



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: Behavioral Wellness
Department No.: 043
For Agenda Of: June 19, 2018
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Alice Gleghorn, PhD, Director
Director(s) Department of Behavioral Wellness, 805-681-5220
Contact Info: Dr. Ole Behrendtsen, Medical Director
Behavioral Wellness, 681-5220
SUBJECT: Behavioral Wellness Staffing Contract Renewal FY 18-19 - Traditions Psychology Group dba Traditions Behavioral Health

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 an Agreement for Services of Independent Contractor with **Traditions Psychology Group dba Traditions Behavioral Health** (not a local vendor) to provide psychiatry services at Behavioral Wellness facilities, for a total amount not to exceed **\$1,676,223** for the period of July 1, 2018 through June 30, 2019.
- 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 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:

This item is on the agenda to request authorization to renew the contract with **Traditions Behavioral Health (TBH)** for the long term placement of highly-qualified psychiatrists. TBH, a psychiatrist staffing service, provides a long-term solution to help address Behavioral Wellness' ongoing psychiatrist staffing shortages. Approval of the recommended actions will allow Behavioral Wellness to access contracted psychiatric personnel to cover necessary services throughout the County's Behavioral Wellness system of care (e.g., acute inpatient, crisis and outpatient).

Background:

TBH provides an alternative to temporary psychiatry services provided by locum tenens staffing arrangements, by offering long term placement of highly-qualified psychiatrists. Despite historical continuous open recruitment for psychiatrists, Behavioral Wellness has experienced perpetual challenges attracting and retaining qualified psychiatrists to work at Behavioral Wellness facilities. 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-focus, rather than illness-focus, and embrace the concepts of diversity and cultural competence.

The contract with TBH focuses on positive client outcomes and maximum productivity. Each psychiatrist that accepts an assignment at Behavioral Wellness is expected to:

- Work 9 or 16 hour days.
- Maintain productivity levels of 10-12 clients per day in clinics, and 6-9 clients per day for psychiatrists working in the field.
- Reduce the number of client no-shows and cancellations; and fill clinic gaps with walk-in clients.
- See each of the 16 Psychiatric Health Facility (PHF) patients daily, when working at the PHF.
- Daily, chart on each PHF client in the electronic health record (EHR) to medical necessity; specifying medical care and treatment.
- Evaluate every client in the caseload a minimum of once every three months, but more often as needed.
- Facilitate the transition of clients to appropriate levels of care within the Behavioral Wellness system.
- Provide Medication Assisted Treatment (MAT) services to clients.
- Provide face-to-face services to the Crisis Stabilization Unit (CSU) during the hours of 3:00 P.M. – 6:00 P.M. and on call, as needed during the shift.
- Provide support for the County's Crisis Residential Treatment (CRT) centers: Crisis Residential North in Santa Maria, Crisis Residential South in Santa Barbara, and the new Agnes Avenue CRT in Santa Maria when it opens.

The contract with TBH produces operational benefits that enhance the County's ability to provide care throughout the County's Behavioral Wellness system of care (e.g., acute inpatient, crisis and outpatient). These benefits include:

- Having psychiatrists available to cover one to two weekends per month as well as extended hours on all weekdays and weekends, including holidays at the PHF. This allows direct physician contact until 11 PM every day for admissions to the PHF.
- The ability of discharging patients on the weekends and shortening patient stays because care can begin immediately. TBH's physicians cover all acute and crisis services in South County and in doing so are covering the most difficult to recruit psychiatrist positions.

- Extended coverage for the County's Crisis Stabilization Units (CSU). With CSUs there is an even higher than traditional need for after extended hours and weekend coverage. Having the same physicians cover both the PHF and CSU as well as provide post hospital discharge visits has improved the continuity of care.
- Prompt response by TBH to any performance concerns raised by Behavioral Wellness about TBH psychiatrists and facilitation of communications between the County and TBH psychiatrists has resulted in timely resolution of performance concerns.

Performance Outcomes

During FY 17-18 Behavioral Wellness has continuously employed two psychiatrists from TBH, one per day for inpatient services and one per day for outpatient services. Each inpatient doctor works a 16 hour day.

Fiscal and Facilities Impacts:

Budgeted: Yes **Fiscal Analysis:**

General Fund					
State	\$	838,111.50			
Federal	\$	838,111.50			
Fees					
Other:					
Total	\$	1,676,223.00	\$	-	\$ -

Narrative: The above referenced contracts are funded by State and Federal funds. The funding sources are included in the FY 2018-2019 Proposed Budget.

Key Contract Risks:

With any contractor providing staffing services, there is a risk that subcontracted personnel will make errors, engage in misconduct be negligent in performance of assigned duties. To mitigate these risks, the contract with TBH allows Behavioral Wellness 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.

Special Instructions:

Please return one (1) Minute Order and one (1) complete copy of each of the above contracts to the BWell Contracts Division at bwellcontractsstaff@co.santa-barbara.ca.us.

Attachments:

Attachment A: Traditions Behavioral Health FY 2018-2019

Authored by:

Melanie Johnson