



**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: October 14, 2025
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, Primary Care & Family Health
SUBJECT: **Fourth Amendment Medical Doctors Associates DBA Cross Country Locums**

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 the Fourth Amendment to the Agreement with Medical Doctors Associates DBA Cross Country Locums for professional services to increase the amount by \$858,000 for a revised total Agreement amount not to exceed \$3,688,900, without a change to the period of performance of July 1, 2024, through June 30, 2026; and
- b) Determine that the recommended action does not constitute a "Project" within the meaning of the California Environmental Quality Act (CEQA), and is exempt pursuant to Section 158378(b)(4) of the CEQA Guidelines, since the recommended action is the creation of government funding mechanisms or other government fiscal activities, which 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 authorize the Chair to execute the Fourth Amendment to the Agreement (Attachment E) with Medical Doctors Associates DBA Cross Country Locums (MDA) to increase the Agreement amount by \$858,000 for a revised Agreement total not to exceed \$3,688,900.

Approval of this Fourth Amendment will allow the County Health Department (CHD) to maintain provider capacity levels and cover expenses for current locum providers on a temporary basis to ensure continuity of patient services.

Discussion:

CHD operates five (5) health care centers and three (3) shelter-based clinics throughout Santa Barbara County to provide 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. To continue to provide 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 Locum Tenens rates include the cost of healthcare professional services and local transportation. The contracted services do not replace regular employee positions but serve as fill-ins on a temporary basis.

This Board item requests an increase in the Agreement amount with MDA without altering the performance period, to sustain provider capacity levels, particularly during transition periods, recruitments, or other unanticipated vacancies in budgeted positions. On October 7, 2025, CHD submitted to the Board a proposal that included a reduction in staff and other contractors. The "Locums Tenens" in this item are currently providing necessary, mandated primary care services while CHD recruits to fill existing provider vacancies, which are not part of the proposed reduction.

Background:

Approval of this Fourth Amendment will ensure CHD temporarily pays for expenses for existing Locums providers, covering vacancies on a temporary basis to ensure continuity of patient services.

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 CHD 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.

Through the First Amendment to the Agreement with MDA, CHD increased the Agreement by \$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 Second Amendment to the Agreement with MDA extended the Agreement for two years for a revised end date of June 30, 2026, and added \$428,000 per each additional Fiscal Year, totaling \$856,000 for a revised Agreement amount of \$1,966,000. The Second Amendment also removed temporary healthcare professionals and direct hire services.

The Third Amendment to the Agreement with MDA added \$864,900 per FY 2024-2025, resulting in a revised total Agreement amount not to exceed \$2,830,900, and the performance period remained unchanged.

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 the CHD to effectively deliver the services required by the Health Resources and Services Administration, including primary care services.

Performance Measure:

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

During the current Agreement term, MDA has provided CHD with six (6) Locums Tenens, including four (4) Physicians and two (2) Health Care Practitioners. Locum Tenens are delivering essential primary care services, specializing in both adult medicine and pediatrics, to ensure continuity of care while CHD recruits for vacant provider positions.

Fiscal and Facilities Impacts:

Executing the Fourth Amendment to increase the Agreement with MDA by \$858,000 will allow CHD to continue to cover vacancies with qualified providers in Fiscal Year 2025-2026.

The additional \$858,000 will be funded by cost savings from contracted providers who will not be renewing or will not utilize the full amount of their contracts. A budget revision will not be required since there is sufficient budget in the object level.

Special Instructions:

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

Attachments:

Attachment A - Medical Doctors Associates DBA Cross Country Locums Agreement

Attachment B - First Amendment Medical Doctors Associates DBA Cross Country Locums Agreement

Attachment C - Second Amendment Medical Doctors Associates DBA Cross Country Locums Agreement

Attachment D - Third Amendment Medical Doctors Associates DBA Cross Country Locums Agreement

Attachment E - Fourth Amendment Medical Doctors Associates DBA Cross Country Locums Agreement

Contact Information:

Paola Hurtado
Division Chief, Primary Care & Family Health
phurtado@sbcphd.org