



**ADOPTED**

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

24 December 1, 2015

Los Angeles County  
Board of Supervisors

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December 01, 2015

PATRICK OGAWA  
ACTING EXECUTIVE OFFICER

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

**APPROVAL OF RATE DIFFERENTIAL FOR THE PROVISION OF  
TEMPORARY MEDICAL SERVICES, SPECIALTY MEDICAL SERVICES  
AND PHYSICIAN REGISTRY SERVICES AT COUNTY CORRECTIONAL  
FACILITIES  
(ALL SUPERVISORIAL DISTRICTS)  
(3 VOTES)**

Mitchell H. Katz, M.D.  
Director

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Chief Medical Officer

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*To ensure access to high-quality,  
patient-centered, cost-effective  
health care to Los Angeles County  
residents through direct services at  
DHS facilities and through  
collaboration with community and  
university partners.*

**SUBJECT**

Request approval to incorporate a rate differential of up to thirty-six percent over the previously set maximum rates for physician and medical personnel classifications in the Temporary Medical Services, Specialty Medical Services and Physician Registry Services form Agreements.

**IT IS RECOMMENDED THAT THE BOARD:**

1. Delegate authority to the Director of Health Services (Director), or his designee, to amend the Temporary Medical Services (TMPS), Specialty Medical Services (SMS) and Physician Registry Services (PRS) form Agreements to provide for a rate differential for physicians and medical personnel selected to provide services at County correctional facilities (facilities); if exercised, the rate differential would be equal to zero to thirty-six (36) percent of the negotiated rate, up to but not to exceed 36 percent of the Board-approved cap rate, for each of the physician and medical personnel service categories listed in Attachments A, B and C, as well as for any new service categories added.

2. Delegate authority to the Director, or his designee, to execute new standard



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form TMPS, SMS and PRS Agreements as needed for the provision of physician and medical personnel services at the facilities, inclusive of the approved rate differentials requested in first recommendation; effective upon Board approval through the term of the Agreements.

## **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

### Background

On June 9, 2015 (Item No. 15, Agenda of June 9, 2015), the Board approved the proposed integrated jail health services organizational structure, as well as the transition of jail health staff from the Department of Mental Health, Department of Public Health and Sheriff's Department Medical Services Bureau to the Department of Health Services (DHS). As DHS begins to implement the transition of staff and services, there arises a significant need for healthcare professionals (providers) to deliver medical and mental health services to the in-custody population, which includes the AB 109 population. As mentioned in the October 6, 2015 joint Status Report on Jail Health Services, DHS has attempted to address this need by allowing interested DHS providers to work overtime in the facilities. DHS providers have supplied over 400 hours of healthcare services in the facilities since August 2015; however, the need for providers in the facilities remains critically high. To address this need, DHS has attempted to utilize the PRS and SMS Agreements to obtain part-time, intermittent contract providers, while aggressively working to hire full-time permanent employees to provide services for the in-custody population.

Despite on-going recruitment efforts by the affected Departments, it has been difficult to attract qualified candidates for correctional settings due to low compensation rates. Although qualified candidates are willing to work in the facilities and with patients in correctional settings, the low compensation rates compared to industry standard rates have only yielded limited results in contracting with providers. Subsequently, DHS conducted research to determine the competitive market rates necessary to attract providers. Research confirmed that DHS's current contract rates for the TMPS, SMS and PRS Agreements are not sufficiently competitive to attract qualified providers in these correctional facilities. Therefore, DHS seeks to implement a special "Correctional Health" rate for these Agreements.

### Recommendations

Approval of the first recommendation will allow the Director, or his designee, to increase the rate for physicians and medical personnel who perform healthcare services within a County correctional facility setting. The current rate for healthcare services provided in a non-jail setting will remain the same. The increase of up to 36% of the current rate would allow DHS to recruit qualified providers interested in working in a correctional setting.

Approval of the second recommendation would allow the Director, or his designee, to immediately begin to execute SMS agreements with individual providers. The approval would also allow DHS to execute TMPS and PRS Agreements with registries that can provide part-time physicians and medical personnel interested in working in correctional settings at the rates up to the approved correctional health rates.

## **Implementation of Strategic Plan Goals**

The recommended actions support Goal 1, Operational Effectiveness/Fiscal Sustainability of the County's Strategic Plan.

### **FISCAL IMPACT/FINANCING**

Expenditures under all of the Agreements will vary from year to year based on the needs of the department. DHS has the responsibility for ensuring it has adequate funding prior to requesting services under the Agreements.

Funding for these services and to cover the rate differentials is included in DHS' Fiscal Year (FY) 2015-16 Final Budget and will be requested as continuing appropriation in future fiscal years as needed.

DHS will ensure that all services provided under these agreements are within the total approved funding. In the FY 2015-16 Final Budget, DHS has a total of \$2.5M in reimbursement from the Sheriff's Department's Medical Services Bureau, as well as a portion of DHS's \$5.3M of funding provided through AB 109 Realignment that is designated for implementation of the Integrated Jail Health Services program.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

For several years, the County has contracted with approved healthcare registries and independent physicians and medical personnel for the provision of as-needed and part-time specialty medical services to address critical staffing shortages, peak workloads, unexpected emergencies, and vacation coverage at DHS facilities.

The Board approved standard maximum hourly compensation rates for the current form TMPS Agreements on June 16, 2015, the SMS Agreements on June 14, 2011, and the PRS Agreements on June 9, 2010. On June 24, 2014, the Board approved an increase to the maximum hourly compensation rate under the SMS and PRS Agreements for Emergency Medicine (EM) physicians only, from \$225 per hour to \$260 per hour. On June 16, 2015, the Board approved a rate increase from \$225 to \$260 only for physician affiliates specializing in ophthalmology under the SMS and PRS Agreements. The current maximum hourly cap rates approved by the Board for TMPS, SMS and PRS Agreements are listed in Attachments A, B and C.

The TMPS Agreements expire on June 30, 2017, with the option to extend the term for two additional one-year periods. The SMS and PRS Agreements expire on June 30, 2016, with the option to renew for an additional one-year extension period through June 30, 2017, subject to prior review and approval by County Counsel and notification to the Board and the Chief Executive Office (CEO).

TMPS, SMS and PRS Agreements may be terminated when such action is deemed by the County to be in its best interest, upon advanced written notice to the Contractor, as follows: TMPS and SMS Agreements upon 30 days' notice; and PRS Agreements upon 10 days' notice.

Proposition A does not apply to the TMPS, SMS and PRS Agreements because the services provided through these Agreements are required only on an intermittent and as-needed basis. They are also not subject to the Living Wage Program (Los Angeles County Code Chapter 2.201).

**CONTRACTING PROCESS**

The TMPS, SMS and PRS Agreements are as-needed and part-time, intermittent, and potential contractors complete a qualifications process before being offered an Agreement.

**IMPACT ON CURRENT SERVICES (OR PROJECTS)**

Board approval of the recommended actions will ensure the expansion and uninterrupted provision of as-needed temporary medical personnel services for inmates in County correctional facilities after the Sheriff's Department and Department of Mental Health turn over their responsibility of providing these services to DHS.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Mitchell Katz". The signature is written in a cursive, somewhat stylized font.

Mitchell H. Katz, M.D.

Director

MHK:ag

Enclosures

c: Chief Executive Office  
County Counsel  
Executive Office, Board of Supervisors  
Internal Services Department

**CURRENT TEMPORARY MEDICAL SERVICES  
HOURLY RATE CAP SCHEDULE<sup>1</sup>**

**HOURLY RATES:**

Contractor's rates for the services provided under this Agreement may be, upon mutual agreement between Contractor and County, less than, but shall not exceed the following:

**Exhibit A-1 Services:****Maximum Hourly Rates:**

Licensed Audiologist	\$80.00
Audiology Assistant	\$37.80
Licensed Occupational Therapist	\$80.00
Certified Occupational Therapy Assistant	\$37.80
Licensed Physical Therapist	\$80.00
Licensed Physical Therapist Assistant	\$37.80
Licensed Speech Pathologist	\$80.00
Recreation Therapist	\$51.50
Recreation Therapist Assistant	\$37.80
Rehabilitation Therapy Tech/Aide	\$25.75

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<sup>1</sup> The rates presented in this attachment are the current Board-approved rates for Temporary Medical Services Agreements. Per Recommendation 1 of attached Board Letter, DHS requests a rate differential of up to 36% of the Board-approved rates for services provided in County correctional facilities.

**Exhibit A-2 Services:**

**Maximum Hourly Rates:**

Neurological Study Services (Neurological Testing)

Electroencephalogram (EEG)

Evoked Potentials (EP)

EEG/EP Procedures (Routine)

\$103.00 per study for 51 or more studies/month

- for 40 to 50 studies/month

\$128.75 per study

- for 1 to 39 studies/month

\$154.50 per study

EEG/EP Procedures (Neonatal/NICU)

\$144.20 per study for 51 or more studies/month

- for 40 to 50 studies/month

\$169.95 per study

- for 1 to 39 studies/month

\$195.70 per study

**Extended Studies**

EEG/EP Procedures (Prolonged – 1 Hour Additional)

\$144.20 per study for 51 or more studies/month

- for 40 to 50 studies/month

\$169.95 per study

- for 1 to 39 studies/month

\$195.70 per study

EEG/EP Procedures (Prolonged – 2 Hours Additional)

\$188.40 per study for 51 or more studies/month

- for 40 to 50 studies/month

\$214.15 per study

- for 1 to 39 studies/month

\$239.90 per study

STAT/On-Call

EEG/EP Procedures (STAT/On-Call)	\$231.75 per study
EEG/EP Procedures (STAT/On-Call 1 Hour Additional)	\$272.95 per study
EEG/EP Procedures (STAT/On-Call 2 Hours Additional)	\$314.15 per study
Patient No Show/No Call (Contractor agrees to only charge for up to 3 Patient No Shows per month)	\$36.05 per study

Neuromuscular Studies

Electromyography (EMG) all	\$200.85 per study
Nerve Conduction Velocity Study (NCV)	\$200.85 per study

**Exhibit A-3 Services:**

**Maximum Hourly Rates:**

Angiography Services	\$51.50
Computed Tomography (CT) Services	\$51.50
Echocardiography (Pediatric or Adult)	\$51.50
Echocardiography (Pediatric or Adult) with Equipment:	
- Weekdays between 8:00 a.m. and 5:59 p.m.	\$100.00 (minimum 4 hrs.)
- Weekdays between 6:00 p.m. and 7:59 a.m., weekends and holidays	\$125.00 (minimum 5 hrs.)
General Radiology (X-Ray) Services	\$36.05
Mammography Services	\$51.50
Nuclear Medicine Services	\$51.50

ATTACHMENT A  
(continued)

Radiation Therapy Services	\$51.50
Ultrasound Services	\$51.50
On-Call Services – (for CT, Nuclear Medicine, and Ultrasound Services only)	\$ 3.25
PET/CT Scan Technologist Services	\$70.00

**Exhibit A-4 Services:**

**Maximum Hourly Rates:**

Respiratory Care Practitioners (Senior RCP)	\$53.00
Respiratory Care Practitioners (RCP)	\$45.00
RCP Pediatric/Neonatal Care Services	\$53.00
Interim Permittee	\$38.00
Polysomnographic Technologist	\$51.00
On-Call Services – (for RCP Pediatric/Neonatal Care Services only)	\$ 3.25

**Exhibit A-5 Services:**

**Maximum Hourly Rates:**

Autopsy Technician	\$28.84
Cardiac Electro-Diagnostic (ECG/EKG)	\$26.78
Dental Assistant	\$20.60
Electroencephalograph (EEG) Technician	\$40.00
Electroencephalogram (EEG) Equipment	\$50.00 per Procedure
Mortuary Technician/Aid	\$26.78
Medical Radiation Physicist	\$82.40
Renal Dialysis Equipment Technician	\$26.78



ATTACHMENT A  
(continued)

Pharmacist Manager	\$95.00
Differential – Evening Shift	\$ 2.00
Differential – Night Shift	\$ 5.25
Pharmacist	\$79.00
Differential – Evening Shift	\$ 2.00
Differential – Night Shift	\$ 5.25
Pharmacist Intern	\$27.00
Pharmacy Technician	\$21.00
Pharmacy Helper	\$18.00
On-Call Services – (for EEG Technician Services only)	\$ 3.25
Medical Dosimetrist	\$90.00

**Exhibit A-6 Services:**

**Maximum Case Rate:**

Mobile Lithotripsy	\$927.00 Each Case
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**Exhibit A-7 Services:**

**Maximum Hourly Rates:**

Phlebotomy Service Supervisor	\$33.00
Phlebotomy Technician I	\$27.00
Phlebotomy Technician II	\$29.50

**Exhibit A-8 Services:**

**Maximum Hourly Rates:**

Psychiatric Social Worker I	\$47.22
Psychiatric Social Worker II	\$54.10
Clinical Social Worker	\$54.10

**Exhibit A-9 Services:**

**Maximum Hourly Rates:**

Tissue Analysis (Histology) Technician I	\$39.86
Tissue Analysis (Histology) Technician II	\$42.07
Tissue Analysis (Histology) Technician Supervisor I	\$44.86
Tissue Analysis (Histology) Technician Supervisor II	\$48.67

**Exhibit A-10 Services:**

**Maximum Hourly Rates:**

Clinical Laboratory Scientist I	\$52.00
Supervising Clinical Laboratory Scientist I	\$59.00
Laboratory Assistant	\$22.00

**Exhibit A-11 Services:**

**Maximum Hourly Rates:**

Magnetic Resonance Imaging (MRI) Technologist	\$60.00
On-Call Services	\$ 3.25

**Exhibit A-12 Services:**

**Maximum Hourly Rates**

Anesthesia Technician	\$35.00
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**Exhibit A-13 Services:**

**Maximum Hourly Rates**

Ophthalmic Technician	\$55.00
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ATTACHMENT A  
(continued)

Facilities will define the exact hours encompassed by these terms prior to assignment of personnel.

Twenty percent (20%) will be added to the above rates for temporary medical personnel who travel 50 miles or more, one way, to the job site at the High Desert Regional Health Center.

**PART-TIME INTERMITTENT SPECIALTY MEDICAL SERVICES  
PHYSICIAN SERVICES – CURRENT HOURLY RATE CAP SCHEDULE<sup>1</sup>**

**Tier 1 – Up to \$260 hourly rate (up to \$130.00 hourly on-call rate)**

Emergency Medicine  
Ophthalmology

**Tier 2 – Up to \$225 hourly rate (up to \$112.50 hourly on-call rate)**

Anesthesiology  
Cardiology  
Cardiothoracic Surgery  
Gynecologic Oncology  
Invasive Gastroenterology  
Neurological Surgery  
Orthopedic Surgery  
Otolaryngology  
Pediatric Surgery  
Plastic Surgery  
Radiology (*diagnostic; oncology*)  
Surgery  
Urology  
Vascular Surgery

**Tier 3 – Up to \$175.00 hourly rate (up to \$87.50 hourly rate)**

Critical Care  
Dermatology  
Gastroenterology – Non-Invasive  
Hematology-Oncology  
Neonatal-Perinatal Medicine  
Obstetrics and Gynecology  
Psychiatry

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<sup>1</sup> The rates presented in this attachment are the current Board-approved rates for Specialty Medical Services Agreements. Per Recommendation 1 of attached Board Letter, DHS requests a rate differential of up to 36% of the Board-approved rates for services provided in County correctional facilities.

**Tier 4 – Up to \$125.00 hourly rate (up to \$62.50 hourly rate)**

(All other specialties)

Allergy and Immunology

Family Medicine

Internal Medicine

- Endocrinology
- Rheumatology

Neurology

Nuclear Medicine

Pathology

Pediatrics

Physical Medicine and Rehabilitation

Preventive Medicine

- Occupational Health

**PART-TIME/INTERMITTENT SPECIALTY MEDICAL SERVICES  
MEDICAL PERSONNEL SERVICES – CURRENT HOURLY RATE CAP SCHEDULE<sup>1</sup>**

**Tier 1 – Up to \$125 hourly rate**

Clinical Psychologist

Dentist

Optometrist

Podiatrist

**Tier 2 – Up to \$95 hourly rate**

Certified Registered Nurse Anesthetist

Nurse Practitioner

Pharmacist

Physician Assistant

**Tier 3 – Up to \$80 hourly rate**

Audiologist

Occupational Therapist

Physical Therapist

Speech Pathologist

**PART-TIME/INTERMITTENT SPECIALTY MEDICAL SERVICES  
CURRENT MAXIMUM FEE-FOR-SERVICE RATES<sup>1</sup>  
(Only for physicians and other medical personnel providing services at High  
Desert Multi-Services Ambulatory Care Center)**

Consult	Up to \$150 per consult
Various In-Office Surgical and Diagnostic Procedures	Up to \$300 per procedure
Various Ambulatory Surgical Center Surgical or G I Procedures	Up to \$500 per procedure

**CURRENT PHYSICIAN REGISTRY SERVICE RATES<sup>1</sup>**

Tier 1 – Up to a maximum rate of **\$2,080** per 8-hour shift or up to a maximum rate of **\$260** per hour

Emergency Medicine  
Ophthalmology

Tier 2 – Up to a maximum rate of **\$1,800** per 8-hour shift or up to a maximum rate of **\$225** per hour

Cardiology  
Cardiothoracic Surgery  
Gynecologic Oncology  
Neurological Surgery  
Orthopedic Surgery  
Otolaryngology  
Pediatric Surgery  
Plastic Surgery  
Radiology  
Surgery  
Urology  
Vascular Surgery

Tier 3 – Up to a maximum rate of **\$1,400** per 8-hour shift or up to a maximum rate of **\$175** per hour

Critical Care (Internal Medicine)  
Dermatology  
Gastroenterology  
Hematology-Oncology  
Neonatal-Perinatal Medicine  
Obstetrics and Gynecology  
Psychiatry

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<sup>1</sup> The rates presented in this attachment are the current Board-approved rates for Physician Registry Services Agreements. Per Recommendation 1 of attached Board Letter, DHS requests a rate differential of up to 36% of the Board-approved rates for services provided in County correctional facilities.

Tier 4 – Up to a maximum rate of **\$1,000** per 8-hour shift or up to a maximum rate of **\$125** per hour

Allergy and Immunology  
Family Medicine  
Internal Medicine (e.g., Endocrinology, Rheumatology)  
Neurology  
Nuclear Medicine  
Occupational Medicine  
Pathology  
Pediatrics  
Physical Medicine and Rehabilitation

**Physician Registry – Anesthesiology Services**

Scheduled General Anesthesia Services:

- Up to a maximum rate of **\$1,800** per 8-hour shift, or
- Up to a maximum rate of **\$225** per hour
- “Hourly On-Call”: up to the maximum rate of **\$112.50** per hour

Supervision of Certified Registered Nurse Anesthetists Services:

- Up to the maximum rate of **\$1,600** per 8-hour shift, or
- Up to the maximum rate of **\$200** per hour
- “Hourly On-Call”: up to the maximum rate of **\$100** per hour

**High Desert only (with National Medical Registry, Inc.)**

Scheduled General Anesthesia Services:

- Up to a maximum rate of **\$1,800** per 8-hour shift, or
- Up to a maximum rate of **\$225** per hour

Per Diem Expenses:

- Not to exceed **\$25.00** per day

Mileage Expenses:

- **\$0.515** per mile



Lodging Expenses:

- Not to exceed **\$125.00** per day
- Such lodging reimbursement without a receipt will be limit to **\$20.00** per day.