



County of Santa Cruz

Health Services Agency

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Giang T. Nguyen, Health Services Agency Director

Meeting Date: November 7, 2017
Date: September 20, 2017
To: The Board of Supervisors
From: Giang T. Nguyen, Health Services Agency Director
Subject: Revise Master Agreement for Locum Tenens Staffing Services

The Health Services Agency (HSA) requests that your Board approve a revised master expenditure agreement for provision of locum tenens temporary staffing of psychiatrists, clinic physicians, and nurse practitioners. The revision provides an increased maximum hourly rate for psychiatrists and physicians, and establishes a new contract term through June 30, 2022.

On May 8, 2012, your Board approved this master agreement with an hourly rate of \$225 for psychiatrists. On December 16, 2014 you Board approved revision of the contract to include clinic physicians at the same hourly rate. Since 2012, this rate has not been adjusted for inflation or cost of living. HSA experiences extreme difficulty filling vacancies for these positions, due in part to competition from surrounding counties, whose hourly rates have range from \$230 to \$300. The new revised agreement proposes to increase the current maximum hourly rate of \$225 by \$30, for a new maximum hourly rate of up to \$255.

On December 15, 2015, your Board approved revision of this master agreement to include nurse practitioner positions for one year through December 15, 2016 to help meet clinic patient demand. The salary for nurse practitioners is proposed to remain the same as last years' rate of \$166/ hour.

HSA has immediate need for these personnel, and currently has 5.0 full time equivalent (FTE) psychiatrist, 2.8 FTE clinic physician, and 2.0 FTE nurse practitioner vacancies. HSA continues to pursue permanent recruitment to fill these vacancies and only exercises locum tenens staffing options when necessary. The end date of the contract term for all positions is June 30, 2022. Sufficient appropriations exist within HSA's approved budget to fund this agreement, and no new County general funds are needed nor requested.

It is, therefore, **RECOMMENDED** that your Board approve and direct the Health Services Agency Director to sign a revised master expenditure agreement, Contract No.

18H3940, for provision of locum tenens temporary staffing of psychiatrists, clinic physicians, and nurse practitioners, establishing an increased salary rate for psychiatrists and physicians, and establishing a new contract term through June 30, 2022.

Submitted by:



Giang T. Nguyen, Health Services Agency Director 10/25/2017

Recommended:

Carlos J. Palacios, County Administrative Officer

Attachments:

a Master Expenditure Contract: #H3940 - Locum Tenens Psychiatrists, Clinic Physicians, and Nurse Practitioners