



## 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:** June 24, 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: Antonette Navarro, LMFT, Director  
Department of Behavioral Wellness

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Contact: Dr. Ole Behrendtsen, Medical Director  
Department of Behavioral Wellness

**SUBJECT: Renewal of Mental Health Staffing Services Agreements with Amergis Healthcare Staffing, Inc.; DocStar Medical Partners, LLC.; Jackson & Coker LocumTenens, LLC.; and LocumTenens.com, LLC. for FY 2025-27**

### 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 an Agreement for Services of Independent Contractor with **Amergis Healthcare Staffing, Inc.** ("Amergis") (not a local vendor) for the provision of temporary medical staffing services for a total maximum contract amount not to exceed **\$3,200,000**, inclusive of \$1,600,000 per fiscal year for the period of July 1, 2025 through June 30, 2027;
- b) Approve and authorize the Chair to execute an Agreement for Services of Independent Contractor with **DocStar Medical Partners, LLC.** ("DocStar") (not a local vendor) for the provision of temporary medical staffing services for a total maximum contract amount not to exceed **\$1,000,000** inclusive of \$500,000 per fiscal year for the period of July 1, 2025 through June 30, 2027;
- c) Approve and authorize the Chair to execute an Agreement for Services of Independent Contractor with **Jackson & Coker LocumTenens, LLC.** ("Jackson & Coker") (not a local vendor) for the provision of temporary medical staffing services for a total maximum contract amount not to exceed **\$2,400,000**, inclusive of \$1,200,000 per fiscal year for the period of July 1, 2025 through June 30, 2027;

- d) Approve and authorize the Chair to execute an Agreement for Services of Independent Contractor with **LocumTenens.com, LLC.** (not a local vendor) for the provision of temporary medical staffing services for a total maximum contract amount not to exceed **\$3,800,000**, inclusive of \$1,900,000 per fiscal year for the period of July 1, 2025 through June 30, 2027;
- e) Regarding the above Agreements at Recommended Actions a), b) and d) delegate to the Director of the Department of Behavioral Wellness or designee the authority to (i) suspend, delay, or interrupt the services under the Agreements for convenience per Section 20 of the Agreements; (ii) make immaterial changes to the Agreements per Section 26, (iii) and etc. all without altering the maximum contract amount and without requiring the Board's approval of an amendment of the Agreements, subject to the Board's ability to rescind this delegated authority at any time;
- f) Regarding the above Agreement at Recommended Action c), delegate to the Director of the Department of Behavioral Wellness or designee the authority to make immaterial changes to the Agreement per Section 26, without altering the maximum contract amount and without requiring the Board's approval of an amendment of the Agreement, subject to the Board's ability to rescind this delegated authority at any time; and
- g) Determine that the above-recommended actions are 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 actions are governmental funding mechanisms and/or fiscal activities that will not result in direct or indirect physical changes in the environment.

#### **Summary Text:**

The above referenced items are on the agenda to request authorization for the Behavioral Wellness Department (BWell) to renew the following temporary medical staffing contracts:

- a) Amergis Healthcare Staffing, Inc. ("Amergis") for a total contract maximum amount not to exceed \$3,200,000 for FY 2025-27;
- b) DocStar Medical Partners, LLC. ("DocStar") for a total maximum contract amount not to exceed \$1,000,000 for FY 2025-27;
- c) Jackson & Coker LocumTenens, LLC. ("Jackson & Coker") for a total contract maximum amount not to exceed \$2,400,000 for FY 2025-27;
- d) LocumTenens.com, LLC. ("LocumTenens.com") for a total maximum contract amount not to exceed \$3,800,000 for FY 2025-27.

#### **Discussion:**

Amergis provides temporary medical staff (locum tenens) including nurse practitioners, occupational therapists, registered nurses, social workers, and professional coders to the Psychiatric Health Facility (PHF) unit, BWell clinics, and other BWell programs as needed, along with traveling nurses to take on hard-to-fill evening shifts for the 24/7 PHF facility.

DocStar, Jackson & Coker, and LocumTenens.com provide temporary locum tenens staff including psychiatrists, nurse practitioners, and physician's assistants to the PHF unit, BWell clinics, and other BWell programs as needed.

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

#### **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 psychiatrists and other mental health medical 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.

All four of the contractors under consideration have been providing temporary medical staffing to BWell for multiple years: Amergis (formerly known as Maxim Healthcare Staffing Services) since FY 2005-06, DocStar since FY 2021-22, Jackson & Coker since FY 2004-05, and Locumtenens.com since FY 2006-07.

**Performance Measure:**

BWell is currently utilizing temporary medical professionals provided by Amergis, DocStar, Jackson & Coker, and LocumTenens.com. These professionals are providing services throughout the County at BWell clinics and other BWell programs. The professionals are all performing on par with the County's civil service providers. They provide services according to generally accepted practices; participate in staff meetings, including medical staff meetings where appropriate; psychiatrists are part of medical staff meeting peer review; and all professionals respond appropriately to communications and clinical feedback.

**Contract Renewals:**

With any contractor providing temporary staffing services, there is a risk that temporary personnel will make errors, engage in misconduct, or be negligent in the performance of assigned duties. BWell may cancel an assignment for cause or convenience, and the contractor provides professional liability insurance for the professionals to mitigate these risks. In addition, the County pays only the contractor's fees when the County utilizes a healthcare professional referred by the contractor. There are no monthly fees attached to the Agreements.

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

Funding for these temporary medical professionals will come from Medi-Cal (federal) and MHSA (State) funding sources. Costs for these services will be recouped by a combination of services billing and indirect cost reimbursement.

**Amergis**

Funding Source	FY 2025-26	FY 2026-27	Total
Federal	\$800,000	\$800,000	\$1,600,000
State	\$800,000	\$800,000	\$1,600,000
<b>Total</b>	<b>\$1,600,000</b>	<b>\$1,600,000</b>	<b>\$3,200,000</b>

**DocStar**

Funding Source	FY 2025-26	FY 2026-27	Total
Federal	\$250,000	\$250,000	\$500,000
State	\$250,000	\$250,000	\$500,000
<b>Total</b>	<b>\$500,000</b>	<b>\$500,000</b>	<b>\$1,000,000</b>

**Jackson & Coker**

<b>Funding Source</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>	<b>Total</b>
Federal	\$600,000	\$600,000	<b>\$1,200,000</b>
State	\$600,000	\$600,000	<b>\$1,200,000</b>
<b>Total</b>	<b>\$1,200,000</b>	<b>\$1,200,000</b>	<b>\$2,400,000</b>

**Locumtenens.com**

<b>Funding Source</b>	<b>FY 2025-26</b>	<b>FY 2026-27</b>	<b>Total</b>
Federal	\$950,000	\$950,000	<b>\$1,900,000</b>
State	\$950,000	\$950,000	<b>\$1,900,000</b>
<b>Total</b>	<b>\$1,900,000</b>	<b>\$1,900,000</b>	<b>\$3,800,000</b>

**Special Instructions:**

Please email one (1) complete, executed copy of the each of the above contracts and one (1) Minute Order to [cshorb@sbcbwell.org](mailto:cshorb@sbcbwell.org) and to [bwellcontractsstaff@sbcbwell.org](mailto:bwellcontractsstaff@sbcbwell.org).

**Attachments:**

**Attachment A** – Amergis FY 2025-27

**Attachment B** – DocStar FY 2025-27

**Attachment C** – Jackson and Coker FY 2025-27

**Attachment D** – LocumTenens.com FY 2025-27

**Contact Information:**

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Contract Analyst  
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