



Office of the City Manager

CONSENT CALENDAR
February 25, 2020

To: Honorable Mayor and Members of the City Council
 From: Dee Williams-Ridley, City Manager
 Submitted by: Kelly Wallace, Interim Director, Health, Housing & Community Services
 Subject: Contract: Worldwide Travel Staffing for Nurse Registry Services

RECOMMENDATION

Adopt a Resolution authorizing the City Manager or her designee to execute a contract and any amendments with Worldwide Travel Staffing for nurse registry services for a total contract limit of \$313,800 for the period beginning March 1, 2020 and ending June 30, 2023. The contract will serve the needs of both the Mental Health and Public Health Divisions, providing fill-in nursing services as necessary at both the Mental Health clinics and the Berkeley High School Health Center.

FISCAL IMPACTS OF RECOMMENDATION

Funds for the contract of \$313,800 will be divided between the Mental Health and Public Health Divisions. The Contract Management System number for this contract is CMS No. JMYD.

\$228,800 total from Mental Health

Amount	ERMA GL Account
\$114,000	316-51-503-521-2007-000-451-612990
\$114,000	158-51-503-521-2006-000-451-612990

\$85,000 total from Public Health

Amount	ERMA GL Account
\$44,000	156-51-506-555-0000-000-451-612990
\$27,000	011-51-506-560-0000-000-451-612410
\$14,000	324-51-506-560-0000-000-451-612410

CURRENT SITUATION AND ITS EFFECTS

This Nurse Registry contract will allow the Mental Health and Public Health Divisions to utilize per diem nursing from the contractor when there are nursing vacancies that hinder the ability of the Mental and Public Health Divisions to provide required medical services to the needs of students and mental health clients. It will also allow the divisions to fulfill their obligations to ensure a healthy community and remain in compliance with federal, state, and local regulations around the provision of quality medical care. This contract aligns with the Strategic Plan goal to be a customer-

focused organization that provides excellent, timely, easily-accessible service and information to the community.

The Mental Health Division has 3.7 FTE nurse positions with an additional 1.0 FTE scheduled to be added in May 2020. This contract will allow us to continue to provide direct patient care when there is a vacancy while we recruit a City of Berkeley employee.

The Mental Health Division serves our community by caring for severely mentally ill individuals who either have Medi-Cal or no insurance. Due to their impairments, these patients have difficulty accessing psychiatric and general medical care. The Mental Health nurses provide treatment and care coordination for these patients in the clinic, in homes, and on the street. When we have vacancies in our nursing staff, the most vulnerable patients in our community lose access to the treatment and care they need.

Currently, the Public Health Division has 2.0 FTE Registered Nurse (RN) positions, one that provides immunizations and TB testing, and another that provides first aid services at the Berkeley High School Health Center. The first aid RN position at the Berkeley High School Health Center, which can see over 2,000 visits per year, has been experiencing significant gaps in service throughout the 2019/2020 school year. This nurse registry service would be a tremendous support for the continuity of services to address any current or future gaps in First Aid Services or the Immunization Program due to short or long term staff absences. In addition to the clinical services, the Public Health Division also has 8.75 FTE Public Health Nurses (PHNs) that provide a variety of services, including disease control and surveillance activities through the Communicable Disease Unit, case management for low-income and underserved families, as well as support services for early childhood development programs and school linked services. These services offer essential services for some of our most vulnerable community members throughout their lifespan.

We have experienced extended vacancies in both divisions due to the high demand for and shortage of available nurses in California

The City released a Request for Proposals (RFP) under Specification No. 19-11326-C, convened a panel of stakeholders, interviewed representatives from the highest ranked responses, and selected Worldwide Travel Staffing as the most responsive, responsible bidder for this contract.

BACKGROUND

The Public Health and Mental Health Divisions have experienced great difficulty in filling vacant positions for staff who can provide nursing services. Due to a variety of factors, including the Medi-Cal expansion through the Affordable Care Act, an existing shortage of nurses in the region has been greatly exacerbated. Many area providers are experiencing staff shortages in qualified nurses.

Given the continued staffing shortage and difficulty recruiting and retaining nurses, several measures have been put in place to locate permanent staffing for these positions. This includes partnering with the Human Resources Department in creating a new job classification, Mental Health Nurse, to better reflect the particular requirements of mental health nursing (as opposed to community nursing). This contract will allow the Mental Health and Public Health Divisions to utilize per diem nurses when permanent, career positions are vacant while we continue to take steps to secure permanent staffing.

ENVIRONMENTAL SUSTAINABILITY

There are no identifiable environmental effects or opportunities associated with the action requested in this report.

RATIONALE FOR RECOMMENDATION

Worldwide Travel Staffing was selected as the vendor for this contract through a competitive RFP process. They offer nurses who provide community health services to youth and psychiatry services to Medi-Cal, uninsured, disenfranchised, and under-served populations. These services are necessary for the provision of public and mental health treatment provided by the City. These services will only be utilized during staff shortages and are not a replacement of permanent staffing.

ALTERNATIVE ACTIONS CONSIDERED

The City could not provide necessary medication monitoring services and other nursing services for individuals with mental illness, or not provide nursing services at Berkeley High School. This was rejected because it would have led to harm to current and prospective patients.

CONTACT PERSON

Dr. Jeffrey Johns, Psychiatrist Supervisor, Mental Health, HHCS, (510) 981-7615

Janice Chin, Manager, Public Health, HHCS, (510) 981-5121

Conor Murphy, Assistant Management Analyst, Mental Health, HHCS, (510) 981-7611

Attachments:

1: Resolution

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

CONTRACT: WORLDWIDE TRAVEL STAFFING FOR NURSE REGISTRY SERVICES

WHEREAS, the City of Berkeley's Mental Health and Public Health Divisions have experienced great difficulty in filling vacancies in nursing positions; and

WHEREAS, Worldwide Travel Staffing offers nurses who provide mental health and community health services, provided by licensed nurses, to youth, Medi-Cal, uninsured, disenfranchised, and under-served populations; and

WHEREAS, Worldwide Travel Staffing's services support mental health goals of improving the health and well-being of the community during periods of staff shortages; and

WHEREAS, Worldwide Travel Staffing was selected through a competitive Request for Proposals process; and

WHEREAS, funds are available in the current year budget.

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that the City Manager or her designee is authorized to execute a contract and any amendments with Worldwide Travel Staffing for a total contract amount not to exceed \$313,800 for the period of March 1, 2020 to June 30, 2023 for the purpose of funding nurse registry services. A record signature copy of said contract any amendments to be on file in the City Clerk Department.