

Lucy Flores Mendez

From: Silas Halloran-Steiner
Sent: Monday, July 20, 2015 8:05 AM
To: Mary Starrett; Laura Tschabold; Chuck Vesper
Cc: Lucy Flores Mendez; Marie Mcdaniel-Bellisario; Shirley Roffe M.D.; Margaret Jarmer; Terry Malay; David Manitsas
Subject: Board Consideration: FCS Agreement for Psychiatric Recruitment services
Attachments: JE Nurse-Doc Combo.dotx; 6.2.15 Yamhill County Mental Health.pdf

Hi Mary, Laura and Chuck,

I am requesting Board Consideration of two agreements to assist with critical business and clinical need in our psychiatric medication services. We have recently struggled to fill several vacant Psychiatric Mental Health Nurse Practitioner (PMHNP) positions which has negatively impacted services to our clients.

The attached agreement with First Choice in Psychiatric Recruitment (FCS) is to provide recruitment services for Yamhill County Health and Human Services for qualified PMHNPs. If approved, the agreement will be effective July 23, 2015 and in effect until the recruitment is filled. The expense of \$18,000 was not included in our adopted budget but we have sufficient budget authority. We will not incur any expense unless we select a candidate and they accept the position.

The attached agreement with LocumTenens.com is to provide time limited hourly psychiatric services while we continue our search. Like the agreement with FCS it also has a \$18,000 fee if we enter into an ongoing contract with a provider. If approved, the agreement will be in effect retroactively to June 2, 2015 and it has a one year term with automatic renewal with standard termination language. The expense was not included in our adopted budget but we have sufficient budget authority. Like the agreement with FCS we will not incur any expense beyond the hourly fees for direct client services unless we select a candidate and they accept the position.

I recommend the Board approve these agreements. Please let me know if you have any questions.

Lucy, please place these agreements on this week's Board Agenda as an add-on for approval.

Thanks,

Silas Halloran-Steiner
Director, Yamhill County Health and Human Services Department
Phone: (503) 434-7523
Cell: (503) 435-7572
Fax: (503) 434-9846
627 NE Evans
McMinnville, OR 97128

B.O. 15-2168

B.O. 15-2169

Our Vision: People in Yamhill County live, work, learn, and play in safe communities that support wellness and dignity.

Our Mission: To promote the public's physical, emotional and social well-being through services, prevention, education, and partnerships.

This electronic mail may contain confidential information that is being transmitted to and only for the use of the recipients named above. Reading, disclosure, discussion, dissemination, distribution or copying this information by



July 20, 2015

Silas Halloran-Steiner, Executive Director
Yamhill County Health And Human Service
Mcminnville, OR

Dear Mr. Halloran-Steiner:

I am enclosing some information about our services for your review and consideration.

As a further introduction, I am an executive recruiter specializing **exclusively** in the search and recruitment of **Psychiatrists** and **Psychiatric Nurse Practitioners** on a national level. We are the nation's largest psychiatric search firm.

Your firm's obligation to FCS is that we will be paid our customary fee for services as outlined in the enclosed agreements, if you extend an offer of employment to a physician we have referred, and said physician accepts your offer. Candidate credentials will be forwarded to you as soon as we have a signed copy of one of our contracts for our files.

We would like to earn the right to become your psychiatric recruitment partner. We plan to do this through:

effectiveness
professionalism
ethics
competitive pricing

I look forward to talking with you soon!

Sincerely,

A handwritten signature in black ink, appearing to read 'J. Extine', is written over a white background.

Joel Extine
Account Executive
800-783-9152 ext. 238
Email: jextine@fcpsy.com
<http://www.fcpsy.com/>

B.O. 15-248



Search Agreement

This agreement is made this day **July 20, 2015**, between **FCS, 1711 Ashley Circle, Suite 6, Bowling Green, KY 42104**, and **Yamhill County Health And Human Service, Meminnville, OR (Client)**, for the recruitment of a **Psychiatrist or a Psychiatric Nurse Practitioner**.

THE PARTIES AGREE AS FOLLOWS:

FCS will recruit a **Psychiatrist or a Psychiatric Nurse Practitioner** for **Client** for a fee based on the following fee structure, payable in the following manner:

Fellowship-trained Psychiatrist, Medical Director or Department Chair - \$26,000.00

General Adult or Staff Psychiatrist - \$24,000.00

Psychiatric Nurse Practitioner - \$ 18,000.00

½ due when Psychiatrist or Nurse Practitioner signs agreement with Client.

½ due when Psychiatrist or Nurse Practitioner begins work for Client.

* For anything less than fulltime (30 hours) fee is \$18,000.00

FCS will put forth its best recruitment efforts, including but not limited to: using **Client** information, researching personal industry sources and confidential referrals, cold calling psychiatrists and nurse practitioners in our database, and possibly direct mailing to potential candidates to find a psychiatrist(s) or nurse practitioner(s) that meets **Client's** qualifications. FCS agrees to provide reports concerning the status of its search activity on a regular basis.

FCS guarantees that each psychiatrist or nurse practitioner placed by FCS will work for **Client** for 30 days from start date. If a psychiatrist or nurse practitioner departs the community or otherwise ceases to work for **Client** (for any reason other than lack of work), then FCS will recruit a replacement psychiatrist or nurse practitioner at no additional fee. It is the **Client's** responsibility to notify FCS in writing within 7 days of last day of employment, should a psychiatrist or nurse practitioner depart within 30 days of employment. **GUARANTEE NOT VALID UNLESS PAYMENTS ARE RECEIVED WITHIN 10 DAYS OF DUE DATE.**

Client agrees to establish and provide each psychiatrist or nurse practitioner with a compensation package that is competitive with the health industry for such a position and to conduct the negotiation process in good faith and in an expeditious manner; inform FCS immediately if a psychiatrist or nurse practitioner presented to **Client** by FCS has been previously presented to **Client**; actively cooperate in the recruitment process (i.e., arrangements for site visits, etc.); **all acceptable expenses incurred by a psychiatrist or nurse practitioner**

FCS

FIRST CHOICE IN PSYCHIATRIC RECRUITMENT

for visits to Client will be reimbursed to the psychiatrist or nurse practitioner by Client; pay all recruitment fees when due.

Client agrees that FCS' fee is payable should Client or representative engage such a psychiatrist or nurse practitioner for any position within 2 years after our most recent communication relating to such a psychiatrist or nurse practitioner; or if Client refers to any other health care facility any psychiatrist or nurse practitioner previously presented to Client by FCS.

We conduct reference checks for our own purposes: however, the hiring decision and determination of suitability, reference checking, employment eligibility verification and conditions of employment are ultimately the responsibility of the Client. The furnishing of candidate information by FCS does not imply that the information is totally accurate or that it has been checked by FCS. Clients are requested to independently verify information provided.

FCS conforms to all government Equal Opportunity regulations and does not discriminately select or refer candidates on the basis of race, color, religion, age, sex, national origin, marital status or handicap. Qualifications and merits are the only factors considered in the screening and referral process.

This agreement shall not be amended, except in writing, and signed by both parties.

Client:
Yamhill County Health And Human Service
Mcminnville, OR



Mr. Silas Halloran-Steiner, Executive Director (Date) 7/21/15

FCS
Bowling Green, KY



Joel Extine
Account Executive
800-783-9152 ext. 238
Email: jextine@fcspsey.com
<http://www.fcspsey.com/>

Accepted by Yamhill County
Board of Commissioners on
7-23-15 by Board Order
15-218