



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: Public Health
Department No.: 041
For Agenda Of: March 19, 2024
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: 4/5

TO: Board of Supervisors
FROM: Department Mouhanad Hammami, Director
Director(s) Public Health Department
Contact Info: Paola Hurtado, Assistant Deputy Director (805) 698-2418
Primary Care and Family Health
SUBJECT: **First Amendment Medical Doctors Associates DBA Cross Country Locums Agreement**

County Counsel Concurrence

As to form: Yes

Other Concurrence: Risk Management, CEO Budget
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 the First Amendment to the professional services Agreement with Medical Doctors Associates DBA Cross Country Locums to increase the amount by \$575,000 for substitute (Locums Tenens), to add temporary healthcare professional services, and to add direct hire services for a revised total Agreement amount not to exceed \$1,110,000 within the period of performance July 1, 2023, through June 30, 2024; and,
- b) Approve and authorize the Director of Public Health, or designee, to approve rate changes for Temporary Placements in accordance with Exhibit B-2 section E so long as such increase does not result in an increase to the total amount of the Agreement, upon review and approval by the Auditor-Controller, Risk Management, and County Counsel, subject to the Board's ability to rescind the authority at any time; and
- c) Approve budget revision request BJE 0009518 (Attachment C) in the amount of \$575,000 to pay for current temporary staffing fees; and,
- d) Determine that the proposed actions do not constitute a "Project" within the meaning of California Environmental Quality Act (CEQA), pursuant to Section 15378(b)(4) of the CEQA Guidelines, because they consist of the creation of government funding mechanisms or other government fiscal

activities, which do not involve any commitment to any specific project which may result in a potentially significant impact on the environment.

Summary Text:

This item is on the agenda to authorize the Chair to execute the First Amendment to the Agreement (Attachment B) with Medical Doctors Associates DBA Cross County Locums (MDA) to add temporary services and fees listed in Exhibit B-2, including health screenings and credentialing, and for direct hire services and fees listed in Exhibit B-3.

Through this First Amendment to the Agreement with MDA, the Public Health Department (PHD) is also requesting to increase the Agreement in the amount of \$500,000 for Locum Tenens and temporary healthcare professional services and \$75,000 for direct hire services for a revised total not to exceed \$1,110,000.

The original executed Agreement was signed on June 27, 2023, for the period of July 1, 2023 through June 30, 2024, with a total amount not to exceed \$535,000, to provide PHD substitute and temporary personnel (Locum Tenens), including physicians, health care practitioners, and behavioral health specialists among other vital positions to meet the operational needs of various programs.

Approval of this First Amendment will ensure the PHD has healthcare personnel to ensure continuity of patient care by including temporary clinical support staff services while simultaneously recruiting qualified candidates.

Background:

PHD operates five health care centers and three shelter-based clinics throughout Santa Barbara County to provide medical services to the uninsured and underinsured members of our communities. The Department's physicians, health care practitioners, behavioral health specialists, and nurses who are regular County employees provide the greater part of the patient services. On some occasions, when there are vacancies, the recruitment process can take some time. In order to continue to provide services, PHD 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 locum tenens rates include the cost of the healthcare professional services and local transportation. The contracted services do not replace regular employee positions but serve as fill-ins on a temporary basis during the recruitment process.

This First Amendment will add the temporary placement of clinical support staff while recruitment efforts occur to fill these vacant positions. The placement of temporary personnel is based on a set hourly rate, inclusive of and does not include expenses, such as transportation and other costs. In addition to the requirements in Agreement Exhibit A and Exhibit A-1, section VI, temporary personnel must meet the requirements set forth below in TABLE 1 of the Amendment.

To maximize recruitment opportunities, this First Amendment will provide direct hire services to fill vacant regular ordinance positions, which will ensure timely access to care. PHD's permanent positions recruited by MDA are considered direct hire services. The recruitment of qualified healthcare professionals and clinical support staff is a highly competitive and difficult process and often takes months. Using the locums tenens and temporary professional personnel services assist the department in minimizing wait times, reducing the number of patients seeking care at local emergency departments.

As part of the PHD's efforts to recruit regular healthcare professionals and strengthen the workforce, this Board item is requesting to add temporary and direct hire services to the MDA Agreement.

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

Performance Measure:

During the current Agreement term, MDA has provided PHD four Locums Tenens, including two (2) physicians and two (2) Health Care Practitioners.

Contract Renewals and Performance Outcomes:

PHD has had previous agreements with MDA which has provided excellent healthcare professional services. The qualified professionals who provide services comply with PHD’s policies and procedures and are provided appropriate supervision to ensure compliance.

Fiscal and Facilities Impacts:

Budgeted: No Board Action requested to approve BJE 0009518 to establish budget (Attachment C).

Fiscal Analysis:

<u>Funding Sources</u>	<u>Estimated FY 23-24 Cost:</u>	<u>Annualized On-going Cost:</u>	<u>Total One-time Project Cost</u>
General Fund			
State	75,000.00		
Federal			
Fees			
Other	500,000.00		
Total	575,000.00	-	-

Executing the First Amendment to increase MDA Agreement by \$575,000 will allow the PHD’s Primary Care and Family Health Division to continue staffing vacant positions through the end of Fiscal Year 2023-2024. The anticipated cost for temporary staffing is \$500,000. This will be funded by a release of restricted fund balance. MDA charges a fee of 23% of annual salary for each permanent position (direct hire) hired through its direct hire services. The estimated cost for direct hire fee payments is \$75,000. This will be funded by the Future of Public Health Grant. The attached budget revision is needed to increase appropriations for this Agreement and First Amendment in Fiscal Year 2023-2024.

Key Contract Risks:

PHD has a long-standing relationship with MDA as they have been working together since 2003, and MDA has provided quality service to PHD. The Agreement has a termination for convenience clause and authorizes the County to dismiss any Professional for any reason.

Staffing Impacts:

<u>Legal Positions:</u>	<u>FTEs:</u>
0	0

There are no staffing impacts.

Special Instructions:

Please execute two (2) original Agreements with Medical Doctors Associates DBA Cross Country Locums and retain one (1) original Agreement and one (1) Minute Order for pick up by the department. Please email PHD at PHDGROUPEContractsUnit@sbcphd.org when available for pick up.

Attachments:

- A. Medical Doctors Associates DBA Cross Country Locums Agreement
- B. First Amendment Medical Doctors Associates DBA Cross Country Locums Agreement
- C. Budget Journal Entry BJE#0009518

Authored by:

Paola Hurtado, Assistant Deputy Director, Primary Care and Family Health