



County of Santa Barbara BOARD OF SUPERVISORS

Minute Order

September 22, 2015

Present: 5 - Supervisor Carbajal, Supervisor Wolf, Supervisor Farr, Supervisor Adam,
and Supervisor Lavagnino

ALCOHOL, DRUG AND MENTAL HEALTH SERVICES File Reference No. 15-00767

RE: Consider recommendations regarding Fiscal Year (FY) 2015-2016 Jackson and Coker Locum Tenens Contract, Second Amendment, as follows:

a) Approve and authorize the Chair to execute a Second Amendment to the Agreement for Services of Independent Contractor with Jackson and Coker Locum Tenens (not a local vendor), to increase the total amount by \$350,000.00 for a new maximum not to exceed \$700,000.00 for FY 2015-2016 and a total maximum contract amount not to exceed \$1,050,000.00 for the period July 1, 2014 through June 30, 2016; and

b) 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.

A motion was made by Supervisor Adam, seconded by Supervisor Lavagnino, that this matter be Acted on as follows:

a) **Approved; Chair to execute; and**

b) **Approved.**

The motion carried by the following vote:

Ayes: 5 - Supervisor Carbajal, Supervisor Wolf, Supervisor Farr, Supervisor Adam,
and Supervisor Lavagnino



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: September 15, 2015
Placement: Administrative
Estimated Time:
Continued Item: No
If Yes, date from:
Vote Required: Majority

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: FY 15-16 Jackson & Coker Locum Tenens Contract – 2nd Amendment

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 a Second Amendment to the Agreement for Services of Independent Contractor with **Jackson & Coker Locum Tenens** (not a local vendor), to increase the total amount by \$350,000 for a new maximum not to exceed \$700,000 for FY 15-16 and a total maximum contract amount not to exceed \$1,050,000 for the period July 1, 2014 through June 30, 2016.
- 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, 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 FY 15-16 contract maximum value for locum tenens psychiatrists contracted by Jackson & Coker will allow ADMHS to continue to provide mandated and greatly needed psychiatry services in Lompoc without disruption to services.

Background:

ADMHS currently uses locum tenens temporary physicians to fill the ongoing needs for psychiatric staff at outpatient facilities. Jackson & Coker provides temporary psychiatrists to backfill vacancies at the ADMHS clinics, and at other ADMHS programs as needed.

Due to ongoing shortages of psychiatrists in Lompoc, ADMHS increased the rates of locum tenens positions under Board of Supervisors approval in July 2015. Nationwide, psychiatrists in the labor force dropped 14 percent from 2000 to 2008. This shortage particularly affected geographically isolated locations like Lompoc. The rate increase allowed ADMHS to attract potential candidates, to retain psychiatrists in more remote outpatient assignments, and to stay consistent and competitive with the industry’s standard rate and demand for psychiatrists.

Due to recruitment uncertainty, loss in providers, and the need to meet staffing shortages, ADMHS is experiencing difficulty recruiting and retaining psychiatrists into civil service positions. This has caused the department to utilize locum tenens, such as Jackson and Coker to staff these positions. At the current psychiatrist usage rate, ADMHS expects to reach the previously approved contract maximum for FY 15-16 in mid-September. Because of this, it is necessary to increase the maximum contract value to ensure provision of services until end of the contract term in June 2016.

Fiscal and Facilities Impacts:

Budgeted: Yes **Fiscal Analysis:**

<u>Funding Sources</u>	<u>FY 14-15 Cost:</u>	<u>FY 15-16 Cost:</u>	<u>Total One-Time Project Cost</u>
General Fund			
State	\$ 175,000.00	\$ 350,000.00	
Federal	\$ 175,000.00	\$ 350,000.00	
Fees			
Other:			
Total	\$ 350,000.00	\$ 700,000.00	\$ -

Narrative: The above referenced contracts are funded by State and Federal funds. The funding sources are included in the FY 2015-16 Proposed Budget and will not require the use of additional general funds because salary savings will be used to cover the cost of psychiatric locum tenens.

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 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 and one (1) executed signature page to: admhscontractsstaff@co.santa-barbara.ca.us

Attachments:

Attachment A: Jackson & Coker – 2nd Amendment

Attachment B: Jackson & Coker – 1st Amendment

Attachment C: Jackson & Coker – PO to BC available

at*: <http://santabarbara.legistar.com/gateway.aspx?m=l&id=/matter.aspx?key=16749>

***Copies are also on file at the Clerk of the Board**

Authored by:

QLopez

AChen

SECOND AMENDMENT 2015-2016

TO AGREEMENT FOR SERVICES OF INDEPENDENT CONTRACTOR

This Second Amendment (hereafter Second Amended Contract) to the Agreement for Services of Independent Contractor, **BC 16-066**, is made by and between the **County of Santa Barbara** (County) and **Jackson & Coker Locum Tenens** (Contractor), for the continued services specified herein.

Whereas, Contractor represents that it is specially trained, skilled, experienced, and competent to perform the special services required by County and County desires to retain the services of Contractor pursuant to the terms, covenants, and conditions referenced herein;

Whereas, at the request of County, Contractor provides locum tenens temporary physicians who provide psychiatric services at County Mental Health facilities, and County has ongoing needs for psychiatric staff at outpatient facilities;

Whereas, County anticipates that Contractor will provide, at the request of County, a greater number of services than originally contemplated; and

Whereas, this Second Amended Contract incorporates the terms and conditions set forth in the Agreement approved by the County Board of Supervisors in March 2015, and the First Amended Contract approved by the County Board of Supervisors in July 2015, except as modified in this Second Amended Contract.

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained herein, County and Contractor agree as follows:

I. Delete Section 1 of Exhibit B, and replace with the following:

1. Contract Maximum Value. For services to be rendered under this contract, Contractor shall be paid at the rate specified in the Schedule of Rates (Exhibit B-1), with a total maximum value not to exceed \$350,000 in FY 2014-15 and \$700,000 in FY 15-16.

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SECOND AMENDMENT 2015-2016

II. Delete Exhibit B-1, Schedule of Rates, and replace with the following:
Exhibit B-1

SCHEDULE OF RATES

	ADULT OUTPATIENT PSYCHIATRY	CHILD/ ADOLESCENT PSYCHIATRY
Hourly Rate Range, All Inclusive (8 hour per day/ 40 hour per week minimum)	\$200	\$190.00-\$220.00
Overtime (per hour)*	\$247.50-\$292.50	\$285.00-\$330.00
Weeknight on-call Mon-Fri 5PM to 8AM (per night)**	\$247.50-\$292.50	\$285.00-\$330.00
Weekend on-call 8 AM to 8 AM (per 24 hours, no proration for partial days)**	\$636.00-\$836.00	\$716.00-\$916.00
Maximum Contract Value FY 14-15		\$350,000
Maximum Contract Value FY 15-16		\$700,000
TOTAL CONTRACT MAXIMUM VALUE:		\$1,050,000

*For hours in excess of 40 hours per week.

**Overtime applies for time worked while on-call.

III. All other terms remain in full force and effect.

SECOND AMENDMENT 2015-2016

Second Amendment to Agreement for Services of Independent Contractor between the County of Santa Barbara and Jackson & Coker Locum Tenens, LLC.

IN WITNESS WHEREOF, the parties have executed this Amendment to be effective on the date executed by County.

COUNTY OF SANTA BARBARA

By: Janet Wolf
JANET WOLF, CHAIR

BOARD OF SUPERVISORS

Date: 9/22/15

ATTEST:
MONA MIYASATO,
COUNTY EXECUTIVE OFFICER
CLERK OF THE BOARD

By: Mona Miyasato
Deputy Clerk

Date: 9-24-15

CONTRACTOR

Jackson & Coker Locum Tenens, LLC

By: Dana Massey

Date: 8/26/15

APPROVED AS TO FORM:
MICHAEL C. GHIZZONI
COUNTY COUNSEL

By: _____
Deputy County Counsel

Date: _____

APPROVED AS TO ACCOUNTING FORM:
ROBERT W. GEIS, CPA
AUDITOR-CONTROLLER

By: Robert W. Geis
Deputy

Date: 9/1/15

RECOMMENDED FOR APPROVAL :
ALCOHOL, DRUG, AND MENTAL HEALTH SERVICES
ALICE A. GLEGHORN, PHD
DIRECTOR

By: _____
Director

Date: _____

APPROVED AS TO INSURANCE FORM:
RAY AROMATORIO
RISK MANAGER

By: _____

Date: _____

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COUNTY OF SANTA BARBARA

By: _____
JANET WOLF, CHAIR
BOARD OF SUPERVISORS

Date: _____

ATTEST:
MONA MIYASATO,
COUNTY EXECUTIVE OFFICER
CLERK OF THE BOARD

By: _____
Deputy Clerk

Date: _____

CONTRACTOR

Jackson & Coker Locum Tenens, LLC

By: _____

Date: _____

APPROVED AS TO FORM:
MICHAEL C. GHIZZONI
COUNTY COUNSEL

By: 
Deputy County Counsel

Date: 9/1/15

APPROVED AS TO ACCOUNTING FORM:
ROBERT W. GEIS, CPA
AUDITOR-CONTROLLER

By: 
Deputy

Date: 9/1/15

RECOMMENDED FOR APPROVAL :
ALCOHOL, DRUG, AND MENTAL HEALTH SERVICES
ALICE A. GLEGHORN, PHD
DIRECTOR

By: 
Director

Date: _____

APPROVED AS TO INSURANCE FORM:
RAY AROMATORIO
RISK MANAGER

By: 

Date: 9.1.15