



DEPARTMENT OF
HEALTH AND HUMAN SERVICES

Promoting and protecting health, well-being, self-sufficiency, and safety of all in Marin County.



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Board of Supervisors
3501 Civic Center Drive
San Rafael, CA 94901

SUBJECT: Department of Health and Human Services, Division of Behavioral Health and Recovery Services: Agreement with Traditions Psychology Group, Inc. dba Traditions Behavioral Health for FY 2016-17 and FY 2017-18. (New)

Dear Supervisors:

RECOMMENDATION: Authorize President to execute a new 17-month contract with Traditions Psychology Group, Inc. dba Traditions Behavioral Health (TBH) effective FY 2016-17 for five (5) months in the amount of \$2,244,540 and twelve (12) months of FY 2017-18 in the amount of \$5,372,895 for a total contract amount not to exceed \$7,617,435 to provide professional services for psychiatric services to various Behavioral Health and Recovery Services (BHRS) clinics.

SUMMARY: The staff psychiatrist budget in the Division of Behavioral Health and Recovery Services (BHRS) includes a combination of regular hire Staff Psychiatrists (4.40 full-time equivalents (FTE)) and contract Psychiatrists (approximately 2.70 FTE), a total of 7.10 FTE of direct services. In addition, the budget also includes a 1.00 FTE Medical Director, and approximately 120 hours per week of telephone on-call coverage.

For the past three to five years, the regular hire Staff Psychiatrist and Medical Director positions have been difficult to fill for many reasons, despite on-going open and continuous active recruitments. Most applicants choose to be contract psychiatrists, instead of regular hire employees. Currently, of the 4.40 FTE regular hire positions, only 2.00 FTE are filled with regular staff; the remaining 2.40 FTE vacancies are filled with contractors. The Medical Director position has been filled on an interim basis for the past eight months. Salary savings have been temporarily transferred annually, as needed, from the Salaries budget to Professional Services contract budget in order to fund the increase in contract psychiatrist costs.

It is anticipated that recruitment of regular hire Psychiatrists and a Medical Director will continue to be a challenge both in the short-term and long-term. BHRS's reliance on contract psychiatrists will continue to grow as existing regular hire psychiatrists resign, and go on long-term leave vacation or sick leave.

The recruitment process has been difficult due to shortage of qualified BHRS psychiatrists. A significant amount of time has been devoted by the BHRS Medical Director and Department Human Resources and administrative staff on on-going

recruitments. Many times, it takes months to fill vacancies, causing long delays and gaps in services.

BHRS needs to establish a stable and reliable pool of qualified psychiatrists to meet the existing on-going needs for the provision of essential and mandated psychiatry services. Traditions Behavioral Health (TBH) is one of biggest employers of licensed psychiatrists in California, providing services to the seriously and persistently mentally ill population. With their long record of providing reliable and high quality psychiatric services to other public agencies, we believe that TBH can provide the staffing needed to meet continuity of care and minimize gaps in services.

COMMUNITY BENEFIT: Psychiatrists are essential to the effective operation of all of the County’s mental health services, including those in the jail; in the Crisis Stabilization Unit (formerly known as Psychiatric Emergency Services); and in outpatient and clinic programs. Further, the new Federal Managed Care rule and the Special Terms and Conditions of the 1915B Specialty Mental Health waiver require timely access to psychiatric services, so a required number of psychiatrists must be available to meet these contractual obligations.

FISCAL IMPACT: The net increase in cost is approximately \$528,000, which will be offset by increases in Medi-Cal and Medicare revenues, so there is no change in net county cost associated with this request. The budget will be adjusted as part of the monthly budget adjustment process. The contract allows for cancellation, with thirty days’ notice, should the County not be able to continue to fund.

REVIEWED BY:	County Administrator	<input checked="" type="checkbox"/>	N/A	<input type="checkbox"/>
	Department of Finance	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
	Human Resources	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
	County Counsel	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>

Sincerely,

Grant Nash Colfax, MD
Director

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