

EXHIBIT A

SPECIAL TERMS & PERFORMANCE MEASURES

- 1. Purpose of the Agreement:** Increase access to behavioral health providers for youth and young adults (YYA) throughout Yakima County.
- 2. Program Delivery:**
Increase behavioral health providers within the following YYA programs:
Outreach Team
Emergency Shelters including Extreme Winter Weather
Resource center
Young Adult Emergency Home and shelters
- 3. Key Activities:** Rod's House agrees to deliver behavioral health services to at least 300 unique youth and young adults annually within Yakima County, by hiring and management of the following positions.
 - Masters-level Licensed Director of Behavioral Health Specialist located at our administration office to oversee all Behavioral Health Specialists.
 - Masters-level Behavioral Health Specialist located at Yakima-based emergency shelters (youth & young adults)
 - Masters-level Behavioral Health Specialist located at Resource Center
 - Behavioral Health Intern on Outreach Team & at Extreme Winter Weather Shelter
 - Behavioral Health Intern at Yakima-based emergency shelters
 - Behavioral Health Intern at Resource Center
 - Behavioral Health Intern Young Adult Emergency Home
- 4. Performance Measures**

Performance Reports will be submitted quarterly to the Office of Human Services. These reports will cover progress on total number of clients (deduplicated) served and the frequency of services provided to each unique client and narrative summaries detailing program success, encountered barriers, and significant changes to the program.

Annual Submission of staff models including FTE and any vacant positions.

Employment Status of Awarded Positions

1. **Director of Behavioral Health**
 - a. Recruiting & Interviewing!
2. Behavioral Health **Specialist > Resource Center**
 - a. Dependent on Director of Behavioral Health hire
3. Behavioral Health **Specialist > Yakima-based emergency shelters**
 - a. Dependent on Director of Behavioral Health hire
4. Behavioral Health **Intern > Outreach & EWWS**
 - a. Dependent on Director of Behavioral Health hire
5. Behavioral Health **Intern > Resource Center**
 - a. Dependent on Director of Behavioral Health hire
6. Behavioral Health **Intern > Yakima-based emergency shelters**
 - a. Dependent on Director of Behavioral Health hire
7. Behavioral Health **Intern > YAEH**
 - a. Dependent on Director of Behavioral Health hire

The following data represents any services provided after 03/20/2024 (contract execution)

Young people who received Individual therapy	0
Young people who received Group therapy	0
Total unduplicated young people who received therapy	0
Individual therapeutic appointments completed	0
Group support/therapeutic appointments completed	0
Total behavioral health appointments completed	0

HMIS Unique Identifier	Number of Behavioral Health Services Received
NA	0

Narrative Summaries

A. Program Success

We have conducted multiple interviews with prospective applicants for the Director of Behavioral Health role. We made an offer to a licensed candidate, but the offer was turned down even after a sign-on bonus and a competitive wage was offered. Once the Director of Behavioral Health is hired, we will immediately begin recruiting and interviewing applicants to fill the vacant Behavioral Health Specialist roles. Once a specific program's Behavioral Health Specialist is hired, we will immediately begin recruiting and onboarding Behavioral Health Interns.

B. Encountered Barriers

While we have conducted several interviews, offering a competitive salary has been challenging due to other organizations in our industry offering six-figure salaries for comparable roles. Despite our attempt to make an attractive offer, which would have made the candidate the highest-paid employee at Rod's House, unfortunately, it was declined

C. Significant Changes

None at this time.