

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Behavioral Health	(2) MEETING DATE 6/19/2012	(3) CONTACT/PHONE Kimberly Miramon, Admin Srvcs. Mgr., 788-2932 Amy Olson, ASO II, 781-4729	
(4) SUBJECT Request to approve the renewal contracts for FY 2012-13 with Medical Doctor Associates, Inc., LocumTenens.com, Psychiatrists Only, and Jackson & Coker (Clerk's File) to provide locum tenens (temporary) licensed psychiatrist services in the aggregate amount not to exceed \$792,000.			
(5) RECOMMENDED ACTION It is recommended that the Board approve the renewal contracts for FY 2012-13 with Medical Doctor Associates, Inc., LocumTenens.com, Psychiatrists Only, and Jackson & Coker to provide locum tenens (temporary) licensed psychiatrist services in the aggregate amount not to exceed \$792,000.			
(6) FUNDING SOURCE(S) FC 166-Medi-Cal, MediCare, 3rd Party Payors	(7) CURRENT YEAR FINANCIAL IMPACT \$792,000	(8) ANNUAL FINANCIAL IMPACT \$792,000	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation (Time Est. _____) <input type="checkbox"/> Hearing (Time Est. _____) <input type="checkbox"/> Board Business			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A		(12) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5th's Vote Required <input checked="" type="checkbox"/> N/A	
(13) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) 19001168		(14) W-9 <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes	
(15) LOCATION MAP N/A	(16) BUSINESS IMPACT STATEMENT? No	(17) AGENDA ITEM HISTORY <input type="checkbox"/> N/A Date <u>July 19, 2011</u>	
(18) ADMINISTRATIVE OFFICE REVIEW Reviewed by Leslie Brown			
(19) SUPERVISOR DISTRICT(S) All Districts -			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Jeff Hamm, Health Agency Director
Karen Baylor, Ph.D., MFT, Behavioral Health Administrator

DATE: 6/19/2012

SUBJECT: Request to approve the renewal contracts for FY 2012-13 with Medical Doctor Associates, Inc., LocumTenens.com, Psychiatrists Only, and Jackson & Coker (Clerk's File) to provide locum tenens (temporary) licensed psychiatrist services in the aggregate amount not to exceed \$792,000.

RECOMMENDATION

It is recommended that the Board approve the renewal contracts for FY 2012-13 with Medical Doctor Associates, Inc., LocumTenens.com, Psychiatrists Only, and Jackson & Coker to provide locum tenens (temporary) licensed psychiatrist services in the aggregate amount not to exceed \$792,000.

DISCUSSION

The Health Agency's Behavioral Health Department requests approval to renew its contracts with Medical Doctor Associates, Inc. (MDA), LocumTenens.com, Psychiatrists Only, and Jackson & Coker which are locum tenens staffing agencies utilizing a nationwide pool of participating psychiatrists. Locum tenens assure proper mandated coverage and medical supervision at multiple clinic sites when permanent staff psychiatrist positions are vacant or coverage is needed due to vacations. The temporary agencies are able to provide a locum tenens psychiatrist within 60 days of our request.

There is a nationwide shortage of psychiatrists. A number of demographic and other factors continue to make this shortage especially prevalent in San Luis Obispo County, where demands for services exceed available resources. Recruitment and retention of this limited pool of licensed staff is impacted by competition from Atascadero State Hospital (ASH) and California Men's Colony (CMC). State salaries, retention bonuses, and retirement plans often draw potential candidates to ASH and CMC.

Although psychiatrist recruitment efforts continue, permanent staff vacancies remain unfilled and wait times increase for clients to receive psychiatrist assessments and medication support. The contracts with the locum tenens agencies will fill the gaps for mandated coverage throughout the clinics and help ensure the provision of timely client care.

The renewal of this contract is dependent upon Board approval of the Health Agency FY 2012-13 budget. Each contract is subject to non-appropriation of funds, thereby allowing Behavioral Health to terminate the contract should the Health Agency budget not be approved.

OTHER AGENCY INVOLVEMENT/IMPACT

County Counsel has reviewed and approved the contracts as to form and legal effect.

FINANCIAL CONSIDERATIONS

The contracts establish hourly rates for contract services, which are provided on an as needed basis. The rates have remained the same since 2009. The FY 2012-13 proposed budget includes 4,200 hours of locum tenens services at a cost of \$792,000. The proposed budgeted amount is an estimate that is intended to cover the additional capacity not available with existing permanent staff or our contracted psychiatrists. It is however possible that continued vacancies in staff psychiatrist positions will result in additional locum tenens expense that exceeds the amount originally budgeted. Should this occur, the additional locum tenens expense will be offset with salary savings resulting from the corresponding staff psychiatrist vacancies. Alternately, if vacant permanent psychiatrist positions are filled then fewer locum tenen hours will be utilized and these expenses can be expected to fall below the budgeted amount.

The use of one contractor versus another can vary according to their ability to quickly provide appropriate staff at any given time. By contracting with more than one locum tenens provider, the Behavioral Health Department gains the flexibility to utilize one particular provider for all services, or a combination of providers during the year. The County will compensate each contract provider only for actual services rendered. By contracting with multiple providers, the Department furthers its ability to use its discretion in selecting the highest quality, most cost effective services available at any given time.

RESULTS

Psychiatric services are an integral part of all Behavioral Health programs and their outcomes. Psychiatrists provide psychiatric assessments and medication management to clients who are severely mentally ill or seriously emotionally disturbed. Psychiatrists are required to review and approve clinical documentation. Without these services, Behavioral Health cannot meet the availability and accessibility of service requirements mandated by the State.

The past two fiscal years have proved to be challenging regarding staffing for Psychiatrists. The Agency experienced a vacancy rate of approximately 3.5 FTE throughout the year despite intensive recruiting efforts. The locum tenens provided psychiatric outpatient clinic services equivalent to nearly 3.0 FTE. The remaining shortages were covered by independent contracted psychiatrists.

Locum tenens bridge the vacancy gap in two ways: preventing clients from having to travel to the next closest clinic with a psychiatrist available on-site; and keeping the Medical Director from needing to providing coverage for psychiatrist vacancies too often and thereby unwillingly neglecting administrative duties. Not only would any sort of travel requirement for clients provide a substantial barrier to access, but the increased wait time for psychiatric assessments and proper treatment would increases the risk of adverse outcomes for these youth at home and school, including law enforcement involvement and suicide. Locum tenens contracts assist the Behavioral Health Department in providing the necessary psychiatrist coverage to maintain appropriate levels of care, contributing to achieving the County's vision of a safe, healthy, and livable community.

ATTACHMENTS

- 1 Clerk's Filed Cover Sheet Locum Tenens Contract Group FY 12-13