



COUNTY OF SAN DIEGO

AGENDA ITEM

DRAFT

BOARD OF SUPERVISORS

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DATE: April 24, 2018

XX

TO: Board of Supervisors

SUBJECT: TEMPORARY PROFESSIONAL STAFFING FOR PSYCHIATRIC AND PHYSICIAN SERVICES (DISTRICTS: ALL)

OVERVIEW

The County of San Diego, Health and Human Services Agency (HHSA) utilizes temporary staff to fill vacancies until permanent hires are made, or for vacancies of clinical positions that are considered difficult to fill due to a limited pool of qualified individuals. Specifically, HHSA contracts with temporary staffing agencies for psychiatrist, medical doctor and nurse practitioner positions whenever there are vacancies at the Inpatient Health Services Facilities (San Diego County Psychiatric Hospital and Edgemoor Distinct Part Skilled Nursing Facility) and County-operated Behavioral Health Services clinics to maintain continuity of services for the residents of San Diego County. Temporary staffing in the medical field is referred to as locum tenens.

Today's proposed actions, if approved, will authorize the Director of the Department of Purchasing and Contracting to negotiate an increase to the annual funding and extend the term of the current locum tenens contracts to ensure continuous services. It will also authorize the competitive procurement of future locum tenens services. This action supports the County's *Live Well San Diego* vision by providing necessary psychiatric and medical evaluation and crisis intervention services to residents in San Diego County to help all residents build better health, live safely and thrive.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. In accordance with Board Policy A-87, Competitive Procurement, and Administrative Code Section 401, authorize the Director, Department of Purchasing and Contracting, to amend the three existing contracts for locum tenens services to extend the term of each contract for one year, including applicable increase to the total contract value, through June 30, 2019, and any additional time needed to complete the competitive procurement and transition process to minimize disruption of patient care, subject to the availability of funds; and to amend the contracts as required in order to reflect changes to services and funding allocations, subject to the approval of the Agency Director, Health and Human Services Agency.
 - Contract No. 520878 with Jackson & Coker Locum Tenens LLC

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- Contract No. 555127 with GMS Medical Staffing Inc.
 - Contract No. 530382 with Interim Physicians LLC
2. In accordance with Section 401, Article XXIII of the County Administrative Code, authorize the Director, Department of Purchasing and Contracting, to issue a competitive solicitation for locum tenens services, and upon successful negotiation and determination of a fair and reasonable price, award contract(s) for a term of one year, with up to four option years and up to an additional six months if needed. Additionally, if required, amend the contract(s) as needed to reflect changes in program, funding or service requirements, subject to approval of the Agency Director, Health and Human Services Agency.

FISCAL IMPACT

Funds for this request are included in the Fiscal Year 2017-19 Operational Plan in the Health and Human Services Agency (HHSA). If approved, this request will result in estimated costs and revenues of up to \$9,670,000 in Fiscal Year 2017-18 and in Fiscal Year 2018-19. The funding sources are Realignment and Federal Financial Participation. There will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

At the regularly scheduled meeting on April 5, 2018, the Behavioral Health Advisory Board voted to _____.

BACKGROUND

The County of San Diego, Health and Human Services Agency (HHSA) provides a continuum of behavioral health services for children, youth, families, adults and older adults. Services are provided through the Inpatient Health Services facilities – San Diego County Psychiatric Hospital (SDCPH) and Edgemoor Distinct Part Skilled Nursing Facility (Edgemoor) – and County-operated Behavioral Health Services programs. Services include psychiatric evaluations and care, crisis intervention and stabilization acute treatment, recovery care and general medical care.

To ensure continuity of care, HHSA relies on contracts to provide temporary psychiatric and physician coverage due to staff vacancies and unavailability of physicians for various shifts, including evenings, nights, weekends and holidays. This temporary staffing in the medical field is referred to as locum tenens.

On July 1, 2007, the Director of the Department of Purchasing and Contracting awarded three contracts to provide locum tenens psychiatrists for SDCPH under the Board Policy A-87 categorical exemption to competitive procurement, Section 2.I, Procurement of Medical or Surgical Equipment or Supplies or Professional Services. On September 8, 2008, the existing contracts were augmented to include medical doctors and nurse practitioners, and on May 31, 2012, the contract scope was expanded to include Edgemoor. On December 10, 2013, the

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Director of Purchasing and Contracting extended the three contracts term, not to exceed an end date of June 30, 2018,

The locum tenens contracts have been relied upon extensively to ensure complete coverage in the various service areas throughout HHSA due to staff turnover, unexpected absences of psychiatrists and physicians and to cover weekend and evening shifts. The Department of Human Resources has undertaken several steps to fill psychiatrist vacancies including modification of the minimum qualification at time of application, advertising in medical publications, attending booths at career fairs and authorizing the use of agencies specializing in psychiatrist recruitment for employment.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

Today's proposed action supports the Building Better Health and Living Safely Initiatives of the County of San Diego's 2018-2023 Strategic Plan by providing necessary psychiatric and medical evaluation and crisis intervention services to children and adults in San Diego County.

Respectfully submitted,

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FUNCTION TO INSERT
SIGNATURE

HELEN N. ROBBINS-MEYER
Chief Administrative Officer

ATTACHMENT(S)

N/A

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PHYSICIAN SERVICES

AGENDA ITEM INFORMATION SHEET

REQUIRES FOUR VOTES: ☐ Yes ☒ No

WRITTEN DISCLOSURE PER COUNTY CHARTER SECTION 1000.1 REQUIRED

☐ Yes ☒ No

PREVIOUS RELEVANT BOARD ACTIONS:

February 3, 2015 (2), Board authorized amending the existing contracts as required to reflect changes to services and funding; September 24, 2013 (4), Board authorized amending three locum tenens contracts to augment funding.

BOARD POLICIES APPLICABLE:

Board Policy A-87, Competitive Procurement

BOARD POLICY STATEMENTS:

Board Policy A-87 - Competitive Procurements: current contracts are exempt from Board Policy A-87 under Section 2.I, Procurement of medical or surgical equipment or supplies or professional services for use by a County facility; new contracts will be competitively procured

MANDATORY COMPLIANCE:

N/A

**ORACLE AWARD NUMBER(S) AND CONTRACT AND/OR REQUISITION
NUMBER(S):**

Oracle Award Numbers 504485, 503058, 117007, 504886

Contract Numbers 530382, 555127, 520878

ORIGINATING DEPARTMENT: Health and Human Services Agency

OTHER CONCURRENCE(S): Department of Purchasing and Contracting

CONTACT PERSON(S):

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