

**AGREEMENT**  
between  
**COUNTY OF SANTA BARBARA**  
and  
**Medical Doctor Associates DBA Cross Country Locums**  
for  
**SUBSTITUTE, TEMPORARY, AND DIRECT HIRE HEALTH CARE PERSONNEL**  
**FOURTH AMENDMENT**

This Fourth Amendment (“Fourth Amendment”) shall modify the Agreement for Services of Independent Contractor dated June 27, 2023 (the “Agreement”) entered into by **the County of Santa Barbara** (“COUNTY”) and **Medical Doctor Associates dba Cross Country Locums** (“CONTRACTOR”) for the provision of certain staffing services.

**WHEREAS**, the COUNTY and CONTRACTOR (collectively, the “Parties”) initially agreed to compensation of up to an amount not to exceed \$535,000 with a term of July 1, 2023 through June 30, 2024; and

**WHEREAS**, effective March 19, 2024, the Parties agreed to a First Amendment to the Agreement which increased the total Agreement amount by \$575,000 for a revised total Agreement amount not to exceed \$1,110,000, and added temporary healthcare professional and direct hire services without a change to the period of performance; and

**WHEREAS**, effective July 1, 2024, the Parties agreed to a Second Amendment to the Agreement, which increased the total Agreement amount by \$856,000 for a revised total Agreement amount not to exceed \$1,966,000, and removed temporary healthcare professional services and direct hire services without a change to the period of performance; and

**WHEREAS**, effective July 1, 2024, the Parties agreed to a Third Amendment to the Agreement, which increased the total Agreement amount by \$864,900 for a revised total Agreement amount not to exceed \$2,830,900; and

**WHEREAS**, the Parties desire to enter into this Fourth Amendment in accordance with Agreement section 25; and

**NOW, THEREFORE**, the Parties agree to amend the Agreement as follows:

**1. Exhibit B “Financial Provisions” section 1 is deleted and replaced in its entirety with:**

Agreement Maximum. For services to be rendered under this contract, CONTRACTOR shall be paid at the rate specified in the Schedule of Rates (Exhibit B-1) as attached hereto and incorporated by this reference. The total Agreement amount shall not exceed \$3,688,900. This Fourth Amendment increases available funding for fiscal year July 1, 2025 to June 30, 2026 by \$858,000, bringing the FY25–26 funding limit to \$1,286,000. The

contract performance period remains July 1, 2024 through June 30, 2026 as previously amended.

- A. In addition to the Agreement Maximum, CONTRACTOR agrees to the following funding limitations:

<b>Period</b>	<b>Funding Limitation Not to Exceed</b>
July 1, 2023 to June 30, 2024	\$1,110,000
July 1, 2024 to June 30, 2025	\$1,292,900
July 1, 2025 to June 30, 2026	\$1,286,000

- 2. **Counterparts.** This Fourth Amendment may be executed in several counterparts, all of which taken together shall constitute a single agreement between the Parties.
- 3. **Ratifications.** The terms and provisions set forth in this Fourth Amendment shall modify and supersede all inconsistent terms and provisions set forth in the Agreement, First Amendment, Second Amendment, and Third Amendment. The terms and provisions of the Agreement, First Amendment, Second Amendment, and Third Amendment except as expressly modified and superseded by this Fourth Amendment, are ratified and confirmed, shall continue in full force and effect, and shall continue to be legal, valid, binding and enforceable obligations of the Parties.

[This area intentionally left blank. Signatures on following pages.]

**IN WITNESS WHEREOF**, the Parties have executed this Fourth Amendment to Agreement for services of Independent CONTRACTOR between the **COUNTY of Santa Barbara** and **Medical Doctors Associates DBA Cross Country Locums** to be effective on the date executed by COUNTY.

**ATTEST:**

Mona Miyasato  
County Executive Officer  
Clerk of the Board

By: Sheila da Guerra  
Deputy Clerk

**COUNTY OF SANTA BARBARA:**

Laura Capps

By: [Signature]  
Chair, Board of Supervisors

Date: 10-14-25

**RECOMMENDED FOR APPROVAL:**

Mouhanad Hammami, Director  
County Health Department

Signed by:  
By: Mouhanad Hammami  
Department Head

**APPROVED AS TO ACCOUNTING FORM:**

Betsy M. Schaffer, CPA  
Auditor-Controller

Signed by:  
By: James E Munro  
Deputy

**APPROVED AS TO FORM:**

Rachel Van Mullem  
County Counsel

Signed by:  
By: Lindy Giacomuzzi Kotz  
Deputy County Counsel

**APPROVED AS TO FORM:**

Greg Milligan, ARM  
Risk Manager

DocuSigned by:  
By: Gregory Milligan  
Risk Management

Fourth Amendment to Agreement for services of Independent CONTRACTOR between the **COUNTY of Santa Barbara** and **Medical Doctors Associates DBA Cross Country Locums**.

**IN WITNESS WHEREOF**, the Parties have executed this Fourth Amendment to Agreement for services of Independent CONTRACTOR between the **COUNTY of Santa Barbara** and **Medical Doctors Associates DBA Cross Country Locums** to be effective on the date executed by COUNTY.

**Medical Doctor Associates, LLC.DBA  
Cross Country Locums**

Signed by:  
*Lee Alexander*  
By: \_\_\_\_\_  
67D3BA6B85A1476...

Name: Lee Alexander

Title: VP Business Development

Date: 10/1/2025

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**Exhibit B-1**

Santa Barbara County  
**RATE SHEET FOR SPECIALTY SERVICES**  
 Cross Country Locums July 1, 2024- June 30, 2026

RATES ARE ALL INCLUSIVE OF TRAVEL EXPENSES & Lodging will be billed separately

	Daily (0 to 8 hr day unless otherwise specified)	OVERTIME HOURLY: OT after minimum hrs/time worked	Permanent Placement Fee
Family Practice <b>0-8 hrs: OT after 5pm</b>	\$ 1,689.52	\$ 335.42	\$ 27,500.00
Internal Medicine <b>0-8 hrs, OT after 5pm</b>	\$ 1,749.16	\$ 342.87	\$ 27,500.00
Nurse Practitioner <b>0-8 hrs, OT after 5pm</b>	\$ 1,280.50	\$ 275.79	\$ 24,000.00
Physician Assistants <b>0-8 hrs.OT after 5pm</b>	\$ 1,280.50	\$ 275.79	\$ 24,000.00
Family Practice with OB <b>0-8 hrs , OT after 5pm</b>	\$ 2,478.39	\$ 375.65	\$ 27,500.00
Obstetrics and Gynecology <b>0-9 hr day:OT after 6pm</b>	\$ 2,478.39	\$ 375.65	\$ 30,500.00
Pediatrics <b>0-8 hrs: OT after 5pm</b>	\$ 1,786.43	\$ 341.62	\$ 27,500.00
Pediatric Cardiology <b>0-8 hrs: OT after 5pm</b>	\$ 3,021.29	\$ 341.62	\$ 35,500.00
1. Holidays are: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the day after Thanksgiving, Christmas Eve and Christmas Day. 2. We do not bill OT as time and a half on Holidays, only the daily rate.			