \$85                 |

- B.1.1.1** The term, “**Local Rate per hour**” is defined for purposes of this Section to mean the hourly rate of pay Maxim Staff Personnel will receive that reside within fifty (50) miles of the County worksite.
- B.1.1.2** The term, “**Travel Rate per hour**” is defined for purposes of this Section to mean the hourly rate of pay Maxim Staff Personnel will receive when Maxim Staff Personnel resides over fifty (50) miles from the County worksite.
- B.1.1.3** Hourly rates, both “Local Rate per hour and Travel Rate per hour,” will begin when Maxim Staff Personnel arrive and start shift at the assigned County location. There will be no commute or travel reimbursement allowed during this Agreement.
- B.1.1.4** **Weekend**, Rates will apply to shifts beginning at 11:00 p.m. on Friday and ending at 7 a.m. on Monday.
- B.1.1.5** **Orientation**, Rates listed above will include all time spent in required County orientation and trainings.

- B.1.1.6** **Overtime**, Rates are charged for all hours worked in excess of forty (40) hours per week or according to State law. Overtime must be pre-approved in writing by County Manager assigned to project. The overtime rate is one and one-half (1.5) times the regular billing rate for such hours.
- B.1.1.7** **Holidays**, Holiday rates will apply to shifts beginning at 11:00 p.m. the night before the holiday through 11:00 p.m. the night of the holiday.

**Maxim Healthcare Services Holiday Schedule:**

|                              |                             |
|------------------------------|-----------------------------|
| New Year's Eve (from 3 p.m.) | Thanksgiving Day            |
| New Year's Day               | Labor Day                   |
| Memorial Day                 | Christmas Eve (from 3 p.m.) |
| Easter                       | Presidents Day              |
| Martin Luther King Day       |                             |

- B.1.2** CONTRACTOR warrants that the cost charged for services under the terms of this contract are not in excess of those charged any other client for the same services performed by the same individuals.

## **B.2 CONTRACTORS BILLING PROCEDURES**

- B.2.1** NOTE: Payment may be based upon satisfactory acceptance of each deliverable, payment after completion of each major part of the Agreement, payment at conclusion of the Agreement, etc.
- B.2.2** County may, in its sole discretion, terminate the contract or withhold payments claimed by CONTRACTOR for services rendered if CONTRACTOR fails to satisfactorily comply with any term or condition of this Agreement.
- B.2.3** No payments in advance or in anticipation of services or supplies to be provided under this Agreement shall be made by County.
- B.2.4** County shall not pay any claims for payment for services submitted more than twelve (12) months after the calendar month in which the services were completed.
- B.2.5** DISALLOWED COSTS: CONTRACTOR is responsible for any audit exceptions or disallowed costs incurred by its own organization or that of its subcontractors.

**EXHIBIT B****BUSINESS ASSOCIATE AGREEMENT**

This Business Associate Agreement ("Agreement"), effective upon Agreement execution ("Effective Date"), is entered into by and among the County of Monterey, a political subdivision of the State of California, on behalf of the Health Department ("Covered Entity") and Maxim Healthcare Staffing Services, Inc. ("Business Associate") (each a "Party" and collectively the "Parties").

Business Associate provides certain services for Covered Entity ("Services") that involve the use and disclosure of Protected Health Information that is created or received by Business Associate from or on behalf of Covered Entity ("PHI"). The Parties are committed to complying with the Standards for Privacy of Individually Identifiable Health Information, 45 C.F.R. Part 160 and Part 164, Subparts A and E as amended from time to time (the "Privacy Rule"), and with the Security Standards, 45 C.F.R. Part 160 and Part 164, Subpart C as amended from time to time (the "Security Rule"), under the Health Insurance Portability and Accountability Act of 1996 ("HIPAA"), as amended by the Health Information Technology for Economic and Clinical Health Act and its implementing regulations ("HITECH"). Business Associate acknowledges that, pursuant to HITECH, 45 C.F.R. §§ 164.308 (administrative safeguards), 164.310 (physical safeguards), 164.312 (technical safeguards), 164.316 (policies and procedures and documentation requirements) and 164.502 *et seq.* apply to Business Associate in the same manner that such sections apply to Covered Entity. The additional requirements of Title XIII of HITECH contained in Public Law 111-005 that relate to privacy and security and that are made applicable with respect to covered entities shall also be applicable to Business Associate. The Parties are also committed to complying with the California Confidentiality of Medical Information Act, Ca. Civil Code §§ 56 *et seq.* ("CMIA"), where applicable. Business Associate acknowledges that the CMIA prohibits Business Associate from further disclosing the PHI it receives from Covered Entity where such disclosure would be violative of the CMIA. ~~The Parties are also committed to complying with applicable requirements of the Red Flag Rules issued pursuant to the Fair and Accurate Credit Transactions Act of 2003 ("Red Flag Rules").~~ This Agreement sets forth the terms and conditions pursuant to which PHI, and, when applicable, Electronic Protected Health Information ("EPHI"), shall be handled. The Parties further acknowledge that state statutes or other laws or precedents may impose data breach notification or information security obligations, and it is their further intention that each shall comply with such laws as well as HITECH and HIPAA in the collection, handling, storage, and disclosure of personal data of patients or other personal identifying information exchanged or stored in connection with their relationship.

The Parties agree as follows:

**1. DEFINITIONS**

All capitalized terms used in this Agreement but not otherwise defined shall have the meaning set forth in the Privacy Rule, Security Rule and HITECH.

**2. PERMITTED USES AND DISCLOSURES OF PHI**

**2.1 Unless otherwise limited herein, Business Associate may:**

- (a) use or disclose PHI to perform functions, activities or Services for, or on behalf of, Covered Entity as requested by Covered Entity from time to time, provided that such use or disclosure would not violate the Privacy or Security Rules or the standards for Business Associate Agreements set forth in 45 C.F.R. § 164.504(e), exceed the minimum necessary to accomplish the intended purpose of such use or disclosure, violate the additional requirements of HITECH contained in Public Law 111-005 that relate to privacy and security, or violate the CMIA;

- (b) disclose PHI for the purposes authorized by this Agreement only: (i) to its employees, subcontractors and agents; (ii) as directed by this Agreement; or (iii) as otherwise permitted by the terms of this Agreement;
- (c) use PHI in its possession to provide Data Aggregation Services to Covered Entity as permitted by 45 C.F.R. § 164.504(e)(2)(i)(B);
- (d) use PHI in its possession for proper management and administration of Business Associate or to carry out the legal responsibilities of Business Associate as permitted by 45 C.F.R. § 164.504(e)(4)(i);
- (e) disclose the PHI in its possession to third parties for the proper management and administration of Business Associate to the extent and in the manner permitted under 45 C.F.R. § 164.504(e)(4)(ii); provided that disclosures are Required by Law , or Business Associate obtains reasonable assurances from the persons to whom the information is disclosed that it will remain confidential and used or further disclosed only as Required by Law or for the purpose for which it was disclosed to the person, and the person notifies the Business Associate of any instances of which it is aware in which the confidentiality of the information has been breached;
- (f) use PHI to report violations of law to appropriate Federal and state authorities, consistent with 45 C.F.R. § 164.502(j)(1);
- (g) de-identify any PHI obtained by Business Associate under this Agreement for further use or disclosure only to the extent such de-identification is pursuant to this Agreement, and use such de-identified data in accordance with 45 C.F.R. § 164.502(d)(1).

### **3. RESPONSIBILITIES OF THE PARTIES WITH RESPECT TO PHI**

**3.1     Responsibilities of Business Associate.** With regard to its use and/or disclosure of PHI, Business Associate shall:

- (a) use and/or disclose the PHI only as permitted or required by this Agreement or as otherwise Required by Law;
- (b) report to the privacy officer of Covered Entity, in writing, (i) any use and/or disclosure of the PHI that is not permitted or required by this Agreement of which Business Associate becomes aware, and (ii) any Breach of unsecured PHI as specified by HITECH, within two (2) days of Business Associate's determination of the occurrence of such unauthorized use and/or disclosure. In such event, the Business Associate shall, in consultation with the Covered Entity, mitigate, to the extent practicable, any harmful effect that is known to the Business Associate of such improper use or disclosure. The notification of any Breach of unsecured PHI shall include, to the extent possible, the identification of each individual whose unsecured PHI has been, or is reasonably believed by the Business Associate to have been, accessed, acquired, used or disclosed during the Breach.
- (c) use commercially reasonable safeguards to maintain the security of the PHI and to prevent use and/or disclosure of such PHI other than as provided herein;
- (d) obtain and maintain an agreement with all of its subcontractors and agents that receive, use, or have access to, PHI pursuant to which agreement such subcontractors and agents

agree to adhere to the same restrictions and conditions on the use and/or disclosure of PHI that apply to Business Associate pursuant to this Agreement;

(e) make available all internal practices, records, books, agreements, policies and procedures and PHI relating to the use and/or disclosure of PHI to the Secretary for purposes of determining Covered Entity or Business Associate's compliance with the Privacy Rule;

(f) document disclosures of PHI and information related to such disclosure and, within ten (10) days of receiving a written request from Covered Entity, provide to Covered Entity such information as is requested by Covered Entity to permit Covered Entity to respond to a request by an individual for an accounting of the disclosures of the individual's PHI in accordance with 45 C.F.R. § 164.528, as well as provide an accounting of disclosures, as required by HITECH, directly to an individual provided that the individual has made a request directly to Business Associate for such an accounting. At a minimum, the Business Associate shall provide the Covered Entity with the following information: (i) the date of the disclosure, (ii) the name of the entity or person who received the PHI, and if known, the address of such entity or person; (iii) a brief description of the PHI disclosed; and (iv) a brief statement of the purpose of such disclosure which includes an explanation of the basis for such disclosure. In the event the request for an accounting is delivered directly to the Business Associate, the Business Associate shall, within two (2) days, forward such request to the Covered Entity. The Business Associate shall implement an appropriate recordkeeping process to enable it to comply with the requirements of this Section;

(g) subject to Section 4.4 below, return to Covered Entity within twenty-one (21) days of the termination of this Agreement, the PHI in its possession and retain no copies, including backup copies;

(h) disclose to its subcontractors, agents or other third parties, and request from Covered Entity, only the minimum PHI necessary to perform or fulfill a specific function required or permitted hereunder;

(i) if all or any portion of the PHI is maintained in a Designated Record Set:

(i) upon ten (10) days' prior written request from Covered Entity, provide access to the PHI in a Designated Record Set to Covered Entity or, as directed by Covered Entity, the individual to whom such PHI relates or his or her authorized representative to meet a request by such individual under 45 C.F.R. § 164.524; and

(ii) upon ten (10) days' prior written request from Covered Entity, make any amendment(s) to the PHI that Covered Entity directs pursuant to 45 C.F.R. § 164.526;

(j) maintain policies and procedures to detect and prevent identity theft in connection with the provision of the Services, ~~to the extent required to comply with the Red Flag Rules;~~

(k) notify the Covered Entity within five (5) days of the Business Associate's receipt of any request or subpoena for PHI. To the extent that the Covered Entity decides to assume responsibility for challenging the validity of such request, the Business Associate shall cooperate fully with the Covered Entity in such challenge;

ds  
JL  
ds  
Contractor  
bs  
Contractor  
County

- (l) maintain a formal security program materially in accordance with all applicable data security and privacy laws and industry standards designed to ensure the security and integrity of the Covered Entity's data and protect against threats or hazards to such security

The Business Associate acknowledges that, as between the Business Associate and the Covered Entity, all PHI shall be and remain the sole property of the Covered Entity.

**3.2     Additional Responsibilities of Business Associate with Respect to EPHI.** In the event that Business Associate has access to EPHI, in addition to the other requirements set forth in this Agreement relating to PHI, Business Associate shall:

- (a) implement administrative, physical, and technical safeguards that reasonably and appropriately protect the confidentiality, integrity, and availability of EPHI that Business Associate creates, receives, maintains, or transmits on behalf of Covered Entity as required by 45 C.F.R. Part 164, Subpart C;
- (b) ensure that any subcontractor or agent to whom Business Associate provides any EPHI agrees in writing to implement reasonable and appropriate safeguards to protect such EPHI; and
- (c) report to the privacy officer of Covered Entity, in writing, any Security Incident involving EPHI of which Business Associate becomes aware within two (2) days of Business Associate's discovery of such Security Incident. For purposes of this Section, a Security Incident shall mean (consistent with the definition set forth at 45 C.F.R. § 164.304), the attempted or successful unauthorized access, use, disclosure, modification, or destruction of information or interference with systems operations in an information system. In such event, the Business Associate shall, in consultation with the Covered Entity, mitigate, to the extent practicable, any harmful effect that is known to the Business Associate of such improper use or disclosure.

**3.3     Responsibilities of Covered Entity.** Covered Entity shall, with respect to Business Associate:

- (a) provide Business Associate a copy of Covered Entity's notice of privacy practices ("Notice") currently in use;
- (b) notify Business Associate of any limitations in the Notice pursuant to 45 C.F.R. § 164.520, to the extent that such limitations may affect Business Associate's use or disclosure of PHI;
- (c) notify Business Associate of any changes to the Notice that Covered Entity provides to individuals pursuant to 45 C.F.R. § 164.520, to the extent that such changes may affect Business Associate's use or disclosure of PHI;
- (d) notify Business Associate of any changes in, or withdrawal of, the consent or authorization of an individual regarding the use or disclosure of PHI provided to Covered Entity pursuant to 45 C.F.R. § 164.506 or § 164.508, to the extent that such changes may affect Business Associate's use or disclosure of PHI; and
- (e) notify Business Associate, in writing and in a timely manner, of any restrictions on use and/or disclosure of PHI as provided for in 45 C.F.R. § 164.522 agreed to by Covered Entity, to the extent that such restriction may affect Business Associate's use or disclosure of PHI.

#### 4. TERMS AND TERMINATION

4.1 Term. This Agreement shall become effective on the Effective Date and shall continue in effect unless terminated as provided in this Article 4. Certain provisions and requirements of this Agreement shall survive its expiration or other termination as set forth in Section 5.1 herein.

4.2 Termination. Either Covered Entity or Business Associate may terminate this Agreement and any related agreements if the terminating Party determines in good faith that the terminated Party has breached a material term of this Agreement; provided, however, that no Party may terminate this Agreement if the breaching Party cures such breach to the reasonable satisfaction of the terminating Party within thirty (30) days after the breaching Party's receipt of written notice of such breach.

4.3 Automatic Termination. This Agreement shall automatically terminate without any further action of the Parties upon the termination or expiration of Business Associate's provision of Services to Covered Entity.

4.4 Effect of Termination. Upon termination or expiration of this Agreement for any reason, Business Associate shall return all PHI pursuant to 45 C.F.R. § 164.504(e)(2)(ii)(I) if, and to the extent that, it is feasible to do so. Prior to doing so, Business Associate shall recover any PHI in the possession of its subcontractors or agents. To the extent it is not feasible for Business Associate to return or destroy any portion of the PHI, Business Associate shall provide Covered Entity a statement that Business Associate has determined that it is infeasible to return or destroy all or some portion of the PHI in its possession or in possession of its subcontractors or agents. Business Associate shall extend any and all protections, limitations and restrictions contained in this Agreement to any PHI retained after the termination of this Agreement until such time as the PHI is returned to Covered Entity or destroyed.

#### 5. MISCELLANEOUS

5.1 Survival. The respective rights and obligations of Business Associate and Covered Entity under the provisions of Sections 4.4, 5.1, 5.6, and 5.7, and Section 2.1 (solely with respect to PHI that Business Associate retains in accordance with Section 4.4 because it is not feasible to return or destroy such PHI), shall survive termination of this Agreement until such time as the PHI is returned to Covered Entity or destroyed. In addition, Section 3.1(j) shall survive termination of this Agreement, provided that Covered Entity determines that the PHI being retained pursuant to Section 4.4 constitutes a Designated Record Set.

5.2 Amendments; Waiver. This Agreement may not be modified or amended, except in a writing duly signed by authorized representatives of the Parties. To the extent that any relevant provision of the HIPAA and HITECH ~~or Red Flag Rules~~ is materially amended in a manner that changes the obligations of Business Associates or Covered Entities, the Parties agree to negotiate in good faith appropriate amendment(s) to this Agreement to give effect to the revised obligations. Further, no provision of this Agreement shall be waived, except in a writing duly signed by authorized representatives of the Parties. A waiver with respect to one event shall not be construed as continuing, or as a bar to or waiver of any right or remedy as to subsequent events.

5.3 No Third Party Beneficiaries. Nothing express or implied in this Agreement is intended to confer, nor shall anything herein confer, upon any person other than the Parties and the respective successors or assigns of the Parties, any rights, remedies, obligations, or liabilities whatsoever.

DS  
M  
Contractor  
DS  
Contractor  
County

5.4 Notices. Any notices to be given hereunder to a Party shall be made via U.S. Mail or express courier to such Party's address given below, and/or via facsimile to the facsimile telephone numbers listed below.

If to Business Associate, to:

Maxim Healthcare Staffing Services, Inc.  
7227 Lee Deforest Drive, Columbia, MD 21046  
Attn: Contracts Department  
Tel: 410-910-1500  
Fax: n/a

If to Covered Entity, to:

Monterey County Health Department  
1270 Natividad Road, Salinas, CA 93906  
Attn: Elsa Jimenez, Director of Health  
Tel: 831-755-4526  
Fax: 831-796-8598

Each Party named above may change its address and that of its representative for notice by the giving of notice thereof in the manner hereinabove provided. Such notice is effective upon receipt of notice, but receipt is deemed to occur on next business day if notice is sent by FedEx or other overnight delivery service.

5.5 Counterparts; Facsimiles. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original. Facsimile copies hereof shall be deemed to be originals.

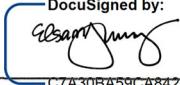
5.6 Choice of Law; Interpretation. This Agreement shall be governed by the laws of the State of California; as provided, however, that any ambiguities in this Agreement shall be resolved in a manner that allows Business Associate to comply with the Privacy Rule, and, if applicable, the Security Rule and the CMIA.

5.7 Indemnification. Contractor shall indemnify, defend, and hold harmless the County of Monterey (hereinafter County), its officers, agents, and employees from any claim, liability, loss, injury, cost, expense, penalty or damage, including the County's reasonable cost of providing notification of and of mitigating any acquisition, access, use or disclosure of PHI in a manner not permitted by this BAA, arising out of, or in connection with, performance of this BAA by Contractor and/or its agents, members, employees, or sub-contractors, excepting only loss, injury, cost, expense, penalty or damage caused by the negligence or willful misconduct of personnel employed by the County. It is the intent of the parties to this BAA to provide the broadest possible indemnification for the County. Contractor shall reimburse the County for all costs, attorneys' fees, expenses, and liabilities incurred by the County with respect to any investigation, enforcement proceeding or litigation in which Contractor is obligated to indemnify, defend, and hold harmless the County under this BAA. This provision is in addition to and independent of any indemnification provision in any related or other agreement between the Covered Entity and the Business Associate.

IN WITNESS WHEREOF, each of the undersigned has caused this Agreement to be duly executed in its name and on its behalf as of the Effective Date.

**COUNTY OF MONTEREY, ON BEHALF OF  
THE HEALTH DEPARTMENT**

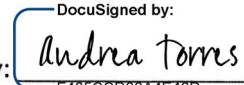
**[BUSINESS ASSOCIATE]**

By:   
\_\_\_\_\_  
C7A30BA59CA8423...

Print Name: Elsa Jimenez

Print Title: Director of Health

Date: 10/28/2020 | 5:27 PM PDT

By:   
\_\_\_\_\_  
F405CCD80A4E40D...

Print Name: Andrea Torres

Print Title: Assistant Controller

Date: 10/15/2020 | 11:32 AM PDT

**AMENDMENT NO. 1  
TO AGREEMENT BY AND BETWEEN  
COUNTY OF MONTEREY AND  
MAXIM HEALTHCARE STAFFING  
SERVICES, INC.**

**THIS AMENDMENT NO. 1** to the Agreement ("Agreement A-15013") is made by and between the County of Monterey, a political subdivision of the State of California (hereinafter referred to as "County"), and Maxim Healthcare Staffing Services, Inc. (hereinafter referred to as "CONTRACTOR") with respect to the following.

**WHEREAS**, on October 28, 2020, County and CONTRACTOR entered into Agreement A-15013, in the amount of \$900,000 for the term October 27, 2020 through June 30, 2021, for the provision of providing supplemental licensed healthcare staffing to the County to work with County staff on COVID-19 response efforts, vaccine clinics or other health matters; and

**WHEREAS**, County and CONTRACTOR wish to amend Agreement A-15013; and

**WHEREAS**, this Amendment No. 1 is necessary due to County's continued need for CONTRACTOR's services; and

**WHEREAS**, County and CONTRACTOR wish to add two (2) supplemental licensed healthcare positions to Exhibit A, Scope of Services.

**NOW THEREFORE**, County and CONTRACTOR hereby agree as follows:

1. EXHIBIT A is deleted and replaced in its entirety and attached hereto as EXHIBIT A-1. All references in the Agreement to EXHIBIT A shall be construed to refer to EXHIBIT A1.
2. Except as provided herein, all remaining terms, conditions, and provisions of the Agreement are unchanged and unaffected by this Amendment No. 1 and shall continue in full forces and effect as set forth in the Agreement.
3. A copy of the Amendment No. 1 shall be attached to the original Agreement executed by County on October 28, 2020.

**IN WITNESS WHEREOF**, County and CONTRACTOR have executed this Amendment No. 1  
as of the day and year written below.

COUNTY OF MONTEREY

By: \_\_\_\_\_ Contracts/Purchasing Officer  
Date: \_\_\_\_\_  
By:  DocuSigned by: \_\_\_\_\_  
C7A30BA59CA8423  
Department Head (if applicable)  
Date: 3/17/2021 | 2:40 PM PDT  
By: \_\_\_\_\_ Board of Supervisors (if applicable)  
Date: \_\_\_\_\_

Approved as to Form<sup>1</sup>  
DocuSigned by:  
By:  Stacy Saetta Deputy County Counsel  
COECE1B99F444A9  
County Counsel  
Date: 3/17/2021 | 1:21 PM PDT

Approved as to Fiscal Provisions<sup>2</sup>  
DocuSigned by:  
By:  Gary Giboney Chief Deputy Auditor-Controller  
D3834BFEC1D8449  
Auditor/Controller  
Date: 3/17/2021 | 1:26 PM PDT

Approved as to Liability Provisions<sup>3</sup>  
By: \_\_\_\_\_ Risk Management  
Date: \_\_\_\_\_

CONTRACTOR

Maxim Healthcare Staffing Services, Inc.  
Contractor's Business Name\*  
DocuSigned by:  
By:  Jessa Lombo  
79021115862E456  
(Signature of Chair, President, or Vice-President)\*  
Jessa Lombo Regional Controller  
Name and Title  
Date: 3/17/2021 | 9:50 AM PDT  
DocuSigned by:  
By:  Andrea Torres  
F405CCD80A4E40D...  
(Signature of Secretary, Asst. Secretary, CFO, Treasurer  
or Assistant Treasurer)\*  
Andrea Torres Assistant Controller  
Name and Title  
Date: 3/17/2021 | 10:23 AM PDT

\*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

<sup>1</sup>Approval by County Counsel is required <sup>2</sup>Approval by Auditor-Controller is required

## **EXHIBIT A-1**

**To Agreement by and between  
Monterey County Health Department, hereinafter referred to as “County”  
AND  
Maxim Healthcare Services Holdings, Inc., DBA Maxim Healthcare Staffing Services, Inc.  
hereinafter referred to as “CONTRACTOR”**

### **Scope of Services / Payment Provisions**

#### **A. SCOPE OF SERVICES**

- A.1** CONTRACTOR shall provide services and staff, and otherwise do all things necessary for or incidental to the performance of work, as set forth below:
- A.1.1** CONTRACTOR will provide supplemental licensed health care staffing to the County to work with County staff on matters related to Health, including but not limited to: COVID-19 pandemic response efforts; vaccine clinics; or other Health matters (“Maxim Staff Personnel”). Maxim Staff Personnel provided to County are employees of CONTRACTOR and are subject to CONTRACTOR’s standard screening process. Nothing in this Agreement shall create an employer and employee relationship between CONTRACTOR employees and County.
- A.1.2 Assignment Term:** Term of first assignment will end on December 31, 2020. CONTRACTOR will be notified in writing by December 01, 2020, if County will extend the term for the Contact Tracing Project.
- A.1.3** CONTRACTOR will assign County with Maxim Staff Personnel who, prior to reporting for On-Boarding, already meet the following criteria (“Criteria”).
- A.1.3.1** Possess current state license/registration and or certification.
  - A.1.3.2** Possess CPR certification, to comply with State law.
  - A.1.3.3** Possess current skills competency to include, written exam and verified work history.
  - A.1.3.4** Completed CONTRACTOR standard OSHA and HIPAA training.
  - A.1.3.5** CONTRACTOR will complete pre-employment screening as required, to include criminal background check(s), TB skin test or chest X-ray as required by law; and a minimum of two (2) work related reference checks; and anything additional, as required by Agreement.
  - A.1.3.6** CONTRACTOR, prior to each assigned Maxim Staff Personnel reporting for On-Boarding, will provide written evidence that each assigned Maxim Staff Personnel meets the Criteria listed above.

- A.1.4** County will be responsible for providing the following additional tests and trainings (“County Tests and Trainings”).
- A.1.4.1** A Live Scan fingerprint background check. Maxim Staff Personnel will complete the Live Scan immediately and no later than the first two consecutive weeks of their start date.
- A.1.4.2** A QuantiFERON (QFT)TB test, Maxim Staff Personnel will receive the test on the first day they report for On-Boarding.
- A.1.5** The continued assignment of Maxim Staff Personnel, will depend on whether the Maxim Staff Personnel pass the County Tests and Training. County shall compensate CONTRACTOR for hours Maxim Staff Personnel attend County On-Boarding, and County Tests and Training and shall compensate Maxim Staff Personnel for any hours actually worked for the County up until dismissal.
- A.1.6 Employment and Taxes.** CONTRACTOR will follow its standard employment policies and procedures to verify that all Maxim Staff Personnel meet applicable licensing requirements. CONTRACTOR will maintain direct responsibility as employer for the payment of wages and other compensation, and for any applicable mandatory withholdings and contributions such as federal, state, and local income taxes, social security taxes, worker’s compensation, and unemployment insurance.
- A.1.7 Non-performance.** If County concludes, in its sole discretion, that any Maxim Staff Personnel provided by CONTRACTOR have engaged in misconduct, or have been negligent, County may require the Maxim Staff Personnel to leave the premises and will notify CONTRACTOR immediately in writing, providing in reasonable detail the reason(s) for such dismissal. COUNTY’S obligation to compensate CONTRACTOR for such Maxim Staff Personnel’s services will be limited to the number of hours actually worked. CONTRACTOR will not reassign the individual to County without prior approval of the County.
- A.1.8 Right to Dismiss.** County may request the dismissal of any Maxim Staff Personnel for any reason. County agrees to notify CONTRACTOR of any such action immediately in writing, providing in reasonable detail the reason(s) for such dismissal. County shall be obligated to compensate CONTRACTOR for all Maxim Staff Personnel for hours actually worked prior to dismissal.
- A.1.9 Incident Reports.** County shall report to CONTRACTOR any unexpected incident known to involve any Maxim Staff Personnel.
- A.1.10 Workers’ Compensation.** CONTRACTOR shall cover Maxim Staff Personnel under CONTRACTOR’S own Workers’ Compensation Policy throughout the term of this Agreement.

**A.1.11 PERS Notification.** CONTRACTOR shall identify in writing to County, any individual with prior PERS (Public Employees' Retirement System) affiliation who is sent to report for County service under the Agreement, at least two (2) days prior to the individual being assigned by CONTRACTOR for service to County.

**A.1.11.1** CONTRACTOR shall identify in writing to County, any PERS annuitant who is sent to report for County for service under the Agreement, at least two (2) days prior to the individual being assigned by CONTRACTOR for service to County.

The term “**identify**” is defined for purposes of this section to include both (1) the CONTRACTOR’s employee name and (2) the last four digits of the employee’s Social Security number.

The term “**PERS affiliation**” is defined for purposes of this section to mean the CONTRACTOR’s employee had previously worked for a governmental entity that participates or participated in CalPERS (California Public Employees’ Retirement System).

**A.1.11.2** Should CONTRACTOR fail to properly identify a PERS annuitant or a CONTRACTOR employee with prior PERS affiliation, CONTRACTOR shall be held responsible for any costs assessed, or eligible to be assessed, by CalPERS relating to the assignment to the County of such individual.

The term “**PERS annuitant**” is defined for purposes of this section as a person who has retired from a CalPERS agency and who is receiving a retirement allowance from CalPERS.

**A.1.12 Supplemental Employee Assignment, Tracking Hours.** CONTRACTOR shall be responsible for tracking cumulative hours per CONTRACTOR’S employee for all assignments with The County of Monterey (this will include all County of Monterey Departments or Agencies, including Natividad Medical Center).

**A.1.12.1** CONTRACTOR shall notify the Monterey County Health Department’s Human Resources Manager via email (email address to be provided once Agreement is executed) when an individual employee’s hours working for The County of Monterey are approaching 650 hours in a fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).

**A.1.13 An employee of the CONTRACTOR shall not be assigned to work at The County of Monterey, for more than 720 hours in a fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).**

**A.1.14 The County of Monterey shall not pay CONTRACTOR for services rendered beyond 720 hours per fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).**

**A.1.15 Placement Fee.** CONTRACTOR agrees after thirteen (13) weeks, or 520 hours, of service by one of CONTRACTOR's employees, the County may hire the CONTRACTOR's employee at no cost to the County.

## B. PAYMENT PROVISIONS

### B.1 COMPENSATION/ PAYMENT

**B.1.1** County shall pay an amount not to exceed **\$900,000** for the performance of all things necessary for or incidental to the performance of work as set forth in the Scope of Work. CONTRACTOR'S compensation for services rendered shall be based on the following rates or in accordance with the following terms:

| Service Title   | Local Rate per hour | Travel Rate per hour |
|---|---------------------|----------------------|
| Registered Nurse, less than 1-year experience   | \$72                | \$75                 |
| Registered Nurse (RN)   | \$75                | \$78                 |
| Supervising Registered Nurse  | \$75                | \$78                 |
| Public Health Nurse (PHN), RN   | \$85                | \$88                 |
| LVN   | \$55                | \$58                 |
| Clinical Laboratory Scientist   | \$85                | \$85                 |
| Physical Therapist  | \$87                | \$90                 |
| Occupational Therapist  | \$85                | \$85                 |
| Licensed Clinical Social Worker (LCSW) or Licensed Marriage & Family Therapist (LMFT) | \$78                | \$80                 |
| Associate Clinical Social Worker (ASW)  | \$75                | \$77                 |

- B.1.1.1** The term, “**Local Rate per hour**” is defined for purposes of this Section to mean the hourly rate of pay Maxim Staff Personnel will receive that reside within fifty (50) miles of the County worksite.
- B.1.1.2** The term, “**Travel Rate per hour**” is defined for purposes of this Section to mean the hourly rate of pay Maxim Staff Personnel will receive when Maxim Staff Personnel resides over fifty (50) miles from the County worksite.
- B.1.1.3** Hourly rates, both “Local Rate per hour and Travel Rate per hour,” will begin when Maxim Staff Personnel arrive and start shift at the assigned County location. There will be no commute or travel reimbursement allowed during this Agreement.

- B.1.1.4** **Weekend**, Rates will apply to shifts beginning at 11:00 p.m. on Friday and ending at 7 a.m. on Monday.
- B.1.1.5** **Orientation**, Rates listed above will include all time spent in required County orientation and trainings.
- B.1.1.6** **Overtime**, Rates are charged for all hours worked in excess of forty (40) hours per week or according to State law. Overtime must be pre-approved in writing by County Manager assigned to project. The overtime rate is one and one-half (1.5) times the regular billing rate for such hours.
- B.1.1.7** **Holidays**, Holiday rates will apply to shifts beginning at 11:00 p.m. the night before the holiday through 11:00 p.m. the night of the holiday.

**Maxim Healthcare Services Holiday Schedule:**

|                              |                             |
|------------------------------|-----------------------------|
| New Year's Eve (from 3 p.m.) | Thanksgiving Day            |
| New Year's Day               | Labor Day                   |
| Memorial Day                 | Christmas Eve (from 3 p.m.) |
| Easter                       | Presidents Day              |
| Martin Luther King Day       |                             |

- B.1.2** CONTRACTOR warrants that the cost charged for services under the terms of this contract are not in excess of those charged any other client for the same services performed by the same individuals.

## **B.2 CONTRACTORS BILLING PROCEDURES**

- B.2.1** NOTE: Payment may be based upon satisfactory acceptance of each deliverable, payment after completion of each major part of the Agreement, payment at conclusion of the Agreement, etc.
- B.2.2** County may, in its sole discretion, terminate the contract or withhold payments claimed by CONTRACTOR for services rendered if CONTRACTOR fails to satisfactorily comply with any term or condition of this Agreement.
- B.2.3** No payments in advance or in anticipation of services or supplies to be provided under this Agreement shall be made by County.
- B.2.4** County shall not pay any claims for payment for services submitted more than twelve (12) months after the calendar month in which the services were completed.

**B.2.5 DISALLOWED COSTS:** CONTRACTOR is responsible for any audit exceptions or disallowed costs incurred by its own organization or that of its subcontractors.



# Monterey County Board of Supervisors

## Board Order

168 West Alisal Street,  
1st Floor  
Salinas, CA 93901  
831.755.5066  
[www.co.monterey.ca.us](http://www.co.monterey.ca.us)

A motion was made by Supervisor Luis A. Alejo, seconded by Supervisor John M. Phillips to:

**Agreement No.: A-15013; Amendment No.: 2**

- a. Approve and authorize the Director of Health or the Assistant Director of Health to sign Amendment No. 2 to Agreement No. A-15013 with Maxim Healthcare Services Holdings, Inc. DBA Maxim Healthcare Staffing Services, Inc., for the purpose of providing supplemental licensed healthcare staffing for COVID-19 case investigations and supplemental staffing in Health Department Clinic Services, Public Health and Behavioral Health clinics, increasing the total Agreement by \$2,948,000 for a total Agreement not to exceed, \$3,848,000, to cover additional services and extending the term for two (2) years and one (1) month for a revised full term of October 28, 2020 through July 31, 2023; and
- b. Approve the Director of Health or the Assistant Director of Health to approve up to two (2) future Amendments that do not exceed ten percent (10%) (\$90,000) of the original Agreement amount and does not significantly alter the scope of services; and
- c. Authorize the Director of Health or the Assistant Director of Health to approve Amendments to add Classifications and pay rates, as needed.

PASSED AND ADOPTED on this 25<sup>th</sup> day of May 2021, by roll call vote:

AYES: Supervisors Alejo, Phillips, Lopez, Askew and Adams

NOES: None

ABSENT: None

(Government Code 54953)

I, Valerie Ralph, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 82 for the meeting May 25, 2021.

Dated: May 26, 2021  
File ID: A 21-203  
Agenda Item No.: 29

Valerie Ralph, Clerk of the Board of Supervisors  
County of Monterey, State of California

Julian Lorenzana, Deputy

**AMENDMENT NO. 2  
TO AGREEMENT BY AND BETWEEN  
COUNTY OF MONTEREY AND  
MAXIM HEALTHCARE STAFFING  
SERVICES, INC.**

**THIS AMENDMENT NO. 2** to the Agreement ("Agreement A-15013") is made by and between the County of Monterey, a political subdivision of the State of California (hereinafter referred to as "County"), and Maxim Healthcare Staffing Services, Inc. (hereinafter referred to as "CONTRACTOR") with respect to the following.

**WHEREAS**, on October 28, 2020, County and CONTRACTOR entered into Agreement A-15013, in the amount of \$900,000 for the term October 27, 2020 through June 30, 2021, for the provision of providing supplemental licensed healthcare staffing to the County to work with County staff on COVID-19 response efforts, vaccine clinics or other health matters; and

**WHEREAS**, County and CONTRACTOR entered into Amendment No. 1, to add two (2) supplemental licensed healthcare positions to the Scope of Services, by deleting Exhibit A in its entirety and replacing it with Exhibit A-1; and

**WHEREAS**, this Amendment No. 2 is necessary due to County's continued need for CONTRACTOR's services; and

**WHEREAS**, County and CONTRACTOR wish to amend the Agreement to extend the term of the Agreement two (2) years and one (1) month, increase the total amount by \$2,948,000 for a total Agreement amount of \$3,848,000, due to the extended term, and replace EXHIBIT A-1 to update Section B, Payment Provisions.

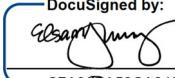
**NOW THEREFORE**, County and CONTRACTOR hereby agree as follows:

1. **Section 2.0, "PAYMENT PROVISIONS", Section 2.01, shall be amended by removing** "The Total amount payable by the County to CONTRACTOR under this Agreement is not to exceed the sum of \$900,000" **and replacing it with** "The total amount payable by the County to CONTRACTOR under this Agreement is not to exceed the sum of \$3,848,000".
2. **Section 3.0, "TERM OF AGREEMENT", Section 3.01, shall be amended by removing** "The term of this Agreement shall be from upon execution through June 30, 2021, unless sooner terminated provided herein" **and replacing it with** "The term of this Agreement shall be from upon execution through July 31, 2023, unless sooner terminated provided herein".
3. EXHIBIT A-1 is deleted and replaced in its entirety and attached hereto as EXHIBIT A-2. All references in the Agreement to EXHIBIT A shall be construed to refer to EXHIBIT A-2.
4. Except as provided herein, all remaining terms, conditions, and provisions of the Agreement are unchanged and unaffected by this Amendment No. 2 and shall continue in full forces and effect as set forth in the Agreement.
5. A copy of the Amendment No. 2 shall be attached to the original Agreement executed by

County on October 28, 2020.

**IN WITNESS WHEREOF**, County and CONTRACTOR have executed this Amendment No. 2 as of the day and year written below.

## COUNTY OF MONTEREY

By: \_\_\_\_\_ Contracts/Purchasing Officer  
 Date: \_\_\_\_\_  
 DocuSigned by:   
 By: \_\_\_\_\_ Department Head (if applicable)  
 Date: 6/1/2021 | 9:50 AM PDT  
 By: \_\_\_\_\_ Board of Supervisors (if applicable)  
 Date: \_\_\_\_\_

Approved as to Form<sup>1</sup>

DocuSigned by:  
 By: Stacy Saetta Deputy County Counsel  
 County Counsel  
 Date: 4/29/2021 | 12:34 PM PDT

Approved as to Fiscal Provisions<sup>2</sup>

DocuSigned by:  
 By: Gary Giboney Chief Deputy Auditor-Controller  
 Auditor/Controller  
 Date: 4/29/2021 | 12:57 PM PDT

Approved as to Liability Provisions<sup>3</sup>

By: \_\_\_\_\_ Risk Management  
 Date: \_\_\_\_\_

\*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the Agreement.

<sup>1</sup>Approval by County Counsel is required <sup>2</sup>Approval by Auditor-Controller is required

## **EXHIBIT A-2**

**To Agreement by and between  
Monterey County Health Department, hereinafter referred to as “County”  
AND  
Maxim Healthcare Services Holdings, Inc., DBA Maxim Healthcare Staffing Services, Inc.  
hereinafter referred to as “CONTRACTOR”**

### **Scope of Services / Payment Provisions**

#### **A. SCOPE OF SERVICES**

- A.1** CONTRACTOR shall provide services and staff, and otherwise do all things necessary for or incidental to the performance of work, as set forth below:
- A.1.1 CONTRACTOR will provide supplemental licensed health care staffing to the County to work with County staff on matters related to Health, including but not limited to: COVID-19 pandemic response efforts; vaccine clinics; outpatient clinic coverage or other Health matters (“Maxim Staff Personnel”). Maxim Staff Personnel provided to County are employees of CONTRACTOR and are subject to CONTRACTOR’s standard screening process. Nothing in this Agreement shall create an employer and employee relationship between CONTRACTOR employees and County.
- A.1.2 *[Intentionally omitted.]*
- A.1.3 CONTRACTOR will assign County with Maxim Staff Personnel who, prior to reporting for On-Boarding, already meet the following criteria (“Criteria”).
- A.1.3.1 Possess current state license/registration and or certification.
- A.1.3.2 Possess CPR certification, to comply with State law.
- A.1.3.3 Possess current skills competency to include, written exam and verified work history.
- A.1.3.4 Completed CONTRACTOR standard OSHA and HIPAA training.
- A.1.3.5 CONTRACTOR will complete pre-employment screening as required, to include criminal background check(s), TB skin test or chest X-ray as required by law; and a minimum of two (2) work related reference checks; and anything additional, as required by Agreement.
- A.1.3.6 CONTRACTOR, prior to each assigned Maxim Staff Personnel reporting for On-Boarding, will provide written evidence that each assigned Maxim Staff Personnel meets the Criteria listed above.
- A.1.4 County will be responsible for providing the following additional tests and trainings (“County Tests and Trainings”).

- A.1.4.1** A Live Scan fingerprint background check. Maxim Staff Personnel will complete the Live Scan immediately and no later than the first two consecutive weeks of their start date.
  - A.1.4.2** A QuantiFERON (QFT)TB test, Maxim Staff Personnel will receive the test on the first day they report for On-Boarding.
  - A.1.4.3** For Maxim Staff Personnel assigned to the outpatient clinics, CONTRACTOR shall work with County assigned Credentialing Staff to ensure that all required Credentialing applications are completed and supporting documentation is provided prior to start date in clinic.
- A.1.5** The continued assignment of Maxim Staff Personnel, will depend on whether the Maxim Staff Personnel pass the County Tests and Training. County shall compensate CONTRACTOR for hours Maxim Staff Personnel attend County On-Boarding, and County Tests and Training and shall compensate Maxim Staff Personnel for any hours actually worked for the County up until dismissal.
- A.1.6 Employment and Taxes.** CONTRACTOR will follow its standard employment policies and procedures to verify that all Maxim Staff Personnel meet applicable licensing requirements. CONTRACTOR will maintain direct responsibility as employer for the payment of wages and other compensation, and for any applicable mandatory withholdings and contributions such as federal, state, and local income taxes, social security taxes, worker's compensation, and unemployment insurance.
- A.1.7 Non-performance.** If County concludes, in its sole discretion, that any Maxim Staff Personnel provided by CONTRACTOR have engaged in misconduct, or have been negligent, County may require the Maxim Staff Personnel to leave the premises and will notify CONTRACTOR immediately in writing, providing in reasonable detail the reason(s) for such dismissal. COUNTY'S obligation to compensate CONTRACTOR for such Maxim Staff Personnel's services will be limited to the number of hours actually worked. CONTRACTOR will not reassign the individual to County without prior approval of the County.
- A.1.8 Right to Dismiss.** County may request the dismissal of any Maxim Staff Personnel for any reason. County agrees to notify CONTRACTOR of any such action immediately in writing, providing in reasonable detail the reason(s) for such dismissal. County shall be obligated to compensate CONTRACTOR for all Maxim Staff Personnel for hours actually worked prior to dismissal.
- A.1.9 Incident Reports.** County shall report to CONTRACTOR any unexpected incident known to involve any Maxim Staff Personnel.

**A.1.10 Workers' Compensation.** CONTRACTOR shall cover Maxim Staff Personnel under CONTRACTOR'S own Workers' Compensation Policy throughout the term of this Agreement.

**A.1.11 PERS Notification.** CONTRACTOR shall identify in writing to County, any individual with prior PERS (Public Employees' Retirement System) affiliation who is sent to report for County service under the Agreement, at least two (2) days prior to the individual being assigned by CONTRACTOR for service to County.

**A.1.11.1** CONTRACTOR shall identify in writing to County, any PERS annuitant who is sent to report for County for service under the Agreement, at least two (2) days prior to the individual being assigned by CONTRACTOR for service to County.

The term "**identify**" is defined for purposes of this section to include both (1) the CONTRACTOR's employee name and (2) the last four digits of the employee's Social Security number.

The term "**PERS affiliation**" is defined for purposes of this section to mean the CONTRACTOR's employee had previously worked for a governmental entity that participates or participated in CalPERS (California Public Employees' Retirement System).

**A.1.11.2** Should CONTRACTOR fail to properly identify a PERS annuitant or a CONTRACTOR employee with prior PERS affiliation, CONTRACTOR shall be held responsible for any costs assessed, or eligible to be assessed, by CalPERS relating to the assignment to the County of such individual.

The term "**PERS annuitant**" is defined for purposes of this section as a person who has retired from a CalPERS agency and who is receiving a retirement allowance from CalPERS.

**A.1.12 Supplemental Employee Assignment, Tracking Hours.** CONTRACTOR shall be responsible for tracking cumulative hours per CONTRACTOR'S employee for all assignments with The County of Monterey (this will include all County of Monterey Departments or Agencies, including Natividad Medical Center).

**A.1.12.1** CONTRACTOR shall notify the Monterey County Health Department's Human Resources Manager via email (email address to be provided once Agreement is executed) when an individual employee's hours working for The County of Monterey are approaching 650 hours in a fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).

**A.1.13 An employee of the CONTRACTOR shall not be assigned to work at The County of Monterey, for more than 720 hours in a fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).**

**A.1.14 The County of Monterey shall not pay CONTRACTOR for services rendered beyond 720 hours per fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).**

**A.1.15 Placement Fee.** CONTRACTOR agrees after thirteen (13) weeks, or 520 hours, of service by one of CONTRACTOR's employees, the County may hire the CONTRACTOR's employee at no cost to the County.

## B. PAYMENT PROVISIONS

### B.1 COMPENSATION/ PAYMENT

**B.1.1** County shall pay an amount not to exceed **\$3,848,000** for the performance of all things necessary for or incidental to the performance of work as set forth in the Scope of Work. CONTRACTOR'S compensation for services rendered shall be based on the following rates or in accordance with the following terms:

| Service Title   | Local Rate per hour | Travel Rate per hour |
|---|---------------------|----------------------|
| Registered Nurse, less than 1-year experience   | \$72                | \$75                 |
| Registered Nurse (RN)   | \$75                | \$78                 |
| Supervising Registered Nurse  | \$75                | \$78                 |
| Public Health Nurse (PHN), RN   | \$85                | \$88                 |
| LVN   | \$55                | \$58                 |
| Clinical Laboratory Scientist   | \$85                | \$85                 |
| Physical Therapist  | \$87                | \$90                 |
| Occupational Therapist  | \$85                | \$85                 |
| Licensed Clinical Social Worker (LCSW) or Licensed Marriage & Family Therapist (LMFT) | \$78                | \$80                 |
| Associate Clinical Social Worker (ASW)  | \$75                | \$77                 |

- B.1.1.1** The term, “**Local Rate per hour**” is defined for purposes of this Section to mean the hourly rate of pay Maxim Staff Personnel will receive that reside within fifty (50) miles of the County worksite.
- B.1.1.2** The term, “**Travel Rate per hour**” is defined for purposes of this Section to mean the hourly rate of pay Maxim Staff Personnel will receive when Maxim Staff Personnel resides over fifty (50) miles from the County worksite.
- B.1.1.3** Hourly rates, both “Local Rate per hour and Travel Rate per hour,” will begin when Maxim Staff Personnel arrive

and start shift at the assigned County location. There will be no commute or travel reimbursement allowed during this Agreement.

- B.1.1.4** **Weekend**, Rates will apply to shifts beginning at 11:00 p.m. on Friday and ending at 7 a.m. on Monday.
- B.1.1.5** **Orientation**, Rates listed above will include all time spent in required County orientation and trainings.
- B.1.1.6** **Overtime**, Rates are charged for all hours worked in excess of forty (40) hours per week or according to State law. Overtime must be pre-approved in writing by County Manager assigned to project. The overtime rate is one and one-half (1.5) times the regular billing rate for such hours.
- B.1.1.7** **Holidays**, Holiday rates will apply to shifts beginning at 11:00 p.m. the night before the holiday through 11:00 p.m. the night of the holiday.
- B.1.1.8** The Health Director or Human Resources Manager and CONTRACTOR may add Classifications and payrates, as needed, by a written amendment signed by the parties.

**Maxim Healthcare Services Holiday Schedule:**

|                              |                             |
|------------------------------|-----------------------------|
| New Year's Eve (from 3 p.m.) | Thanksgiving Day            |
| New Year's Day               | Labor Day                   |
| Memorial Day                 | Christmas Eve (from 3 p.m.) |
| Easter                       | Presidents Day              |
| Martin Luther King Day       |                             |

- B.1.2** CONTRACTOR warrants that the cost charged for services under the terms of this contract are not in excess of those charged any other client for the same services performed by the same individuals.

## **B.2 CONTRACTORS BILLING PROCEDURES**

- B.2.1** NOTE: Payment may be based upon satisfactory acceptance of each deliverable, payment after completion of each major part of the Agreement, payment at conclusion of the Agreement, etc.
- B.2.2** County may, in its sole discretion, terminate the contract or withhold payments claimed by CONTRACTOR for services rendered if CONTRACTOR fails to satisfactorily comply with any term or condition of this Agreement.
- B.2.3** No payments in advance or in anticipation of services or supplies to be provided under this Agreement shall be made by County.

- B.2.4** County shall not pay any claims for payment for services submitted more than twelve (12) months after the calendar month in which the services were completed.
- B.2.5** DISALLOWED COSTS: CONTRACTOR is responsible for any audit exceptions or disallowed costs incurred by its own organization or that of its subcontractors.

**AMENDMENT NO. 3  
TO AGREEMENT BY AND BETWEEN  
COUNTY OF MONTEREY AND  
MAXIM HEALTHCARE SERVICES  
HOLDING, INC., DBA  
MAXIM HEALTHCARE STAFFING  
SERVICES, INC.**

**THIS AMENDMENT NO. 3** to the Agreement ("Agreement A-15013") is made by and between the County of Monterey, a political subdivision of the State of California (hereinafter referred to as "COUNTY"), and Maxim Healthcare Staffing Services, Inc. (hereinafter referred to as "CONTRACTOR") with respect to the following.

**WHEREAS**, on October 28, 2020, COUNTY and CONTRACTOR entered into AGREEMENT A-15013, in the amount of \$900,000 for the term October 27, 2020, through June 30, 2021, for the provision of providing supplemental licensed healthcare staffing to the COUNTY to work with COUNTY staff on COVID-19 response efforts, vaccine clinics or other health matters; and

**WHEREAS**, COUNTY and CONTRACTOR entered into Amendment No. 1, to add two (2) supplemental licensed healthcare positions to the Scope of Services, by deleting Exhibit A in its entirety and replacing it with Exhibit A-1; and

**WHEREAS**, COUNTY and CONTRACTOR entered into Amendment No. 2 to extend the term of the AGREEMENT two (2) years and one (1) month, increase the AGREEMENT amount by \$2,948,000 for a total AGREEMENT amount of \$3,848,000, and replace the Exhibit A-1 to update Section B, Payment Provisions.

**WHEREAS**, this Amendment No. 3 is necessary due to COUNTY's continued need for CONTRACTOR's services; and

**WHEREAS**, COUNTY and CONTRACTOR wish to amend the AGREEMENT to extend the term of the AGREEMENT two (2) years, and replace EXHIBIT A-2 to update Section A.1.

**NOW THEREFORE**, COUNTY and CONTRACTOR hereby agree as follows:

1. **Section 3.0, "TERM OF AGREEMENT", Section 3.01, shall be amended by removing "The term of this AGREEMENT shall be from upon execution through July 31, 2023, unless sooner terminated provided herein" and replacing it with "The term of this Agreement shall be from upon execution through July 31, 2025, unless sooner terminated provided herein".**
2. EXHIBIT A-2 is deleted and replaced in its entirety and attached hereto as EXHIBIT A-3. All references in the AGREEMENT to EXHIBIT A shall be

Maxim Healthcare Services Holding, Inc. dba  
Maxim Healthcare Staffing Services  
Amendment No. 3  
Term: 10/28/20 – 07/31/25  
NTE: \$3,848,000

construed to refer to EXHIBIT A-3.

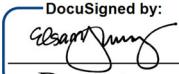
3. Except as provided herein, all remaining terms, conditions, and provisions of the AGREEMENT are unchanged and unaffected by this Amendment No. 3 and shall continue in full forces and effect as set forth in the AGREEMENT.
4. A copy of the Amendment No. 3 shall be attached to the original Agreement executed by COUNTY on October 28, 2020.

\*\*\*\*\* SIGNATURE PAGE TO FOLLOW \*\*\*\*\*

Maxim Healthcare Services Holding, Inc. dba  
Maxim Healthcare Staffing Services  
Amendment No. 3  
Term: 10/28/20 – 07/31/25  
NTE: \$3,848,000

**IN WITNESS WHEREOF**, COUNTY and CONTRACTOR have executed this  
Amendment No. 3 as of the day and year written below.

COUNTY OF MONTEREY

By: \_\_\_\_\_ Contracts/Purchasing Officer  
Date: \_\_\_\_\_  
DocuSigned by:  
By:  Elsa Jimenez  
Department Head (if applicable)  
Date: 7/25/2023 | 9:53 AM PDT

By: \_\_\_\_\_ Board of Supervisors (if  
applicable)  
Date: \_\_\_\_\_

Approved as to Form<sup>1</sup>

DocuSigned by:  
By:  Stacy Saetta  
COECE1B99F44C County Counsel  
Date: Chief Deputy County Counsel.  
7/24/2023 | 8:20 AM PDT

Approved as to Fiscal Provisions<sup>2</sup>

DocuSigned by:  
By:  Patricia Ruiz  
E79EF64E57A55 Auditor/Controller  
Date: Auditor Controller Analyst I  
7/25/2023 | 8:21 AM PDT

Approved as to Liability Provisions<sup>3</sup>

By: \_\_\_\_\_ Risk Management  
Date: \_\_\_\_\_

\*INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this AGREEMENT on behalf of the partnership. If CONTRACTOR is contracting in an individual capacity, the individual shall set forth the name of the business, if any, and shall personally sign the AGREEMENT.

<sup>1</sup>Approval by County Counsel is required <sup>2</sup>Approval by Auditor-Controller is required

Maxim Healthcare Services Holding, Inc. dba  
Maxim Healthcare Staffing Services  
Amendment No. 3  
Term: 10/28/20 – 07/31/25  
NTE: \$3,848,000

## EXHIBIT A-3

**To Agreement by and between**  
**Monterey County Health Department, hereinafter referred to as “COUNTY”**  
**AND**  
**Maxim Healthcare Services Holdings, Inc., DBA Maxim Healthcare Staffing Services, Inc.**  
**hereinafter referred to as “CONTRACTOR”**

### **Scope of Services / Payment Provisions**

#### **A. SCOPE OF SERVICES**

**A.1** CONTRACTOR shall provide services and staff, and otherwise do all things necessary for or incidental to the performance of work, as set forth below specifically for the Clinic Services, Public Health and Behavioral Health Bureaus of the COUNTY:

**A.1.1** CONTRACTOR will provide supplemental licensed health care staffing to the COUNTY to work with COUNTY staff on matters related to Health, including but not limited to: COVID-19 pandemic response efforts; vaccine clinics; outpatient clinic coverage or other Health matters (“Maxim Staff Personnel”). Maxim Staff Personnel provided to COUNTY are employees of CONTRACTOR and are subject to CONTRACTOR’s standard screening process. Nothing in this AGREEMENT shall create an employer and employee relationship between CONTRACTOR employees and COUNTY.

**A.1.2** *[Intentionally omitted.]*

**A.1.3** CONTRACTOR will assign COUNTY with Maxim Staff Personnel who, prior to reporting for On-Boarding, already meet the following criteria (“Criteria”).

- A.1.3.1** Possess current state license/registration and or certification.
- A.1.3.2** Possess CPR certification, to comply with State law.
- A.1.3.3** Possess current skills competency to include, written exam and verified work history.
- A.1.3.4** Completed CONTRACTOR standard OSHA and HIPAA training.
- A.1.3.5** CONTRACTOR will complete pre-employment screening as required, to include criminal background check(s), TB skin test or chest X-ray as required by law; and a minimum of two (2) work related reference checks; and anything additional, as required by AGREEMENT.

**A.1.3.6** CONTRACTOR, prior to each assigned Maxim Staff Personnel reporting for On-Boarding, will provide written evidence that each assigned Maxim Staff Personnel meets the Criteria listed above.

Maxim Healthcare Services Holding, Inc. dba  
Maxim Healthcare Staffing Services  
Amendment No. 3  
Term: 10/28/2020 - July 31, 2025  
NTE: \$3,848,000

- A.1.4** COUNTY will be responsible for providing the following additional tests and trainings (“County Tests and Trainings”).
- A.1.4.1** A Live Scan fingerprint background check. Maxim Staff Personnel will complete the Live Scan immediately and no later than the first two consecutive weeks of their start date.
- A.1.4.2** A QuantiFERON (QFT)TB test, Maxim Staff Personnel will receive the test on the first day they report for On-Boarding.
- A.1.4.3** For Maxim Staff Personnel assigned to the outpatient clinics, CONTRACTOR shall work with COUNTY assigned Credentialing Staff to ensure that all required Credentialing applications are completed and supporting documentation is provided prior to start date in clinic.
- A.1.5** The continued assignment of Maxim Staff Personnel, will depend on whether the Maxim Staff Personnel pass the COUNTY Tests and Training. COUNTY shall compensate CONTRACTOR for hours Maxim Staff Personnel attend COUNTY On-Boarding, and COUNTY Tests and Training and shall compensate Maxim Staff Personnel for any hours actually worked for the COUNTY up until dismissal.
- A.1.6 Employment and Taxes.** CONTRACTOR will follow its standard employment policies and procedures to verify that all Maxim Staff Personnel meet applicable licensing requirements. CONTRACTOR will maintain direct responsibility as employer for the payment of wages and other compensation, and for any applicable mandatory withholdings and contributions such as federal, state, and local income taxes, social security taxes, worker’s compensation, and unemployment insurance.
- A.1.7 Non-performance.** If COUNTY concludes, in its sole discretion, that any Maxim Staff Personnel provided by CONTRACTOR have engaged in misconduct, or have been negligent, COUNTY may require the Maxim Staff Personnel to leave the premises and will notify CONTRACTOR immediately in writing, providing in reasonable detail the reason(s) for such dismissal. COUNTY’S obligation to compensate CONTRACTOR for such Maxim Staff Personnel’s services will be limited to the number of hours actually worked. CONTRACTOR will not reassign the individual to COUNTY without prior approval of the COUNTY.
- A.1.8 Right to Dismiss.** COUNTY may request the dismissal of any Maxim Staff Personnel for any reason. COUNTY agrees to notify CONTRACTOR of any such action immediately in writing, providing in reasonable detail the reason(s)

for such dismissal. COUNTY shall be obligated to compensate CONTRACTOR for all Maxim Staff Personnel for hours actually worked prior to dismissal.

**A.1.9 Incident Reports.** COUNTY shall report to CONTRACTOR any unexpected incident known to involve any Maxim Staff Personnel.

**A.1.10 Workers' Compensation.** CONTRACTOR shall cover Maxim Staff Personnel under CONTRACTOR'S own Workers' Compensation Policy throughout the term of this AGREEMENT.

**A.1.11 PERS Notification.** CONTRACTOR shall identify in writing to COUNTY, any individual with prior PERS (Public Employees' Retirement System) affiliation who is sent to report for COUNTY service under the Agreement, at least two (2) days prior to the individual being assigned by CONTRACTOR for service to COUNTY.

**A.1.11.1** CONTRACTOR shall identify in writing to COUNTY, any PERS annuitant who is sent to report for COUNTY for service under the AGREEMENT, at least two (2) days prior to the individual being assigned by CONTRACTOR for service to COUNTY.

The term “**identify**” is defined for purposes of this section to include both (1) the CONTRACTOR’s employee name and (2) the last four digits of the employee’s Social Security number.

The term “**PERS affiliation**” is defined for purposes of this section to mean the CONTRACTOR’s employee had previously worked for a governmental entity that participates or participated in CalPERS (California Public Employees’ Retirement System).

**A.1.11.2** Should CONTRACTOR fail to properly identify a PERS annuitant or a CONTRACTOR employee with prior PERS affiliation, CONTRACTOR shall be held responsible for any costs assessed, or eligible to be assessed, by CalPERS relating to the assignment to the COUNTY of such individual.

The term “**PERS annuitant**” is defined for purposes of this section as a person who has retired from a CalPERS agency and who is receiving a retirement allowance from CalPERS.

**A.1.12 Supplemental Employee Assignment, Tracking Hours.** CONTRACTOR shall be responsible for tracking cumulative hours per CONTRACTOR’S employee for all assignments with The County of Monterey (this will include all County of Monterey Departments or Agencies, including Natividad Medical Center).

**A.1.12.1** CONTRACTOR shall notify the Monterey County Health Department’s Human Resources Manager via email (email address to be provided once AGREEMENT is executed) when an individual employee’s hours working for The County of Monterey

are approaching 650 hours in a fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).

**A.1.13 An employee of the CONTRACTOR shall not be assigned to work at The County of Monterey, for more than 720 hours in a fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).**

**A.1.14 The County of Monterey shall not pay CONTRACTOR for services rendered beyond 720 hours per fiscal year (July 1<sup>st</sup> through June 30<sup>th</sup>).**

**A.1.15 Placement Fee.** CONTRACTOR agrees after thirteen (13) weeks, or 520 hours, of service by one of CONTRACTOR's employees, the COUNTY may hire the CONTRACTOR's employee at no cost to the COUNTY.

## B. PAYMENT PROVISIONS

### B.1 COMPENSATION/ PAYMENT

**B.1.1** COUNTY shall pay an amount not to exceed **\$3,848,000** for the performance of all things necessary for or incidental to the performance of work as set forth in the Scope of Work. CONTRACTOR'S compensation for services rendered shall be based on the following rates or in accordance with the following terms:

| Service Title   | Local Rate per hour | Travel Rate per hour |
|---|---------------------|----------------------|
| Registered Nurse, less than 1-year experience   | \$72                | \$75                 |
| Registered Nurse (RN)   | \$75                | \$78                 |
| Supervising Registered Nurse  | \$75                | \$78                 |
| Public Health Nurse (PHN), RN   | \$85                | \$88                 |
| LVN   | \$55                | \$58                 |
| Clinical Laboratory Scientist   | \$85                | \$85                 |
| Physical Therapist  | \$87                | \$90                 |
| Occupational Therapist  | \$85                | \$85                 |
| Licensed Clinical Social Worker (LCSW) or Licensed Marriage & Family Therapist (LMFT) | \$78                | \$80                 |
| Associate Clinical Social Worker (ASW)  | \$75                | \$77                 |

**B.1.1.1** The term, “**Local Rate per hour**” is defined for purposes of this Section to mean the hourly rate of pay Maxim Staff

- Personnel will receive that reside within fifty (50) miles of the County worksite.
- B.1.1.2** The term, “**Travel Rate per hour**” is defined for purposes of this Section to mean the hourly rate of pay Maxim Staff Personnel will receive when Maxim Staff Personnel resides over fifty (50) miles from the County worksite.
- B.1.1.3** Hourly rates, both “Local Rate per hour and Travel Rate per hour,” will begin when Maxim Staff Personnel arrive and start shift at the assigned COUNTY location. There will be no commute or travel reimbursement allowed during this AGREEMENT.
- B.1.1.4** **Weekend**, Rates will apply to shifts beginning at 11:00 p.m. on Friday and ending at 7 a.m. on Monday.
- B.1.1.5** **Orientation**, Rates listed above will include all time spent in required COUNTY orientation and trainings.
- B.1.1.6** **Overtime**, Rates are charged for all hours worked in excess of forty (40) hours per week or according to State law. Overtime must be pre-approved in writing by COUNTY Manager assigned to project. The overtime rate is one and one-half (1.5) times the regular billing rate for such hours.
- B.1.1.7** **Holidays**, Holiday rates will apply to shifts beginning at 11:00 p.m. the night before the holiday through 11:00 p.m. the night of the holiday.
- B.1.1.8** The Health Director or Human Resources Manager and CONTRACTOR may add Classifications and payrates, as needed, by a written amendment signed by the parties.

**Maxim Healthcare Services Holiday Schedule:**

|                              |                             |
|------------------------------|-----------------------------|
| New Year's Eve (from 3 p.m.) | Thanksgiving Day            |
| New Year's Day               | Labor Day                   |
| Memorial Day                 | Christmas Eve (from 3 p.m.) |
| Easter                       | Presidents Day              |
| Martin Luther King Day       | Juneteenth                  |

- B.1.2** CONTRACTOR warrants that the cost charged for services under the terms of this contract are not in excess of those charged any other client for the same services performed by the same individuals.

Maxim Healthcare Services Holding, Inc. dba  
Maxim Healthcare Staffing Services  
Amendment No. 3  
Term: 10/28/2020 - July 31, 2025  
NTE: \$3,848,000

## B.2 CONTRACTORS BILLING PROCEDURES

- B.2.1** NOTE: Payment may be based upon satisfactory acceptance of each deliverable, payment after completion of each major part of the AGREEMENT, payment at conclusion of the AGREEMENT, etc.

Invoices may be mailed to: Monterey County Health Department  
Attn: Accounts Payable/Administration  
1270 Natividad Road  
Salinas, CA 93906

Invoices should be emailed directly to: [hdadminfinance@co.monterey.ca.us](mailto:hdadminfinance@co.monterey.ca.us)  
Cc: [lugoma@co.monterey.ca.us](mailto:lugoma@co.monterey.ca.us)

- B.2.2** COUNTY may, in its sole discretion, terminate the contract or withhold payments claimed by CONTRACTOR for services rendered if CONTRACTOR fails to satisfactorily comply with any term or condition of this AGREEMENT.
- B.2.3** No payments in advance or in anticipation of services or supplies to be provided under this AGREEMENT shall be made by COUNTY.
- B.2.4** COUNTY shall not pay any claims for payment for services submitted more than twelve (12) months after the calendar month in which the services were completed.
- B.2.5** DISALLOWED COSTS: CONTRACTOR is responsible for any audit exceptions or disallowed costs incurred by its own organization or that of its subcontractors.

Maxim Healthcare Services Holding, Inc. dba  
Maxim Healthcare Staffing Services  
Amendment No. 3  
Term: 10/28/2020 - July 31, 2025  
NTE: \$3,848,000