



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:** April 14, 2015  
**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 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:** ADMHS FY 14-15 Contracts – MDA Staffing Contract 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:

- 1) Approve and authorize the Chair to execute an amendment to the Agreement for Services of Independent Contractor with **Medical Doctor Associates** (not a local vendor), to increase the hourly rate of payment for locum tenens psychiatry services, with no change in the total contract maximum amount not to exceed \$850,000 through June 30, 2015.
- 2) 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 services 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 hourly rate for locum tenens psychiatrists contracted by Medical Doctor Associates (MDA) will allow ADMHS to continue to provide mandated and greatly needed psychiatry services in the Lompoc area without disruption to services. Approval of the recommended action will not increase the total maximum contract amount already budgeted for FY 14-15.

**Background:**

ADMHS currently uses locum tenens temporary physicians to fill the ongoing needs for psychiatric staff at outpatient facilities. Medical Doctor Associates (MDA) provides temporary psychiatrists to backfill vacancies at the ADMHS Lompoc clinic, and at other ADMHS programs as needed. The original contract budget with MDA allows for \$850,000 for Adult Psychiatry coverage.

Due to ongoing shortages in psychiatric staffing, ADMHS has had to increase the rates of locum tenens positions, since psychiatrists for Lompoc are difficult to find, even for temporary staffing agencies. In addition, there are fewer psychiatrists in the labor force; nationwide, the number of psychiatrists dropped 14 percent from 2000 to 2008. This shortage particularly affects geographically isolated locations like Lompoc.

In order to attract potential candidates and retain psychiatrists in more remote outpatient assignments, it is necessary to increase the maximum hourly rate for inpatient psychiatric services, to stay consistent and competitive with the industry’s standard rate and the current demand for psychiatrists.

The rate increase will not increase the overall budgeted contract maximum with Medical Doctor Associates.

**Fiscal and Facilities Impacts:**

Budgeted: Yes **Fiscal Analysis:**

<b><u>Funding Sources</u></b>	<b><u>Current FY Cost:</u></b>	<b><u>Annualized On-going Cost:</u></b>	<b><u>Total One-Time Project Cost</u></b>
General Fund			
State	\$ 425,000.00		
Federal	\$ 425,000.00		
Fees			
Other:			
Total	\$ 850,000.00	\$ -	\$ -

Narrative: The above referenced contracts are funded by State and Federal funds. The funding sources are included in the FY 2014-15 Adopted budget and will not require the use of additional general funds.

**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 with MDA 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 to: [admhscontractsstaff@co.santa-barbara.ca.us](mailto:admhscontractsstaff@co.santa-barbara.ca.us)

**Attachments:**

1. Medical Doctor Associates - 4<sup>th</sup> Amendment
2. MDA – 3<sup>rd</sup> Amendment
3. MDA – 2<sup>nd</sup> Amendment
4. MDA – 1<sup>st</sup> Amendment
5. MDA Original Agreement, FY 13-14

**Authored by:**

DMorales

**cc:**