



Office of the City Manager

CONSENT CALENDAR
February 23, 2021

To: Honorable Mayor and Members of the City Council
 From: Dee Williams-Ridley, City Manager
 Submitted by: Lisa Warhuus, Director, Health, Housing & Community Services
 Subject: Contract No. 104289-1 Amendment: Jackson & Coker for Locums Tenens Psychiatrists

RECOMMENDATION

Adopt a Resolution authorizing the City Manager or her designee to execute an amendment to Contract No. 104289-1 with Jackson & Coker Locum Tenens, LLC to provide Locum Tenens Psychiatrists through June 30, 2024 in an amount not to exceed \$964,480. This amendment will add three years to the contract term and \$564,480 in funding.

FISCAL IMPACTS OF RECOMMENDATION

Funds for the scope of work in the amount of \$564,480 will be provided from ERMA GL Code 315-51-503-526-2017-000-451-612990-.

CURRENT SITUATION AND ITS EFFECTS

This service provides a safety net for consumers when the Mental Health Division's Adult Mental Health Clinic experiences a shortage of staff qualified to prescribe medication. This contract amendment will allow intermittent usage of locum tenens medication services through Jackson & Coker Locum Tenens, LLC to ensure clients have access to medication. Locum tenens are licensed and qualified Psychiatrists or Nurse Practitioners who have a temporary placement at a contracting facility.

BACKGROUND

Over the last several years, the Mental Health Division has experienced great difficulty in filling vacant positions for staff who can prescribe psychiatric medications. Due to a variety of factors, including the Medi-Cal expansion through the Affordable Care Act, an existing shortage of psychiatrists in the region has been greatly exacerbated. By contracting with a locum tenens, the City is able to maintain continuity of services to clients when there is staffing turnover, long term vacancies, or additional short term staffing needs.

To provide necessary medication prescription and monitoring services while attempting to fill staff vacancies, the City entered into FUND\$ Contract No. 9880 with J&C on March 17, 2015 for locum tenens services with a contract limit of \$24,900. When recruitment efforts

did not lead to permanent staffing, contract amendment 9880A increased the contract limit to \$49,900 on June 19, 2015. Due to continued staff vacancies and an approaching contract limit, contract amendment 9880B was executed on July 24, 2015 to increase the contract limit to \$99,900. Because of ongoing staff shortages, contract amendment 9880C was executed August 24, 2016 to increase the contract limit to \$174,900. When recruitment efforts again did not lead to permanent staffing, contract amendment 9880D (ERMA Contract No. 104289-1) increased the contract limit to \$400,000 on January 2, 2018. Primarily due to staffing shortages throughout the region, hourly rates for locum tenens psychiatrists have increased significantly since this contract was originally executed. This contract amendment increases the contract limit to \$964,480; an amount which is based on costs for one full time vacancy for an extended period of time.

The primary objective of the mental health division is to employ career staff in the clinic. Currently, due to recent hiring, there are no vacancies. However, since continuity of medication treatment is critical to client care and outcomes, locum tenens capacity is needed to ensure medication needs can be met if a sudden vacancy occurs.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental impacts or opportunities associated with the action recommended in this report.

RATIONALE FOR RECOMMENDATION

Jackson & Coker offers locums tenens that provide psychiatry services to Med-Cal, uninsured, disenfranchised, and under-served populations. These services are necessary for the provision of mental health treatment provided by the City. These services will only be utilized during staff shortages and are not a replacement of permanent staffing. Jackson & Coker have performed up to the terms of the contract and have provided suitable locum tenens for the Mental Health Division during staffing shortages.

ALTERNATIVE ACTIONS CONSIDERED

The City is required to provide necessary medication prescription and monitoring services for individuals with mental illness. The contract amendment could be for a shorter period of time and for a lesser amount of funding, but this would require the Mental Health Division to return with more frequent amendments to this contract over time.

CONTACT PERSON

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Steven Grolnic-McClurg, Manager of Mental Health Services, HHCS, 510-981-5249

Attachments:

1: Resolution

RESOLUTION NO. ##,###-N.S.

CONTRACT NO. 104289-1 AMENDMENT: JACKSON & COKER FOR LOCUM
TENENS PSYCHIATRISTS

WHEREAS, Berkeley Mental Health (“BMH”) Division has a successful partnership with Jackson & Coker Locum Tenens, LLC (“J&C”), providing locums tenens psychiatry services for BMH clients; and

WHEREAS, J&C is an essential provider of psychiatry services in Berkeley; and

WHEREAS, J&C offers locum tenens that provide psychiatry services, provided by licensed psychiatrists, to Medi-Cal, uninsured, disenfranchised, and under-served populations; and

WHEREAS, J&C’s services support mental health goals of improving the health and well-being of the community during periods of staff shortages; and

WHEREAS, the City of Berkeley entered into FUND\$ Contract No. 9880 with J&C on March 17, 2015 for a term ending on June 30, 2017 for an expenditure contract limit not to exceed \$24,900, in order to provide locums tenens psychiatric services including necessary medication prescribing and attempting to fill staff vacancies; and

WHEREAS, the City of Berkeley entered into Contract No. 9880A with J&C on June 19, 2015 for an expenditure contract limit not to exceed \$49,900, in order to provide ongoing locums tenens psychiatric services when recruitment efforts did not lead to permanent staffing; and

WHEREAS, the City of Berkeley entered into Contract No. 9880B with J&C on July 24, 2015 for an expenditure contract limit not to exceed \$99,900, in order to provide ongoing locums tenens psychiatric services due to continued staff vacancies and expenditures approaching the prior contract limit; and

WHEREAS, the City of Berkeley entered into Contract No. 9880C with J&C on August 24, 2016 for an expenditure contract limit not to exceed \$174,900, in order to provide ongoing locums tenens psychiatric services due to continued staff vacancies and expenditures approaching the prior contract limit; and

WHEREAS, the City of Berkeley entered into Contract No. 9880D (ERMA Contract No. 104289-1) with J&C on January 2, 2018 for an expenditure contract limit not to exceed \$400,000, in order to provide ongoing locums tenens psychiatric services due to continued staff vacancies and expenditures approaching the prior contract limit; and

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WHEREAS, funds are available in the current budget year in ERMA GL Code 315-51-503-526-2017-000-451-612990-.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager or her designee is authorized to execute a contract and any amendments with the Jackson & Coker Locum Tenens, LLC for Locum Tenens Psychiatrists through June 30, 2024 in an amount not to exceed \$964,480. A record signature copy of said contract and any amendments to be on file with the Office of the City Clerk.