



**BOARD OF SUPERVISORS
AGENDA LETTER**

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Agenda Number:

Submitted on:
(COB Stamp)

Department Name: County Health Department
Department No.: 041
Agenda Date: May 12, 2026
Placement: Administrative Agenda
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director: Mouhanad Hammami, County Health
Contact: Paola Hurtado, Division Chief of Primary Care and Family Health
SUBJECT: **Medical Doctors Associates dba Cross Country Locums Agreement FY 26/27**

Signed by:
Mouhanad Hammami
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County Counsel Concurrence

As to form: Yes

Other Concurrence: Risk Management

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve and authorize the Chair to execute a professional services Agreement with Medical Doctors Associates dba Cross Country Locums to provide locum tenens coverage for the period of July 1, 2026, through June 30, 2027, in an amount not to exceed \$600,000;
- b) Approve and authorize the Director of County Health, or designee, to execute Confirmation Agreements acknowledging acceptance of a Locum Tenens assignment; and
- c) Determine that the recommended actions are not a "Project" within the meaning of the California Environmental Quality Act (CEQA) and are exempt per CEQA Guideline Section 15378(b)(4), since the recommended actions is the creation of governmental funding mechanisms or other governmental fiscal activities that does not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.

Summary Text:

This item is on the agenda to approve and authorize the Chair to execute an agreement with Medical Doctors Associates dba Cross County Locums for FY 2026-2027 for a total amount of \$600,000 for medical provider services to temporarily fill clinician vacancies while recruiting for regular positions. Approval of this Agreement will allow the County Health Department (CHD) to maintain provider

capacity levels and cover expenses for locum providers on a temporary basis to ensure continuity of patient services.

Discussion:

CHD operates five (5) health centers and three (3) shelter-based clinics throughout Santa Barbara County, delivering medical services to the uninsured and underinsured members of our communities. CHD's physicians, health care practitioners, behavioral health specialists, and nurses who are regular County employees provide the greater part of the patient services.

Physician vacancies can be particularly challenging to fill with a limited applicant pool and strong competition from other health centers and private practices in the area. While CHD has made efforts to reduce the recruitment time, they can nevertheless be lengthy. Internal department tracking of the number of days from the creation of a job requisition to start date for physician openings was 158 days in 2025 and 108 days in 2026 year to date.

To ensure continuity in patient services, CHD has contracted with firms that recruit and place healthcare professionals on a temporary basis to fill in for another provider. These healthcare professionals are known as "locum tenens." The contracted services do not replace regular employee positions but serve as fill-ins on a temporary basis. The "locum tenens" provide necessary, mandated primary care services while CHD recruits to fill existing provider vacancies, which are not part of the proposed reduction.

Approval of this agreement for FY 2026–2027 will enable CHD to maintain adequate provider capacity while recruitment efforts for permanent clinician positions are underway. Support from locum providers is particularly useful during transition periods, recruitments, or other unanticipated vacancies in budgeted positions.

The State of California mandates the County provide access to necessary medical care under Section 17000 of the Welfare and Institutions Code. CHD is mandated to provide access to medical care under Sections 330(e) and 330(h) of the Public Health Service Act, which also establishes its Federally Qualified Health Center (FQHC) status. These provider assignments are essential for CHD to effectively deliver the services required by the Health Resources and Services Administration, including primary care services.

Background:

The department has had a long-standing relationship with Cross Country Locums and Medical Doctors Associates since 2003, and they have provided quality service to CHD Health Centers. CHD has an existing Agreement with Cross Country Locums and Medical Doctors Associates for the period of July 1, 2023 through June 30, 2026. Cross Country Locums provides a range of staffing solutions to healthcare, including specializing in locum tenens services. Their services include recruitment, credentialing, placement, and ensuring that healthcare providers meet the necessary qualifications. Cross Country Locums provides malpractice coverage for their physicians. The locum tenens rates include the cost of the physician services and local transportation.

This agreement was not competed because the County is open to working with any vendor that is able to provide qualified professionals.

Performance Measure:

During the first 10 months of FY 2025-2026, Medical Doctors Associates has provided CHD with six (6) locum tenens, including four (4) Physicians and two (2) Health Care Practitioners. CHD currently has two "Locum Tenens," delivering essential primary care services, specializing in adult medicine to ensure continuity of care while CHD recruits for vacant provider positions.

The Agreement has a termination for convenience clause and authorizes the County to dismiss any Professional for any reason.

Fiscal and Facilities Impacts:

The cost of this agreement is included in the FY 2026-2027 Recommended Budget.

Fiscal Analysis:

There is no use of general fund dollars associated with this request. The services of the locum tenens physicians generate patient service revenues from Medi-Cal, Medicare, and other public programs which pay for the cost of the agreement.

Funding Source	FY 2026-2027	Total
Patient Revenues	\$600,000	\$600,000
Total	\$600,000	\$600,000

Special Instructions:

Please execute two original Agreements with Medical Doctors Associates dba Cross Country Locums and retain one original Agreement and one Minute Order for pick up by the department. Please email the County Health Contracts Unit at phdcu@sbcphd.org when available for pick up.

Attachments:

Attachment A – Medical Doctors Associates dba Cross Country Locums Agreement

Contact Information:

Paola Hurtado

Division Chief of Primary Care and Family Health

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