



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:** Public Health  
**Department No.:** 041  
**For Agenda Of:** June 18, 2024  
**Placement:** Administrative  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

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**TO:** Board of Supervisors  
**FROM:** Department Mouhanad Hammami, Director  
Director(s) Public Health Department  
Contact Info: Paola Hurtado, Assistant Deputy Director (805) 698-2418  
Primary Care and Family Health  
**SUBJECT:** Second Amendment Medical Doctors Associates DBA Cross Country Locums Agreement

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**County Counsel Concurrence**

As to form: Yes

Other Concurrence: Risk Management

As to form: Yes

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- a) Approve and authorize the Chair to execute the Second Amendment to the Agreement with Medical Doctors Associates DBA Cross Country Locums for professional services to remove both temporary healthcare professional and direct hire services; to extend the Agreement for two years for a revised end date of June 30, 2026; and, to add \$428,000 per each additional Fiscal Year, totaling \$856,000 for a revised Agreement amount of \$1,966,000; and,
- b) Determine that the proposed action does not constitute a "Project" within the meaning of California Environmental Quality Act (CEQA), pursuant to Section 15378(b)(4) of the CEQA Guidelines, because they consist of the creation of government funding mechanisms or other government fiscal activities, which do not involve any commitment to any specific project which may result in a potentially significant impact on the environment.

**Summary Text:**

This item is on the agenda to authorize the Chair to execute the Second Amendment to the Agreement (Attachment C) with Medical Doctors Associates DBA Cross Country Locums (MDA) to extend the performance period effective July 1, 2024, through June 30, 2026, and increase the Agreement amount by \$856,000, for an amount not exceed \$428,000 per Fiscal Year for a revised Agreement total not to exceed

\$1,966,000. The Public Health Department (PHD) is also requesting to remove the temporary healthcare professional services and fees listed in Exhibit B-2 and direct hire services and fees listed in Exhibit B-3, included in the First Amendment of the Agreement.

The original executed Agreement was signed on June 27, 2023, for the period of July 1, 2023, through June 30, 2024, with a total amount not to exceed \$535,000, to provide PHD substitute and temporary personnel (Locum Tenens), including physicians, health care practitioners, and behavioral health specialists among other vital positions to meet the operational needs of various programs.

Through the First Amendment to the Agreement with MDA, the PHD increased the Agreement by \$500,000 for Locum Tenens and temporary healthcare professional services and \$75,000 for direct hire services for a revised total not to exceed \$1,110,000.

Approval of this Second Amendment will ensure the PHD temporarily fills physician vacancies while recruiting for regular positions.

**Background:**

PHD operates five health care centers and three shelter-based clinics throughout Santa Barbara County to provide medical services to the uninsured and underinsured members of our communities. The Department's physicians, health care practitioners, behavioral health specialists, and nurses who are regular County employees provide the greater part of the patient services. On some occasions, when there are vacancies, the recruitment process can take some time. In order to continue to provide continuity in patient services, PHD has contracted with firms that recruit and place healthcare professionals on a temporary basis to fill in for another provider. These healthcare professionals are known as "locum tenens".

The locum tenens rates include the cost of the healthcare professional services and local transportation. The contracted services do not replace regular employee positions but serve as fill-ins on a temporary basis during the recruitment process.

As part of the PHD's efforts to recruit regular healthcare professionals and strengthen the workforce, this Board item is requesting to extend the Agreement with MDA and increase the Agreement amount.

This Agreement was originally not competed because the County is open to working with any vendor that is able to provide qualified professionals.

**Performance Measure:**

During the current Agreement term, MDA has provided the department with four Locums Tenens, including two (2) physicians and two (2) Health Care Practitioners.

**Contract Renewals and Performance Outcomes:**

PHD has had previous agreements with MDA which has provided excellent healthcare professional services. The qualified professionals who provide services comply with PHD's policies and procedures and are provided appropriate supervision to ensure compliance.

**Fiscal and Facilities Impacts:**

Budgeted: Yes

**Fiscal Analysis:**

This action will allow the Public Health Department to continue to cover vacancies with qualified providers from Medical Doctors Associates DBA Cross County Locums (MDA). This second amendment will increase the Agreement by \$428,000 for each fiscal year from July 1, 2024 to June 30, 2026 for a

total Agreement amount of \$1,966,000. An allotment of \$428,000 for the MDA agreement is included in the Fiscal Year 2024-2025 Recommended budget, and the same amount will be included in the Fiscal Year 2025-2026 budget.

**Key Contract Risks:**

PHD has a long-standing relationship with MDA as they have been working together since 2003, and MDA has provided quality service to PHD. The Agreement has a termination for convenience clause and authorizes the County to dismiss any Professional for any reason.

**Staffing Impacts:**

**Legal Positions:**

0

**FTEs:**

0

There are no staffing impacts.

**Special Instructions:**

Please execute two (2) original Second Amendment with Medical Doctors Associates DBA Cross Country Locums and retain one (1) original Second Amendment and one (1) Minute Order for pick up by the department. Please email PHD at [PHDGROUPContractsUnit@sbcpd.org](mailto:PHDGROUPContractsUnit@sbcpd.org) when available for pick up.

**Attachments:**

- A. Medical Doctors Associates DBA Cross Country Locums Agreement
- B. First Amendment Medical Doctors Associates DBA Cross Country Locums Agreement
- C. Second Amendment Medical Doctors Associates DBA Cross Country Locums Agreement

**Authored by:**

Paola Hurtado, Assistant Deputy Director, Primary Care and Family Health