CALIFORNIA MENTAL HEALTH SERVICES AUTHORITY MASTER PARTICIPATION AGREEMENT BEHAVIORAL HEALTH WORKFORCE PROGRAM COVER SHEET

1.	San N	/lateo County ("	Participant") desires to participate in the Program identified below.
	Name	e of Program: Be	ehavioral Health Workforce Program
2.	Progr partic	am will be gov cipation agreem	ealth Services Authority ("CalMHSA") and Participant acknowledge that the rerned by CalMHSA's Joint Powers Agreement and its Bylaws, and by this ent. The following exhibits are intended to clarify how the provisions of those oplied to this particular Program.
	0	Exhibit A	Program Description and Funding
	0	Exhibit B	General Terms and Conditions
	0	Exhibit C	Temporary Clinical Staffing/Permanent Staff Recruitment Program
			 Attachment A – Order Form Template
	0	Exhibit D	Training and Certification Courses
			 Attachment B – Order Form Template
	0	Exhibit E	Medi-Cal Peer Support Specialist Offerings
			 Attachment C – Order Form Template
	0	Exhibit F	CalMHSA Workforce Loan Repayment
			 Attachment D – CWLR Requirements
	0	Exhibit G	Remote Supervision
			Attachment E – Order Form Template
3.	The n	naximum amou	nt payable under this Agreement is not to exceed \$1,250,000.
4.	Funds	s payable under	this agreement are subject to reversion:
	Yes: F	Reversion Date _	June 30, 2033
	Coun	ty to confirm if	funds payable under this agreement are:
	• F	rom a federal so	ource or program (explain below) Amount \$N/A
	• R	estricted (expla	in below): Amount \$N/A

• Contingent (explain below):

Amount \$ ____N/A____

Explanation of Restriction(s):

100% of funds are from San Mateo County's local Mental Health Services Act (MHSA). Because Workforce Education and Training funds will be utilized, this Agreement will maintain a 10-year reversion period. *County confirms that aside from the above, there are no other funding restrictions.

- 5. The term of the Program is July 1, 2023, through June 30, 2026
- 6. Authorized Signatures:

Cal	lM	HS	Α
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Signed:	Name (Printed): Dr. Amie Miller, Psy.D., MFT
Title: Executive Director	Date:
Participant:	
Signed:	Name (Printed):
Title: Board of Supervisors/ CAO	Date:
Signed:	Name (Printed):

Participation Agreement EXHIBIT A – PROGRAM DESCRIPTION

- A. Name of Program: Behavioral Health Workforce Program
- B. Term of Program: July 1, 2023, through June 30, 2026
- C. Program Objective and Overview:

Objective:

In an effort to combat the labor workforce shortages and lack of adequate training across California County Behavioral Health Agencies, CalMHSA has created a new Behavioral Health Workforce Program that will act as the umbrella program for a variety of workforce, staffing, and training programs.

Overview:

The Behavioral Health Workforce Program Master Participation Agreement includes separate programs Participants may choose to join. Each program has a designated Exhibit describing the program goals, and an accompanying, distinct Order Form that reflects the costs and administrative fees associated with that specific program. This Agreement's not-to-exceed total listed on the Agreement Cover Page is an estimated amount determined based on your County size.

EXHIBIT B - General Terms and Conditions

I. Definitions

The following words, as used throughout this Participation Agreement, shall be construed to have the following meaning, unless otherwise apparent from the context in which they are used:

- CalMHSA California Mental Health Services Authority, a Joint Powers Authority (JPA) created by counties in 2009 at the instigation of the California Mental Health Directors Association to jointly develop and fund mental health services and education programs.
- **II.** <u>Member</u> A County (or JPA of two or more Counties) that has joined CalMHSA and executed the CalMHSA Joint Powers Agreement.
- III. <u>Mental Health Services Act (MHSA)</u> A law initially known as Proposition 63 in the November 2004 election that added sections to the Welfare and Institutions Code providing for, among other things, PEI Programs.
- **IV.** <u>Mental Health Services Division (MHSD)</u> The Division of the California Department of Health Care Services responsible for mental health functions.
- **V.** Participant Any County participating in the Program either as Member of CalMHSA or under a Memorandum of Understanding with CalMHSA.
- **VI.** Program The program identified in the Cover Sheet.

II. Responsibilities

- A. Responsibilities of CalMHSA:
 - a. Act as the Fiscal and Administrative agent for the Program.
 - b. Manage funds received consistent with the requirements of any applicable laws, regulations, guidelines and/or contractual obligations.
 - c. Provide regular fiscal reports to Participant and/or other public agencies with a right to such reports.
 - d. Comply with CalMHSA's Joint Powers Agreement and Bylaws.

B. Responsibilities of Participant:

- a. Participant will pay for individual program services as defined in the fiscal terms in each individual Exhibits C, D, E, F, and G.
- b. Provide CalMHSA and any other parties deemed necessary with requested information and assistance in order to fulfill the purpose of the Program.
- c. Responsible for any and all assessments, creation of individual case plans, and providing or arranging for services.
- d. Cooperate by providing CalMHSA with requested information and assistance in order to fulfill the purpose of the Program.

- e. Provide feedback on Program performance.
- f. Comply with applicable laws, regulations, guidelines, contractual agreements, JPAs, and bylaws.

III. Duration, Term, and Amendment

- **A.** The term of the Program is 35 months.
- **B.** This Agreement may be supplemented, amended, or modified only by the mutual agreement of CalMHSA and the Participant, expressed in writing and signed by authorized representatives of both parties.

IV. Withdrawal, Cancellation, and Termination

- **A.** Participant may withdraw from the Program and terminate the Participation Agreement upon six (6) months' written notice. Notice shall be deemed served on the date of mailing.
- **B.** The withdrawal of a Participant from the Program shall not automatically terminate its responsibility for its share of the expense and liabilities of the Program. The contributions of current and past Participants are chargeable for their respective share of unavoidable expenses and liabilities arising during the period of their participation.
- C. Upon cancellation, termination, or other conclusion of the Program, any funds remaining undisbursed after CalMHSA satisfies all obligations arising from the administration of the Program shall be returned to Participant. Unused funds paid for a joint effort will be returned pro rata to Participant in proportion to payments made. Adjustments may be made if disproportionate benefit was conveyed on particular Participant. Excess funds at the conclusion of county-specific efforts will be returned to the particular County that paid them.

V. Fiscal Provisions

A. Funding required from Participant will not exceed \$1,250,000 during the project period.

VI. Limitation of Liability and Indemnification

- **A.** CalMHSA is responsible only for funds as instructed and authorized by participants. CalMHSA is not liable for damages beyond the amount of any funds which are identified on the cover page of this Agreement, without authorization or contrary to Participant's instructions.
- B. CalMHSA is not undertaking responsibility for assessments, creation of case or treatment plans, providing or arranging services, and/or selecting, contracting with, or supervising providers (collectively, "mental health services"). Participant will defend and indemnify CalMHSA for any claim, demand, disallowance, suit, or damages arising from Participant's acts or omissions in connection with the provision of mental health services.

Exhibit C – Temporary Clinical Staffing/Permanent Staff Recruitment Program

I. Program Overview:

This program was developed to provide both temporary and permanent in-person and remote clinical staffing to support County Behavioral Health Departments. If requested, contractor may provide on-site evaluation to Counties to determine staffing needs and will conduct bi-weekly on-site visits after initial site placement.

II. Budget and Fiscal Provisions:

A. Rates for Services -

	Rates for Clinical Staff Recruitment Services					
Job Class	Rate	After 26 Weeks Rate	After 6 Months Rate			
LVN	\$80.50	\$76.48	\$76.48			
LPN	\$80.50	\$76.48	\$76.48			
RN	\$126.50	\$120.18	\$120.18			
Psychologists	\$189.75	\$180.26	\$180.26			
Psychologists Intern	\$97.75	\$92.86	\$92.86			
Psychiatrists	\$408.25	\$387.84	\$387.84			
Marriage and Family Therapists	\$103.50	\$98.33	\$98.33			
Marriage and Family Therapists-Intern	\$80.50	\$76.48	\$76.48			
Licensed Clinical Social Worker	\$126.50	\$120.18	\$120.18			
Clinical Social Worker-Intern	\$94.30	\$89.59	\$89.59			
Licensed Professional Clinical Counselor	\$115.00	\$109.25	\$109.25			
Professional Clinical Counselor Intern	\$97.75	\$92.86	\$92.86			
	Tele-Psychiatr	y/Therapy Bill Rates				
Tele-Psychologists	\$113.85	\$108.16	\$108.16			
Tele-Psychiatry	\$276.00	\$262.20	\$262.20			
Tele-M&FT	\$92.00	\$87.40	\$87.40			
Tele-LCSW	\$97.75	\$92.86	\$92.86			
Tele-LPCC	\$97.75	\$92.86	\$92.86			

B. Payment Method -

Participant will submit an Order Form to CalMHSA on a quarterly basis at accountsreceivable@calmhsa.org using the template listed in Exhibit C – Attachment A –Order Form Template. CalMHSA will then invoice for services requested. Participant will pay invoice within 30 days of receipt. Participant will pay in arrears for services utilized.

C. Administrative Fee -

Participant will be charged a 15% administrative fee inclusive in the total cost of each service.

Participation Agreement

Attachment A – Temporary Clinical Staffing/Permanent Staff Recruitment Program

[ORDER	FORM	#]
[DATE]		

PARTICIPANT:

PAYMENT MADE TO:

Job Class	Hourly Rate	Hours Served	Total
LVN	\$74.75	10	\$747.50
LPN			
RN			
Psychologists			
Psychologists Intern			
Psychiatrists			
Marriage and Family Therapists			
Marriage and Family Therapists-Intern			
Licensed Clinical Social Worker			
Clinical Social Worker-Intern			
Licensed Professional Clinical Counselor			
Professional Clinical Counselor Intern			
Tele-Psychologists			
Tele-Psychiatry			
Tele-M&FT			
Tele-LCSW			
Tele-LPCC			
otal Cost of Clinical Staffing			\$747.50
Total Total			\$747.50

Authorized Signator	r y :	
Name:		
Date:		

Exhibit D – Training and Certification Courses

I. Program Overview:

This program was created to provide Training and Certification courses to Participant's staff as needed. Depending on the type of course, training and certifications will be made available via a virtual meeting platform or recorded online at CalMHSA's Learning Management System. Examples of potential trainings and certifications include substance use, mental health, law and ethics, 5150, and care coordination.

II. Budget and Fiscal Provisions:

A. Rates for Services -

Training Type	Rate
Training and Certification	Not to Exceed \$100,000 over the project period

B. Payment Method -

Participant will submit an Order Form to CalMHSA on a monthly basis at accountsreceivable@calmhsa.org using the template listed in Exhibit D – Attachment B –Order Form Template. CalMHSA will then invoice for services requested. Participant will pay invoice within 30 days of receipt. Participant will pay in arrears for services utilized.

C. Administrative Fee -

Participant will be charged a 15% administrative fee inclusive in the total cost of each service.

III. Registration and Alerts

Participant will be alerted of potential courses either via an email to a designated County liaison, publicly posted on our website, and/or be made available through the CalMHSA Virtual Learning Management System. Participant will register for the courses via a registration link provided by CalMHSA either directly via email, publicly posted on our website, and/or be made available through the CalMHSA Virtual Learning Management System.

Participation Agreement

Attachment B – Training Program Order Form

[ORDER	FORM	#]
[DATE]		

PARTICIPANT:

PAYMENT MADE TO:

	Training P	rogram Order Fo	rm	
Registrant Name	Date of Course	Training Course	Rate	Total
Jane Doe	7/1/23	3-Hour 5150 Training	\$130	\$130
Total Cost of Courses				\$130.0
Total				\$13

Total Cost of Courses	<u> </u>	<u> </u>	\$130.00
Total			\$130
Authorized Signatory:			
Name:			
Date:			

Exhibit E – Medi-Cal Peer Support Specialist Program Offerings

I. Program Overview:

CalMHSA established a Medi-Cal Peer Support Specialist Certification program as required in <u>BHIN</u>
21-041 for interested counties. This program allows the Participant to purchase Medi-Cal Peer Support Specialist Certification related items as needed.

II. Budget and Fiscal Provisions:

A. Rates for Services -

Item	Cost
Peer Support Specialist Certification Bundle* (covers costs of application, core competency	\$1,850
training, and one-time exam)	
Application for Medi-Cal Peer Support Certification	\$100
80-hour Core Competency Training for Medi-Cal Peer Support Specialist	Not to Exceed \$1600*
Parent Family Caregiver Specialization Training Course	Not to Exceed \$1600*
Crisis Specialization Training Course	Not to Exceed \$1600*
Unhoused Specialization Training Course	Not to Exceed \$1600*
Justice-Involved Specialization Training Course	Not to Exceed \$1600*
Medi-Cal Peer Support Specialist Certification Exam	\$150/per attempt
Exam Retake	\$150/per attempt
Biennial Renewal for— re-certification for Medi-Cal Peer Support Specialist	\$80
Reinstatement of Certification for Medi-Cal Peer Support Specialist	\$80

Training Provider Application - Medi-Cal Peer Support Specialist Training (valid for 2 years	\$300
from date of approval)	
Training Provider Application – Specialization Training Course(s) (valid for 2 years from date of approval)	\$300/per specialization
Training Provider Application - Continuing Education Training (valid for 2 years from date of approval)	\$300
Training Provider Application – 40-Hour Refresher Training Course for Medi-Cal Peer Support Specialist (valid for 2 years from date of approval)	\$300
Training Provider Application – Renewal of Approval (valid for 2 years from date of reapproval)	\$300
Supervisor Training	\$0

^{*}Training Course Fees will be dependent on the Training Vendor Selected.

B. Payment Method -

Participant will submit an Order Form to CalMHSA on a monthly basis at accountsreceivable@calmhsa.org using the template listed in Exhibit E – Attachment C –Order Form Template. CalMHSA will then invoice Participant for services requested. Participant will pay invoice within 30 days of receipt. Participant will pay in arrears for services utilized.

C. Administrative Fee -

Participant is subject to a 15% administrative fee to be charged only to the following items:

- 1. Peer Support Specialist Certification Bundle* (covers costs of application, core competency training, and one-time exam)
- 2. 80-hour Core Competency Training for Medi-Cal Peer Support Specialist
- 3. Parent Family Caregiver Specialization Training Course
- 4. Crisis Specialization Training Course
- 5. Unhoused Specialization Training Course
- 6. Justice-Involved Specialization Training Course

Participation Agreement

Attachment C – Medi-Cal Peer Support Specialist Program Offerings

[ORDER FORM #] [DATE]

PARTICIPANT:

PAYMENT MADE TO:

Medi-Cal Peer Support Specialist Program Order Form			
Item	Cost **	Number of Items	Total
Peer Support Specialist Certification	\$1,850*		
Bundle* (covers costs of application, core			
competency training, and one-time exam)			
Application for Medi-Cal Peer Support	\$100		
Certification			
80-hour Core Competency Training for	Not to Exceed \$1600*		
Medi-Cal Peer Support Specialist			
Parent Family Caregiver Specialization	Not to Exceed \$1600*		
Training Course			
Crisis Specialization Training Course	Not to Exceed \$1600*		
Unhoused Specialization Training Course	Not to Exceed \$1600*		
Justice-Involved Specialization Training	Not to Exceed \$1600*		
Course			
Medi-Cal Peer Support Specialist	\$150/per attempt		
Certification Exam			
Exam Retake	\$150/per attempt		
Biennial Renewal for- re-certification for	\$80		
Medi-Cal Peer Support Specialist			
Reinstatement of Certification for Medi-	\$80		
Cal Peer Support Specialist			
Training Provider Application - Medi-Cal	\$300		
Peer Support Specialist Training (valid for			
2 years from date of approval)			
Training Provider Application –	\$300/per specialization		
Specialization Training Course(s) (valid for			
2 years from date of approval)			
Training Provider Application - Continuing	\$300		
Education Training (valid for 2 years from			
date of approval)			

Training Provider Application – 40-Hour	\$300	
Refresher Training Course for Medi-Cal		
Peer Support Specialist (valid for 2 years		
from date of approval)		
Training Provider Application – Renewal of	\$300	
Approval (valid for 2 years from date of re-		
approval)		
Supervisor Training	\$0	
Total Cost for Items		
Administrative Fee 15% for Cost of Items*		
Total Cost		

^{*}Administrative Fee only applies to specific items as identified in Exhibit E of 4966-WORK-2023-SMC Agreement.

Authorized Signatory:	
Name:	
Date:	

^{**} Training Course Fees will be dependent on the Training Vendor Selected. Participant will confirm with CalMHSA which fees to input based on their staff training selection.

Participation Agreement

Exhibit F - CalMHSA Workforce Loan Repayment

I. Program Overview:

This program will provide financial incentive to hire and retain qualified, eligible employees in "hard to fill/retain" positions in the Participant County system, including employees of community-based organizations.

A CalMHSA Workforce Loan Repayment (CWLR) award recipient may receive awards in the amount of \$50,000 to repay educational loans in exchange for a 3-year service obligation in a hard-to-fill/retain positions. The determination of hard-to-fill/retain positions shall be based upon criteria detailed in Attachment F hereto and pursuant to the participating County's individual guidelines. An award recipient's job change to a different organization during the application review process through completion of the required 3-year service obligation would be cause for disqualification as it voids the minimum length of time for the employment requirement. An award recipient may retain an award if they transfer to another hard-to-fill/retain position within the same entity.

II. Budget and Fiscal Provisions:

- A. Funding required from Participant will not exceed \$0 during the project period for this project.
- **B.** Participant will pay an amount not to exceed \$0 to CalMHSA who will act as a fiscal intermediary in the implementation of the Program. CalMHSA shall invoice the Participant within 30 days of agreement execution for the total cost of this program. Upon cancellation, termination or other conclusion of this contract, any funds remaining undisbursed after CalMHSA satisfies all obligations arising from the administration of the Program shall be returned to Participant.

C. Administrative Fee-

CalMHSA will retain an administrative fee of 15% of the total cost of this agreement for administering these services.

III. Responsibilities

A. CalMHSA Workforce Loan Repayment Program Responsibilities

- 1. Act as the Fiscal and Administrative agent for the Program.
- 2. Manage funds received consistent with the requirements of any applicable laws, regulations, guidelines and/or contractual obligations.
- 3. Provide regular fiscal reports to Participant and/or other public agencies with a right to such reports.
- 4. Comply with CalMHSA's Joint Powers Agreement and Bylaws.
- 5. Develop CWLR application form and instructions, and marketing and outreach materials.
- 6. Coordinate with Participant about program timeline including application start and end dates.

- 7. Schedule and host technical assistance calls to provide opportunities for applicants to ask questions and receive technical assistance pertaining to their applications.
- 8. Respond to calls or emails from applicants about their applications and online submissions.
- 9. Coordinate with Participant to make award announcement and notify selected awardees.
- 10. Review and sign off on applicant's loan information, obtain proper authorization to pay lender on behalf of awardee, and cut and distribute checks to the lending institutions.
- 11. Collect and report demographic data as determined by Participant.
- 12. Develop contracts with each awardee.
- 13. Provide quarterly status reports to Participant indicating program updates, loan payment amounts, closing balance of funds and administrative costs.
- 14. Distribute awards and perform all other services consistent with all laws, including but not limited to the Mental Health Services Act.

B. Participant Workforce Loan Repayment Program Responsibilities

- 1. Participant will pay for individual program services as defined in the fiscal provisions in Exhibit F— Section II.
- 2. Provide CalMHSA and any other parties deemed necessary with requested information and assistance in order to fulfill the purpose of the Program.
- 3. Responsible for any and all assessments, creation of individual case plans, and providing or arranging for services.
- 4. Cooperate by providing CalMHSA with requested information and assistance in order to fulfill the purpose of the Program.
- 5. Provide feedback on Program performance.
- 6. Comply with applicable laws, regulations, guidelines, contractual agreements, JPAs, and bylaws.
- 7. Make announcement about application cycle opening through web posting on Participant internet and intranet, sharing information in systems of care staff meetings.
- 8. Coordinate and deliver presentations and provide workshops on Participant CWLR application information and eligibility criteria to potential applicants.
- 9. Establish and provide hard-to-fill/retain eligibility guidelines.
- 10. Respond to all email and phone inquiries from potential applicants and organizations about eligibility criteria, including changes in employment, and work-site eligibility.
- 11. Make all determinations regarding employee eligibility and certifications for and award of program benefits in compliance with applicable laws.
- 12. Send eligible applicant list to CalMHSA.
- 13. Transfer total program funds from the Participant to CalMHSA within 30 days of agreement execution.
- 14. Provide regular fiscal reports to Participants and/or other public agencies with a right to such reports.

Attachment D- CalMHSA Workforce Loan Repayment - Participant Criteria

San Mateo County -Hard to Fill/Retain Eligibility Criteria

Direct Service Staff – Requirements

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Work Hours	Must work a minimum of 32 hours per week in a public mental health program.
	Psychiatrists must work a minimum of 20 hours
	per week in a public mental health program.
Employment Status	Must be employed in an eligible provider role, as
	identified in the CWLR application.
Work Location	Must work within an eligible Participant County-
	operated mental health setting or a contracted,
	community-based mental health or substance
	use disorder agency. *

^{*} Hospital programs and publicly funded programs administered by adult correctional entities or services provided in adult correctional facilities are not eligible for this program.

Applicants must meet one of the following requirements:

1.	Providers who are bilingual in one of the Participant's threshold languages and/or who Represent the ethnically and	And/Or	Have lived experience as a mental health consumer/family member or represent one or more of the following ethnically and culturally diverse communities that the Participant
	culturally diverse communities that the Participant serves.		serves: African American, Asian Pacific Islander, Hispanic, Native American, South or
			Southeast Asian, or LGBTQI.
2.	Providers In hard to fill/retain positions or those who possess experience/ expertise in hard to Fill/retain skill sets.	OR	Providers with the following titles: Psychiatric Mental Health Nurse Practitioners, Clinical Psychiatric Pharmacist, Psychiatrists, especially child psychiatrists, Providers with integrated primary care/behavioral health care experience, or Providers who work in programs delivering services to: - Older Adults - Transitional Age Youth - LGBTQI Populations - Youth in the Juvenile Justice System

	- Clients with Substance Use/Co-	
	Occurring Conditions	

^{*} Change of jobs to a different organization during the application review process is cause for disqualification, as it voids the minimum length of time of the employment requirement. However, a change of job with the same organization, serving the same population in a hard to fill/retain position will not disqualify.

^{**} Direct Service is defined as: services that generates units of service, opening or closing cases, crisis intervention, assessments, individual /family /group therapy, rehabilitation services, medication evaluation/consultation, integrated behavioral and EBP interventions.

^{***}To receive credit, clearly identify your qualifying program, job function and direct service hours in the "Employment Verification" section of the CWLR application.

Exhibit G - Remote Supervision Program

I. Program Overview:

A. CalMHSA has entered into a contract with a remote supervision company, Motivo Consulting Inc., that matches behavioral health practitioners licensed in CA with pre-licensed clinical staff needing supervised clinical hours to quality for licensure (LCSW, LMFT, LPCC, Licensed Psychologist). Clinical supervision will be provided remotely, via a HIPAA-compliant platform, and can be provided individually or in triads/groups. Supervisors can be matched to pre-licensed staff practice area, and CalMHSA has developed a training to orient all supervisors to the CA public behavioral health context. CalMHSA is partnering with the California Healthcare Foundation (CHCF) to evaluate this remote supervision program, and participation in data collection will be requested of participating counties/pre-licensed staff. Data collection will focus on effectiveness of supervisor/supervisee relationship and county/supervisee satisfaction.

II. Budget and Fiscal Provisions:

A. Rates for Services -

	1
Use of Platform with a Remote Supervisor	Rate per hour:
Individual Supervision	\$86.25
1 associate; 1 supervisor	
Triad Supervision	\$149.50
2 associates; 1 supervisor	
Group Supervision	\$230.00
3-8 associates; 1 supervisor	
Administrative support provided outside of the	\$86.25
supervision session by a Motivo designated	
Supervisor (minimum 5 hrs/month applies)	

B. Payment Method -

Participant will submit an Order Form to CalMHSA on a monthly basis at accountsreceivable@calmhsa.org using the template listed in Exhibit G— Attachment E—Order Form Template. CalMHSA will then invoice for services requested. Participant will pay invoice within 30 days of receipt. Participant will pay in arrears for services utilized.

C. Administrative Fee -

Participant will be charged a 15% administrative fee inclusive in the total cost of each service.

Participation Agreement

Attachment E - Remote Supervision Program Order Form Template

[ORDER	FORM	#]
[DATE]		

PARTICIPANT:

PAYMENT MADE TO:

Remote Supervision Services*					
County	Date of Service Provided:	Use of Platform with Remote Supervisor(s):	Hours	Rate	Total
Example County	7/1/23	Individual Supervision 1 associate; 1 supervisor	5	\$86.25	\$431.25
Total Cost of Remote Supervision Services				I	\$431.25
Total				\$431.25	

Authorized Signatory:	
Name:	
Date:	