

**Exhibit B
Amended Staffing Plan****1. Contractor's Staffing**

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

Upon County's establishment of a Veteran's Housing Unit, Contractor shall reallocate one FTE Mental Health Professional and one FTE Licensed Vocational Nurse to work with the veteran population housed in the new unit.

Contractor shall allocate one FTE Certified Nursing Assistant for use in Special Housing or the HPU, for direct observation of suicidal inmates.

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

2. Additional Staffing - Request by County

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

3. Additional Staffing - Request by Contractor

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

4. Work Post

Work Post descriptions (defining the duties, responsibilities, job descriptions, shift, and location) for all assignments is to be clearly posted at the facility in an area

that is open to all Contractor staff, but not to inmates. Contractor shall review and update the Work Post every six months. Reviewed and approved copies of each Work Post, with the date, must be provided to the Medical Captain and the Detention Services Administrative Captain on February 1st and July 1st of each year. Copies of any Work Post changes must be immediately provided to the Medical Captain.

3. Shift Coverage and Daily Attendance Record

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

4. Credit for Inadequate Coverage.

Any Work Post left vacant, in whole or in part of any shift, will result in a credit to the County equal to the Contractor's cost of that position, had the Work Post been staffed (salary plus benefits of the individual assigned to that Work Post for the hours the post is vacant). If a management or administrative staff member fills in to cover an operational position in lieu of fulfilling their normal work schedule, Contractor shall credit the County for the administrative position for the hours covering the operational position (e.g., Facility Coordinator covering pill call). If a management or administrative staff member fills in to cover an operational position and still fulfills their normal work schedule, Contractor shall not be subject to any penalty or required to provide a credit to the County. Contractor shall provide a summary of hours worked for each Work Post to the County no later than the 10th of the month after the month worked (i.e., due February 10th for January term). Contractor shall provide work post credits to the County on their monthly invoice no later than one billing cycle (i.e., credit on March billing for January term). In addition, Contractor shall be liable for penalties pursuant to the terms of the Contract.

5. Penalty for Inadequate Staffing

The facility must be fully staffed for the number of inmates in custody in accordance with the staffing matrices attached, factoring in any special circumstances at any given time such, as high rates of illness. In addition to any other relief and or cause action, the County shall be entitled to a penalty if there is inadequate staffing for any Work Post(s). A Work Post is considered staffed when a qualified individual is present at the facility performing all duties of the position. In the case of the "on call" physician the position is adequately staffed when a qualified physician is

immediately reachable by phone and available to come to the facility if needed. Contractor shall pay a penalty for each Work Post that is not adequately staffed.

Any time a Work Post is not adequately staffed for more than two shifts in a 24-hour period or two shifts on consecutive days, County may assess a penalty amount of up to \$1,000.00 per day, per Work Post position(s) for the inadequately staffed shift position(s). If the County does not assess a penalty on any occasion(s) it does not waive its right or ability to assess penalties in the future.

6. Platform for Staff Input

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

7. Contractor's Supervision and Control of Staff

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

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

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

9. Contractor's Staffing Plan – Adult Facilities

(on following pages)

Ventura County Main Jail									
Day Shift									
POSITION	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Hrs/WK	FTE
Health Services Administrator		8	8					16	0.400
Assistant Health Services Administrator	8	8	8	8	8			40	1.000
Director of Nursing	8	8						16	0.400
Site Medical Director S.M.D.	8	8						16	0.800
Physician	8	8	8	8	8			40	1.000
Mid-Level (FNP)	8	8	8	8	8			40	1.000
RN - Health and Education	8	8	8	8	8			40	1.000
Administrative Assistant-Payroll	8	8	8	8	8			40	1.000
Medical Records Clerk	8	8	8	8	8	8	8	56	1.400
Dentist	8	8						16	0.400
Dental Assistant	8	8						16	0.400
Dental Hygienist			8					8	0.200
Psychiatrist/Telepsychiatrist	8	8	8	6				30	0.750
Lab Coordinator	8	8	8	8	8			40	1.000
Pharmacy Coordinator	8	8	8	8	8			40	1.000
MAT Coordinator	8	8	8	8	8			40	1.000
SUD Counselor	8	8	8	8	8			40	1.000
Mental Health Coordinator	8	8	8					24	0.600
MHP	24	24	24	24	24	20	20	160	4.000
Discharge Planner	8	8	8	8	8			40	1.000
RN (Intake)	24	24	24	24	24	24	24	168	4.200
RN (Sick Call)	12	12	12	12	12	12	12	84	2.100
LVN/LPT (Specialty)	12	12	12	12	12	12	12	84	2.100
LVN/LPT (Medpass)	24	24	24	24	24	24	24	168	4.200
Total Hours/FTE - Day								1,246	31.95
Night Shift									
POSITION	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Hrs/WK	FTE
MHP	12	12	12	12	12	12	12	84	2.100
RN (Intake)	24	24	24	24	24	24	24	168	4.200
LVN/LPT (Specialty)	12	12	12	12	12	12	12	84	2.100
LVN/LPT (Medpass)	24	24	24	24	24	24	24	168	4.200
Total Hours/FTE - Night								504	12.60
Weekly Total									
TOTAL HOURS/FTE - WEEKLY								1,750	44.55

Ventura County Todd Road									
Day Shift									
POSITION	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Hrs/WK	FTE
Health Services Administrator	8			8	8			24	0.600
Director of Nursing	8	8			8			24	0.600
Site Medical Director			8	8	8			24	0.600
Facility Coordinator	8	8	8	8	8			40	1.000
Mental Health Coordinator				8	8			16	0.400
Physician	8	8	8	8	8			40	1.000
Mid-Level (FNP)	8	8	8	8	8			40	1.000
Administrative Assistant-Utilization Management	8	8	8	8	8			40	1.000
Medical Records Clerk	8	8	8	8	8			40	1.000
Dentist			8	8				16	0.400
Dental Assistant			8	8				16	0.400
Dental Hygienist		8						8	0.200
Discharge Planner	8	8	8	8	8			40	1.000
Psychiatrist/Telepsychiatrist	8	8	8					24	0.600
Psych FNP	8	8	8	8	8			40	1.000
MHP (Includes ELITE and Veterans Program)	28	28	28	28	28	16	16	172	4.300
RN (Sick Call)	28	28	28	28	28	24	24	188	4.700
RN (Specialty)	12	12	12	12	12	12	12	84	2.100
LVN/LPT (Medpass)	24	24	24	24	24	24	24	168	4.200
LVN - Veterans Unit	8	8	8	8	8			40	1.000
Certified Nursing Assistant	8	8	8	8	8			40	1.000
Total Hours/FTE - Day								1,124	28.10
Night Shift									
POSITION	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Hrs/WK	FTE
RN (Sick Call)	12	12	12	12	12	12	12	84	2.100
RN (Specialty)	12	12	12	12	12	12	12	84	2.100
MHP	12	12	12	12	12	12	12	84	2.100
LVN/LPT (Medpass)	24	24	24	24	24	24	24	168	4.200
Total Hours/FTE - Night								420	10.50
Weekly Total									
TOTAL HOURS/FTE - WEEKLY								1,544	38.60