



Office of the City Manager

CONSENT CALENDAR
November 18, 2025

To: Honorable Mayor and Members of the City Council

From: Paul Buddenhagen, City Manager

Submitted by: Scott Gilman, 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 designee to amend Contract No. 104289-1 with vendor Jackson & Coker Locum Tenens, LLC to provide locum tenens psychiatrists in an amount of \$500,000 for a not to exceed amount of \$1,464,480 through June 30, 2026.

FISCAL IMPACTS OF RECOMMENDATION

Funds for the scope of work in the amount of \$500,000 are currently available in the Fiscal Year 2026 budget in Health (Short/Doyle) Fund 316.

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 allowed 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 Psychiatric Nurse Practitioners who have a temporary placement at the contracting facility. The Mental Health Division is planning to submit a Request for Proposals for this service before the end of the fiscal year and is requesting to amend this contract to add sufficient funding to continue providing this service while that process takes place.

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 provide constant services 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 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 on August 24, 2016, to increase the contract limit to \$174,900. When recruitment efforts again did not lead to permanent staffing, on January 2, 2018, contract amendment 9880D (ERMA Contract No. 104289-1) increased the contract limit to \$400,000.

Primarily due to staffing shortages throughout the region, and the significant increases in hourly rates for locum tenens psychiatrists, on June 11, 2021, Contract No. 9880E (ERMA Contract No. 104289-1) was executed to increase the amount by \$564,480 for a revised contract amount not to exceed \$964,480. On August 9, 2022, Contract No. 9880F (ERMA Contract No. 104289-1) was executed to reflect updated provider rates in Exhibit B that matched other local comparable medical providers. On May 16, 2024, the term of the contract was extended to June 30, 2026, all other aspects of the contract remained in full force and effect.

Hourly rates for locum tenens psychiatrists and psychiatric nurse practitioners have increased significantly since this contract was originally executed, due to the staffing shortages throughout the region. This contract amendment increases the contract limit and ensures the City will provide quality mental health care when there are staffing vacancies. The clear desire is to have career staff working in the clinic, but locum tenens capacity is needed to continue to serve our clients with medication during potential vacancies. This amendment will provide sufficient funds to ensure that there will be no interruption in medication services.

ENVIRONMENTAL SUSTAINABILITY AND CLIMATE IMPACTS

There are no identifiable environmental effects, sustainability opportunities, or climate impacts associated with the subject of this report.

RATIONALE FOR RECOMMENDATION

Jackson & Coker offers locums tenens that provide psychiatric prescriber services to Medi-Cal, uninsured, disenfranchised, and underserved 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 for permanent staffing.

ALTERNATIVE ACTIONS CONSIDERED

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

Contract No. 104289-1 Amendment:
Jackson & Coker for Locum Tenens Psychiatrists

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CONTACT PERSON

Jeffrey Buell, Manager of Mental Health Services, (510) 981-7682
Conor Murphy, Associate Management Analyst, HHCS, (510) 981-7611

Attachments:

1: Resolution

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

CONTRACT NO. 104289-1 AMENDMENT WITH 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 underserved 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 Contract No. 9880 with J&C on March 17, 2015, for a term ending on June 30, 2016, for an expenditure contract limit not to exceed \$24,900, and

WHEREAS, the City of Berkeley entered into Contract No. 9880A with J&C on June 19, 2015, for an expenditure contract not to exceed \$49,900, and extended the term to June 30, 2017; and

WHEREAS, the City of Berkeley entered into Contract No. 9880B with J&C on July 24, 2015, by Resolution No. 67,174-N.S., for an expenditure contract increasing the amount by \$50,00 for a revised contract amount not to exceed \$99,900; and

WHEREAS, the City of Berkeley entered into Contract No. 9880C with J&C on August 24, 2016, by Resolution No. 67,3034-N.S., for an expenditure contract increasing the amount by \$75,00 for a revised contract amount not to exceed \$174,900; and

WHEREAS, the City of Berkeley entered into Contract No. 9880D (ERMA Contract No. 104289-1) with J&C on January 2, 2018, by Resolution No. 67,330-N.S., increasing the amount by \$225,100 for a revised contract amount not to exceed \$400,000; and

WHEREAS, the City of Berkeley entered into Contract No. 9880E (ERMA Contract No. 104289-1) with J&C on June 11, 2021, by Resolution No. 69,721-N.S., increasing the amount by \$564,480 for a revised contract amount not to exceed \$964,480, and extending the term to June 30, 2024; and

WHEREAS, the City of Berkeley entered into Contract No. 9880F (ERMA Contract No. 104289-1) with J&C on August 9, 2022, by Resolution No. 69,721-N.S., for an expenditure contract limit not to exceed \$964,480 was executed to reflect updated provider rates in Exhibit B that matched other local comparable medical providers; and

WHEREAS, funds are currently available in the Fiscal Year 2026 budget in Health (Short/Doyle) Fund 316.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager or designee is authorized to execute a contract amendment with Jackson & Coker Locum Tenens, LLC for locum tenens psychiatrists through June 30, 2026, in an amount not to exceed \$500,000 for a total contract amount not to exceed \$1,464,480. A record signature copy of said contract and any amendments to be on file with the Office of the City Clerk.

