



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:** Behavioral Wellness  
**Department No.:** 043  
**For Agenda Of:** June 27, 2023  
**Placement:** Administrative  
**Estimated Time:** N/A  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors  
**FROM:** Department Antonette Navarro, LMFT, Director  
Director(s) Department of Behavioral Wellness, (805) 681-5220  
Contact Info: Dr. Ole Behrendtsen, Medical Director  
Behavioral Wellness, (805) 681-5220  
**SUBJECT:** Behavioral Wellness Renewal Contract - Maxim Healthcare Staffing Services,  
Inc. Fiscal Year (FY) 23-25

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**County Counsel Concurrence:**

As to form: Yes

**Auditor-Controller 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 the multiyear Agreement for Services of Independent Contractor with **Maxim Healthcare Staffing Services, Inc.** (not a local vendor) for the provision of locum clinical staffing services for a total contract maximum amount not to exceed **\$2,000,000**, inclusive of \$1,000,000 per fiscal year, for the period of **July 1, 2023 through June 30, 2025** (Attachment A);
- B. Determine, in accordance with Government Code section 31000.4, that it is in the economic interest of the County to provide temporary help by the Agreement to meet the immediate clinical staffing needs of Behavioral Wellness that cannot be met through the County's hiring process;
- C. Delegate to the Director of the Department of Behavioral Wellness or designee the authority to suspend the Agreement per Section 20 of the Agreement and make immaterial changes to the Agreement per Section 26 of the Agreement, all 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
- D. Determine that the above actions are government fiscal activities or funding mechanisms, which do not involve any commitment to any specific project that may result in a potentially significant 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:**

This item is on the agenda to request the Board of Supervisors (Board) to authorize the Chair to enter into the multiyear Agreement with Maxim Healthcare Staffing Services, Inc. for the provision of locum clinical staffing services for a total contract maximum amount not to exceed \$2,000,000, inclusive of \$1,000,000 per fiscal year, for the period of July 1, 2023 through June 30, 2025. Also, to determine, in accordance with Government Code section 31000.4, that it is in the economic interest of the County to provide temporary help by the Agreement to meet the immediate clinical staffing needs of Behavioral Wellness that cannot be met through the County’s hiring process. To delegate to the Director of the Department of Behavioral Wellness (BWell) or designee the authority to suspend the Agreement per Section 20 of the Agreement and make immaterial changes to the Agreement per Section 26 of the Agreement, all 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.

**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 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.

Maxim provides temporary staff to include 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. 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 Outcomes:**

For FY 22-23, we are currently utilizing twelve (12) Maxim professionals, consisting of Emergency Medical Technicians, Dieticians, Licensed Vocational Nurses, Registered Nurses, Social Worker Psychiatric Technicians, and Licensed Marriage and Family Therapists. They are providing services throughout the County at various programs, ranging from adult to children’s services. 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, engage in medical staff meeting peer review, and respond appropriately to communications and clinical feedback.

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

<b>Funding Sources</b>	<b>FY 23-24</b>	<b>FY 24-25</b>	<b>Total Cost FY 23-25</b>
General Fund			
State	\$ 500,000.00	\$ 500,000.00	\$ 1,000,000.00
Federal	\$ 500,000.00	\$ 500,000.00	\$ 1,000,000.00
Fees			
Other:			
<b>Total</b>	<b>\$ 1,000,000.00</b>	<b>\$ 1,000,000.00</b>	<b>\$ 2,000,000.00</b>

Narrative: The above-referenced contracts are funded by State and Federal funds. The funding sources are included in the FY 2023-2024 Proposed Budget. The funding sources for FY 2024-2025 will be included in the Proposed Budget, and is contingent on approval. Included in the agreement is a placement fee, which can be as high as \$40,000, if a temporary staff were to be employed by the County. However, to mitigate the placement fee and for the County not to incur the placement fee, the agreement has an option for the County to hire the staff once the Professional has completed 1040 hours with the Contractor, and then the

**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. BWell may terminate individual temporary staff with or without cause and the agency is required to provide Professional Liability insurance for its professionals.

**Special Instructions:**

Please return one (1) Minute Order and one (1) complete copy of the above contract to [mazavala@sbcbswell.org](mailto:mazavala@sbcbswell.org) and [bwelcontractsstaff@sbcbswell.org](mailto:bwelcontractsstaff@sbcbswell.org).

**Attachments:**

Attachment A: Maxim Healthcare Staffing Services FY 23-25

**Authored by:**

D. Morales