

County of Santa Clara  
Santa Clara Valley Health & Hospital System  
Mental Health Services



90019 A

**DATE:** March 20, 2018  
**TO:** Board of Supervisors  
**FROM:** Toni Tullys, Director, Behavioral Health Services  
**SUBJECT:** Amendments to Temporary Psychiatric Staffing Services Agreements

**RECOMMENDED ACTION**

Consider recommendations relating to Amendments to Temporary Psychiatric Staffing Agreements.

Possible action:

- a. Approve First Amendment to Agreement with Locum Tenens relating to providing temporary psychiatric staffing services increasing the maximum contract amount by \$500,000 from \$3,000,000 to \$3,500,000, with no change to the term of the Agreement, that has been reviewed and approved by County Counsel as to form and legality.
- b. Approve First Amendment to Agreement with Medical Doctor Associates relating to providing temporary psychiatric staffing services decreasing the maximum contract amount by \$500,000 from \$1,500,000 to \$1,000,000, with no change to the term of the Agreement, that has been reviewed and approved by County Counsel as to form and legality.

**FISCAL IMPLICATIONS**

Funding for these Agreements is included in the Behavioral Health Services Department (BHSD) and Santa Clara Valley Medical Center (SCVMC) Fiscal Year (FY) 2018 Board Approved Budget. A combination of salary savings accruing from vacant psychiatrist positions, as well as budgeted contract funds, are utilized to support these Agreements. These Amendments would adjust the contract budgets.

The Medical Doctor Associates (MDA) contract is projected to be underutilized. Approval of the recommended actions would reduce the maximum financial obligation of the MDA Agreement by \$500,000 and increase the maximum financial obligation of the Locum Tenens Agreement by \$500,000 to cover psychiatric staffing services for clients of Santa Clara County.

## **CONTRACT HISTORY**

The BHSD released a Request for Proposal (RFP) on January 6, 2017 for temporary psychiatric placement services. Locum Tenens and MDA were selected for contract awards as a result of this RFP.

Locum Tenens and MDA's Agreements were approved by the Board of Supervisors on June 20, 2017 (ID#86061).

## **REASONS FOR RECOMMENDATION**

These Amendments would move \$500,000 from the Medical Doctor Associates (MDA) Agreement to the Locum Tenens' Agreement to ensure adequate funding is provided for the provision of necessary temporary psychiatric staffing services for the remainder of FY 2018.

The MDA Agreement is currently being underutilized because MDA's staffing team is working with the BHSD Medical Director to better understand the County's needs and the high cost of Bay Area living. The Locum Tenens' Agreement is utilized more often because Locum Tenens currently provides the majority of contracted psychiatrist services to seven Valley Health Center (VHC) clinic locations in Santa Clara County. Locum Tenens also assigns high-level executives to support front-line recruiters and manages a strong presence of recruiters who understand the competitive market of psychiatry recruitment and the high cost of living for assignments in California.

While MDA works with the BHSD to better serve the County needs, approval of the recommended action would allow the BHSD to shift \$500,000 of underutilized funds from MDA's Agreement to Locum Tenens' Agreement to ensure adequate psychiatric staffing coverage for the remainder of FY 2018.

As the Santa Clara County's Medi-Cal Managed Care Plan administrator, the BHSD is required to provide or arrange mental health services for Medi-Cal beneficiaries. These Agreements ensure adequate coverage and timely psychiatry services that decrease hospitalization and the usage of Institutes for Mental Disease placements. It is the goal of the BHSD to maintain clients in stable environments that provide for both medical and psychiatric needs, as well as to prevent acute hospitalizations whenever possible.

In order to bill and receive Federal and State funding through Medicare and Medi-Cal, clinical services (including the provision of psychiatric evaluations, treatment plans, and psychotropic medications) must be provided by psychiatrists. Despite intensive efforts to recruit psychiatrists nationally, the Santa Clara Valley Health and Hospital System (SCVHHS) continues to experience a shortage of psychiatrists. As a result, contracted psychiatrists are necessary to provide mental health treatment services for adults with serious and persistent mental illnesses and children/youth with serious emotional disturbances in various SCVHHS settings.

The services provided under these Agreements assist the SCVHHS's goal of achieving its Triple Aim "Plus" Objectives by increasing the number of health life years of clients through the delivery of psychiatric services to the residents of Santa Clara County.

## **CHILD IMPACT**

The recommended action would have a positive impact on the Healthy Lifestyle indicator by ensuring adequate psychiatric treatment services are available to children, youth, and families in Santa Clara County.

### **SENIOR IMPACT**

The recommended action would have a positive impact on seniors by continuing the provision of essential psychiatric treatment services are available to older adults.

### **SUSTAINABILITY IMPLICATIONS**

The recommended actions balance public policy and program interests, and enhance the Board of Supervisors' sustainability goal of social equity and safety by providing contracted behavioral health services to the residents of Santa Clara County in a timely manner.

### **BACKGROUND**

During the Fiscal Year 2010 budget process, the BHSD and SCVMC proposed a plan to maintain mental health outpatient services and achieve General Fund savings by adding several psychiatrist positions across various sites in Santa Clara County. With the expansion of services and shortages of staff psychiatrists due to retirement, illness, vacation, resignations, and high cost of living, these staffing services are utilized to recruit temporary psychiatrists who satisfy the credentialing criteria established by SCVHHS.

Across SCVHHS, 58 out of 87 psychiatry positions have been filled since contracting with temporary psychiatric staffing service providers. The BHSD has filled the highest percentage in the Health and Hospital system as of January 28, 2018, with 15 of 18 psychiatry positions filled.

### **CONSEQUENCES OF NEGATIVE ACTION**

Failure to approve this action would impact the BHSD's ability to provide timely psychiatric services to the clients of Santa Clara County.

### **STEPS FOLLOWING APPROVAL**

Upon approval, the Clerk of the Board is requested to send an email notification to Ann Shaw: Ann.Shaw@hhs.sccgov.org

### **LINKS:**

- [Linked To: 86061 : 86061](#)

### **ATTACHMENTS:**

- [Agreement-Locum Tenens-FY18 \(PDF\)](#)
- [Agreement-MDA-FY18 \(PDF\)](#)
- [Amendment 1-Locum Tenens-FY18, for BOS Signature \(PDF\)](#)
- [Amendment 1-MDA-FY18, for BOS Signature \(PDF\)](#)