

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
ACTION AGENDA SUMMARY

DEPT: BEHAVIORAL HEALTH AND RECOVERY SERVICES

BOARD AGENDA # B-13

Urgent \_\_\_\_\_ Routine X

AGENDA DATE February 27, 2001

CEO Concurs with Recommendation YES X NO \_\_\_\_\_  
(Information Attached)

4/5 Vote Required YES \_\_\_\_\_ NO X

SUBJECT:

APPROVAL OF AMENDMENT TO AN AGREEMENT WITH COMPHEALTH, INC., FOR THE PROVISION OF LOCUM TENENS PSYCHIATRIC SERVICES

STAFF  
RECOMMEN-  
DATIONS:

1. APPROVE AN AMENDMENT TO AN AGREEMENT WITH COMPHEALTH, INC. FOR THE PROVISION OF LOCUM TENENS PSYCHIATRIC SERVICES
2. AUTHORIZE THE PURCHASING AGENT TO SIGN THE AMENDMENT TO THE AGREEMENT

FISCAL  
IMPACT:

The amendment to the agreement with Comphealth, Inc. increases the contract amount by \$190,000 (from \$98,500 to \$288,5000). Funding for the increase is included in the organization's budget for fiscal year 2000/2001. No additional funds are requested. There is no impact on the County General Fund.

BOARD ACTION

No. 2001-150

On motion of Supervisor Simon, Seconded by Supervisor Blom, and approved by the following vote,

Ayes: Supervisors: Mayfield, Blom, Simon, Caruso, and Chair Paul

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) \_\_\_\_\_ Denied

3) \_\_\_\_\_ Approved as amended

Motion:

*Christie Ferraro*

File No.

APPROVAL OF AMENDMENT TO AN AGREEMENT WITH COMPHEALTH, INC., FOR THE PROVISION OF LOCUM TENENS PSYCHIATRIC SERVICES

Page 2

**DISCUSSION:** During the past year, the use of locum tenens psychiatric services by Behavioral Health and Recovery Services has become routine because of vacancies, vacation coverage, an increase in census at Stanislaus Behavioral Health Center and a critical shortage of psychiatrists throughout the State. Extensive recruitment efforts by the organization have not been successful in hiring competent psychiatrists. Despite routine advertisement in publications, participation in job fairs, and direct contact with training programs throughout the country, candidates choose to work in major urban areas or for organizations with better salaries and benefits. Impacting the ability to recruit psychiatrists is the escalating competition from State and Federal agencies that have improved salaries and benefits dramatically, making them more attractive employers.

Behavioral Health and Recovery Services intends to present proposals that will allow the organization to attract and retain competent physicians. We hope that these proposals will create less reliance on locum tenens agencies, which is a very costly way of meeting our legal requirements.

Behavioral Health and Recovery Services contracts with three different locum tenens agencies and with a recruitment firm. Even with these resources, it has been very difficult to fill vacant psychiatric positions. Stanislaus County must compete with many other organizations for a very limited pool of psychiatrists. Locum tenens agencies are able to fill fewer than half of the open psychiatric positions in California because of the critical shortage of psychiatrists in the State.

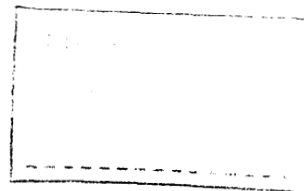
CompHealth, Inc. has performed better than the other agencies with which we contract in terms of placing good quality, competent candidates in our organization. Their exceptional performance is related to consistency of staffing, familiarity with the organization's needs and the ability to attract quality physicians.

Behavioral Health and Recovery Services is requesting approval of an amendment to the agreement with CompHealth, Inc. to increase the contract amount. The increase in the contract amount will allow the organization to maintain a minimum of two psychiatrists through the end of the fiscal year. Approval of the amendment will ensure the uninterrupted continuation of psychiatric services to clients of the organization.

**POLICY ISSUES:** The recommendation supports the Board of Supervisor priorities of ensuring a safe and healthy community and the delivery of excellent community services.

**STAFFING IMPACT:** There is no impact on staffing.

**SECOND AMENDMENT TO  
INDEPENDENT CONTRACTOR AGREEMENT**



This Amendment is made and entered into on 2-27, 2001, in the City of Modesto, State of California, by and between the County of Stanislaus ("COUNTY"), and CompHealth, Inc. ("Contractor"), a Delaware Corporation, qualified to do business in the State of California, for and in consideration of the premises, and the mutual promises, covenants terms, and conditions hereinafter contained.

1. Effective February 27, 2001, the Agreement between the parties effective September 18, 2000, and amended December 18, 2001, to revise Exhibit A, Paragraph C, Compensation, Paragraph C.7 to increase the total amount of the Agreement by \$190,000. This amendment is incorporated into the Agreement as follows:

**C. Compensation**

C.7 Total amount of Agreement shall not exceed \$228,500, during the term of this Agreement.

2. All other terms and conditions of said Agreement shall remain in full force and effect.

In witness whereof, the parties have executed this Amendment on the date and year written above.

**COUNTY OF STANISLAUS**

**CompHealth, Inc.**

By: 

Dale Butler  
Purchasing Agent

3-20-01

By: 

Don DeCamp  
Corporate Operating Officer

APPROVED AS TO CONTENT:  
Behavioral Health and Recovery Services

APPROVED AS TO FORM  
Michael H. Krausnick, County Counsel

By: 

Larry B. Poaster, Ph.D.  
Director

By: 

Vicki Fern de Castro  
Deputy County Counsel

By: 

Marshall Lewis, M.D.  
Medical Director