

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM: 3.42
(ID # 27987)**

MEETING DATE:
Tuesday, June 24, 2025

FROM : RUHS-BEHAVIORAL HEALTH

SUBJECT: RIVERSIDE UNIVERSITY HEALTH SYSTEM - BEHAVIORAL HEALTH: Ratify and Approve Sub-Grant Agreement #2841.0003 with National Council for Mental Wellbeing (National Council) for participation in the National Mental Health Workforce Acceleration Collaborative (NMHWAC) Program, in the amount of \$395,686, for FY 2024/2025 through July 31, 2026. All Districts. [FY 2024/2025 through FY 2025/2026, Total: \$395,686; 100% Grant]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Ratify and Approve Sub-Grant Agreement #2841.0003 from National Council and to accept grant funds for participation in NMHWAC Program in the amount of \$395,686.20, for the period of July 1, 2024, through July 31, 2026;
2. Authorize the Director of Behavioral Health, or his designee, to sign documents related to Award #2841.0003 and administer the grant. This authority shall include signature of necessary acceptance documents, exhibits, certifications and reports, agreements, and non-substantive amendments that otherwise do not increase or modify the agreement and as approved by County Counsel; and
3. Authorize the Purchasing Agent to issue Purchase Orders for any goods and/or services that do not exceed the approved grant funds.

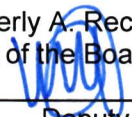
ACTION:Policy


Matthew Chang, Director 5/30/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Medina and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: June 24, 2025
xc: RUHS-BH

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
STATE OF CALIFORNIA**

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 187,108	\$ 199,829	\$ 395,686	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: 100% Grant			Budget Adjustment: No	
			For Fiscal Year: 24/25 – 25/26	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

Riverside University Health System - Behavioral Health (RUHS-BH) operates a continuum of care system, that consists of County-operated and contracted service providers delivering a variety of mental health treatment services within each geographic region of Riverside County.

National Council released of the NMHWAC Program on July 17, 2025. On June 18, 2024, the National Council invited RUHS-BH Workforce Education and Training (WET) to apply for NMHWAC. Following application, RUHS-BH received notification of award in the amount of \$395,686.20 for the period of July 1, 2024 through July 31, 2026. The NMHWAC Program aims to increase the number of qualified licensed mental health and substance use treatment clinicians (candidates) while enhancing cultural representation in patient-facing mental health and substance use treatment positions. Candidates are full-time Clinical Therapist I's with RUHS-BH hired on or after June 1, 2024, that hold a master's degree and are candidates for clinical licensure.

RUHS-BH will receive direct funding from the National Council to help cover a portion of a candidate's salary, and supervision costs. To ensure successful completion of licensure, the National Council will also leverage partnerships with Association for Advanced Training in the Behavioral Sciences to provide licensure exam support for all candidates and provide monthly group supervision through Motivo at no cost to the candidates or County. Motivo is a virtual clinical supervision platform that will connect therapists working towards licensure with vetted clinical supervisors to help them meet criteria. Motivo provides access to a diverse pool of clinical supervisors to support matching therapists who are looking for specific clinical needs, demographic preferences, and areas of specialty. Clinical Therapists I's are not required to use Motivo.

Therefore, RUHS-BH is requesting that the Board of Supervisors ratify and approve Sub-Grant Agreement #2841.0003 from National Council for Mental Wellbeing for participation in the National Mental Health Workforce Acceleration Collaborative Program, in the amount of \$395686.20, through July 31, 2026, and authorize the Director of Behavioral Health to administer the grant as outlined in the Agreement.

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Impact on Citizens and Businesses

These services are a component of Behavioral Health's system of care aimed at improving the health and safety of consumers and the community.

Additional Fiscal Information

There are sufficient appropriations in the Department's FY2024/25 budget. No additional County funds are required.

Attachment

Attachment A: GRANT Number: 2841.0003

Kimberly Cruz

Kimberly Cruz

6/6/2025

Stacy Orton

Stacy Orton, Assistant Director of Purchasing

6/6/2025

Jacqueline Ruiz

Jacqueline Ruiz, Principal Analyst

6/17/2025

Gregg Gu

Gregg Gu, Chief of Deputy County Counsel

6/9/2025

WHEN DOCUMENT IS FULLY EXECUTED RETURN
CLERK'S COPY
to Riverside County Clerk of the Board, Stop 1010
Post Office Box 1147, Riverside, Ca 92502-1147
Thank you.

NATIONAL
COUNCIL
for Mental
Wellbeing

Contract No. 2841.0003

**National Council for Mental Wellbeing
Sub-Grant Agreement**

THIS AGREEMENT ("Agreement") is entered into between National Council for Behavioral Health dba "National Council for Mental Wellbeing" (hereinafter referred to as the "National Council") and **COUNTY OF RIVERSIDE, A POLITICAL SUBDIVISION OF THE STATE OF CALIFORNIA ON BEHALF OF RIVERSIDE UNIVERSITY HEALTH SYSTEM - BEHAVIORAL HEALTH** (hereinafter referred to as the "Sub-Grantee") –as of July 01, 2024 (the "Effective Date").

RECITALS

WHEREAS the National Council has developed a coordinated system of providing consulting and technical assistance in the field of behavioral healthcare,

WHEREAS Kaiser Foundation Health Plan of Colorado ("Kaiser Permanente") and Kaiser Permanente National Community Benefit Fund of The East Bay Community Foundation awarded a Grant to the National Council to implement the project entitled: "**National Mental Health Workforce Acceleration Collaborative**" and,

WHEREAS the Sub-Grantee wishes to enter into this Agreement in order to provide support and technical services as required by the National Council in support of the above project.

WHEREAS the Sub-Grantee, in furtherance of the common goal of the above project wishes to implement the program as described in the attached Exhibit A.

AGREEMENTS

The Sub-Grantee agrees as follows:

- 1. Sub-Grantee Duties.** During the Term of this Agreement, the Sub-Grantee will be responsible for the following:
- 2. Services.** Sub-Grantee will implement activities in the scope of work listed in Exhibit A. Sub-Grantee to perform as a Sub-Grantee of National Council.
- 3. Scope of Services.** Sub-Grantee will perform only the activities as described in Exhibit A under this Agreement and will not perform any other activities without a written amendment to this Agreement that is signed by both parties.
- 4. Qualifications.** Sub-Grantee maintains all currently required licenses or certifications in good standing necessary to perform the Services.



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5. Billing and Fees. Sub-Grantee will submit invoices and corresponding documents in PDF format to nationalcouncilap@avidbill.com. Invoices will include a list of services or activities performed in line with the SOW and budget.

5.1 Compliant with Law. Sub-Grantee must comply with applicable federal and state laws including fraud and abuse laws. Sub-Grantee represents and warrants as follows:

- (a) The Sub-Grantee is currently in compliance with applicable federal and state health care laws, including fraud and abuse laws.
- (b) To the best of Sub-Grantees knowledge, Sub-Grantee is not a target or subject of a federal or state criminal, civil or administrative investigation.
- (c) Sub-Grantee is not a party to a criminal, civil or administrative action or proceeding concerning a potential violation of federal or state health care laws.
- (d) Sub-Grantee is not currently excluded, debarred, or suspended from participating in any federal or state health care program.

During the term of this Agreement, Sub-Grantee shall take steps to ensure that it conducts its business in compliance with applicable federal and state health care laws. Sub-Grantee shall notify National Council if it becomes the subject or target of a federal or state criminal, civil or administrative proceeding concerning a potential violation of any federal or state health care law or if it is excluded, debarred, or suspended from participation in a federal or state health care program.

5.2 Corporate Integrity Agreement. Sub-Grantee warrants that it is not currently operating under a Corporate Integrity Agreement ("CIA") nor is it in negotiations with the Department of Justice or United States Attorney related to a CIA. The Sub-Grantee will inform National Council, in writing, if it is contacted by any authority that wishes for it to enter a CIA.

5.3 Records. Sub-Grantee will make all books, records, excluding Protected Health Information (PHI) and personnel, related to this grant, available to National Council as necessary for the performance of the Services.

5.4 Full Disclosure. Sub-Grantee will fully disclose all information to the National Council that is necessary for the performance of the Services.

5.5 Use of Funds. Funds shall be used solely for the purposes stated in this Sub-Grant Agreement. If for any reason the Grant funds cannot be used for these purposes, the Sub-Grantee must obtain prior written

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approval from the National Council before the grant funds are approved to be used for a different purpose. Sub-Grantee agrees and covenants that it will not expend any Grant funds for any purpose that is not charitable or educational, for any lobbying activities, or for any purpose other than one specified in Section 170(c)(2)(B) of the Internal Revenue Code (the "Code").

5.6 Non-discrimination. Sub-Grantee shall not discriminate based on sex, age, economic status, educational background, race, color, ancestry, national origin, sexual orientation, gender identity, or marital status in their programs, services, policies, and administration.

5.7 Prohibited Uses. In no event shall Sub-Grantee use all or any part of the grant to (a) satisfy government imposed fines, fees, or taxes, (b) satisfy legal settlements, judgments, or awards, (c) support political advocacy, partisan activities, impermissible gifts to or on behalf of state and federal government officials, lobbying, or election campaigns excluding ballot initiatives and public health policy advocacy not permitted by Internal Revenue Code, Section 501(c)(3) or by Kaiser Permanente policies, or (d) support activities, events, or programs organized or solely sponsored by alcohol, tobacco, or pharmaceutical companies.

5.8 Insurance. Sub-Grantees will maintain their own independent insurance coverage for employees, volunteers, and the overall organization. Sub-Grantee will notify the National Council immediately if there is a coverage change that affects the contractual obligations of this Agreement.

5.9 Limitation of Liability. Neither Party has any liability to the other Party for special, incidental, indirect, or consequential damages. However, this limitation will not apply to personal injury caused by negligence or willful misconduct and does not affect either Party's indemnification obligations under the provisions of this Agreement.

5.10 Work Product. The Sub-Grantee acknowledges that all work products that will be generated using these Grant funds, including but not limited to official recorded notes regarding products, designs, specifications, technical information, ideas, processes, software, reports, manuals, audio-visual content, web materials, and any other data pertaining to the Grant project, shall be deemed the exclusive property of the National Council. Additionally, any patent, copyright, trade secret, or other proprietary rights related to these work products shall be vested solely in the National Council.

However, it is explicitly recognized that the Sub-Grantee retains full ownership and control over any pre-existing work products that they independently developed prior to this engagement, which may or may not be utilized to perform certain activities of under this Agreement in whole or in part. Such pre-existing work products shall remain the exclusive property of the Sub-Grantee. The National Council hereby grants the Sub-



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Grantee an enduring, royalty-free, non-exclusive license to employ the Grant-funded work products solely for the designated purposes of this program activities outlined in Exhibit A of this Agreement.

6. National Council Duties.

6.1 Fees and Payment. As a consideration for the Services, the National Council will pay Sub-Grantee the applicable fees for such Services as provided in Exhibit A.

6.2 Fees Due. National Council will pay Sub-Grantee for such Services within thirty (30) business days of accepting an invoice. National Council agrees that it will not unreasonably withhold acceptance and agrees to timely pay any undisputed fees as stated herein.

6.3 Compliance with Law. Sub-Grantee shall (i) maintain, in full force and effect, all required governmental or professional licenses and credentials for itself, its facilities and its employees and all other persons engaged in work in conjunction with this Sub-Grant, and (ii) perform its duties and obligations under this Agreement according to industry standards and in compliance with all applicable laws. As an organization with numerous contracts with the federal government, Kaiser Permanente and its affiliates are subject to various federal laws, executive orders and regulations regarding equal opportunity and affirmative action. This Section constitutes notice that Sub-Grantee may be required to comply with the following Federal Acquisition Regulations (each a "FAR") at 48 CFR Part 52, which are incorporated herein by reference: (a) Equal Opportunity (April 2002) at FAR 52.222-26 ; (b) Equal Opportunity for Special Disabled Veterans, Veterans of the Vietnam Era, and Other Eligible Veterans (Sept. 2006) at FAR 52.222-35; (c) Affirmative Action for Workers with Disabilities (June 1998) at FAR 52.222-36, and (d) Utilization of Small Business Concerns (May 2004) at FAR 52.219-8. In addition, Executive Order 13495 concerning the obligations of federal contractors and subcontractors to provide notice to employees about their rights under Federal labor laws, or its successor, shall be incorporated herein by reference.

6.4 No Legal Advice. The parties acknowledge that National Council does not give legal advice and that National Council has not been retained to render legal advice. Sub-Grantee hereby acknowledges and agrees that any advice, materials, papers, presentations, webinars, representations, proposals, statements concerning any laws or regulations, opinions, recommendations, or information of any kind ("Work Product"), whether written or oral, provided by National Council in connection with the Services does not constitute a warranty, guarantee or assurance that the Work Product will survive legal or regulatory challenge or scrutiny. Sub-Grantee further acknowledges and agrees that:

- (a) National Council is not undertaking a financial audit of Sub-Grantee's operations or finances; and

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- (b) National Council is not responsible for:
 - (i) Billing errors made by Sub-Grantee or its agents or employees; nor
 - (ii) For any matters that are not specifically disclosed or brought to the attention of the National Council during the Engagement.

The National Council is not undertaking any obligation to advise Sub-Grantee of future changes in best practices, or state or federal laws or regulations that may have a bearing on the Services provided under this Agreement.

7. Confidentiality.

7.1 Confidential Information. In connection with this Agreement, each Party may disclose to the other Party certain proprietary or confidential business information, databases, trade secrets, and innovations belonging to the disclosing Party ("Confidential Information"), the value of which might be lost if the confidentiality of such Confidential Information is not maintained. Notwithstanding the foregoing, National Council understands and agrees that Sub-Grantee is a government entity subject to the California Brown Act (Government Code section 54590 et seq.) and California Public Records Act (Government Code section 6250 et seq.). Any information (including confidential information), communications, and documents given by National Council to Sub-Grantee may be subject to disclosure pursuant to the Public Records Act and Brown Act.

7.2 Non-Disclosure of Confidential Information. Neither Party shall (except to the extent authorized by law or expressly authorized by this Agreement) disclose the Confidential Information of the other Party to anyone not a party to this Agreement, nor shall either Party copy or reproduce any Confidential Information of the other Party unless expressly authorized to do so by such Party in writing. Each Party may disclose the Confidential Information of the other Party only to its employees or, in National Council's case, to the Sub-Grantee, who have a need to know the Confidential Information in order to accomplish the purpose of this Agreement and who (i) have been informed of the confidential and proprietary nature of such Confidential Information; and (ii) have agreed not to disclose such Confidential Information to any other person or entity. In order to preserve and protect the confidential or proprietary nature of any Confidential Information and to prevent such Confidential Information from falling into the public domain or into the possession of persons not bound to maintain its confidentiality, each Party shall handle the Confidential Information of the other Party with the same degree of care that it applies to its own Confidential Information, but in no event with less than reasonable care.



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7.3 Limitation. The confidentiality provisions of this Agreement will not apply to:

- (a) information which at the time of disclosure is generally available to the public; or
- (b) information which after disclosure by either party becomes published or generally available to the public, otherwise than through any act or omission on the part of the parties; or
- (c) information which either party can show was in its possession at the time of disclosure and which was not acquired directly or indirectly from the other party; or
- (d) information rightfully acquired from others who did not obtain it under pledge of secrecy to either party; or
- (e) information required to be disclosed pursuant to a court, federal regulatory agency, or state regulatory agency order, or required to be disclosed pursuant to any federal or state statutory or regulatory provision provided the party provides the other party with five business days written notice of such disclosure.
- (f) Information required to be disclosed pursuant to any federal, state, or local law.

7.4 Remedy. Nothing contained herein will be construed as prohibiting or in any way limiting National Council from pursuing any other remedy available to National Council for such breach or threatened breach, including the recovery of damages from Sub-Grantee.

7.5 Electronic Communications. The parties will take all reasonable precautions to assure that all electronic communications, including but not limited to electronic mail (e-mail) and facsimiles, remain confidential and secure.

7.6 Marketing. Sub-Grantee agrees that *the National Council may add Sub-Grantee's name to its list for marketing purposes. The scope of work performed for the National Council by Sub-Grantee will not be publicized without prior written or verbal approval by National Council.*

8. Term and Termination.

8.1 Term. The term of the Agreement will begin as of the Effective Date and continue through and including **July 31, 2026** (the "Term"). Either party may terminate this Agreement prior to the expiration of the Term by providing at least thirty (30) days written notice to the other party of the intent to terminate this Agreement, which notice shall include the effective date of termination.

8.2 Survival. The following clauses will survive termination of this Agreement: 5.10 Work Product; 7.1 Confidentiality; 10.10 Indemnification; 10.11 Dispute; and 10.14 Governing Law.



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9. **Notices.** Notice will be deemed given upon receipt of the notice. Any notices to be given by either party under this Agreement will be sent by United States Postal Service, postage prepaid, certified, return receipt requested, or delivered by facsimile and addressed to the other party as set forth below:

Notices to **National Council** will be addressed as follows:

Mir Yahya
Government Contracts/Grants Administrator
National Council for Mental Wellbeing
1400 K Street NW, Suite 810
Washington, DC 20005
(202) 684-7467
MirY@TheNationalCouncil.org

Notices to **the Sub-Grantee** will be addressed as follows:

Nisha Elliott
County of Riverside DBA Riverside University Health System – Behavioral Health, Administrative Services
Manager
2085 Rustin Ave.
Riverside, CA 92507
(951) 955-7108
nellott@ruhealth.org

10. **Miscellaneous.**

10.1 **Interpretation; Counterparts.** This Agreement, including the exhibits, attachments, and amendments, constitutes the entire understanding of the parties with respect to the Services and supersedes all prior agreements, writings, and understandings in regard to this project. This Agreement is the result of negotiations between the parties and, accordingly, will not be construed for or against either party regardless of which party drafted this Agreement or any portion thereof. The Article and Section headings contained in this Agreement are for the convenience of reference only and will not affect the meaning or interpretation of any provision hereof. This Agreement may be executed in several counterparts, all of which taken together will constitute a single binding Agreement between the parties.

10.2 **Entire Agreement.** This Agreement and its exhibits, attachments, and amendments constitute the entire Agreement between the parties.



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10.3 Severability. In the event, any term or provision of this Agreement is declared to be invalid or illegal for any reason, this Agreement will remain in full force and effect and the same will be interpreted as though such invalid and illegal provision were not a part thereof. The remaining provisions will be construed to preserve the intent and purpose of this Agreement and the parties will negotiate in good faith to modify the provisions held to be invalid or illegal to preserve each party's anticipated benefits thereunder.

10.4 Binding Effect; Assignment. The Agreement will be binding on the parties and their respective successors and permitted assigns. Neither party may assign this Agreement, in whole or in part, without the prior written consent of the other (which consent will not be unreasonably withheld); provided however, that National Council may assign this Agreement, in whole or in part, to any entity that controls, is controlled by, or is under common control with National Council.

10.5 Independent Status. National Council and Sub-Grantee are separate and independent entities. The relationships between the National Council and Sub-Grantee are purely contractual and neither National Council nor Sub-Grantee or their employees or agents, will be considered the employee or agent of any other.

10.6 Waiver. No obligation of either party under this Agreement may be waived except by mutual written agreement of both parties. The failure of a party, at any time, to enforce any provision of this Agreement will not be construed as a waiver of the provision. Until each party has completely performed all its obligations under this Agreement, the other party will be entitled to invoke any remedy available to it under this Agreement or at law. Furthermore, a waiver of one provision of this Agreement will not be construed as a waiver of any other provision, nor will it be construed as a waiver of the same or similar provisions in the future.

10.7 Third Parties. No term or provision of this Agreement is for the benefit of any person who is not a party hereto (including, without limitation, any other Sub-Grantee), and no such party will have any right or cause of action hereunder.

10.8 Force Majeure. Except for payment of sums due, neither party shall be liable to the other nor deemed in default under this Agreement if and to the extent that such party's performance of this Agreement is prevented by reason of force majeure. The term "force majeure" means an occurrence that is beyond the control of the party affected and occurs without its fault or negligence. Without limiting the foregoing, force majeure includes acts of God; acts of the public enemy; war; pandemic; riots; strikes; mobilization; labor disputes; civil disorders; fire; flood; lockouts; injunctions-intervention-acts; or failures or refusals to act by government authority; and other similar occurrences beyond the control of the party declaring force majeure which such party is unable to prevent by exercising reasonable diligence. Force Majeure shall not include the following occurrences:



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(a) Inability of the Sub-Grantee to acquire or maintain any required insurance, bonds, licenses or permits under the terms of this Agreement.

(b) If either party is delayed at any time in the progress of the work by force majeure, the delayed party shall notify the other party in writing of such delay, as soon as is practicable and no later than the following working day, of the commencement thereof and shall specify the causes of such delay in such notice. Such notice shall be provided as set forth in paragraph 9, above, and shall make a specific reference to this article, thereby invoking its provisions. The delayed party shall cause such delay to cease as soon as practicable and shall notify the other party in writing when it has done so. The time of completion shall be extended by Contract Amendment for a period equal to the time that results, or effects of such delay prevent the delayed party from performing in accordance with this Contract.

(c) Any delay or failure in performance by either party hereto shall not constitute default hereunder or give rise to any claim for damages or loss of anticipated profits if, and to the extent that such delay or failure is caused by force majeure.

10.9 Performance. The Performance of a Sub-Grantee shall be measured by its success in meeting or surpassing a set of performance targets as set forth in Exhibit A, Description of Services.

10.10 Indemnification The parties agrees to indemnify, defend and hold harmless each other including their officers, directors, employees, and agents from and against any and all claims, demands, investigations, lawsuits, arbitrations, or other proceedings brought by a third party, liability, loss, damage, cost, or expenses (including reasonable attorneys' fees) however caused, resulting from, arising out of, related to or by reason of any breach of this Sub-Grant Agreement by the Sub-Grantee or the use of the Sub-Grant proceeds. These indemnification obligations shall survive the expiration or earlier termination of this Agreement.

10.11 Dispute Resolution. The parties will attempt in good faith to resolve any dispute or claim arising out of or in relation to this Agreement through negotiations between a director of each of the parties with authority to settle the relevant dispute. If the dispute cannot be settled amicably within thirty (30) days from the date on which either party has served written notice on the other of the dispute then the claiming party may commence an action, suit or proceeding in a court of competent jurisdiction in the State of California, County of Riverside.

10.12 Venue. In the event of litigation, venue for any claim shall lie exclusively in a court of competent jurisdiction in the State of California, County of Riverside, and each party shall be responsible for its own attorneys' fees and costs.

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10.13 Jury Waiver. By entering into this Agreement, Sub-Grantee and National Council hereby expressly waive any rights either party may have to a trial by jury of any civil litigation related to this Agreement. If a party fails to withdraw a request for a jury trial in a lawsuit arising out of this Agreement after written notice by the other party of violation of this section, the party making the request for jury trial shall be liable for the reasonable attorneys' fees and costs of the other party in contesting the request for jury trial, and such amounts shall be awarded by the court in adjudicating the motion.

10.14 Governing Law. This Agreement will be governed by the laws of the State of California.

10.15 Amendment. Except as otherwise stated in this Agreement, this Agreement may only be amended by a writing properly executed by duly authorized representatives of both parties.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their respective duly authorized officers or agents as of the effective date.

**National Council for Behavioral Health
dba "National Council for Mental Wellbeing"**

Charles Ingoglia
President & CEO

Date _____

**County of Riverside
DBA Riverside University Health System - Behavioral Health**

Matthew Chang, MD, Director

Date _____

**APPROVED AS TO FROM
County Counsel**

Gregg Gu

Deputy County Counsel

Date _____



Contract No. 2841.0003

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National Council for Behavioral Health
dba "National Council for Mental Wellbeing"

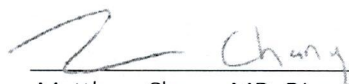
**Charles
Ingoglia**

Digitally signed by
Charles Ingoglia
Date: 2025.07.16
13:33:18 -04'00'

Date 7/16/2025

Charles Ingoglia
President & CEO

County of Riverside
DBA Riverside University Health System - Behavioral Health



Matthew Chang, MD, Director

Date 7/15/25

APPROVED AS TO FROM
County Counsel



Deputy County Counsel

Date _____

Exhibit A
Description of Services

1. Sub-Grantee Obligations. Below is a listing of Services to be provided under the Agreement for this Engagement:

Scope of Work

Background/Context:

Funded by Kaiser Permanente and led by the National Council, The National Mental Health Workforce Acceleration Collaborative (NMHWAC), aims to increase the number of qualified licensed mental health and substance use treatment clinicians (referred to as the “Candidates”) while enhancing diversity, equity and inclusion in patient-facing mental health and substance use treatment positions. This phase of the program launched in July 2024 in Southern California, Hawai’i, and Washington and will run through July 2026. The organizations providing positions or placements for the Candidates are referred to as the “Placement Sites” or “Sub-Grantee Organizations.” Placement Sites in the NMHWAC program agree to hire a new full-time employee (Candidate) that holds a master’s degree and is a candidate for clinical licensure (see below for details).

Placement Sites will receive direct funding from the National Council to help cover a portion of a candidate's salary, supervision costs (if supervision is held in-house), and licensure application fee. Critical to ensure successful completion of licensure, the National Council will also leverage partnerships with:

- Motivo Health for virtual supervision services for Placement Sites that want to enroll candidates in external clinical supervision. Motivo provides vetted clinical supervision through a HIPAA compliant platform.
- Association for Advanced Training in Behavioral Sciences (AATBS), a Triad Company, provides licensure exam support for all candidates.

Project goals:

1. Increased percentage of master’s degree graduates who become licensed in target states.
2. Increase number of patients served by partially qualified post-master’s candidates.
3. Increase diversity (e.g., race, ethnicity, sexual orientation, gender identity and expression, language, geographic and cultural) of fully licensed master’s level mental health professionals in target states.

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4. Improve Health Resources and Services Administration (HRSA) health professional shortage area scores in identified target communities.

Scope of Work:

GENERAL

The Sub-Grantee Organization (Placement Site) is expected to perform the following:

- Hire full-time employee(s) to be candidate(s) in the NMHWAC program. Each Candidate must:
 - Be a new employee with an official start date AFTER June 1st, 2024, or is an existing employee that recently obtained a qualifying master's or doctorate degree and/or moved into a client facing role and will start accruing clinical licensure hours.
 - Possess a master's degree from an accredited program in one of the following:
 - Counseling Psychology
 - Mental Health Counseling
 - Marriage and Family Therapy/Counseling
 - Social Work
 - Substance Use/Addiction Counseling
 - Be registered at the appropriate associate license level, if necessary, before starting employment with the Placement Site to begin accruing the required hours needed for clinical licensure (e.g., LSW, LMSW, APC).
 - Have expressed intent to achieve one of the following clinical licenses and preferably are early in path to collecting clinical licensure hours:
 - Licensed Professional Counselor, Licensed Professional Clinical Counselor, Licensed Mental Health Counselor
 - Licensed Marriage and Family Therapist
 - Licensed Clinical Social Worker



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- Provide candidates participating in the program with a minimum salary of \$48,869.28 in Southern California (not including benefits).
- Provide health insurance options to all full-time employees within the organization.
- Provide a safe and equitable workplace environment with reasonable opportunities for mentorship and professional development.
- Allow one to two hours of time for candidates to attend bimonthly NMHWAC program training and technical assistance (TTA) events outside of their lunch break.
- Gather and submit programmatic and impact data to track progress toward program goals, as required by the NMHWAC program. Information gathered may include:
 - Data related to candidate progress to licensure including caseloads, direct client contact hours, and supervision hours.
 - Candidate surveys or engagement in activities to learn about their experience in the program and their path toward licensure. Data may include self-reported demographic information and their perceived challenges and support in obtaining licensure.
- **Supervision Services.** The Sub-Grantee has the option to:
 - a) Provide regular clinical in-house supervision directly to candidates that count towards clinical licensure per the State's requirements, in which case the Sub-Grantee must ensure that their clinical supervisor is an approved supervisor with the state licensing board and/or another authority that grants supervisor status.OR
 - b) Enroll candidates into clinical external supervision services provided by Motivo – a service provider paid by the National Council to help Sub-Grantees with supervision of Candidates. Motivo provides access to high-quality, vetted clinical supervisors to NMHWAC participating Placement Sites. All sessions are held virtually through a secure, HIPAA-compliant platform. We encourage Placement Sites to work with their candidate to choose the best supervision option for them. The National Council will provide instructions to the Sub-Grantee on how to enroll candidates in the Motivo supervision system.
 - For Placement Sites using Motivo supervision, we recommend the Placement Site to create a Business Associate Agreement (BAA agreement) with Motivo supervisors:



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- Motivo supervisors are independent licensed professionals assigned by Motivo to you. Throughout the process, at times, your Candidates may engage in clinical supervision with a Motivo supervisor and may have access to protected health information (PHI) data. We want to ensure that your organization comprehends the option to establish a BAA directly with the Motivo supervisor. This step is essential for safeguarding the PHI of your personnel and candidates in compliance with the Health Insurance Portability and Accountability Act of 1996 (HIPAA).
- Should you choose to establish a BAA relationship with the Motivo supervisor, the supervisor is obligated to sign and adhere to this Agreement. Please note that the National Council and Motivo will not be involved in the BAA process. The decision to pursue a BAA and initiate the process with the supervisor rests entirely with your organization. You are not obligated to have a BAA agreement with the supervisor, but we strongly recommend considering one, especially when PHI may be shared with the supervisor.
- **Group supervision.** Motivo will host 1-hour of virtual group supervision monthly that candidates have the option to attend. Based on the number of attendees, the groups will be assigned by state, licensure type, specialty and/or interests. Group supervision is hosted on a HIPAA compliant video platform within Motivo's dashboard where sessions are scheduled, attendance is marked, hours are tracked, and supervision notes are stored. Should you have any questions, please contact the National Council of Mental Wellbeing's Motivo Account Manager, Amy Rosa, at amy@motivohealth.com.

Notice of candidate hiring or departure

- Once a candidate is hired, the Sub-Grantee must provide the following details in the survey link provided or via email to NMHWAC@thenationalcouncil.org:
 - Candidate Name
 - Work email address
 - Licensure type pursuing
 - Licensure exam name pursuing
 - Current licensure status (any associate license held; hours collected)



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- First day of employment at the Placement Site or first date of new position if existing employee that recently obtained master's degree and is starting to collect clinical licensure hours
 - Whether the Placement Site will be using in-house supervision (confirm supervisor name) or if they are requesting external (Motivo) supervision
- Placement Sites should make every effort to retain candidates in the program. However, if a candidate leaves the organization or for any reason will no longer be a part of the NMHWAC, ***the Placement Site must notify the National Council within 10 business days of the candidate's last day of the organization by emailing NMHWAC@thenationalcouncil.org***. Notice of the candidate departure must include candidate name and the last day of employment with the Placement Site. Dependent upon circumstances of the candidate's departure, the Placement Site may be allowed to fill the candidate spot with another new employee; however, payments will only be provided to Placement Sites while they have a candidate actively employed at the organization.
 - Candidates exiting the program will be administered a confidential exit survey by the National Council to examine barriers to licensure and program completion. Individuals' exit survey information will under no circumstances be shared directly with Placement Sites except in aggregated form (e.g. "lessons learned") across the program, if applicable.
 - Placement Sites will not require candidates to repay supervision costs under any circumstance, including if the candidate leaves the organization within a specified timeframe during the program or post-licensure. The NMHWAC will not pay candidates or supervisors of candidates who are placed on extended leave during their employment (e.g., extended medical leave, parental leave, unpaid leave, disciplinary leave, etc.). Employer-provided vacation, paid-time off, or holidays are exempt from this policy. If a candidate is placed on leave, the ***Placement Site must notify the National Council within 10 business days of the candidate's first day of extended leave by e-mailing NMHWAC@thenationalcouncil.org***, at which point payment to the Placement Site will be suspended. Depending on leave circumstances, candidates may still be eligible to participate in the program once they return from leave. Please notify ***NMHWAC@thenationalcouncil.org*** if you anticipate this being the case. Failure to notify the National Council of a candidate being placed on leave may result in recapture of costs paid to Placement Sites for any period outside the initial 10-day notice period during which a candidate was on extended leave and the National Council was not made aware.



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SPECIFIC

- Sub-Grantee will make:
 - Monthly payments to support the salaries of candidates.
 - Monthly payments to support clinical supervision costs of candidates (only if the Sub-Grantee provides in-house supervision).
 - Please note for Candidates supervised by Motivo, the National Council will make payments for supervision cost directly to Motivo.
-
- The National Council will provide each candidate with access to a one-year subscription through AATBS (A Triad Company) to provide licensure exam support for all candidates.

BUDGET

The Sub-Grantee will submit monthly invoices to the National Council for monthly payments starting the first month of employment of candidates (as soon as the Candidates are hired but no earlier than June 2024) through July 2026. Monthly payments are made based on the number of candidates the Placement Site employs, and whether the Placement Site provides in-house clinical supervision. Monthly payment amounts will be based on the following:

- Up to a specific dollar amount laid out in the following budget will be used to support the salaries and clinical supervision of each candidate.
-

Calculation of a typical monthly payment to one candidate in Southern California via Sub-Grantee for the period of the Agreement.



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Southern California Placement Site Payments			
Post-master's Candidate Funding Timeline	Monthly Salary Payment	Monthly Supervision Payment	Total Monthly Payment Per Candidate
Jul 24 – Dec 24	\$2,036.22	\$526.87	\$2,563.09
Jan 25 – Dec 25	\$2,107.49	\$526.87	\$2,634.36
Jan 26 – Jul 26	\$2,181.25	\$526.87	\$2,708.12

2. National Council Obligations.

2.1 Fees. The National Council will commit to providing up to the maximum amount in the following budget table for the Sub-Grantee to support the Candidates based on the month and type of supervision for the Candidates:

Number of Candidates		Total # Monthly payments through July 2026	Total Procurement Costs
6		25	\$395,686.20

Payments will be subject to the availability of funding and satisfactory performance of the Sub-Grantee. Sub-Grantee will submit invoices monthly and payments will be made in the next 30 days after successful submission of the invoices by the Sub-Grantee.

2.2 Travel and other business Expenses. Travel and other business expenses are not required for this engagement.

