



AGENDA STAFF REPORT

Control: 26001052

MEETING DATE: 04/28/2026

LEGAL ENTITY TAKING ACTION: Board of Supervisors

BOARD OF SUPERVISORS DISTRICT(S): District 2

SUBMITTING AGENCY/DEPARTMENT: Health Care Agency

DEPARTMENT CONTACT PERSON(S): Veronica Kelley, 714-834-7024
Ian Kemmer, 714-834-2160

SUBJECT: Contract for Peer Workforce Development Services

CEO CONCUR	COUNTY COUNSEL REVIEW	CLERK OF THE BOARD
Concur	Approve agreement to form	DISCUSSION 3 Votes Board Majority

Budgeted: N/A	Current Year Cost: N/A	Annual Cost: FY 2026-27 \$1,867,401 FY 2027-28 \$1,959,578 FY 2028-29 \$2,055,957
Staffing Impact: No	Funding Source: State: Behavioral Health Services Act/Prop 1: 100%	Sole Source: No
Current Fiscal Year Revenue: N/A		County Audit in Last 3 years: No
Levine Act Review Completed? Yes		
Prior Board Action: N/A		

RECOMMENDED ACTION(S):

1. Approve Contract with Pacific Clinics for the provision of Peer Workforce Development Services, for the term July 1, 2026, through June 30, 2029, in an amount not to exceed \$5,882,936, renewable for two additional one-year terms.
2. Pursuant to Contract Policy Manual Section 3.3-113, authorize the County Procurement Officer or Deputized designee to exercise a contingency contract cost increase in an amount not to exceed 10 percent of the contract amount for the first year of the contract, for the entire term of the Contract, including renewals, and within the scope of work set forth in the contract. The use of this contingency contract cost increase is subject to approval requirements established by the County Procurement Officer.
3. Authorize the County Procurement Officer or Deputized designee to execute the Contract with Pacific Clinics, as referenced in the Recommended Actions above.

SUMMARY:

Approval of the Contract with Pacific Clinics to provide Peer Workforce Development Services will align with the workforce education and training activities identified in the Behavioral Health Integrated Plan.

BACKGROUND INFORMATION:

On December 9, 2025, the Health Care Agency (HCA) released a Request for Proposal (RFP) in the County’s online bidding system to solicit proposals from qualified providers for the provision of Peer Workforce Development Services (PWDS). The RFP included the County’s intent to award one contract to the qualified provider whose proposal was determined to be the most responsive to the requirements of the RFP. There were two responses received by the due date of January 13, 2026 - NAMI Orange County and Pacific Clinics. There were no protests received for this solicitation. The Orange County Preference Policy is not applicable to this Contract Award.

Proposal Evaluation Process

A standard evaluation panel of five subject matter experts, comprised of three members of the public and two County individuals, was recruited to evaluate the proposals. The evaluation panel evaluated the proposals and completed the procurement process prior to the changes to the Contract Policy Manual approved by the Board and recommended contract award to Pacific Clinics.

Respondent	Average Score
NAMI Orange County	573
Pacific Clinics	926

The PWDS aligns with the Behavioral Health Pathways strategy identified in the Orange County Behavioral Health Integrated Plan and supports workforce education and training within Orange County’s Behavioral Health Services (BHS) system of care. Pacific Clinics will serve individuals 18 years of age and older, and/or family members of such individuals , who are currently receiving services within Orange County’s BHS system of care.

Services will be delivered primarily at the County-owned Recovery Education Institute (REI) campus, with courses offered in-person, virtual, and hybrid formats as appropriate to maximize accessibility and participation.

Pacific Clinics will recruit, screen, and enroll eligible participants and provide structured educational programming through an annual academic schedule designed to support recovery, educational advancement, and preparation for employment within the behavioral health field. The PWDS program includes four core components:

1. **Workshop and Certification Programs:** Programs leading to industry-recognized certifications, including state-accredited Peer Support Specialist (PSS) training, Mental Health Worker certification courses, Community Health Worker pathways, and Alcohol and Drug Studies certificate courses.
2. **Pre-vocational Courses:** Courses focused on foundational workplace competencies, life skills, and career readiness to support participants in preparing for employment within the behavioral health workforce.
3. **College Credit Courses:** Courses offered in partnership with a regionally accredited post-secondary institution to support entry into an Associate of Arts degree pathway or other higher education opportunities.
4. **Extended Education Courses:** Courses designed to enhance vocational readiness, professional development, and career advancement within the behavioral health workforce.

Pacific Clinics will provide culturally and linguistically responsive services, academic advising, success coaching, peer partner support, and employment specialist services. The PWDS program is designed to strengthen participants’ vocational and academic competencies, support attainment of certifications and higher education credentials, and build a sustainable behavioral health workforce pipeline consistent with Behavioral Health Services Act (BHSA) workforce, education and training priorities.

Proposed Performance Outcome Measures for Fiscal Year (FY) 2026-29

Outcome Categories	Proposed	Proposed	Proposed
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	FY 2026-27	FY 2027-28	FY 2028-29
Number of students enrolled	500 students	550 students	600 students
Completion Rate of the State Accredited PSS application process	75%	75%	75%
Percentage of students achieving employment-related outcomes*	15%	18%	21%
Overall course completion rate	75%	75%	75%

*Includes internships, volunteer opportunities, and/or employment

HCA has verified there are no concerns that must be addressed with respect to Contractor’s ownership/names, litigation status or conflicts with County interests.

HCA staff have conducted due diligence on Pacific Clinics and reference checks were satisfactory and completed with Mental Health Association of Orange County, Saddleback College, and Telecare Corporation.

The proposed Contract includes subcontractors. See Attachment B for information regarding subcontractors and Contract Summary Form. The appropriate due diligence has been conducted and the non-profit has been verified to be in good standing.

HCA requests that the Board approve the Contract with Pacific Clinics, as referenced in the Recommended Actions.

FINANCIAL IMPACT:

Appropriations for this Contract will be included in Budget Control 042 FY 2026-27 and in the budgeting process for future years.

The proposed Contract includes provisions allowing HCA to terminate the Contract, reduce the level of services, and/or renegotiate the levels of services provided, as necessary. This includes a notice that allows HCA adequate time to transition or terminate services to clients, if necessary.

STAFFING IMPACT:

An analysis was completed to determine whether the contract provides the County with persons specially trained, experienced, expert and competent to perform the special services in accordance with the law.

REVIEWING AGENCIES/DEPARTMENTS:

N/A

ATTACHMENTS:

Attachment A – Contact MA-042-26010172

Attachment B - Contract Summary Form

Attachment C - Scoring Sheets