



**COUNTY OF SAN MATEO**  
Inter-Departmental Correspondence  
Health System



**Date:** December 12, 2014  
**Board Meeting Date:** January 27, 2015  
**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors

**From:** Jean S. Fraser, Chief, Health System  
Susan Ehrlich, MD, MPP, Chief Executive Officer

**Subject:** Amendment to the Agreement with Jackson & Coker Locum Tenens, LLC

**RECOMMENDATION:**

Adopt a Resolution authorizing an amendment to the agreement with Jackson & Coker Locum Tenens, LLC to provide locum tenens services, extending the term through December 31, 2016, and increasing the amount by \$800,000 to an amount not to exceed \$1,600,000.

**BACKGROUND:**

Unexpected resignations in the San Mateo Medical Center (SMMC) Department of Psychiatry have resulted in the need for locum tenens psychiatrists as soon as possible.

On December 27, 2013, the SMMC Chief Executive Officer approved an agreement with Jackson & Coker Locum Tenens, LLC (Jackson & Coker) to provide locum tenens services for the term of January 1, 2014 through February 28, 2014 in an amount not to exceed \$65,436.

On March 25, 2014, your Board approved an amendment to the agreement, expanding the scope by adding two additional psychiatrists, extending the term to December 31, 2014 and increasing the amount by \$734,564 to an amount not to exceed \$800,000.

**DISCUSSION:**

Of the three vacancies which existed in Psychiatry, Human Resources (HR) has successfully filled one position. SMMC management continues to work with HR and the union to improve off hours compensation to improve both the coverage of shifts and back up call. While SMMC is confident that these interventions will help in recruitment, until those investments result in the filling of the remaining two vacancies, 24/7 coverage on the units is still necessary. Jackson & Coker will continue to provide that coverage as needed.

The amendment and Resolution have been reviewed and approved by County Counsel as to form.

The agreement contributes to the Shared Vision 2025 outcome of a Healthy Community by providing access to psychiatric services to residents of San Mateo County. Psychiatric services are provided on two units at SMMC (3AB and PES). It is anticipated that appropriate levels of psychiatric staffing will be provided in the two units at all times, providing 24/7 coverage.

**PERFORMANCE MEASURE(S):**

<b>Measure</b>	<b>FY 2013-14 Estimated</b>	<b>FY 2014-15 Projected</b>
Percentage of time appropriate levels of psychiatric staffing will be provided in the two psychiatric units 24/7	100%	100%

**FISCAL IMPACT:**

The term of the amended agreement is January 1, 2014 through December 31, 2016. The amount of the agreement is not to exceed \$1,600,000 for the three-year term. Funds in the amount of \$533,333 are included in the SMMC FY 2014-15 Adopted Budget. Similar arrangements will be made for future fiscal years.

Expenses at SMMC are covered by fees for services or third-party payors whenever possible. The portion of expenses for services provided to the medically indigent or to those covered by programs that do not meet the full costs of care are covered by the County's General Fund contribution to SMMC, and are within the existing annual appropriation.