



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

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

Submitted on:
(COB Stamp)

Department Name: Behavioral Wellness
Department No.: 043
Agenda Date: March 18, 2025
Placement: Administrative Agenda
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Director(s): Antonette Navarro, LMFT, Director
Department of Behavioral Wellness, (805) 681-5220
Dr. Ole Behrendtsen, Medical Director
Department of Behavioral Wellness, (805) 681-5220

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AN

SUBJECT: Amergis Healthcare Staffing, Inc. (Formerly known as Maxim Healthcare Staffing Services, Inc.) Third Amendment to the FY 23-25 Services Agreement for Mental Health Staffing Services

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, ratify, and authorize the Chair to execute a Third Amendment to the Agreement for Services of Independent Contractor with **Amergis Healthcare Staffing, Inc.** (formerly known as Maxim Healthcare Staffing Services, Inc.) (“Amergis”) (not a local vendor) (BC No. 23-002) to increase the FY 24-25 maximum contract amount by **\$800,000** due to an increased need for temporary staffing services for a revised total maximum contract amount of **\$3,230,000**, inclusive of \$1,430,000 for FY 23-24 and \$1,800,000 for FY 24-25, with no change to the contract term of July 1, 2023, to June 30, 2025; and
- b) Determine that the above-recommended action is not a project that is subject to environmental review under the California Environmental Quality Act (CEQA), pursuant to CEQA Guidelines section 15378(b)(4), finding that the action is a governmental funding mechanism and/or fiscal activity that will not result in direct or indirect physical changes in the environment.

Summary Text:

This item is on the agenda to request the Board of Supervisors to approve, ratify, and authorize the Chair to execute the Third Amendment to the Agreement with Amergis Healthcare Staffing, Inc. (formerly known as Maxim Healthcare Staffing Services, Inc.) ("Amergis") (BC No. 23-002). Amergis provides locum tenens clinical staffing services to County of Santa Barbara Department of Behavioral Wellness ("BWell") clients. This Third Amendment is requested to increase the total contract maximum by \$800,000 to a new contract maximum amount of \$3,230,000 for FY 23-25, with no change to the contract term. The increase in funding will allow BWell to continue to provide continuity of staffing for these locally hard-to-source staff.

Background:

BWell provides a continuum of mental health and substance use disorder services to Santa Barbara County residents, including psychiatric and nursing services at its County facilities. Across the nation there is an ongoing shortage of psychiatric and nursing services. BWell has experienced ongoing challenges that mirror the national challenges of attracting and retaining qualified psychiatric professionals to work at our facilities. BWell currently uses locum tenens clinical professionals as needed to temporarily fill needed positions to perform mandated mental health and ancillary services at our inpatient and outpatient facilities.

Amergis provides temporary staff including, but not limited to, nurse practitioners, occupational therapists, registered nurses, social workers, and professional coders to the PHF unit, our clinics, and other BWell programs as needed, along with traveling nurses to take on hard-to-fill evening shifts for our 24/7 PHF facility. Currently BWell is employing three travelling nurses, down from a high of five; and continues to use intermittent help from agency nurses for surge staffing when acuity requires it. Overall recruitments for Extra Help are consistent for those desiring maximum flexibility. BWell also currently has 2.6 FTE total vacant psychiatric technician positions that are being shifted to registered nurse level to better meet unit need and hiring pool availability.

In June of 2023, the County of Santa Barbara entered into a renewal Agreement with then Maxim Healthcare Staffing Services, Inc. for the provision of locum clinical staffing services for a total maximum contract amount of \$2,000,000, inclusive of \$1,000,000 per fiscal year, for the period of July 1, 2023 through June 30, 2025. (BC #23-002) (Attachment D).

In August of 2023, the First Amendment to the Agreement (Attachment C) with then Maxim Healthcare Staffing Services, Inc. was approved by the Board of Supervisors, updating the language in the Statement of Work and updating the provider rates, with no change to the maximum contract amount, and no change to the term of the Agreement.

In June of 2024, the Second Amendment to the Agreement (Attachment B) was approved by the Board of Supervisors, increasing the contract maximum amount by \$430,000 for FY 23-24, to a new maximum contract amount of \$2,430,000. In addition, the contractor's name was changed from Maxim Healthcare Staffing Services, Inc. to Amergis Healthcare Staffing, Inc.

Approval of the recommended actions will allow BWell to adequately staff facilities temporarily to deliver uninterrupted care and mandated mental health and ancillary services.

Performance Measure:

Behavioral Wellness is currently utilizing professionals provided by Amergis. These staffing professionals are providing services throughout the County at BWell clinics and other BWell programs. The staffing professionals are all performing on par with the County's civil service providers. They provide services according to generally accepted practices, participate in medical

staff meetings, are part of medical staff meeting peer review, and respond appropriately to communications and clinical feedback.

Fiscal and Facilities Impacts:

Budget Action: None

Fiscal Analysis:

Narrative: Funding will come from Medi-Cal and Mental Health Services Act sources that will be utilized to pay for temporary staffing throughout County operated clinics, whenever there are staffing shortages or staff on leave.

Funding Source	FY 23-24	FY 24-25	Total
General Fund			
State	\$715,000	\$900,000	\$1,615,000
Federal	\$715,000	\$900,000	\$1,615,000
Fees			
[<i>Other Source</i>]			
Total	\$1,430,000	\$1,800,000	\$3,230,000

Special Instructions:

Please return one (1) Minute Order and one (1) copy of the executed Amendment to Chris Shorb at cshorb@sbcbswell.org and to the BWell Contracts Division at bwellcontractsstaff@sbcbswell.org.

Attachments:

Attachment A – Amergis FY 23-25 (BC 23-002) Amendment 3

Attachment B – Amergis FY 23-25 (BC23-002) Amendment 2

Attachment C – Maxim FY 23-25 (BC 23-002) Amendment 1

Attachment D – Maxim Executed Contract FY 23-25

Authored by:

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 Contract Analyst
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