



**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 25, 2024
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department: Antonette Navarro, LMFT, Director
Director(s): Department of Behavioral Wellness, 805-681-5220
Contact Info: Chris Ribeiro, Chief Financial Officer
Dr. Ole Behrendtsen, Medical Director
Department of Behavioral Wellness, 805-681-5220

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SUBJECT: Mental Health Staffing Services Amendments FY 2023-24

County Counsel Concurrence

As to form: Yes

Auditor-Controller Concurrence

As to form: Yes

Risk Management Concurrence

As to form: Yes

Recommended Actions:

That the Board of Supervisors:

- a) Approve, ratify, and authorize the Chair to execute a Second Amendment relative to an existing Agreement for Services of Independent Contractor between LocumTenens.com LLC (“**LocumTenens.com**”) (not a local vendor), and the County (BC 22-077), on behalf of the Santa Barbara County Department of Behavioral Wellness (BWell), to increase the Maximum Agreement Value by \$250,000 for FY 2023-24 due to increased need for temporary staffing services, for a new total Maximum Agreement Value for FY 2023-24 not to exceed \$1,450,000, and a new total Maximum Agreement Value not to exceed **\$3,150,000** for the period from July 1, 2022 to June 30, 2024;
- b) Approve, ratify, and authorize the Chair to execute a First Amendment relative to an existing Agreement for Services of Independent Contractor between DocStar Medical Partners LLC (“**DocStar**”) (not a local vendor), and the County (BC 22-102), on behalf of BWell, to increase the Maximum Contract Amount by \$120,000 for FY 2023-24 due to increased need for temporary staffing services, for a new total Maximum Contract Amount for FY 2023-24 not to exceed \$520,000, and a new total Maximum Contract Amount not to exceed **\$1,186,000** for the period from November 22, 2021 to June 30, 2024;
- c) Approve, ratify, and authorize the Chair to execute a Second Amendment relative to an existing Agreement for Services of Independent Contractor between Amergis Healthcare Staffing, Inc.

(formerly known as Maxim Healthcare Staffing Services, Inc.) (“**Amergis**”) (not a local vendor), and the County (BC 23-002), on behalf of BWell, to increase the Contract Maximum amount by \$430,000 for FY 2023-24 due to increased need for temporary staffing services, for a new total Contract Maximum amount for FY 2023-24 not to exceed \$1,430,000, and a new total Contract Maximum amount not to exceed **\$2,430,000** for the period from July 1, 2023 to June 30, 2025. Such amendment will also authorize a change in name by the contractor from Maxim Healthcare Staffing Services, Inc. to Amergis Healthcare Staffing, Inc.;

- d) Delegate to the Director of Behavioral Wellness or designee the authority to suspend each Agreement per Section 20 of each Agreement and make immaterial changes to each Agreement per Section 26 of each Agreement, all without altering the Maximum Agreement Value, Maximum Contract Amount, or Contract Maximum amount (as applicable) and without requiring the Board’s approval of an amendment of each Agreement, subject to the Board’s ability to rescind this delegation at any time; and
- e) 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 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 amend three agreements (one each with LocumTenens.com, DocStar, and Amergis) to increase the maximum contract amounts for fiscal year (FY) 2023-24 due to increased needs for staffing purposes.

1. Behavioral Wellness (BWell) is requesting that the maximum agreement value for FY 2023-24 for the agreement between the County and LocumTenens.com be increased by \$250,000 resulting in a new total maximum agreement value not to exceed **\$3,150,000** for the period from July 1, 2022 to June 30, 2024.
2. BWell is requesting that the maximum contract amount for FY 2023-24 for the Agreement between the County and DocStar be increased by \$120,000 resulting in a new total Maximum Contract Amount not to exceed **\$1,186,000** for the period from November 22, 2021 to June 30, 2024.
3. BWell is requesting that the contract maximum amount for FY 2023-24 for the Agreement between the County and Amergis be increased by \$430,000 resulting in a new total Contract Maximum amount not to exceed **\$2,430,000** for the period from July 1, 2023 to June 30, 2025. The amendment for Amergis will also authorize a change in name by the contractor from Maxim Healthcare Staffing Services, Inc. to Amergis Healthcare Staffing, Inc.

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.

LocumTenens.com provides temporary psychiatrists, nurse practitioners, and physician's assistants to Behavioral Wellness clinics, the Psychiatric Health Facility (PHF), and other BWell programs, as needed. These temporary staff provide mandated psychiatric services such as diagnostic evaluations; medication evaluations; prescriptions for psychiatric medications, and the review, revision, and approval of client assessments, along with participation in the development, review, revision, and approval of client treatment plans.

DocStar provides temporary psychiatrists, nurse practitioners, and physician's assistants to BWell clinics, the PHF, and other BWell programs, as needed. These temporary staff provide mandated psychiatric services such as diagnostic evaluations, medication evaluations, prescriptions for psychiatric medications, the review, revision, and approval of client assessments, and participation in the development, review, revision, and approval of client treatment plans.

Amergis provides temporary staff including 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:

Behavioral Wellness is currently utilizing professionals provided by LocumTenens.com., DocStar, and Amergis. These staffing professionals are providing services throughout the County at BWell clinics and other BWell programs. 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, are part of medical staff meeting peer review, and respond appropriately to communications and clinical feedback.

Fiscal and Facilities Impacts:

Budgeted: Yes.

Fiscal Analysis:

Funding Sources	FY23-24	FY24-25
General Fund		
State	\$ 1,700,000	\$ 500,000
Federal	\$ 1,700,000	\$ 500,000
Fees		
Other:		
Total	\$ 3,400,000	\$ 1,000,000

Narrative: The total contract FY 2023-24 amount for LocumTenens.com, DocStar, and Amergis are \$1.45 million, \$520,000, and \$1.43 million, respectively. For FY 2024-25, the total contract request for Amergis is \$1 million. These contracts will be funded by a combination of federal and State dollars. The FY 2024-25 are included in our recommended budget and contingent upon Board approval.

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 the performance of assigned duties. BWell may cancel an assignment for cause or convenience, and each contractor provides professional liability insurance for the professionals to mitigate these risks. In addition, the County only pays the contractor's fees when the County utilizes a healthcare professional referred by the contractor. There are no monthly fees attached to the agreements.

Special Instructions:

Please return one (1) Minute Order and one (1) copy of each executed Amendment to Michael Purvis at mpurvis@sbcbswell.org and to the BWell Contracts Division at bwelcontractsstaff@sbcbswell.org.

Attachments:

- Attachment A: LocumTenens.com FY 22-24 BC Second Amendment
- Attachment B: LocumTenens.com FY 22-24 BC First Amendment
- Attachment C: LocumTenens.com FY 22-24 BC
- Attachment D: DocStar FY 21-24 BC First Amendment
- Attachment E: DocStar FY 21-24 BC
- Attachment F: Amergis FY 23-25 BC Second Amendment
- Attachment G: Maxim FY 23-25 BC First Amendment
- Attachment H: Maxim FY 23-25 BC

Authored by:

Michael Purvis