



ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

62 June 6, 2023

CELIA ZAVALA
EXECUTIVE OFFICER

Los Angeles County
Board of Supervisors

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June 06, 2023

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

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Director

Hal F. Yee, Jr., M.D., Ph.D.
Chief Deputy Director, Clinical Affairs

Nina J. Park, M.D.
Chief Deputy Director, Population Health

Elizabeth M. Jacobi, J.D.
Administrative Deputy

Dear Supervisors:

**APPROVE ADDITIONAL POSITIONS TO THE DEPARTMENT OF HEALTH
SERVICES TO PROVIDE PHYSICIAN AND CLINICAL SERVICES TO THE
LOS ANGELES GENERAL MEDICAL CENTER
(SUPERVISORIAL DISTRICT 1)
(3 VOTES)**

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SUBJECT

Approve additional positions for the Department of Health Services (DHS) to provide certain physician and clinical services at Los Angeles General Medical Center (LA General) that are currently provided by contractor physicians under the Medical School Affiliation Agreement (MSAA) between Los Angeles County (LA County) and the University of Southern California (USC).

IT IS RECOMMENDED THAT THE BOARD:

1. Approve interim ordinance authority pursuant to Section 6.06.020 of LA County Code, as shown on Attachment I, for DHS to add 367 positions to enable hiring in LA County positions for the backfill of contract positions in the existing MSAA identified by DHS as being needed to continue current operations, if necessary, subject to allocation by the Chief Executive Office (CEO).
2. Use existing delegated authority and if necessary, provide additional delegated authority to DHS for ordinance position authority and special step placements for a period to be determined by CEO.
3. Authorize CEO to establish any new classifications necessary to enable

hiring for the positions allocated.

4. Authorize DHS, in collaboration with CEO, Auditor-Controller, the Department of Human Resources, and County Counsel, to rehire individuals who wish to return to LA County employment who previously underwent an Early Separation Plan pursuant to Sections 5.20.070 and/or 5.20.075 of the LA County Code, in accord with Board of Supervisors (Board) Policy 9.150, to fill any of the any of these 367 positions, consistent with Civil Service Rules and to the extent permitted by law.

5. Delegate authority to the Director of DHS (Director), or designee, to negotiate and execute one or more agreements that may contain modifications to LA County's standard terms and conditions in a Professional and Technical Services Master Agreement (PAT SMA), with qualified vendors for the provision of professional and technical services such as, but not limited to, national search/recruitment services, in cases when such a vendor is determined to be qualified and the highest ranking respondent to a PAT SMA solicitation related to fulfilling the purpose of this Board letter, and the vendor takes exception to LA County's terms and conditions, with costs not to exceed existing delegated authority granted to the Director by the Board in relation to PAT SMAs, and subject to prior review and approval by County Counsel.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Approval of the recommended actions will enable DHS to recruit and appropriately staff LA General with LA County-employed physicians to ensure that the hospital can continue to provide care to LA County patients, if the MSAA terminates on June 30, 2024, as per the notice of termination for cause that USC sent to LA County on March 29, 2023, or otherwise move specific positions or services to an LA County-employed model when doing so is favorable to LA County. It will also enable DHS to onboard relevant clinicians in a timely manner, given the short timeline until termination of the current MSAA; enable clinicians who were formerly LA County employed but underwent an Early Separation Plan in previous years to return to LA County employment at LA General; and enable a return of Radiation Oncology Medical Physicists, Dosimetrists, and Radiation Safety Officers to employment within DHS.

Background

Since 1987, LA County has contracted with USC for attending physician level coverage of the majority of clinical services at LA General. Currently, LA General is the only DHS hospital primarily staffed by contract physicians. The current MSAA, entered on July 1, 2019, provides that LA County pay USC through executed amendment number seven, \$151 million for the provision of certain clinical services and patient care, and supervision of physician trainees. On March 15, 2023, leadership from DHS and LA General met with USC and mutually agreed to negotiate potential changes to the MSAA. However, on March 29, 2023, USC provided DHS with a notice of termination for cause of the MSAA, which will be effective 15 months from the date of the notice, or June 30, 2024. USC noted that it is willing to enter into negotiations with LA County to arrive at terms that would permit the contract to continue, but by the terms of the contract and USC's notice, the MSAA will terminate effective June 30, 2024, unless the parties reach a new agreement.

In anticipation of the termination, and to ensure that LA General, LA County's largest safety net hospital, will continue to meet its obligations to the patients in the communities it serves, DHS has carefully analyzed existing clinician services at LA General and believe that 367 positions, allocated

to the item classifications listed on Attachment I, will enable an uninterrupted continuation of services at LA General.

DHS must take expedited action to maintain sufficient staff to meet the care needs of its patients and ensure that there is no disruption of hospital operations at LA General in the event the MSAA terminates on June 30, 2024. Given the time it will take for DHS to recruit, hire, and onboard physicians, it must immediately begin the process to start recruiting and hiring candidates as they are identified. The addition of positions described herein will enable DHS to hire sufficient LA County-employed physicians and related clinical staff (e.g., medical physicists) for LA General to replace existing contracted positions in the MSAA, and to seamlessly transition LA General to an LA County-employed model with no lapse in services. The recommendations will also provide DHS with the flexibility to move specific positions or service lines at LA General to an LA County-employed model when doing so is favorable to LA County.

Under the MSAA between LA County and USC, LA County purchases services from USC, which include certain clinical services and patient care, and teaching and supervision of physician trainees at LA General. On March 29, 2023, USC issued to LA County notice that it was invoking the termination for cause provision (section 8.4) of the MSAA to negotiate a new agreement. Under this provision, the MSAA will terminate 15 months from the date of the notice, or June 30, 2024. The recommended actions will enable DHS to recruit and hire sufficient LA County-employed physicians to provide the services that LA County currently purchases from USC that are provided by USC-employed physicians, to ensure that LA General will continue to meet its patient care obligations and that there is no disruption of hospital operations should the MSAA terminate on June 30, 2024. It will also provide DHS with the flexibility to move specific positions or service lines at LA General to an LA County-employed model when doing so is favorable to LA County.

Implementation of Strategic Plan Goals

The recommended actions support the County's Strategic Plan, Strategy III.3 "Pursue Operation Effectiveness, Fiscal Responsibility, and Accountability."

FISCAL IMPACT/FINANCING

DHS will fund the additional 367 positions and the costs for services provided under the PATSMA by a commensurate reduction in the MSAA contract cost and other existing resources. Funding is included in the Fiscal Year (FY) 2023-24 Recommended Budget and will be adjusted in the future budget phase as needed. There will be no impact to net County cost.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Section 6.06.020 authorizes the approval of additional positions to deal with emergencies and to provide flexibility to meet unexpected workload fluctuations and demands.

On July 28, 2020, the Board delegated authority to the Director, or designee, to execute PATSMAs with qualified vendors, for a term expiring no later than 10 years from the date of the Board's approval, with an option to extend the term for up to five additional one-year periods, for the provision of as needed professional and technical services for DHS, the Department of Mental Health, the Department of Public Health, and other LA County departments that have projects related to the mission of the respective departments, and delegated authority to the Director, or

designee, to, among others: a) execute additional PATSMAs with qualified vendors who have been identified through a solicitation process, effective upon execution, through the remaining initial term of the PATSMA and any subsequent extension periods, subject to approval as to form by County Counsel; and b) to amend the PATSMA to add, delete, or otherwise change provisions in the PATSMA based on the nature of the services being solicited, where such actions are in the best interest of LA County, subject to review and approval by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of the proposed recommendations will enable DHS and LA General to continue to provide current services to LA County patients.

Respectfully submitted,



Christina R. Ghaly, M.D.

Director

CRG:av

Enclosures

c: Chief Executive Office
County Counsel
Executive Office, Board of Supervisors

**COUNTY OF LOS ANGELES - DEPARTMENT OF HEALTH SERVICES
REQUEST FOR INTERIM ORDINANCE AUTHORITY
PROVISIONAL ALLOCATIONS TO DEPARTMENT
FISCAL YEAR 2023-24**

LA GENERAL - MSAA CONTRACT TO COUNTY POSITIONS SHIFT

TOTAL

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
545853	A	CHF PHYII EMERGENCY MED	1.0	1.0
545870	A	CHF PHYII OBGYN-GYNE ONCOLOGY	1.0	1.0
545873	A	CHF PHYII PATHOLOGY	1.0	1.0
545879	A	CHF PHYII PSYCHIATRY	1.0	1.0
545886	A	CHF PHYII SURGERY-ORTHOPEDICS	1.0	1.0
545980	A	CHF PHYIII RADIOLOGY-GEN/DIAG	1.0	1.0
4920	A	CLINICAL MICROBIOLOGIST II	1.0	1.0
8697	A	CLINICAL PSYCHOLOGIST II	1.0	1.0
9013	A	CLINICAL SOCIAL WORKER	1.0	1.0
4776	A	DENTAL DIRECTOR I	1.0	1.0
4750	A	DENTAL LABORATORY TECHNICIAN	3.0	3.0
4767	A	DENTAL SPECIALIST	7.0	7.0
5779	A	HEAD MEDICAL RADIATION PHYSICIST	1.0	1.0
5775	A	HEALTH PHYSICIST	1.0	1.0
5778	A	MEDICAL RADIATION PHYSICIST	1.0	1.0
5121	A	NURSE PRACTITIONER	8.0	8.0
5359	A	NURSE-MIDWIFE	1.0	1.0
5512	A	PHARMACIST	4.0	4.0
547652	A	PHYS SPEC DERMATOLOGY	5.0	5.0
547653	A	PHYS SPEC EMERGENCY MED	46.0	46.0
547654	A	PHYS SPEC FAMILY PRACTICE	2.0	2.0
547656	A	PHYS SPEC INT MED-CARD (INVASIVE)	6.0	6.0
547658	A	PHYS SPEC INT MED-CRITICAL CARE	7.0	7.0
547659	A	PHYS SPEC INT MED-GASTRO (INVASIVE)	8.0	8.0
547655	A	PHYS SPEC INT MED-GEN/ENDOCRIN	2.0	2.0
547661	A	PHYS SPEC INT MED-HEMA/ONC	6.0	6.0
547663	A	PHYS SPEC INT MED-NEPHROLOGY	3.0	3.0
547666	A	PHYS SPEC INT MED-RHEUMATOLOGY	3.0	3.0
547692	A	PHYS SPEC INTERNAL MEDICINE-GENERAL	21.0	21.0
547667	A	PHYS SPEC NEUROLOGY	3.0	3.0
547669	A	PHYS SPEC OBGYN-GENERAL	10.0	10.0
547670	A	PHYS SPEC OBGYN-GYNE ONCOLOGY	5.0	5.0
547671	A	PHYS SPEC OBGYN-MAT/FETAL MED	5.0	5.0
547672	A	PHYS SPEC OTOLARYNGOLOGY	4.0	4.0
547673	A	PHYS SPEC PATHOLOGY	17.0	17.0
547676	A	PHYS SPEC PEDIA - NEO/CRIT CARE	9.0	9.0

547675	A	PHYS SPEC PEDIATRICS	23.0	23.0
547679	A	PHYS SPEC PSYCHIATRY	31.0	31.0
547680	A	PHYS SPEC RADIOLOGY-GEN/DIAG	34.0	34.0
547681	A	PHYS SPEC RADIOLOGY-VASC/INT DIAG	6.0	6.0
547682	A	PHYS SPEC SURGERY-CARDIO THORACIC	5.0	5.0
547691	A	PHYS SPEC SURGERY-CRITICAL CARE	7.0	7.0
547683	A	PHYS SPEC SURGERY-GENERAL	8.0	8.0
547684	A	PHYS SPEC SURGERY-NEUROLOGICAL	2.0	2.0
547685	A	PHYS SPEC SURGERY-OPHTHA	8.0	8.0
547686	A	PHYS SPEC SURGERY-ORTHOPEDICS	9.0	9.0
547688	A	PHYS SPEC SURGERY-PLASTIC	5.0	5.0
547689	A	PHYS SPEC SURGERY-UROLOGIC	4.0	4.0
547690	A	PHYS SPEC SURGERY-VASCULAR	3.0	3.0
541105	M	PHYSICIAN,POST GRADUATE(5TH YEAR)	1.0	1.0
541106	M	PHYSICIAN,POST GRADUATE(6TH YEAR)	1.0	1.0
<i>TBD *</i>	A	<i>RADIATION DOSIMITRIST*</i>	2.0	2.0
547352	F	RELIEF PHYSICIAN DERMATOLOGY	3.0	3.0
545653	A	SR PHYS EMERGENCY MED	2.0	2.0
545661	A	SR PHYS INT MED-HEMA/ONC	1.0	1.0
545692	A	SR PHYS INTERNAL MEDICINE - GENERAL	2.0	2.0
545667	A	SR PHYS NEUROLOGY	1.0	1.0
545670	A	SR PHYS OBGYN-GYNE ONCOLOGY	2.0	2.0
545672	A	SR PHYS OTOLARYNGOLOGY	1.0	1.0
545673	A	SR PHYS PATHOLOGY	1.0	1.0
545676	A	SR PHYS PEDIA - NEO/CRIT CARE	1.0	1.0
545675	A	SR PHYS PEDIATRICS	1.0	1.0
545680	A	SR PHYS RADIOLOGY-GEN/DIAG	1.0	1.0
545681	A	SR PHYS RADIOLOGY-VASC/INT DIAG	1.0	1.0
545691	A	SR PHYS SURGERY-CRITICAL CARE	2.0	2.0
545689	A	SR PHYS SURGERY-UROLOGIC	1.0	1.0
Total			367.0	367.0

POSITIONS BY SPECIALTY**DENTISTRY**

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
4776	A	DENTAL DIRECTOR I	1.0	1.0
4767	A	DENTAL SPECIALIST	7.0	7.0
4750	A	DENTAL LABORATORY TECHNICIAN	3.0	3.0
9013	A	CLINICAL SOCIAL WORKER	1.0	1.0
Total			12.0	12.0

DERMATOLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547652	A	PHYS SPEC DERMATOLOGY	5.0	5.0
547352	F	RELIEF PHYSICIAN DERMATOLOGY	3.0	3.0
Total			8.0	8.0

EMERGENCY MEDICINE

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547653	A	PHYS SPEC EMERGENCY MED	46.0	46.0
545653	A	SR PHYS EMERGENCY MED	2.0	2.0
545853	A	CHF PHYII EMERGENCY MED	1.0	1.0
Total			49.0	49.0

FAMILY MEDICINE

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547654	A	PHYS SPEC FAMILY PRACTICE	2.0	2.0
5121	A	NURSE PRACTITIONER	1.0	1.0
Total			3.0	3.0

MEDICINE

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547656	A	PHYS SPEC INT MED-CARD (INVASIVE)	6.0	6.0
547655	A	PHYS SPEC INT MED-GEN/ENDOCRIN	2.0	2.0
547692	A	PHYS SPEC INTERNAL MEDICINE-GENERAL	21.0	21.0
545692	A	SR PHYS INTERNAL MEDICINE - GENERAL	2.0	2.0
547659	A	PHYS SPEC INT MED-GASTRO (INVASIVE)	8.0	8.0
547661	A	PHYS SPEC INT MED-HEMA/ONC	6.0	6.0
547663	A	PHYS SPEC INT MED-NEPHROLOGY	3.0	3.0
545661	A	SR PHYS INT MED-HEMA/ONC	1.0	1.0
547658	A	PHYS SPEC INT MED-CRITICAL CARE	2.0	2.0

547666	A	PHYS SPEC INT MED-RHEUMATOLOGY	3.0	3.0
Total			54.0	54.0

NEUROLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547667	A	PHYS SPEC NEUROLOGY	3.0	3.0
547658	A	PHYS SPEC INT MED-CRITICAL CARE	5.0	5.0
545667	A	SR PHYS NEUROLOGY	1.0	1.0
Total			9.0	9.0

NEUROSURGERY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547684	A	PHYS SPEC SURGERY-NEUROLOGICAL	2.0	2.0
Total			2.0	2.0

OBSTETRICS & GYNECOLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547669	A	PHYS SPEC OBGYN-GENERAL	10.0	10.0
547670	A	PHYS SPEC OBGYN-GYNE ONCOLOGY	5.0	5.0
547671	A	PHYS SPEC OBGYN-MAT/FETAL MED	5.0	5.0
545670	A	SR PHYS OBGYN-GYNE ONCOLOGY	2.0	2.0
545870	A	CHF PHYII OBGYN-GYNE ONCOLOGY	1.0	1.0
5121	A	NURSE PRACTITIONER	3.0	3.0
5359	A	NURSE-MIDWIFE	1.0	1.0
541105	M	PHYSICIAN,POST GRADUATE(5TH YEAR)	1.0	1.0
541106	M	PHYSICIAN,POST GRADUATE(6TH YEAR)	1.0	1.0
Total			29.0	29.0

OPHTHALMOLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547685	A	PHYS SPEC SURGERY-OPHTHA	8.0	8.0
Total			8.0	8.0

ORTHOPEDIC SURGERY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547686	A	PHYS SPEC SURGERY-ORTHOPEDICS	9.0	9.0
545886	A	CHF PHYII SURGERY-ORTHOPEDICS	1.0	1.0
Total			10.0	10.0

OTOLARYNGOLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547672	A	PHYS SPEC OTOLARYNGOLOGY	4.0	4.0
545672	A	SR PHYS OTOLARYNGOLOGY	1.0	1.0
Total			5.0	5.0

PATHOLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547673	A	PHYS SPEC PATHOLOGY	17.0	17.0
4920	A	CLINICAL MICROBIOLOGIST II	1.0	1.0
545673	A	SR PHYS PATHOLOGY	1.0	1.0
545873	A	CHF PHYII PATHOLOGY	1.0	1.0
Total			20.0	20.0

PEDIATRICS

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547675	A	PHYS SPEC PEDIATRICS	23.0	23.0
547676	A	PHYS SPEC PEDIA - NEO/CRIT CARE	9.0	9.0
545675	A	SR PHYS PEDIATRICS	1.0	1.0
545676	A	SR PHYS PEDIA - NEO/CRIT CARE	1.0	1.0
Total			34.0	34.0

PHARMACY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
5512	A	PHARMACIST	4.0	4.0
Total			4.0	4.0

PSYCHIATRY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547679	A	PHYS SPEC PSYCHIATRY	31.0	31.0
545879	A	CHF PHYII PSYCHIATRY	1.0	1.0
Total			32.0	32.0

RADIOLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547680	A	PHYS SPEC RADIOLOGY-GEN/DIAG	31.0	31.0

547681	A	PHYS SPEC RADIOLOGY-VASC/INT DIAG	6.0	6.0
545680	A	SR PHYS RADIOLOGY-GEN/DIAG	1.0	1.0
545681	A	SR PHYS RADIOLOGY-VASC/INT DIAG	1.0	1.0
545980	A	CHF PHYIII RADIOLOGY-GEN/DIAG	1.0	1.0
Total			40.0	40.0

RADIATION ONCOLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547680	A	PHYS SPEC RADIOLOGY-GEN/DIAG	3.0	3.0
5779	A	HEAD MEDICAL RADIATION PHYSICIST	1.0	1.0
5778	A	MEDICAL RADIATION PHYSICIST	1.0	1.0
TBD *	A	RADIATION DOSIMITRIST*	2.0	2.0
5775	A	HEALTH PHYSICIST	1.0	1.0
Total			8.0	8.0

SURGERY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547683	A	PHYS SPEC SURGERY-GENERAL	8.0	8.0
547688	A	PHYS SPEC SURGERY-PLASTIC	5.0	5.0
547690	A	PHYS SPEC SURGERY-VASCULAR	3.0	3.0
547691	A	PHYS SPEC SURGERY-CRITICAL CARE	7.0	7.0
547682	A	PHYS SPEC SURGERY-CARDIO THORACIC	5.0	5.0
545691	A	SR PHYS SURGERY-CRITICAL CARE	2.0	2.0
8697	A	CLINICAL PSYCHOLOGIST II	1.0	1.0
5121	A	NURSE PRACTITIONER	4.0	4.0
Total			35.0	35.0

UROLOGY

ITEM NO.	SUB	CLASSIFICATION	ORDINANCE POSITION	BUDGET POSITION
547689	A	PHYS SPEC SURGERY-UROLOGIC	4.0	4.0
545689	A	SR PHYS SURGERY-UROLOGIC	1.0	1.0
Total			5.0	5.0

* New classification to be created for Radiation Dosimitrist.