

**CONTRACT EMPLOYMENT AGREEMENT**

**Andrea Kessinger**

**Psychiatric Behavioral Health Nurse Practitioner**

THIS AGREEMENT ("Agreement") is between **Yamhill County**, a political subdivision of the State of Oregon, acting by and through its Health and Human Services Department, Behavioral Health Division ("Agency") and **Andrea Kessinger**, an individual, [REDACTED] ("Kessinger").

WHEREAS, Agency and Kessinger are agreeable to the acceptance of duties under the terms and conditions hereinafter stated;

In exchange for the promises and other consideration as set forth below, the receipt and sufficiency of which is hereby acknowledged, IT IS HEREBY AGREED BETWEEN THE PARTIES AS FOLLOWS:

A. Kessinger AGREES TO:

1. Provide professional psychiatric behavioral health services ("Services") to clients of Agency as directed by Agency's Health and Human Services (HHS) Director or designee. The manner and means of providing the Services under this Agreement shall be in the sole discretion and professional judgment of provider, subject to the direction of the treating licensed medical practitioner, if any, and the laws, rules and regulations relating to the provision of Services by Agency. Services under this Agreement shall be provided in places determined to be appropriate by Kessinger. Services shall include, but not be limited to, treatment of social/psychological disorders, direct treatment management, medical involvement with the administration of or care of persons requiring prescribed psychotropic medication, on-call consultation to staff members of Agency and authorized health care service providers in times of client crisis situations, and may include psychiatric support to persons with mental illness at Yamhill County Jail and other clinical sites, as directed by the HHS Director or designee."

2. Record and report to Agency referred patients' reaction to treatment, changes in patients' conditions, Summary of care given and patients' progress and current mental health status pursuant to Oregon Administrative Rules concerning the Oregon Health Authority Addictions and Mental Health Division program mandates. Reports shall be made in a timely manner. Kessinger will complete and type all progress notes and treatment plans collaboratively with clients he serves in current Electronic Medical Record (EMR) by the end of the session in compliance with documentation policy. Agency shall be responsible for maintenance of client records, and the billing and collection of third party funds for services provided. Agency will provide materials such as computer, printer and forms for documentation of services by Kessinger.

3. To provide up to 40 hours of service per week, and in any event to work no more than 40 hours in any one week unless otherwise approved by the HHS Director or designee, dependent upon Agency needs for services and funding available. However, no minimum number of hours is guaranteed by this agreement.

4. Provide Agency with adequate notice in any instance when Kessinger will be completely unavailable, temporarily unavailable, or will need to change the usual schedule.

5. Provide evidence of current licensure in good standing as a registered nurse and certified nurse practitioner in Oregon. It is understood that at the time of job offer Kessinger is still completing her certification process in Oregon.

6. Provide Agency with an hourly time sheet by the dates established by Agency for submission of time sheets, and according to Agency requested format.

7. Kessinger shall at Kessinger's expense, procure and maintain liability insurance to cover any independent practice outside the duties under this Agreement written by a responsible insurance company licensed to do business in Oregon, and will not hold Agency responsible for any liability arising from such independent practice. Kessinger shall provide Agency with a copy of such insurance policy and Agency, at any time during the term of this Agreement, shall be entitled and have authority to obtain information concerning the status of said policy.

8. HIPAA Compliance. Kessinger acknowledges that Agency is subject to the Privacy Rule of the Health Insurance Portability and Accountability Act of 1996, (HIPAA), Pub. Law No. 104-191. Kessinger hereby agrees to the obligations imposed on "CONTRACTOR" under the Business Associate Amendment attached to this agreement as Exhibit A.

9. Kessinger acknowledges that Kessinger may, in the course of her performance under this Agreement, be exposed to or acquire information that is the confidential information of Agency or Agency's clients. Any and all (i) client information, (ii) information provided by Agency and marked confidential, (iii) Protected Health Information or EPHI as described or defined in Exhibit A, or (iv) information identified as confidential in a separate writing, that becomes available to Kessinger in the performance of this Agreement shall be deemed to be confidential information of Agency ("Confidential Information"). Any reports or other documents or items, including software, that result from Kessinger's use of the Confidential Information are also deemed Confidential Information. Kessinger agrees to hold Confidential Information in strict confidence, using at least the same degree of care that Kessinger uses in maintaining the confidentiality of Kessinger's own confidential information, and not to copy, reproduce, sell, assign, license, market, transfer or otherwise dispose of, give or disclose Confidential Information for any purposes whatsoever, except as may be provided elsewhere under this Agreement or in conformance with Exhibit A. Kessinger agrees that, upon termination of this Agreement or at Agency's request, Kessinger will turn over to Agency all documents, papers and other matter in Kessinger's possession that embody Confidential Information.

B. AGENCY AGREES TO:

1. Pay Kessinger the base rate of \$69.19 per hour for the Service described in Section A as assigned by the HHS Director or designee and if applicable pay Kessinger an additional \$175.00 per seven day period for scheduled on-call crisis availability to carry a pager; call-out will be paid at straight time up to 40 hours per week of employment and at time and a half for time spent on calls over the 40 hour work week. The parties understand the Agency intends to assign 40 hours or work per week as negotiated with HHS Director or designee. Kessinger shall be paid based on timesheets submitted using the normal pay period schedule for employees.

2. Pay Kessinger an additional \$11.00 per hour for a total of \$80.19 per hour for a maximum of two years or upon award of funding from the Medicaid Primary Care Loan Repayment Program whichever comes first. If award is received from the Medicaid Primary

Care Loan Repayment Program, compensation will revert to the base rate of \$69.19 effective the start date of award. If not awarded, another application will be submitted by Kessinger for the Medicaid Primary Care Loan Repayment program on or before August 1, 2016 (see item C. 1. below).

3. Pay invoices for travel and relocation expenses associated with this professional position up to \$10,000. Invoices and W9's shall be submitted and paid by agency. If under Kessinger's sole decision, Kessinger ceases to provide services under this Agreement during the initial 24 month term of this agreement, Kessinger will re-pay the County a pro-rated amount of the total reimbursed travel and relocation expenses.

4. Reimburse Kessinger for the Oregon Psychiatric Nursing Certification costs as a one-time expense not to exceed \$750. Ongoing maintenance of the certification/license will be the sole responsibility of Kessinger.

5. Pay its proportionate share of social security and Medicare tax for services performed under this Agreement and to withhold and pay to the Internal Revenue Service Kessinger's proportionate share of social security and Medicare taxes due for services performed under this Agreement. For purposes of these taxes, Kessinger shall be treated as an employee of Agency.

6. Withhold state and federal income taxes from the monthly payment owed Kessinger and to pay the Internal Revenue Service and Oregon Department of Revenue all such sums withheld on behalf of Kessinger.

7. Provide, at Agency's expense, worker's compensation insurance for Kessinger's performance of services under this Agreement.

8. Provide, at Agency's expense, liability insurance coverage for claims connected to performance of Kessinger's duties under this Agreement through its policy with City Agency Insurance Services subject to the provisions of the Oregon Tort Claims Act.

9. Provide the same medical coverage offered to eligible YCEA full-time employees at one full-time equivalent ("FTE") even though this contract employee position in a non-bargaining position.

10. When Kessinger becomes eligible, to make PERS contributions, including the Employee "pick-up", for sums paid as the hourly rate paid under this Agreement.

11. To credit Kessinger with Flexible Earned Time ("FET") and all other employee leaves as allowed for YCEA employees at one full-time equivalent based on the FET accrual rate set forth in the YCEA collective bargaining agreement.

12. Provide access to all resources needed to provide care of patients in the described settings, including clinical records, space, equipment, staff and other essential materials and supplies.

C. BOTH PARTIES AGREE:

1. Kessinger and Agency will each submit an application for the Medicaid Primary Care Loan Repayment program through the Oregon Office of Rural Health and The Oregon Health Authority no later than May 16, 2016. Kessinger and Agency understand that Kessinger appears to qualify for the repayment of up to \$105,000 in student loan debt, however, no minimum award is guaranteed under the Agreement.

2. Agency and Kessinger agree to comply with the rules and regulations of Agency, applicable federal regulations and all provisions of federal and state law relating to Kessinger's

performance of services under this Agreement. The requirements of ORS 279B.200 through 279B.240 and Article IX, Section 10, of the Oregon Constitution are incorporated into this Agreement by reference.

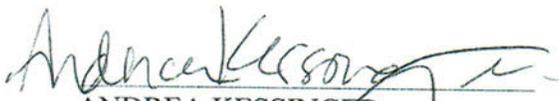
3. That a contract employee/employer relationship is created by this Agreement. The only compensation due Kessinger is specifically stated in this Agreement. Specifically, both parties agree that Kessinger will not be entitled to any benefits typically granted to Agency employees, including but not limited to vacation, holiday or sick leave, other leaves with pay, tenure, health and welfare coverage, life and disability insurance, overtime, or to any other benefit not specifically referred to above, except as required by law. The Agency will make required contributions (if any) to Kessinger's PERS account based on the number of hours worked in this calendar year.
4. Any expenses incurred by Kessinger in the performance of the terms and conditions of this Agreement not specifically provided for in this Agreement shall be the sole and separate responsibility of Kessinger.
5. The Effective Date is the date approved by the Yamhill County Board of Commissioners, with an initial term of May 24, 2016 through May 24, 2018. Upon conclusion of the initial term of this Agreement, this Agreement will automatically be renewed on a year-by-year basis, under the same terms and conditions as set forth herein, unless terminated as allowed in paragraph 9. It is understood by both parties that no commitments have been or are made by either party beyond the termination of this agreement.
6. That this Agreement does not exclude either party from entering into other contracts for the same or similar services.
7. That Kessinger will provide services to Agency clients without regard to race, color, creed, religion or national origin in compliance with Title IV, Civil Rights Act, 1954.
8. That an administrative evaluation shall be done annually by Agency according to approved format. Professional evaluation shall be completed periodically as agreed upon by both parties but in no event less than annually. All evaluations will be written and filed appropriately.
9. This Agreement may be modified or amended only by mutual, written agreement in an instrument signed by both parties.
10. Either party may terminate this Agreement on thirty (30) days written notice to the other party. Termination shall not excuse liabilities incurred prior to the termination date.
11. This Agreement shall not be subcontracted or assigned by Kessinger without the prior written consent of Agency.
12. That in the event either party to this Agreement shall take any action, judicial or otherwise, to enforce or interpret any of the terms of this Agreement each party shall be wholly responsible for its own expenses which it may reasonably incur in taking such action, including costs and attorney fees, whether incurred in a suit or action or appeal from a judgment or decree therein or in connections with any non-judicial action.

13. That the failure of Agency to enforce any provision of this Agreement shall not constitute a waiver by Agency of that or any other provision. The parties agree that if any term of provision of this Agreement is declared by a court of competent jurisdiction to be illegal or in conflict with any law, the validity of the remaining terms and conditions shall not be affected and the rights and obligations of the parties shall be construed and enforced as if the Agreement did not contain the particular term or provision held to be invalid.

14. That this Agreement is the entire agreement between the parties, and no statements, promises or inducements made by either party or agent of either party that are not contained in this written Agreement shall be valid or binding.

15. That this Agreement shall be governed by and construed in accordance with the laws of the State of Oregon, without regard to principles of conflicts of law. Any claim, action, suit or proceeding, (collectively "Claim") between Agency and Kessinger that arises from or relates to this Agreement shall be brought and conducted solely and exclusively within the Circuit Court of Yamhill County for the State of Oregon. KESSINGER, BY EXECUTION OF THIS AGREEMENT HEREBY CONSENTS TO THE IN PERSONAM JURISDICTION OF SAID COURTS.

IN WITNESS WHEREOF the parties have executed this Agreement on the date set forth adjacent to the signatures below.

  
ANDREA KESSINGER  
Date: 5-4-16

**YAMHILL COUNTY**

By:   
MARY STARRETT, Chair  
Board of Commissioners  
Date: 5/12/16

By:  5/23/16  
SILAS HALLORAN-STEINER, Director  
Department of Health and Human Services  
Date: 5/23/16

**APPROVED AS TO FORM:**

By:   
CHRISTIAN BOENISCH  
County Counsel  
Date: 5/17/16

Accepted by Yamhill County  
Board of Commissioners on  
5-12-16 by Board Order  
# 116-184

**EXHIBIT A  
BUSINESS ASSOCIATE AMENDMENT**

**RECITALS**

A. The CONTRACTOR may use and disclose Protected Health Information and Electronic Protected Health Information ("EPHI") in the performance of its obligations under the Agreement; and

B. The Health Insurance Portability and Accountability Act of 1996, Public Law 104-191 ("HIPAA") and its implementing Privacy Rule and Security Rule, 45 CFR Parts 160 and 164, require that COUNTY, as a Covered Entity, obtain satisfactory assurances from its Business Associates, as that term is defined in the Privacy Rule and Security Rule, that they will comply with the Business Associate requirements set forth in 45 CFR 164.502(e) and 164.504(e) and as amended by the Health Information Technology for Economic and Clinical Health ("HITECH") Act, Title XIII of Division A and Title IV of Division B of the American Recovery and Reinvestment Act of 2009, Public Law 111-5 ("ARRA"). CONTRACTOR is a Business Associate of COUNTY and desires to provide such assurances with respect to the performance of its obligations under the Agreement; and

C. Both COUNTY and CONTRACTOR are committed to compliance with the standards set forth in the Privacy Rule and Security Rule as amended by the HITECH Act, and as they may be amended further from time to time, in the performance of their obligations under the Agreement.

**NOW, THEREFORE**, in consideration of mutual and valuable consideration which the parties hereby acknowledge as received, the parties agree as follows:

**AGREEMENT**

The parties agree that the following terms and conditions shall apply to the performance of their obligations under the Agreement, effective upon execution of this Amendment. Capitalized terms used, but not otherwise defined in this Amendment, shall have the same meaning as those terms in the Privacy Rule and Security Rule.

**1. SERVICES.** Pursuant to the Agreement, CONTRACTOR provides certain services for or on behalf of COUNTY, as described in the Agreement, which may involve the use and disclosure of Protected Health Information and EPHI. CONTRACTOR may make use of Protected Health Information and EPHI to perform those services if authorized in the Agreement and not otherwise limited or prohibited by this Amendment, the Privacy Rule, the Security Rule and other applicable federal or state laws or regulations. All other uses of Protected Health Information and EPHI are prohibited.

**2. OBLIGATIONS AND ACTIVITIES OF CONTRACTOR.**

(a) CONTRACTOR agrees to not use or disclose Protected Health Information or EPHI other than as permitted or required by the Agreement as amended by this Amendment, as permitted by the Privacy Rule, the Security Rule or as Required by Law.

(b) CONTRACTOR agrees to use appropriate safeguards to prevent use or disclosure of the Protected Health Information and EPHI other than as provided for by the Agreement, as amended by this Amendment.

(c) CONTRACTOR agrees to mitigate, to the extent practicable, any harmful effect that is known to CONTRACTOR of a use or disclosure of Protected Health Information or EPHI by CONTRACTOR in violation of the requirements of the Agreement, as amended by this Amendment.

(d) CONTRACTOR agrees to report to COUNTY, as promptly as possible, any use or disclosure of the Protected Health Information or EPHI not provided for by the Agreement, as amended by this Amendment, of which it becomes aware.

(e) CONTRACTOR agrees to ensure that any agent, including a contract hearing officer or other subcontractor, to whom it provides Protected Health Information or EPHI received from, or created or received by CONTRACTOR on behalf of COUNTY, agrees to the same restrictions and conditions that apply through the Agreement, as amended by this Amendment, to CONTRACTOR with respect to such information.

(f) CONTRACTOR agrees to provide access, at the request of COUNTY, and in the time and manner designated by COUNTY, to Protected Health Information and EPHI in a Designated Record Set (the hearing file), to COUNTY or, as directed by COUNTY, to an Individual in order to meet the requirements under 45 CFR 164.524.

(g) CONTRACTOR agrees to make any amendment(s) to Protected Health Information and EPHI in a Designated Record Set that the COUNTY directs or agrees to pursuant to 45 CFR 164.526 at the request of COUNTY or an Individual, and in the time and manner designated by COUNTY.

(h) CONTRACTOR agrees to make internal practices, books, and records, including policies and procedures and any Protected Health Information or EPHI, relating to the use and disclosure of Protected Health Information and EPHI received from, or created or received by CONTRACTOR on behalf of COUNTY, available to COUNTY or to the Secretary, within the time and in the manner designated by COUNTY or the Secretary, for purposes of the Secretary determining COUNTY's compliance with the Privacy Rule or Security Rule.

(i) CONTRACTOR agrees to refer requests for disclosures of Protected Health Information and EPHI to the COUNTY for response, except for requests related to conducting the contested case hearing. To the extent CONTRACTOR discloses Protected Health Information or EPHI for purposes not related to conducting the contested case hearing, CONTRACTOR agrees to document such disclosures to the extent such documentation is required for COUNTY to respond to a request by an Individual for an accounting of disclosures of Protected Health Information and EPHI in accordance with 45 CFR 164.528.

(j) CONTRACTOR agrees to provide to COUNTY or an Individual, in time and manner to be designated by COUNTY, information collected in accordance with Section 2(i) of this Amendment, to permit COUNTY to respond to a request by an Individual for an accounting of disclosures of Protected Health Information and EPHI in accordance with 45 CFR 164.528.

(k) CONTRACTOR agrees to implement administrative, physical and technical safeguards that reasonably and appropriately protect the confidentiality, integrity, and availability of the EPHI that it creates, receives, maintains, or transmits on behalf of the COUNTY.

(l) In the event of Discovery of a Breach of Unsecured Protected Health Information, CONTRACTOR shall:

- (i) Notify the COUNTY of such Breach. Notification shall include identification of each individual whose Unsecured Protected Health Information has been, or is reasonably believed by CONTRACTOR to have been accessed, acquired or disclosed during such Breach and any other information as may be reasonably required by the COUNTY necessary for the COUNTY to meet its notification obligations;
- (ii) Confer with the COUNTY as to the preparation and issuance of an appropriate notice to each individual whose Unsecured Protected Health Information has been, or is reasonably believed by CONTRACTOR to have been accessed, acquired or disclosed as a result of such Breach;
- (iii) Where the Breach involves more than 500 individuals, confer with the COUNTY as to the preparation and issuance of an appropriate notice to prominent media outlets within the State or as appropriate, local jurisdictions; and,

- (iv) Confer with the COUNTY as to the preparation and issuance of an appropriate notice to the Secretary of DHHS of Unsecured Protected Health Information that has been acquired or disclosed in a Breach. CONTRACTOR understands that if the Breach was with respect to 500 or more individuals, such notice to the Secretary must be provided immediately, and therefore, time is of the essence in the obligation to confer with the COUNTY. If the Breach was with respect to less than 500 individuals, a log may be maintained of any such Breach and the log shall be provided to the Secretary annually documenting such Breaches occurring during the year involved.
  - (v) Except as set forth in (vi) below, notifications required by this section are required to be made without unreasonable delay and in no case later than 60 calendar days after the Discovery of a Breach. Therefore, the notification of a Breach to the COUNTY shall be made as soon as possible and CONTRACTOR shall confer with the COUNTY as soon as practicable thereafter, but in no event, shall notification to the COUNTY be later than 30 calendar days after the Discovery of a Breach. Any notice shall be provided in the manner required by the HITECH Act, sec 13402(e) and (f), Public Law 111-5, 45 CFR 164.404 through 164.410 and as agreed upon by the COUNTY.
  - (vi) Any notification required by this section may be delayed by a law enforcement official in accordance with the HITECH Act, sec 13402(g), Public Law 111-5.
  - (vii) For purposes of this section, the terms "Unsecured Protected Health Information" and "Breach" shall have the meaning set forth in 45 CFR § 164.402. A Breach will be considered as "Discovered" in accordance with the HITECH Act, sec 13402(c), Public Law 111-5, 45 CFR 164.404(a)(2).
- (m) CONTRACTOR shall comply with 45 C.F.R. 164.308, 164.310, 164.312 and 164.316 and all requirements of the HITECH Act, Public Law 111-5, that relate to security and that are made applicable to Covered Entities, as if CONTRACTOR were a Covered Entity.
- (n) CONTRACTOR shall be liable to the COUNTY, and shall indemnify the COUNTY for any and all direct costs incurred by the COUNTY, including, but not limited to, costs of issuing any notices required by HITECH or any other applicable law, as a result of CONTRACTOR's Breach of Unsecured Protected Health Information.

### **3. PERMITTED USES AND DISCLOSURES BY CONTRACTOR.**

#### **(a) General Use and Disclosure Provisions.**

- (1) Except as otherwise limited or prohibited by this Amendment, CONTRACTOR may use or disclose Protected Health Information and EPHI to perform functions, activities, or services for, or on behalf of, COUNTY as specified in the Agreement and this Amendment, provided that such use or disclosure would not violate the Privacy Rule or Security Rule if done by COUNTY or the minimum necessary policies and procedures of COUNTY.
- (2) COUNTY has determined that disclosures to CONTRACTOR under the Agreement are necessary and appropriate for COUNTY's Treatment, Payment and Health Care Operations under the HIPAA Privacy Rule and Security Rule and Required By Law under Or Laws 1999, ch. 849 (HB 2525).
- (3) All applicable federal and state confidentiality or privacy statutes or regulations, and related procedures, continue to apply to the uses and disclosures of information under this Amendment, except to the extent preempted by the HIPAA Privacy Rule and Security Rule.

#### **(b) Specific Use and Disclosure Provisions.**

(1) Except as otherwise limited in this Amendment, CONTRACTOR may use Protected Health Information and EPHI for the proper management and administration of the CONTRACTOR or to carry out the legal responsibilities of the CONTRACTOR.

(2) Except as otherwise limited in this Amendment, CONTRACTOR may disclose Protected Health Information and EPHI for the proper management and administration of the CONTRACTOR, provided that disclosures are Required By Law, or CONTRACTOR obtains reasonable assurances from the person 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 CONTRACTOR of any instances of which it is aware in which the confidentiality of the information has been breached.

(3) CONTRACTOR may use Protected Health Information and EPHI to report violations of law to appropriate Federal and State authorities, consistent with 45 CFR 164.502(j)(1).

(4) CONTRACTOR may not aggregate or compile COUNTY's Protected Health Information or EPHI with the Protected Health Information or EPHI of other Covered Entities unless the Agreement permits CONTRACTOR to perform Data Aggregation services. If the Agreement permits CONTRACTOR to provide Data Aggregation services, CONTRACTOR may use Protected Health Information and EPHI to provide the Data Aggregation services requested by COUNTY as permitted by 45 CFR 164.504(e)(2)(i)(B), subject to any limitations contained in this Amendment. If Data Aggregation services are requested by COUNTY, CONTRACTOR is authorized to aggregate COUNTY's Protected Health Information and EPHI with Protected Health Information or EPHI of other Covered Entities that the CONTRACTOR has in its possession through its capacity as a CONTRACTOR to such other Covered Entities provided that the purpose of such aggregation is to provide COUNTY with data analysis relating to the Health Care Operations of COUNTY. Under no circumstances may CONTRACTOR disclose Protected Health Information or EPHI of COUNTY to another Covered Entity absent the express authorization of COUNTY.

#### **4. OBLIGATIONS OF COUNTY.**

(a) COUNTY shall notify CONTRACTOR of any limitation(s) in its notice of privacy practices of COUNTY in accordance with 45 CFR 164.520, to the extent that such limitation may affect CONTRACTOR's use or disclosure of Protected Health Information and EPHI. COUNTY may satisfy this obligation by providing CONTRACTOR with COUNTY's most current Notice of Privacy Practices.

(b) COUNTY shall notify CONTRACTOR of any changes in, or revocation of, permission by Individual to use or disclose Protected Health Information or EPHI, to the extent that such changes may affect CONTRACTOR's use or disclosure of Protected Health Information and EPHI.

(c) COUNTY shall notify CONTRACTOR of any restriction to the use or disclosure of Protected Health Information or EPHI that COUNTY has agreed to in accordance with 45 CFR 164.522, to the extent that such restriction may affect CONTRACTOR's use or disclosure of Protected Health Information or EPHI.

#### **5. PERMISSIBLE REQUESTS BY COUNTY.**

(a) COUNTY shall not request CONTRACTOR to use or disclose Protected Health Information or EPHI in any manner that would not be permissible under the Privacy Rule or Security Rule if done by COUNTY, except as permitted by Section 3(b) above.

(b) COUNTY may conduct a survey of CONTRACTOR with respect to CONTRACTOR's compliance with the terms of this Agreement and applicable law for the establishment of policies and procedures for the safeguarding of any Protected Health Information and EPHI provided to CONTRACTOR by COUNTY. CONTRACTOR shall implement any recommendations of COUNTY resulting from such

surveys as may be reasonably necessary to ensure compliance with the terms of this Agreement and applicable law for the safeguarding of any Protected Health Information and EPHI provided to CONTRACTOR by COUNTY.

## **6. TERM AND TERMINATION.**

(a) **Effective Date; Term.** This Amendment shall be effective on the date on which all parties have executed it and all necessary approvals, if any, have been granted. This Amendment shall terminate on the earlier of (i) the date of termination of the Agreement, or (ii) the date on which termination of the Amendment is effective under Section 6(b).

(b) **Termination for Cause.** In addition to any other rights or remedies provided in this Agreement, upon either the COUNTY's or CONTRACTOR's knowledge of a material breach by the other party of that party's obligations under this Amendment, the party not in breach shall either:

(1) Notify the other party of the breach and specify a reasonable opportunity in the Notice of Breach to the party in breach to cure the breach or end the violation, and terminate the Agreement and this Amendment if the party in breach does not cure the breach of the terms of this Amendment or end the violation within the time specified;

(2) Immediately terminate the Agreement and this Amendment if the party in breach has breached a material term of this Amendment and cure is not possible in the reasonable judgment of the party not in breach; or

(3) If neither termination nor cure is feasible, the party not in breach shall report the violation to the Secretary.

(4) The rights and remedies provided in this Amendment are in addition to any rights and remedies provided in the Agreement.

(c) **Effect of Termination.**

(1) Except as provided in paragraph (2) of this Section 6(c), upon termination of the Agreement and this Amendment, for any reason, the party in breach shall, at the other party's option, return or destroy all Protected Health Information and EPHI received from the other party, or created or received by CONTRACTOR on behalf of COUNTY. This provision shall apply to Protected Health Information and EPHI that is in the possession of CONTRACTOR or agents of CONTRACTOR. CONTRACTOR shall retain no copies of the Protected Health Information or EPHI.

(2) In the event that CONTRACTOR determines that returning or destroying the Protected Health Information or EPHI is infeasible, CONTRACTOR shall provide to COUNTY notification of the conditions that make return or destruction infeasible. Upon COUNTY's written acknowledgement that return or destruction of Protected Health Information or EPHI is infeasible, CONTRACTOR shall extend the protections of this Amendment to such Protected Health Information and EPHI and limit further uses and disclosures of such Protected Health Information and EPHI to those purposes that make the return or destruction infeasible, for so long as CONTRACTOR maintains such Protected Health Information or EPHI.

## **7. MISCELLANEOUS.**

(a) **Regulatory References.** A reference in this Amendment to a section in the Privacy Rule, Security Rule, or the HITECH Act means the section in effect as of the effective date of this Amendment or as the Rules may be subsequently amended from time to time.

(b) **Amendment; Waiver.** The Parties agree to take such action as is necessary to amend the Agreement and this Amendment from time to time as is necessary for COUNTY to comply with the requirements of

the Privacy Rule, Security Rule, HIPAA and the HITECH Act. No provision hereof shall be deemed waived unless in 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 other right or remedy under this Amendment.

(c) Survival. The respective rights and obligations of CONTRACTOR under Section 6(c), this Section 7(c), and Section 7(e) of this Amendment shall survive the termination of the Agreement and this Amendment.

(d) Interpretation; Order of Precedence. Any ambiguity in this Amendment or the Agreement shall be resolved to permit COUNTY to comply with the Privacy Rule, Security Rule and the HITECH Act. The terms of this Amendment amend and supplement the terms of the Agreement, and whenever possible, all terms and conditions in this Amendment and the Agreement are to be harmonized. In the event of a conflict between the terms of this Amendment and the terms of the Agreement, the terms of this Amendment shall control; provided, however, that this Amendment shall not supercede any other federal or state law or regulation governing the legal relationship of the parties, or the confidentiality of records or information, except to the extent that HIPAA preempts those laws or regulations. In the event of any conflict between the provisions of the Agreement (as amended by this Amendment) and the Privacy Rule or Security Rule, the Privacy Rule and Security Rule shall control.

(e) No Third-Party Beneficiaries. COUNTY and CONTRACTOR are the only parties to this Amendment and are the only parties entitled to enforce its terms. Nothing in this Amendment gives, is intended to give, or shall be construed to give or provide any benefit or right, whether directly, indirectly, or otherwise, to third persons unless such third persons are individually identified by name herein and expressly described as intended beneficiaries of the terms of this Amendment.

(f) Successors and Assigns. The provisions of this Amendment and the Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors and permitted assigns, if any.

(g) Except As Amended. Except as amended by this Amendment, all terms and conditions of the Agreement shall remain in full force and effect.

## 8. SIGNATURES.

By signing this Amendment, the parties certify that they have read and understood this Amendment, that they agree to be bound by the terms of this Amendment and the Agreement, as amended, and that they have the authority to sign this Amendment.

COUNTY:

By: [Signature]  
Title: Chair, Board of Commissioners  
Date: 5-19-16

CONTRACTOR:

Andrea Kessinger  
By: [Signature]  
Title: APEN  
Date: 5-4-16



## HEALTH AND HUMAN SERVICES DEPARTMENT

ADMINISTRATIVE SERVICES DIVISION- 503-434-7523

627 N.E. Evans – McMinnville, OR 97128 – TTY 1-800-735-2900

May 4, 2016

Andrea Kessinger, MSN, FNP-C, PMHNP  
2608 Louisiana Street  
Lawrence, KS 66046

Dear Andrea:

This letter is to officially note the County's offer and your acceptance of the position of Psychiatric Mental Health Nurse Practitioner, in the Yamhill County Health and Human Services Department, pending approval by the Yamhill County Board of Commissioners and passing all pre-employment requirements including a criminal history check, proof of licensure and DEA number.

Your duties will begin on Monday, May 24, 2016 at 8 a.m. at the Yamhill County Health and Human Services (YCHS) Adult Services Building at 627 NE Evans Street, in McMinnville, Oregon. After completing orientation, your usual work schedule will typically be Monday through Thursday from 8:00 a.m. to 7:00 p.m. with an hour lunch break. Of the 40 hours per week, 8 will be located at the Yamhill County Family and Youth Program at 420 NE 5<sup>th</sup> Street in McMinnville, Oregon.

You will be a contract employee as outlined in the attached Employment Agreement. Your base hourly rate will be \$69.19/hour (\$68.16 for 32 hours a week at Adult Behavioral Health and \$73.28 for 8 hours a week in Family and Youth). In addition, the base rate will be increased by \$11.00 until such time as an award is received from the Medicaid Primary Care Loan Repayment program. Upon the effective date of the award, your rate will revert back to the base of \$69.19/hour. County benefits are offered as a part of this Employment Agreement. In addition, the county will pay invoices for moving and relocations costs up to \$10,000 and up to \$750 for nursing certifications in the State of Oregon as outlined in the contract.

Please obtain the following and submit to me prior to your start date.

- Copy of license and/or certifications
- National Provider Identifier Standard (NPI) <https://nppes.cms.hhs.gov/NPPES/StaticForward.do?forward=static.npistart>
- DMAP Identification – Contact Caren Anderson, HHS Administration at 503-474-4973 to complete application.
- DEA Number

Additionally, please contact Dee Johnson in Human Resources to begin the background check process. She can be reached at [johnsond@co.yamhill.or.us](mailto:johnsond@co.yamhill.or.us) (preferred) or by phone at (503) 434-7308. Human Resources will meet with you within the first two days of hire for required new hire paperwork. You will also be required to show proof of eligibility to accept employment in the USA by adequately completing an Employment Eligibility Verification (I-9) form on your first day of work. You should also bring your social security card for payroll verification purposes.

If these conditions are acceptable, please sign below and return this letter to me on or before the employment start date noted above. Please keep a copy for your files.

Welcome aboard the Health and Human Services Team! We look forward to working with you soon.

Sincerely,

Silas Halloran-Steiner, Director

B.O. 116-184



ADMINISTRATION  
ADULT PROGRAMS  
HEALTH PROGRAMS  
FAMILY AND YOUTH PROGRAMS

## HEALTH AND HUMAN SERVICES DEPARTMENT

ADMINISTRATIVE SERVICES DIVISION - 503-434-7523

627 N.E. Evans - McMinnville, OR 97128 - TTY 1-800-735-2900

Andrea Kessinger, MSN, FNP-C, PMHNP  
2608 Louisiana Street  
Lawrence, KS 66046

I accept the terms as offered subject to approval by the Board of Commissioners and a successful background check. I also understand that no representative of Yamhill County has any authority to enter into an agreement for employment for a specified period time, nor to any agreement contrary to the above, and I will be notified of changes in the above conditions, should they occur.

Signature

*Andrea Kessinger*

Date

*5-4-16*

Andrea Kessinger

*B.O. 112-184*