



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

**Department Name:** ADMHS  
**Department No.:** 043  
**For Agenda Of:** January 5, 2016  
**Placement:** Administrative  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors  
**FROM:** Department Alice A. Gleghorn, PhD, Director  
Director(s) Alcohol, Drug and Mental Health Services, 681-5220  
Contact Info: Dr. Ole Behrendtsen, Medical Director  
Alcohol, Drug and Mental Health Services, 681-5220  
**SUBJECT:** **FY 15-16 Jackson & Coker Locum Tenens Contract – 3<sup>rd</sup> Amendment**

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**County Counsel Concurrence**

As to form: Yes

Other Concurrence: Risk Management

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- A. Approve and authorize the Chair to execute a Third Amendment to the Agreement for Services of Independent Contractor with **Jackson & Coker Locum Tenens** (not a local vendor), to increase the total amount by \$800,000 for a new maximum not to exceed \$1,500,000 for FY 15-16 and a total maximum contract amount not to exceed \$1,850,000 for the period July 1, 2014 through June 30, 2016.
- B. Determine that the above actions are government fiscal activities or funding mechanisms which do not involve any commitment to any specific project which may result in a potentially physical impact on the environment, and are therefore not a project under the California Environmental Quality Act (CEQA) pursuant to section 15378(b)(4) of the CEQA guidelines.

**Summary Text:**

The Alcohol, Drug and Mental Health Services (ADMHS) Department provides a continuum of mental health and substance use disorder services to Santa Barbara County residents, including psychiatric, at its County facilities. ADMHS uses temporary staffing agencies to provide locum tenens psychiatrists, to backfill staffing shortages in budgeted positions, ensuring client access to care in a timely manner.

Approval of the recommended action to increase the FY 15-16 contract maximum value for locum tenens psychiatrists contracted by Jackson & Coker will allow ADMHS to continue to provide mandated and greatly needed psychiatry services in Lompoc without disruption to services.

**Background:**

ADMHS currently uses locum tenens temporary physicians to fill the ongoing needs for psychiatric staff at outpatient facilities. Jackson & Coker provides temporary psychiatrists to backfill vacancies at the ADMHS clinics, and at other ADMHS programs as needed.

Due to ongoing shortages of psychiatrists in Lompoc, ADMHS increased the rates of locum tenens positions under Board of Supervisors approval in July 2015. Nationwide, psychiatrists in the labor force dropped 14 percent from 2000 to 2008. This shortage particularly affected geographically isolated locations like Lompoc. The rate increase allowed ADMHS to attract potential candidates, to retain psychiatrists in more remote outpatient assignments, and to stay consistent and competitive with the industry’s standard rate and demand for psychiatrists.

Due to recruitment uncertainty, loss in providers, and the need to meet staffing shortages, ADMHS is experiencing difficulty recruiting and retaining psychiatrists into civil service positions. This has caused the department to utilize locum tenens, such as Jackson and Coker to staff these positions. At the current psychiatrist usage rate, ADMHS expects to reach the previously approved contract maximum for FY 15-16 in January. Because of this, it is necessary to increase the maximum contract value to ensure provision of services until end of the contract term in June 2016.

**Fiscal and Facilities Impacts:**

Budgeted: Yes **Fiscal Analysis:**

<u>Funding Sources</u>	<u>FY 14-15 Cost:</u>	<u>FY 15-16 Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund			
State	\$ 175,000.00	\$ 750,000.00	
Federal	\$ 175,000.00	\$ 750,000.00	
Fees			
Other:			
Total	\$ 350,000.00	\$ 1,500,000.00	\$ -

Narrative: The above referenced contracts are funded by State and Federal funds. The funding sources are included in the FY 2015-16 Proposed Budget and will not require the use of additional general funds because salary savings will be used to cover the cost of psychiatric locum tenens.

**Key Contract Risks:**

With any contractor providing temporary staffing services, there is a risk that temporary personnel will make errors, engage in misconduct, or be negligent in performance of assigned duties. The contract allows ADMHS to terminate individual temporary staff for cause, and requires that the agency provide Professional Liability insurance to mitigate these risks.

**Special Instructions:**

Please send one (1) minute order and one (1) executed signature page to: [admhscontractsstaff@co.santa-barbara.ca.us](mailto:admhscontractsstaff@co.santa-barbara.ca.us)

**Attachments:**

Attachment A: Jackson & Coker – 2<sup>nd</sup> Amendment

Attachment B: Jackson & Coker – 1<sup>st</sup> Amendment

Attachment C: Jackson & Coker – PO to BC available at\*:

<http://santabarbara.legistar.com/gateway.aspx?m=1&id=/matter.aspx?key=16749>

**\*Copies are also on file at the Clerk of the Board**

**Authored by:**

QLopez