



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: 2-18-14
Placement: Administrative
Estimated Tme: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Takashi Wada, MD, Interim Director
Director(s) Alcohol, Drug and Mental Health Services, 805-681-5220
Contact Info: Ole Behrendtsen, MD, Medical Director, 681-5220

SUBJECT: Agreement with Traditions Behavioral Health

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:

- 1) Approve and authorize the Chair to execute an agreement with Traditions Behavioral Health (not a local vendor) to provide psychiatry services at Alcohol, Drug, and Mental Health Services facilities through June 30, 2017, for a maximum contract amount not to exceed \$5,938,442. This maximum contract amount includes \$578,080 for FY 13-14, \$1,734,240 for FY 14-15, \$1,786,267 for FY 15-16, and \$1,839,855 for FY 16-17.
- 2) Determine that the approval of the contract is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15061(b)(3), finding that the activities are covered by the general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment, and where it can be seen with certainty that there is no possibility that the activities in question may have a significant effect on the environment, the activities are not subject to CEQA.

Summary Text:

Traditions Behavioral Health (TBH), a psychiatrist staffing service, provides a long-term solution to help address Alcohol, Drug, and Mental Health Services' (ADMHS) ongoing psychiatrist staffing shortages. Approval of the recommended actions will allow ADMHS to access up to 5.0 FTE psychiatric personnel to fill existing vacancies throughout the Department.

Background:

TBH provides an alternative to temporary psychiatry services provided by *Locum Tenens*, offering long term placement of highly-qualified psychiatrists. Despite historical continuous open recruitment for psychiatrists, ADMHS has experienced perpetual challenges attracting and retaining qualified psychiatrists to work at ADMHS facilities. High housing and cost of living expenses, the perception of Santa Barbara County as a rural County, and staffing competition by nearby correctional and government psychiatry facilities that offer higher salaries have made it difficult to attract and retain qualified psychiatrists, resulting in long-standing vacancies. Currently, ADMHS has 6.2 FTE psychiatrist vacancies that the department has been unable to fill permanently, despite recruitment efforts. This shortage of psychiatric staff reduces capacity to provide mandated services, in addition to other adverse impacts on client care.

TBH's psychiatrists provide mandated psychiatric services such as diagnostic evaluations; medication evaluations; prescriptions for psychiatric medications; review, revision and approval of client assessments; and participation in the development, review, revision and approval of client treatment plans. TBH physicians follow a philosophy of recovery- rather than illness-focus, and embrace the concepts of diversity and cultural competence. The agreement with TBH for psychiatrists includes the expectations set forth below, with a focus on positive client outcomes and maximum productivity. Each physician will be expected to:

- See 12 clients per day in clinics, and 9 clients per day for services in the field.
- Fill clinic gaps resulting from no-shows and cancellations with walk-in clients.
- Chart in the electronic health record a minimum of four paragraphs per client encounter.
- Evaluate every client a minimum of once every three months, but more often as needed.
- Facilitate the transition of clients to appropriate levels of care within the ADMHS system.

TBH also will promptly respond to any ADMHS performance concerns about TBH psychiatrists, and facilitate communication between County and psychiatrists.

Approval of the recommended actions will authorize TBH to hire up to 5.0 FTE psychiatrists to work at ADMHS facilities beginning in FY 13-14, through June 30, 2017.

Key Contract Risks:

With any contractor providing staffing services, there is a risk that subcontracted personnel will make errors, engage in misconduct, or be negligent in performance of assigned duties. To mitigate these risks, the contract with TBH allows ADMHS to request substitution of individual psychiatry staff for cause, and requires that the agency provide Professional Liability insurance. In addition, the contract contains a 90-day cancellation clause that either party can initiate.

Furthermore, the contractor may experience difficulty recruiting to fill these positions, resulting in prolonged psychiatrist vacancies during the first few months of the contract. Similarly, if a physician is replaced during the contract, this may result in a temporary decrease in psychiatrist coverage.

If the contract with TBH is not approved, the County will be in competition with TBH for qualified psychiatry candidates interested in working in the Central Coast region, and ADMHS will continue to experience difficulty in recruiting qualified psychiatrists to fill County positions.

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

Funding Sources	Current FY Cost:	FY 14-15 Cost:	FY 15-16 Cost:	FY 16-17 Cost:
General Fund				
State	\$ 289,040.00	\$ 1,057,886.40	\$ 1,089,622.87	\$ 1,122,311.55
Federal	\$ 289,040.00	\$ 676,353.60	\$ 696,644.13	\$ 717,543.45
Fees				
Other:				
Total	\$ 578,080.00	\$ 1,734,240.00	\$ 1,786,267.00	\$ 1,839,855.00

TBH’s services will be used to backfill vacant positions that are approved and budgeted in the FY 13-14 Salary Model. The budget for these services is in salary savings associated with the vacant positions, and increased productivity and billing for services delivered, resulting in no additional costs to the department. Execution of this contract will not increase the use of general fund dollars by ADMHS.

Special Instructions:

Please return one (1) Minute Order and one (1) copy of the fully executed Amendment to:

Alcohol, Drug and Mental Health Services
 ATTN: Contracts
 300 North San Antonio Road, Bldg. 3
 Santa Barbara, CA 93110

Attachments:

Agreement with Traditions Behavioral Health