



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** HEALTH

**File #:** 24-530

Board Meeting Date: 6/25/2024

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors

**From:** Louise F. Rogers, Chief, San Mateo County Health  
Jei Africa, Director, Behavioral Health and Recovery Services

**Subject:** Agreement with Jackson & Coker for Locum Tenens Staffing Services

**RECOMMENDATION:**

Adopt a resolution authorizing an agreement with Jackson & Coker Locum Tenens, LLC for locum tenens staffing services, for the term of July 1, 2024 through June 30, 2025, in an amount not to exceed \$650,000.

**BACKGROUND:**

Jackson & Coker Locum Tenens, LLC (Jackson & Coker) is a provider of locum tenens services and advanced practitioners to healthcare organizations.

Since July 2022, Behavioral Health, and Recovery Services (BHRS) has been contracting with Jackson & Coker, LLC for locum tenens staffing services.

**DISCUSSION:**

There continues to be an increasing demand for psychiatry services. With the current psychiatrist shortage, BHRS and many other healthcare organizations are struggling to fill open positions. BHRS has an immediate need to continue to supplement our mental health employee workforce and contracted staff with needed psychiatrists, in order to continue providing essential services to our community. BHRS recommends entering into an agreement with Jackson & Coker, due to the heightened need for psychiatrists, as well as Jackson & Coker's experience and track record of providing staffing services throughout the nation and to BHRS. The agreement will allow BHRS to retain much needed additional psychiatry services.

On March 25, 2024, San Mateo County's Procurement Division approved a piggyback request to utilize Alameda County's solicitation and contract process, which is in compliance with San Mateo County's Procurement Policy and Procedure.

The resolution contains the County's standard provision allowing amendment of the County's fiscal

obligations by a maximum of \$25,000 (in aggregate).

The amendment and resolution have been reviewed and approved by the County Attorney as to form.

It is anticipated that Jackson & Coker will respond to staffing requests by providing a list of available psychiatrists within 72-120 hours of each request.

**PERFORMANCE MEASURE:**

Measure	FY 2023-24 Actual	FY 2024-25 Estimated
Percentage of request Jackson & Coker will respond to staffing requests by providing a list of available psychiatrists within 72-120 hours	100%	100%

**EQUITY IMPACT:**

This contract will positively impact a critically underserved community of behavioral health clients who have severe mental illness and/or a substance use disorder. This contract helps provide consistent staffing for clinics undergoing staffing changes. Consistent staffing helps (1) reduce barriers to getting care in a timely manner, and (2) reach clients that otherwise might not get into care, specifically underrepresented communities.

**FISCAL IMPACT:**

The term of the agreement is July 1, 2024, through June 30, 2025. The amount of the agreement is not to exceed \$650,000 for the one-year term. For FY 2024-25 the maximum amount is \$650,000 and will be included in the BHRS FY2024-25 Recommended Budget. Of this amount, it is anticipated that 1991 Realignment will fund \$325,000 and Short Doyle Medi-Cal Federal Financial Participation will fund the remaining \$325,000. There is no Net County Cost associated with this agreement.