

COMPLIANCE REVIEW REPORT

CALIFORNIA CORRECTIONAL HEALTH CARE SERVICES

Compliance Review Unit
State Personnel Board
July 28, 2015

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INTRODUCTION

Established by the California Constitution, the State Personnel Board (the SPB or Board) is charged with enforcing and administering the civil service statutes, prescribing probationary periods and classifications, adopting regulations, and reviewing disciplinary actions and merit-related appeals. The SPB oversees the merit-based recruitment and selection process for the hiring of over 200,000 state employees. These employees provide critical services to the people of California, including but not limited to, protecting life and property, managing emergency operations, providing education, promoting the public health, and preserving the environment. The SPB provides direction to departments through the Board's decisions, rules, policies, and consultation.

Pursuant to Government Code section 18661, the SPB's Compliance Review Unit (CRU) conducts compliance reviews of appointing authority's personnel practices in four areas: examinations, appointments, equal employment opportunity (EEO), and personal services contracts (PSC's) to ensure compliance with civil service laws and board regulations. The purpose of these reviews is to ensure state agencies are in compliance with merit related laws, rules, and policies and to identify and share best practices identified during the reviews. The SPB conducts these reviews on a three-year cycle.

The CRU may also conduct special investigations in response to a specific request or when the SPB obtains information suggesting a potential merit-related violation.

EXECUTIVE SUMMARY

The CRU conducted a routine compliance review of California Correctional Health Care Services (CCHCS) personnel practices in the areas of examinations, appointments, EEO, and PSC's from July 1, 2013, to September 30, 2013. The following table summarizes the compliance review findings.

Area	Finding	Severity
Examinations	Examinations Complied with Civil Service Laws and Board Rules	In Compliance
Appointments	Equal Employment Opportunity Questionnaires Were Not Separated From All Applications	Very Serious
Equal Employment Opportunity	Equal Employment Officer Does Not Report Directly to the Head of the Agency	Very Serious

Area	Finding	Severity
Personal Services Contracts	Personal Services Contracts Complied with Procedural Requirements	In Compliance

A color-coded system is used to identify the severity of the violations as follows:

Red= Very Serious
Orange = Serious
Yellow = Non-serious or Technical
Green = In Compliance

BACKGROUND

The CCHCS's vision is to provide constitutionally adequate medical care to patient-inmates of the California Department of Corrections and Rehabilitation within a delivery system the state can successfully manage and sustain. The CCHCS's mission is to reduce unnecessary morbidity and mortality and protect the public health by providing patient-inmate timely access to safe, efficient, medical care, and coordinate the delivery of medical care with mental health, dental, and disability programs. The CCHCS provides medical care to approximately 125,000 inmates (95% male, 5% female), delivers medical care at 34 adult institutions in California, and oversees more than 10,033 medical care positions, including doctors, nurses, pharmacists, and administrative staff.

SCOPE AND METHODOLOGY

The scope of the compliance review was limited to reviewing CCHCS examinations, appointments, EEO program, and PSC's from July 1, 2013, to September 30, 2013. The primary objective of the review was to determine if CCHCS personnel practices, policies, and procedures complied with state civil service laws and board regulations, and to recommend corrective action where deficiencies were identified.

A cross-section of CCHCS examinations and appointments were selected for review to ensure that samples of various examinations and appointment types, classifications, and levels were reviewed. The CRU examined the documentation that the CCHCS provided, which included examination plans, examination bulletins, job analyses (JA's), 511b's, scoring results, vacancy postings, certification lists, transfer movement worksheets, employment history records, correspondence, and probation reports.

The review of the CCHCS' EEO program included examining written EEO policies and procedures; the EEO officer's role, duties, and reporting relationship; the internal discrimination complaint process; the upward mobility program; the reasonable accommodation program; the discrimination complaint process; and the Disability Advisory Committee (DAC). The CRU also interviewed appropriate CCHCS staff.

The CCHCS's PSC's were also reviewed. The CCHCS contracted for consulting services, medical services, IT development, and various personal services.¹ It was beyond the scope of the compliance review to make conclusions as to whether CCHCS justifications for the contracts were legally sufficient. The review was limited to whether CCHCS practices, policies, and procedures relative to PSC's complied with applicable statutory law and board regulations.

The CRU sent the draft compliance review report to the CCHCS on May 5, 2015, and an exit conference was held June 25, 2015, to explain and discuss the CRU's initial findings and recommendations. The CCHCS submitted a written response to the draft report on July 15, 2015, which was revised on July 24, 2015. The CRU received and carefully reviewed the response, which is attached to this final compliance review report.

FINDINGS AND RECOMMENDATIONS

Examinations

Examinations to establish an eligible list must be competitive and of such character as fairly to test and determine the qualifications, fitness, and ability of competitors to perform the duties of the class of position for which he or she seeks appointment. (Gov. Code, § 18930.) Examinations may be assembled or unassembled, written or oral, or in the form of a demonstration of skills, or any combination of those tests. (*Ibid.*) The Board establishes minimum qualifications for determining the fitness and qualifications of employees for each class of position and for applicants for examinations. (Gov. Code, § 18931.) Within a reasonable time before the scheduled date for the examination, the designated appointing power shall announce or advertise the examination for the establishment of eligible lists. (Gov. Code, § 18933, subd. (a).) The advertisement shall contain such information as the date and place of the examination and the nature of the minimum qualifications (MQs). (*Ibid.*) Every applicant for examination shall file an

¹If an employee organization requests the SPB to review any personal services contract during the SPB compliance review period or prior to the completion of the final compliance review report, the SPB will not audit the contract. Instead, the SPB will review the contract pursuant to its statutory and regulatory process. In this instance, none of the reviewed PSC's were challenged.

application in the office of the department or a designated appointing power as directed in the examination announcement. (Gov. Code, § 18934.) Generally, the final earned rating of each person competing in any examination is to be determined by the weighted average of the earned ratings on all phases of the examination. (Gov. Code, § 18936.) Each competitor shall be notified in writing of the results of the examination when the employment list resulting from the examination is established. (Gov. Code, § 18938.5.)

During the period of review, the CCHCS conducted 52 examinations. The CRU reviewed 33 of the examinations, which are listed below:

Classification	Exam Type	Exam Components	Final File Date	No. of Applicants
Associate Health Program Advisor	Open	Training and Experience ² (T&E)	Continuous	9
Attorney IV	Promotional	Education and Experience ³ (E&E)	8/12/2013	3
CEA A, Regional Personnel Administrator - Northern	Open	Supplemental	7/29/2013	10
Chief Executive Officer, Health Care (Safety)	Open	T&E	Continuous	17
Clinical Lab Technologist, CF	Open	E&E	Continuous	7
Clinical Psychology Intern	Open	E&E	Continuous	4
Correctional Health Services Administrator I/II	Open	T&E	Continuous	14
Food Administrator II	Open	E&E	Continuous	8
Health Program Specialist I	Open	T&E	Continuous	41
Medical Secretary	Open	E&E	Continuous	5
Nurse Anesthetist	Open	E&E	Continuous	1
Nurse Practitioner, CF	Open	T&E	Continuous	26
Office Technician (G/T)	Open	Written ³	10/3/2013	38

² The training and experience (T&E) examination is administered either online or in writing, and asks the applicant to answer multiple-choice questions about his or her level of training and/or experience performing certain tasks typically performed by those in this classification. Responses yield point values, which are totaled by the online system or a department exam analyst, and then assigned a percentage score.

³ In an education and experience (E&E) examination, one or more raters reviews the applicants' Standard 678 application forms, and scores and ranks them according to a predetermined rating scale that may include years of relevant higher education, professional licenses or certifications, and/or years of relevant work experience.

Classification	Exam Type	Exam Components	Final File Date	No. of Applicants
Optometrist, CF	Open	E&E	Continuous	1
Personnel Supervisor	Promotional	E&E	Continuous	1
Personnel Supervisor I/II & Senior Personnel Specialist	Promotional	E&E	Continuous	1
Personnel Technician II (Specialist)	Promotional	E&E	Continuous	6
Pharmacist I	Open	E&E	Continuous	34
Physician and Surgeon, CF, (Internal Medicine/Family Practice)	Open	T&E	Continuous	43
Radiologic Technologist	Open	E&E	Continuous	14
Recreation Therapist	Open	T&E	Continuous	77
Respiratory Care Practitioner	Open	E&E	Continuous	9
Senior Clinical Laboratory Technologist	Open	E&E	Continuous	3
Senior Medical Transcriber	Open	T&E	Continuous	3
Senior Psych Tech	Open	T&E	Continuous	82
Senior Psychiatrist (Specialist) & (Supervisor)	Open	T&E	Continuous	9
Senior Psychologist	Open	T&E	Continuous	65
Senior Radiologic Technologist	Open	E&E	Continuous	3
Speech Pathologist I	Open	E&E	Continuous	1
Standards Compliance Coordinator	Open	E&E	Continuous	12
Supervising Dental Assistant	Open	T&E	Continuous	39
Supervising Psychiatric Social Worker I	Open	T&E	Continuous	5
Supervising Registered Nurse III	Open	T&E	Continuous	48

FINDING NO. 1 – Examinations Complied with Civil Service Laws and Board Rules

The CRU reviewed 33 of the examinations CCHCS administered to create eligible lists from which to make appointments. The CCHCS published and distributed examination bulletins containing the required information for both examinations. Applications received by the CCHCS were accepted prior to the final filing date and were thereafter properly assessed to determine whether applicants met the MQs for admittance to the

examination. The CCHCS notified applicants as to whether they qualified to take the examination, and those applicants who met the MQs were also notified about the next phase of the examination process. After all phases of the examination process were completed, the score of each competitor was computed, and a list of eligible candidates was established. The examination results listed the names of all successful competitors arranged in order of the score received by rank. Competitors were then notified of their final scores.

The CRU found no deficiencies in the examinations that the CCHCS conducted during the compliance review period. Accordingly, the CCHCS fulfilled its responsibilities to administer those examinations in compliance with civil service laws and board rules.

Appointments

In all cases not excepted or exempted by Article VII of the California Constitution, the appointing power must fill positions by appointment, including cases of transfers, reinstatements, promotions, and demotions in strict accordance with the Civil Service Act and board rules. (Gov. Code, § 19050.) Appointments made from eligible lists, by way of transfer, or by way of reinstatement, must be made on the basis of merit and fitness, which requires consideration of each individual's job-related qualifications for a position, including his or her knowledge, skills, abilities, experience, and physical and mental fitness. (Cal. Code Regs., tit. 2, § 250, subd. (a).)

During the compliance review period, the CCHCS made 628 appointments. The CRU reviewed 264 appointments, which are listed below:

Classification	Appointment Type	Tenure	Time Base	No. of Appointments
Administrative Assistant	Certification List	Permanent	Full Time	3
Administrative Assistant	Certification List	Limited Term	Full Term	1
Administrative Assistant I	Certification List	Permanent	Full Time	1
Associate Information Systems Analyst	Certification List	Permanent	Full Time	5
Associate Personnel Analysts	Certification List	Limited Term	Full Term	2
Attorney III	Certification List	Permanent	Full Time	1
Chief Psychologist, CF	Certification List	Permanent	Full Time	1

Classification	Appointment Type	Tenure	Time Base	No. of Appointments
Chief Psychologist, CF	Certification List	Limited Term	Full Time	1
Clinical Psychology Intern	Certification List	Limited Term	Full Time	4
Clinical Social Worker	Certification List	Permanent	Full Time	4
Correctional Administrator	Certification List	Permanent	Full Time	1
Correctional Health Administrator, II	Certification List	Permanent	Full Time	3
Correctional Lieutenant	Certification List	Permanent	Full Time	1
Correctional Supervising Cook	Certification List	Permanent	Full Time	4
Custodian	Certification List	Permanent	Full Time	1
Data Processing Manager, III	Certification List	Permanent	Full Time	1
Dental Assistant, CF	Certification List	Permanent	Full Time	2
Dentist	Certification List	Permanent	Full Time	2
Health Program Manager, III	Certification List	Permanent	Full Time	2
Health Program Specialist, I	Certification List	Permanent	Full Time	16
Informational Officer, II	Certification List	Permanent	Full Time	1
Labor Relations Specialist	Certification List	Permanent	Full Time	1
Materials & Stores Supervisor II/ CF	Certification List	Permanent	Full Time	9
Medical Supply Technician	Certification List	Permanent	Full Time	2
Medical Transcriber	Certification List	Permanent	Full Time	1
Office Assistant (General)	Certification List	Permanent	Full Time	3
Office Technician (Typing)	Certification List	Permanent	Full Time	49
Personnel Specialist	Certification List	Permanent	Full Time	1
Personnel Technician I	Certification List	Permanent	Full Time	1
Pharmacist II	Certification List	Permanent	Full Time	1

Classification	Appointment Type	Tenure	Time Base	No. of Appointments
Physician & Surgeon, CF	Certification List	Permanent	Full Time	8
Psychiatric Technician	Certification List	Permanent	Full Time	11
Psychiatric Technician (Safety)	Certification List	Permanent	Full Time	6
Receiver's Medical Executive	Certification List	Permanent	Full Time	1
Receiver's Nurse Executive	Certification List	Permanent	Full Time	1
Registered Nurse, III (Supervisor)/ CF	Certification List	Permanent	Full Time	7
Senior Clinical Laboratory Technician	Certification List	Permanent	Full Time	1
Senior Psychologist/ CF	Certification List	Permanent	Full Time	3
Senior Radiological Technologist, CF	Certification List	Permanent	Half Time	1
Staff Information Systems Analyst	Certification List	Permanent	Full Time	1
Staff Services Analyst	Certification List	Permanent	Full Time	9
Staff Services Manager, II (Supervisor)	Certification List	Limited Term	Full Time	3
Stock Clerk	Certification List	Permanent	Full Time	2
Surgical Nurse I	Certification List	Permanent	Full Time	1
Systems Software Specialist, III	Certification List	Permanent	Full Time	3
Career Executive Assignment (CEA)	Information List	Permanent	Full Time	3
Regional Administrator – Northern CEA I	Information List	Permanent	Full Time	1
Cook Specialist	Reinstatement	Limited Term	Full Time	1
Building Maintenance Worker	Reinstatement	Limited Term	Full Time	1
Chief Psychologist	Reinstatement	Permanent	Full Time	1
Clinical Lab Tech, CF	Reinstatement	Permanent	Full Time	1
Dentist, CF	Reinstatement	Permanent	Full Time	2
Medical Transcriber	Reinstatement	Permanent	Full Time	1

Classification	Appointment Type	Tenure	Time Base	No. of Appointments
Nurse Consultant III (Supervisor)	Reinstatement	Permanent	Full Time	1
Office Supervisor I	Reinstatement	Permanent	Full Time	1
Physician & Surgeon, CF	Reinstatement	Limited Term	Full Time	2
Psychologist-Clinical, CF	Reinstatement	Permanent	Full Time	1
Radiological Technologist	Reinstatement	Permanent	Full Time	2
Recreation Therapist, CF	Reinstatement	Permanent	Full Time	1
Senior Radiological Technologist	Reinstatement	Permanent	Full Time	1
Health Program Specialist, I	Retired Annuitant	Temporary	Intermittent	1
Captain	Retired Annuitant	Limited Term	Intermittent	1
Correctional Administrator, DOC	Retired Annuitant	Temporary	Intermittent	3
Correctional Counselor III	Retired Annuitant	Temporary	Intermittent	2
Executive Assistant	Retired Annuitant	Temporary	Intermittent	1
Labor Relations Manager, I	Retired Annuitant	Temporary	Intermittent	1
Pharmacist	Retired Annuitant	Temporary	Intermittent	3
Special Consultant	Retired Annuitant	Temporary	Intermittent	14
Associate Governmental Program Analyst	Transfer	Limited Term	Full Time	4
Associate Health Program Advisor	Transfer	Permanent	Full Time	1
Associate Information Systems Analyst (Specialists)	Transfer	Permanent	Full Time	1
Building Maintenance Worker	Transfer	Limited Term	Full Time	1
Correctional Health Services Admin, I	Transfer	Permanent	Full Time	1
Custodian	Transfer	Permanent	Full Time	1
Dental Assistant	Transfer	Permanent	Full Time	1
Dental Hygienist, CF	Transfer	Permanent	Full Time	2

Classification	Appointment Type	Tenure	Time Base	No. of Appointments
Dentist, CF	Transfer	Permanent	Full Time	1
Health Program Manager, II	Transfer	Limited Term	Full Time	1
Management Services Technician	Transfer	Permanent	Full Time	1
Materials & Stores Supervisor, I	Transfer	Permanent	Full Time	2
Nurse Practitioner	Transfer	Permanent	Full Time	1
Office Supervisor I (Typing)	Transfer	Permanent	Full Time	1
Officer Supervisor II	Transfer	Permanent	Full Time	2
Office Technician (Typing)	Transfer	Permanent	Full Time	3
Personnel Technician	Transfer	Permanent	Full Time	1
Personnel Supervisor II	Transfer	Limited Term	Full Time	1
Psychologist-Clinical, CF	Transfer	Permanent	Full Time	3
Registered Nurse, II, CF	Transfer	Permanent	Full Time	1
Senior Psychologist (Supervisor)	Transfer	Permanent	Full Time	2
Staff Services Analyst	Transfer	Permanent	Full Time	2
Systems Software Specialist, II	Transfer	Permanent	Full Time	1

FINDING NO. 2 – Equal Employment Opportunity Questionnaires Were Not Separated From All Applications

Summary: Out of the 264 appointment files reviewed, 183 appointments included applications in which EEO questionnaires were not separated from the STD 678 employment application.

Criteria: Government Code section 19704 makes it unlawful for a hiring department to require or permit any notation or entry to be made on any application indicating or in any way suggesting or pertaining to any protected category listed in Government Code section 12940,

subdivision (a) (e.g., a person's race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or military and veteran status). Applicants for employment in state civil service are asked to provide voluntarily ethnic data about themselves where such data is determined by CalHR to be necessary to an assessment of the ethnic and sex fairness of the selection process and to the planning and monitoring of affirmative action efforts. (Gov. Code, § 19705.) The EEO questionnaire of the state application form (STD 678) states, "This questionnaire will be separated from the application prior to the examination and will not be used in any employment decisions."

Severity: Very Serious. The applicants' protected classes were visible, subjecting the agency to potential liability.

Cause: The CCHCS's process for removing EEO Questionnaires from all STD. 678 employment applications prior to screening was not being followed by program staff.

Action: The CCHCS has submitted a corrective action plan for ensuring EEO questionnaires are separated from the STD 678 employment application as part of its department response, therefore no further action is required at this time.

Equal Employment Opportunity

Each state agency is responsible for an effective EEO program. (Gov. Code, § 19790.) The appointing power for each state agency has the major responsibility for monitoring the effectiveness of its EEO program. (Gov. Code, § 19794.) To that end, the appointing power must issue a policy statement committing to equal employment opportunity; issue procedures for filing, processing, and resolving discrimination complaints; issue procedures for providing equal upward mobility and promotional opportunities; and cooperate with the California Department of Human Resources by providing access to all required files, documents and data. (*Ibid.*) In addition, the appointing power must appoint, at the managerial level, an EEO officer, who shall report directly to, and be under the supervision of, the director of the department to develop, implement, coordinate, and monitor the department's EEO program. (Gov. Code, § 19795.)

Each state agency must establish a separate committee of employees who are individuals with a disability, or who have an interest in disability issues, to advise the head of the agency on issues of concern to employees with disabilities. (Gov. Code, § 19795, subd. (b)(1).) The department must invite all employees to serve on the committee and take appropriate steps to ensure that the final committee is comprised of members who have disabilities or who have an interest in disability issues. (Gov. Code, § 19795, subd. (b)(2).)

The CRU reviewed CCHCS EEO policies, procedures, and programs in effect during the compliance review period. In addition, the CRU interviewed appropriate CCHCS staff.

FINDING NO. 3 – Equal Employment Officer Does Not Report Directly to the Head of the Agency

Summary:	The CCHCS EEO Officer reports to the Associate Director of Human Resources, who reports to the Deputy Director of the Agency. No separate, direct reporting relationship with the Director of CCHCS has been created for EEO responsibilities.
Criteria:	The appointing power must appoint, at the managerial level, an EEO Officer, who shall report directly to, and be under the supervision of, the director of the department to develop, implement, coordinate, and monitor the department's EEO program. (Gov. Code, § 19795.)
Severity:	<u>Very Serious.</u> The EEO Officer does not have direct access to the head of the organization, diminishing the significance of the EEO program.
Cause:	The CCHCS was aware of their non-compliance with Government Code section 19795 and a resolution to the issue was being prepared, but was not completed prior to the SPB compliance review.
Action:	The CCHCS must reorganize its organizational structure to ensure that the EEO Officer reports directly to the Departmental Director on EEO related matters. The CCHCS must submit to the CRU a written report of compliance, including an updated organization chart and EEO Officer duty statement, no later than 60 days from

the date of the SPB Executive Officer's approval of these findings and recommendations.

Personal Services Contracts

A PSC includes any contract, requisition, or purchase order under which labor or personal services is a significant, separately identifiable element and the business or person performing the services is an independent contractor that does not have status as an employee of the State. (Cal. Code Reg., tit. 2, § 547.59.) The California Constitution has an implied civil service mandate limiting the state's authority to contract with private entities to perform services the state has historically or customarily performed. Government Code section 19130, subdivision (a), however, codifies exceptions to the civil service mandate where PSC's achieve cost savings for the state. PSC's that are of a type enumerated in subdivision (b) of Government Code section 19130 are also permissible. Subdivision (b) contracts include private contracts for a new state function, services that are not available within state service, services that are incidental to a contract for the purchase or lease of real or personal property, and services that are of an urgent, temporary, or occasional nature.

For cost-savings PSC's, a state agency is required to notify the SPB of its intent to execute such a contract. (Gov. Code, § 19131.) For subdivision (b) contracts, the SPB reviews the adequacy of the proposed or executed contract at the request of an employee organization representing state employees. (Gov. Code, § 19132.)

During the compliance review period, the CCHCS had 311 PSC's that were in effect. All of the PSCs required Department of General Services (DGS) approval, and thus CRU procedural review, and are listed below:

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Accountabilities, Inc.	Dietician	4/29/2013 - 9/30/2015	\$247,107	Yes
Adame, Jennifer A.	Physical Therapists	10/1/2012 - 9/30/2013	\$100,000	Yes
Advantage On Call, LLC dba PHS Therapy	Nursing (Registry)	6/16/2010 - 6/30/2013	\$15,984,049	Yes
Advantage On Call, LLC dba PHS Therapy	Physical Therapists	7/1/2012 - 6/30/2013	\$340,000	Yes
Affinity Nursing Services	Occupational/Recreational Therapists	10/29/2012 - 12/24/2014	\$432,924	Yes
Affinity Nursing Services	Optometry	12/4/2012 - 3/31/2015	\$855,148	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Albert M. Mitchell, D.O.	Physicians (Non Registry)	6/13/2012 - 3/31/2014	\$120,000	Yes
Alesander Antipov DDC	Dentist	2/1/2013 - 1/31/2014	\$575,000	Yes
All Health Services	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$4,225,058	Yes
All Health Services	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$138,876,100	Yes
All's Well Healthcare Services	Licensed Clinical Social Workers	3/26/2013 - 9/30/2015	\$1,149,945	Yes
All's Well Healthcare Services	Nursing (Registry)	6/16/2010 - 6/30/2013	\$13,902,296	Yes
All's Well Healthcare Services	Tech - Psychiatric	10/30/2012 - 3/31/2015	\$4,225,058	Yes
American Correctional Partners	Misc. Services	10/25/2012 - 9/30/2014	\$1,419,577	Yes
American Correctional Partners	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$5,903,398	Yes
American Correctional Solutions	Audio/Visual Services	11/16/2011 - 11/16/2012	\$120,000	Yes
American Correctional Solutions	Dietician	3/15/2013 - 9/30/2015	\$576,583	Yes
American Correctional Solutions	Misc. Services	10/25/2012 - 9/30/2014	\$2,844,696	Yes
American Correctional Solutions	Licensed Clinical Social Workers	3/26/2013 - 9/30/2015	\$772,673	Yes
American Correctional Solutions	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$309,231	Yes
American Correctional Solutions, A Medical Corporation	Physicians (Registry)	10/1/2011 - 12/31/2013	\$570,172,900	Yes
American Correctional Solutions, Inc.	Physical Therapists	7/1/2012 - 6/30/2013	\$400,000	Yes
American Correctional Solutions, Inc.	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$2,972,790	Yes
American Correctional Solutions, Inc.	Technicians - Lab	8/30/2012 - 6/30/2015	\$227,134	Yes
American Correctional Solutions, Inc.	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$2,446,086	Yes
Andrew Rummel, OD	Optometry	2/1/2013 - 7/31/2013	\$145,000	Yes
Apex International Medical Staffing, A Glenn Vega, MD, and Ranjit Joseph, MD, Corporation	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$3,935,599	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Associated Health Professionals	Nursing (Registry)	6/10/2010 - 6/30/2013	\$11,168,256	Yes
Barbara Marie Portillo	Optometry	7/1/2013 - 3/31/2015	\$162,805	Yes
Bay Area Doctors Inc.	Pharmacists/ Pharm Techs	7/22/2011 - 3/31/2014	\$63,102,500	Yes
Bay Area Doctors, Inc.	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$15,742,393	Yes
Brian Higa Optometrist	Optometry	4/1/2013 - 9/30/2013	\$122,500	Yes
Brian Higa Optometrist	Optometry	3/15/2012 - 3/31/2013	\$132,000	Yes
Brian Higa Optometrist	Optometry	7/1/2013 - 3/31/2015	\$1,274,578	Yes
B-Spring Valley, LLC	General Medical Services	11/14/2011 - 6/30/2013	\$2,000,000	Yes
C. Randy Landis, DDS	Dentist	1/1/2012 - 12/31/2012	\$200,000	Yes
California Dept. of Public Health Genetic Disease Screening	Inmate Laboratory Services	7/1/2012 - 6/30/2014	\$115,000	Yes
California LT	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$1,967,800	Yes
Care Now Staffing	Dentist	1/1/2013 - 12/31/2013	\$338,200	Yes
Care Now Staffing	Dietician	3/15/2013 - 9/30/2015	\$494,214	Yes
Care Now Staffing	Licensed Clinical Social Workers	3/22/2013 - 9/30/2015	\$627,630	Yes
Care Now Staffing	Occupational/Recreational Therapists	4/3/2013 - 3/31/2014	\$2,754,960	Yes
Care Now Staffing	Tech - Psychiatric	10/30/2012 - 3/31/2015	\$4,002,686	Yes
Care Now Staffing	Technicians - Lab	8/30/2012 - 6/30/2015	\$681,402	Yes
Career Staff Unlimited	General Medical Services	4/1/2012 - 3/31/2013	\$108,600	Yes
Career Staff Unlimited	Nursing (Registry)	6/16/2010 - 6/30/2013	\$17,199,777	Yes
Career Staff Unlimited	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$90,503,800	Yes
Career Staff Unlimited	Nursing (Non Registry)	4/1/2012 - 3/31/2013	\$345,000	Yes
Career Staff Unlimited	Nursing (Registry)	4/1/2013 - 3/31/2014	\$155,000	Yes
Career Staff Unlimited	Occupational/Recreational Therapists	4/3/2013 - 3/31/2014	\$2,745,960	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Career Staff Unlimited	Psychiatrists (Non Registry)	4/1/2012 - 3/31/2013	\$407,040	Yes
Career Staff Unlimited	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$1,111,857	Yes
Cascade Healthcare Services	Phlebotomy Services	1/1/2013 - 12/31/2013	\$200,000	Yes
Center of Excellence in Education	Training Services	1/25/2013 - 6/30/2014	\$89,950	Yes
Century Health Staffing Services	Nursing (Registry)	6/16/2010 - 6/30/2013	\$2,085,810	Yes
Clinical Staffing Connections	Dietician	5/24/2013 - 9/30/2015	\$411,845	Yes
Clinical Staffing Connections	Licensed Clinical Social Workers	3/25/2013 - 9/30/2015	\$1,322,645	Yes
Compumed, Inc.	Physicians (Non Registry)	7/1/2012 - 6/30/2012	\$125,000	Yes
Csolutions International, Inc.	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$247,385	Yes
David G. Smith, M.D.	Physicians (Non Registry)	10/1/2011 - 12/31/2013	\$1,788,000	Yes
Devine Physical Therapy Services	Physical Therapists	12/1/2011 - 11/30/2012	\$525,000	Yes
Diamond Healthcare Staffing	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$444,743	Yes
DLS, LLC	Personnel Services	3/15/2013 - 6/30/2014	\$250,000	Yes
Don Markley Griffith DPM	Misc. Services	10/25/2012 - 9/30/2014	\$194,082	Yes
Dr. Mark Kuo	Dentist	1/1/2013 - 12/31/2013	\$110,000	Yes
Dr. Andrew Rummel OD	Optometry	7/1/2013 - 3/31/2015	\$1,748,455	Yes
Dr. Andrew Sawicki	Misc. Services	10/25/2012 - 9/30/2014	\$931,594	Yes
Dr. Cortland Steven Caldemeyer, DDS	Dentist	1/1/2013 - 12/31/2013	\$300,000	Yes
Dr. Taylor Bladh	Optometry	7/1/2013 - 3/31/2015	\$97,195	Yes
E & J Staffing Solutions	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$145,178,200	Yes
Edward Grossman OD	Optometry	1/31/2013 - 7/31/2013	\$295,000	Yes
Edward Grossman OD	Optometry	7/1/2013 - 3/31/2015	\$3,058,695	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Emeryville Occupational Medical Center, Inc.	Respiratory Protection (Custody Fit Testing)	1/27/2012 - 12/31/2014	\$13,637,240	Yes
Emeryville Occupational Medical Center, Inc.	Staff Medical Monitoring	1/27/2012 - 12/31/2014	\$13,701,650	Yes
ExMed, Inc.	Licensed Clinical Social Workers	3/25/2013 - 9/30/2015	\$385,810	Yes
Exmed, Inc.	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$13,774,594	Yes
ExMed, Inc.	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$594,558	Yes
Express Services Group	Dietician	4/3/2013 - 9/30/2015	\$741,320	Yes
Express Services Group	Licensed Clinical Social Workers	3/28/2013 - 9/30/2015	\$1,003,738	Yes
Fahim Kabir OC	Optometry	7/1/2013 - 3/31/2015	\$152,066	Yes
Family Eye Care Optometry	Optometry	12/4/2012 - 3/31/2015	\$641,389	Yes
Family Eye Care Optometry	Optometry	7/1/2013 - 3/31/2015	\$2,153,732	Yes
Frederick J. Nachtwey, M.D.	Physicians (Non Registry)	4/17/2012 - 2/28/2013	\$140,000	Yes
Glempiris, Inc.	Phlebotomy Services	1/1/2013 - 12/31/2013	\$1,460,848	Yes
Glempiris, Inc.	Pharmacists/ Pharm Techs	8/15/2011 - 3/31/2014	\$78,563,100	Yes
Glempiris, Inc.	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$9,512,927	Yes
Glempiris, Inc.	Technicians - Lab	8/30/2012 - 6/30/2015	\$2,725,608	Yes
Glempiris, Inc.	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$4,447,429	Yes
Glempiris, Inc.	Dental Assistant/ Hygienist	12/1/2012 - 12/31/2014	\$589,324	Yes
Glempiris, Inc.	Dietician	3/15/2013 - 9/30/2015	\$1,070,796	Yes
Glempiris, Inc.	Licensed Clinical Social Workers	3/25/2013 - 9/30/2015	\$2,191,043	Yes
Glempiris, Inc.	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$556,617	Yes
Glenn Vega, MD, Inc.	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$23,613,590	Yes
Grabowski & Associates	Ocular/ Prosthesis Services	12/1/2012 - 11/30/2013	\$165,000	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Grabowski & Associates	Prosthesis/Orthotics	11/10/2011 - 6/30/2012	\$85,000	Yes
Grabowski & Associates	Prosthesis/Orthotics	5/10/2012 - 11/30/2012	\$306,000	Yes
Grabowski & Associates	Prosthesis/Orthotics	11/10/2011 - 11/30/2012	\$306,000	Yes
Guardian Healthcare Providers, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$4,587,518	Yes
Hanger Prosthetics & Orthotics West, Inc.	Prosthesis/Orthotics	5/11/2012 - 4/30/2013	\$103,000	Yes
Hanger Prosthetics & Orthotics West, Inc.	Prosthesis/Orthotics	5/8/2012 - 4/30/2013	\$181,000	Yes
Health Management Associates Inc.	Consulting Services	5/11/2012 - 12/13/2012	\$250,000	Yes
Health Staff Fanatics, LLC	Dental Assistant/Hygienist	12/1/2012 - 12/31/2014	\$440,275	Yes
Health Staff Fanatics, LLC	Licensed Clinical Social Workers	3/25/2013 - 9/30/2015	\$1,152,846	Yes
Healthcare Staffing Professionals	Dietician	3/15/2013 - 9/30/2015	\$823,689	Yes
Healthcare Staffing Professionals	Licensed Clinical Social Workers	3/26/2013 - 9/30/2015	\$636,644	Yes
Healthcare Staffing Professionals	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$123,693	Yes
Healthcare Staffing Professionals	Tech - Psychiatric	10/30/2012 - 3/31/2015	\$3,335,572	Yes
Healthcare Staffing Professionals	Pharmacists/Pharm Techs	7/19/2011 - 3/31/2014	\$68,264,900	Yes
Healthcare Staffing Professionals	Pharmacists/Pharm Techs	7/19/2011 - 3/31/2014	\$69,025,500	Yes
Healthcare Staffing Professionals	Pharmacists/Pharm Techs	7/19/2011 - 3/31/2014	\$100,844,600	Yes
Healthcare Staffing Professionals	Pharmacists/Pharm Techs	7/19/2011 - 3/31/2014	\$69,025,500	Yes
Healthcare Staffing Professionals	Pharmacists/Pharm Techs	7/19/2011 - 3/31/2014	\$100,844,600	Yes
Healthcare Staffing Professionals	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$3,567,348	Yes
Healthcare Staffing Professionals	Technicians - Lab	8/30/2012 - 6/30/2015	\$2,044,206	Yes
Healthy and Happy America	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$618,463	Yes
Healthy and Happy America	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$21,645,790	Yes
HSN, Inc.	Dietician	5/1/2013 - 9/30/2015	\$329,476	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
HSN, Inc.	Phlebotomy Services	1/1/2013 - 12/31/2013	\$500,000	Yes
Hurst Physical Therapy, Inc.	Physical Therapists	7/9/2012 - 6/30/2013	\$200,000	Yes
Hylton Security, Inc.	Security Services	1/9/2013 - 12/31/2016	\$487,601	Yes
Intuitive Health Services	Dental Assistant/ Hygienist	12/1/2012 - 12/31/2014	\$288,165	Yes
Intuitive Health Services	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$949,770	Yes
Intuitive Health Services	Tech - Psychiatric	10/30/2012 - 3/31/2015	\$3,113,201	Yes
Intuitive Health Services	Optometry	12/4/2012 - 3/31/2015	\$1,068,226	Yes
Intuitive Health Services	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$19,677,991	Yes
Intuitive Health Services	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$2,378,232	Yes
Intuitive Health Services	Technicians - Lab	8/30/2012 - 6/30/2015	\$2,271,340	Yes
James Jaber, M.D.	Physicians (Non Registry)	4/1/2012 - 3/31/2015	\$400,000	Yes
JayKay, Inc.	Dental Assistant/ Hygienist	12/1/2012 - 12/31/2014	\$385,240	Yes
JayKay, Inc.	Dietician	5/1/2013 - 9/30/2015	\$658,952	Yes
JayKay, Inc.	Licensed Clinical Social Workers	3/25/2013 - 9/30/2015	\$2,188,328	Yes
JayKay, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$6,540,417	Yes
JayKay, Inc.	Occupational/Recreational Therapists	4/3/2013 - 3/31/2014	\$2,754,960	Yes
JayKay, Inc.	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$70,408,200	Yes
JayKay, Inc.	Pharmacists/ Pharm Techs	7/21/2011 - 3/31/2014	\$78,036,700	Yes
JayKay, Inc.	Phlebotomy Services	1/1/2013 - 12/31/2013	\$525,000	Yes
JayKay, Inc.	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$5,945,579	Yes
JayKay, Inc.	Technicians - Lab	8/30/2012 - 6/30/2015	\$908,536	Yes
JayKay, Inc.	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$1,556,600	Yes
Jennifer Adame	Physical Therapists	10/25/2011 - 9/30/2012	\$110,500	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Jorge M Wittenberg	Dentist	10/1/2012 - 9/30/2013	\$373,150	Yes
Jorge M Wittenberg	Dentist	10/1/2009 - 9/30/2012	\$560,000	Yes
John R. Ziomek, D.P.M.	Physicians (Non Registry)	2/8/2012 - 2/8/2013	\$248,500	Yes
Joseph L McQuirter, DDS	Dentist	7/1/2012 - 12/31/2012	\$255,000	Yes
Joseph L McQuirter, DDS	Dentist	1/1/2013 - 12/31/2013	\$1,032,000	Yes
Joseph L McQuirter, DDS	Dentist	1/1/2012 - 12/31/2012	\$1,450,000	Yes
Joseph Moza, M.D.	Physicians (Non Registry)	2/28/2012 - 9/30/2013	\$150,000	Yes
Just In Time Staffing, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$14,802,578	Yes
Lead Staffing Corp.	Dental Assistant/ Hygienist	12/1/2012 - 12/31/2014	\$263,449	Yes
Lead Staffing Corp.	Licensed Clinical Social Workers	3/28/2013 - 9/30/2015	\$1,304,825	Yes
Lead Staffing Corp.	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$67,932,100	Yes
Lead Staffing Corp.	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$107,969,800	Yes
Lead Staffing Corp.	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$5,351,021	Yes
Lead Staffing Corp.	Respiratory	5/9/2012 - 5/31/2013	\$107,900	Yes
Lead Staffing Corp.	Technicians - Lab	8/30/2012 - 6/30/2015	\$1,817,072	Yes
Lead Staffing Corp.	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$2,223,715	Yes
Leah Farinas Surgical Services, Inc.	Physicians (Non Registry)	3/29/2012 - 12/31/2013	\$100,032	Yes
Magnolia Special Care Center, Inc.	General Medical Services	2/28/2012 - 3/31/2013	\$5,000,000	Yes
Management Solution, LLC	Misc. Services	4/4/2013 - 3/31/2016	\$299,093,905	Yes
Mark Kuo, D.M.D., Inc.	Physicians (Non Registry)	12/1/2011 - 11/30/2012	\$110,000	Yes
Maxim Health Care Services	Dietician	4/3/2013 - 9/30/2015	\$82,369	Yes
Maxim Health Care Services	Dietician	1/15/2012 - 6/30/2012	\$250,800	Yes
Maxim Health Care Services	Licensed Clinical Social Workers	3/25/2013 - 9/30/2015	\$1,560,321	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Maxim Health Care Services	Nursing (Registry)	6/16/2010 - 6/30/2013	\$15,279,011	Yes
Maxim Health Care Services	Occupational/Recreational Therapists	4/3/2013 - 3/31/2014	\$2,754,960	Yes
Maxim Health Care Services	Pharmacists/ Pharm Techs	7/22/2011 - 3/31/2014	\$78,435,900	Yes
Maxim Health Care Services	Phlebotomy Services	1/1/2013 - 12/31/2013	\$500,200	Yes
Maxim Health Care Services	Pharmacists/ Pharm Techs	7/26/2011 - 3/31/2014	\$21,245,100	Yes
Maxim Healthcare Services	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$1,334,229	Yes
Maxim Healthcare Services	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$8,918,369	Yes
McManis Consulting	Consulting Services	12/14/2012 - 12/31/2015	\$326,000	Yes
Medical Staffing Network Healthcare LLC	Nursing (Registry)	6/16/2010 - 6/30/2013	\$16,388,334	Yes
Medical Staffing Network Healthcare LLC	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$37,421,100	Yes
Medical Staffing Network Healthcare LLC	Pharmacists/ Pharm Techs	7/27/2011 - 3/31/2014	\$48,979,700	Yes
Mediscan Diagnostic Services	Pharmacists/ Pharm Techs	7/27/2011 - 3/31/2014	\$46,001,000	Yes
Medi-Trek	Maint/Repair of Med/Dental Equip	7/2/2012 - 6/30/2014	\$108,265	Yes
Medi-Trek	Maint/Repair of Med/Dental Equip	7/2/2012 - 6/30/2014	\$101,164	Yes
Medi-Trek	Maint/Repair of Med/Dental Equip	7/2/2012 - 6/30/2014	\$85,820	Yes
Medstaff	Nursing (Registry)	6/16/2010 - 6/30/2013	\$7,922,747	Yes
MGA Healthcare, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$7,569,280	Yes
Mindfield, Inc.	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$1,783,674	Yes
Monarch Staffing	Optometry	12/4/2012 - 3/31/2015	\$216,418	Yes
Moriyasu Optometry	Optometry	7/1/2013 - 3/31/2015	\$250,760	Yes
Mother Lode Van Storage	Moving Services	3/16/2012 - 6/30/2014	\$650,000	Yes
My Choice Health Services	Dental Assistant/ Hygienist	12/1/2012 - 12/31/2014	\$364,855	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
My Choice Health Services	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$7,421,560	Yes
My Choice Health Services	Tech - Psychiatric	10/30/2012 - 3/31/2015	\$3,780,315	Yes
My Choice Health Services	Optometry	12/4/2012 - 3/31/2015	\$1,281,871	Yes
My Choice Health Services	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$7,134,695	Yes
My Choice Health Services	Technicians - Lab	8/30/2012 - 6/30/2015	\$2,498,474	Yes
National Medical Registry	Nursing (Registry)	10/1/2011 - 6/30/2012	\$1,000,000	Yes
National Medical Registry	Nursing (Registry)	7/1/2012 - 6/30/2013	\$1,000,000	Yes
National Medical Registry	Nursing (Registry)	6/16/2010 - 6/30/2013	\$7,939,724	Yes
National Medical Registry	Licensed Clinical Social Workers	3/25/2013 - 9/30/2015	\$235,546	Yes
National Medical Registry	Tech - Psychiatric	10/30/2012 - 3/31/2015	\$3,557,944	Yes
National Medical Registry	Physical Therapists	7/1/2012 - 6/30/2013	\$240,000	Yes
National Medical Registry	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$10,107,485	Yes
Neal P Swann, DDS	Dentist	1/1/2013 - 12/31/2013	\$100,000	Yes
Neelam Sachdev, M.D., PC	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$27,549,188	Yes
Neelam Sachdev, MD PC	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$222,371	Yes
Newport Oncology and Healthcare, Inc.	Nursing (Registry)	10/1/2011 - 6/30/2012	\$1,000,000	Yes
Newport Oncology and Healthcare, Inc.	Nursing (Registry)	7/1/2012 - 6/30/2013	\$1,000,000	Yes
Newport Oncology and Healthcare, Inc.	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$11,806,795	Yes
Ocean Shores Medical Group	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$2,668,458	Yes
Ocean Shores Medical Group	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$25,581,389	Yes
On Assignment Staffing Services, Inc. dba On Assignment Healthcare Staffing	Technicians - Lab	8/30/2012 - 6/30/2015	\$454,268	Yes
Onward Healthcare, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$2,252,766	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Oral Surgery Office, Inc.	Physicians (Non Registry)	1/1/2012 - 12/31/2012	\$1,413,800	Yes
Pair & Marotta Physical Therapy, Inc.	Physical Therapists	3/21/2012 - 6/30/2012	\$165,000	Yes
Pair & Marotta Physical Therapy, Inc.	Physical Therapists	7/1/2012 - 6/30/2013	\$430,000	Yes
Pair & Marotta Physical Therapy, Inc.	Physical Therapists	3/29/2012 - 12/31/2013	\$470,000	Yes
Paul M. Goodman, MD	Physicians (Non Registry)	2/1/2012 - 1/31/2015	\$219,000	Yes
Peter R Col, OD	Optometry	7/1/2013 - 3/31/2015	\$115,401	Yes
Peter R Col, OD	Optometry	2/1/2013 - 7/31/2013	\$150,000	Yes
Pharmaceutical Strategies	Pharmacists/ Pharm Techs	7/1/2012 - 3/31/2014	\$4,743,200	Yes
PharmPro Network Inc.	Pharmacists/ Pharm Technicians	7/19/2011 - 3/31/2014	\$77,821,600	Yes
PharmPro Network Inc.	Pharmacists/ Pharm Technicians	7/19/2011 - 3/31/2014	\$124,674,300	Yes
PharmPro Network Inc.	Physical Therapists	3/12/2012 - 3/31/2013	\$433,250	Yes
PharmPro Network Inc.	Physical Therapists	7/1/2012 - 6/30/2013	\$533,250	Yes
PharmPro Network Inc.	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$4,756,463	Yes
PharmPro Network Inc.	Technicians - Lab	8/30/2012 - 6/30/2015	\$1,362,804	Yes
PharmPro Network, Inc.	Dietician	4/3/2013 - 9/30/2015	\$906,058	Yes
PharmPro Network, Inc.	Licensed Clinical Social Workers	3/28/2013 - 9/30/2015	\$1,714,183	Yes
PharmPro Network, Inc.	Optometry	7/1/2013 - 3/31/2015	\$1,152,615	Yes
Physical Therapy Dynamics	Physical Therapists	1/23/2013 - 12/31/2013	\$120,000	Yes
Pinnacle Health	Dental Assistant/ Hygienist	12/1/2012 - 12/31/2014	\$169,434	Yes
Pinnacle Health	Dietician	3/15/2013 - 9/30/2015	\$988,427	Yes
Pinnacle Health	Licensed Clinical Social Workers	3/22/2013 - 9/30/2015	\$2,105,942	Yes
Pinnacle Health	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$371,078	Yes
Pinnacle Health	Optometry	12/4/2012 - 3/31/2015	\$418,370	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Pinnacle Health	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$7,871,197	Yes
Pinnacle Health	Technicians - Lab	8/30/2012 - 6/30/2015	\$135,670	Yes
Pinnacle Health	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$1,778,972	Yes
Preferred Agency, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$14,662,970	Yes
Preferred Agency, Inc.	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$2,001,343	Yes
Pridestaff, Inc.	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$77,624,800	Yes
Pridestaff, Inc.	Pharmacists/ Pharm Techs	7/26/2011 - 3/31/2014	\$58,252,900	Yes
Professional Resource Enterprise	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$69,744,700	Yes
Professional Resource Enterprise	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$126,588,400	Yes
Psych Solutions	Licensed Clinical Social Workers	3/22/2013 - 9/30/2015	\$488,588	Yes
R. L. Klein & Associates	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$146,983,900	Yes
R. L. Klein & Associates	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$7,729,253	Yes
R. L. Klein & Associates	Technicians - Lab	8/30/2012 - 6/30/2015	\$1,589,938	Yes
R.L. Klein & Associates	Physical Therapists	7/1/2012 - 6/30/2013	\$140,000	Yes
R.L. Klein & Associates	Physical Therapists	7/1/2012 - 6/30/2013	\$197,000	Yes
Randall D. Osborn, DPM	General Medical Services	2/13/2012 - 2/13/2013	\$550,000	Yes
Ranjit A. Joseph, MD, Inc.	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$9,838,996	Yes
Reed Sammet, OD	Optometry	7/1/2013 - 3/31/2015	\$124,609	Yes
Reed Sammet, OD	Optometry	2/1/2013 - 7/31/2013	\$198,000	Yes
Registry of Physician Specialists	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$5,903,398	Yes
Registry of Physician Specialists	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$1,189,116	Yes
Registry of Physicians	Nursing (Registry)	10/1/2011 - 6/30/2012	\$3,000,000	Yes
Registry of Physicians	Nursing (Registry)	7/1/2012 - 6/30/2013	\$3,000,000	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Richard Torchia, D.D.S., Professional Corporation	Physicians (Non Registry)	1/1/2013 - 12/31/2013	\$1,080,000	Yes
Right Choice	Dental Assistant/ Hygienist	12/1/2012 - 12/31/2014	\$110,068	Yes
Right Choice	Licensed Clinical Social Workers	3/28/2013 - 3/25/2013	\$1,426,813	Yes
Right Choice	Nursing (Registry)	6/16/2010 - 6/30/2013	\$13,809,934	Yes
Right Choice	Pharmacists/ Pharm Techs	7/27/2011 - 3/31/2014	\$32,615,400	Yes
Right Choice	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$667,114	Yes
RL Klien & Associates, Inc.	Dietician	3/15/2013 - 9/30/2015	\$1,153,165	Yes
RL Klien & Associates, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$16,044,058	Yes
RL Klien & Associates, Inc.	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$185,539	Yes
RL Klien & Associates, Inc.	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$146,983,900	Yes
RL Klien & Associates, Inc.	Pharmacists/ Pharm Techs	7/26/2011 - 3/31/2014	\$16,018,000	Yes
Robert A. Lanflisi, M.D.	Physicians (Non Registry)	1/18/2012 - 6/30/2014	\$325,000	Yes
Robert E. Record, Ph.D., A Psychological Corporation	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$6,540,137	Yes
Robert Meisel, OD	Optometry	2/6/2013 - 7/31/2015	\$168,000	Yes
Robert Spriggs, PT	Physical Therapists	1/1/2013 - 12/31/2013	\$100,000	Yes
Rx Pharmacy Services	Pharmacists/ Pharm Techs	7/26/2011 - 3/31/2014	\$88,421,400	Yes
Rx Pharmacy Services	Pharmacists/ Pharm Techs	7/22/2011 - 3/31/2014	\$64,107,800	Yes
SHC Services Inc.	Phlebotomy Services	1/1/2013 - 12/31/2013	\$200,000	Yes
SHC Services, Inc.	Physical Therapists	7/1/2012 - 6/30/2013	\$239,000	Yes
Shyam Ullal PT	Physical Therapists	4/1/2013 - 9/30/2013	\$92,400	Yes
Shyam Ullal PT	Physical Therapists	3/1/2012 - 3/31/2013	\$94,600	Yes
SOAP Transcription Services, Inc.	Court Reporting/ Transcribing	1/9/2013 - 6/30/2014	\$200,000	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Solano County	Technicians - Lab	7/1/2012 - 6/30/2014	\$120,000	Yes
Solutions Medical Consultants	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$72,764,500	Yes
Spectrum Services Group	Dental Assistant/ Hygienist	12/1/2012 - 12/31/2014	\$503,971	Yes
Spectrum Services Group	Nursing (Registry)	6/16/2010 - 6/30/2013	\$9,384,466	Yes
Spectrum Services Group	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$93,128,300	Yes
Spectrum Services Group	Pharmacists/ Pharm Techs	7/22/2011 - 3/31/2014	\$62,411,100	Yes
Spectrum Services Group	Physical Therapists	7/1/2012 - 6/30/2013	\$140,000	Yes
Spectrum Services Group	Technicians - Psychiatric	10/30/2012 - 3/31/2015	\$889,486	Yes
Stephen Mohaupt, Inc.	Psychiatrists (Registry)	9/18/2012 - 6/30/2015	\$17,710,192	Yes
Sunrise Shoes & Pedorthic Service Corporation	Prosthesis/ Orthotics	2/1/2013 - 1/31/2014	\$1,491,000	Yes
Teddy Adelstein	Licensed Clinical Social Workers	3/28/2013 - 9/30/2015	\$2,029,063	Yes
Teddy Adelstein	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$8,323,811	Yes
Tempus LLC	Nursing (Registry)	6/16/2010 - 6/30/2013	\$7,689,155	Yes
The Healing Staff	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$143,433,300	Yes
The Healing Staff, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$15,725,347	Yes
The Healing Staff, Inc.	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$143,433,300	Yes
The Healing Staff, Inc.	Psychologists (Registry)	8/23/2012 - 6/30/2015	\$4,161,906	Yes
The Oral Surgery Office, Inc.	Dentist	1/1/2013 - 12/31/2013	\$1,283,000	Yes
The Validus Group, Inc.	Pharmacists/ Pharm Techs	7/19/2011 - 3/31/2014	\$123,719,700	Yes
Thomas L. Volk, M.D. Professional Corporation	Physicians (Non Registry)	10/18/2012 - 9/30/2014	\$240,000	Yes
Thomas WY Wong, DMD	Dentist	2/10/2011 - 12/31/2012	\$180,000	Yes
Timothy James Sill, DPM	Misc. Services	10/25/2012 - 9/30/2014	\$155,266	Yes

Vendor	Services	Contract Dates	Contract Amount	Justification Identified
Total Renal Care	Dialysis	1/4/2013 - 12/31/2015	\$25,711,784	Yes
UR Varanasi MD, Inc.	General Medical Services	10/1/2012 - 9/30/2014	\$286,000	Yes
Valley Healthcare systems, Inc.	Dietician	4/3/2013 - 9/30/2015	\$164,738	Yes
Valley Healthcare systems, Inc.	Nursing (Registry)	6/16/2010 - 6/30/2013	\$6,376,345	Yes
Valley Healthcare Systems, Inc.	Licensed Clinical Social Workers	1/21/2013 - 6/30/2013	\$325,000	Yes
Valley Healthcare systems, Inc.	Licensed Clinical Social Workers	3/26/2013 - 9/30/2015	\$472,820	Yes
Valley Orthopedic Institute, Inc.	Physicians (Non Registry)	2/3/2012 - 9/30/2013	\$172,500	Yes
Weinberg Occupational Therapy	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$680,309	Yes
Wesley Medical Staffing (CA)	Nursing (Registry)	6/16/2010 - 6/30/2013	\$1,535,325	Yes
Westways Staffing Services	Nursing (Registry)	6/16/2010 - 6/30/2013	\$843,433	Yes
WG Hall, LLC	Pharmacists/ Pharm Techs	7/21/2011 - 3/31/2014	\$81,882,100	Yes
William Frey & Associates	Occupational/Recreational Therapists	10/29/2012 - 12/31/2014	\$185,539	Yes
William Frey & Associates	Tech - Psychiatric	10/30/2012 - 3/31/2015	\$2,890,829	Yes
Windsor Healthcare Golden Palms LLC	General Medical Services	12/23/2011 - 3/31/2013	\$3,000,000	Yes

FINDING NO. 4 – Personal Services Contracts Complied with Procedural Requirements

When a state agency requests approval from the DGS for a subdivision (b) contract, the agency must include with its contract transmittal a written justification that includes *specific and detailed factual information* that demonstrates how the contract meets one or more conditions specified in Government Code section 19131, subdivision (b). (Cal. Code Reg., tit. 2, § 547.60.)

The total amount of all the PSCs reviewed was \$4,888,225,556. It was beyond the scope of the review to make conclusions as to whether CCHCS justifications for the contract were legally sufficient. For all PSC's subject to DGS approval, the CCHCS provided specific and detailed factual information in the written justifications as to how each of the

contracts met at least one condition set forth in Government Code section 19131, subdivision (b). Accordingly, CCHCS' PSC's complied with procedural requirements.

DEPARTMENTAL RESPONSE

The CCHCS' response is attached as Attachment 1.

SPB REPLY

Based upon the CCHCS written response, the CCHCS will comply with the CRU recommendations and findings. The CCHCS has already submitted a corrective action plan for ensuring EEO questionnaires are separated from the STD 678 employment applications.

It is further recommended that the CCHCS comply with the afore-stated recommendations within 60 days of the Executive Officer's approval and submit to the CRU a written report of compliance.

Alton Ford
Compliance Review Manager
State Personnel Board
801 Capitol Mall
Sacramento, CA 95814

Mr. Ford:

The California Correctional Health Care Services (CCHCS) is in receipt of the State Personnel Board's (SPB) draft Compliance Review Report dated May 2015. CCHCS has taken action to correct all identified deficiencies as detailed below.

CCHCS' Amended Responses to the letter submitted on July 15, 2015, to Deficient Findings

The report findings are set forth in italics followed by our responses.

FINDING NO. 2 – Equal Employment Opportunity Questionnaires Were Not Separated From All Applications (Very Serious) – Out of the 264 appointment files reviewed, 183 appointments included applications in which EEO questionnaires were not separated from the STD 678 employment application.



Agree with finding. CCHCS is committed to ensuring fairness in the hiring process, and that information pertaining to protected categories is not used in any employment decisions. Support staff, who are responsible for opening, sorting, and distributing applications to headquarters (HQ) Classification and Pay (C&P) analysts, were reminded via email on April 29, 2015, to remove all Equal Employment Opportunity (EEO) questionnaires before forwarding applications to the appropriate analysts. HQ C&P analysts were also notified in writing and via an all staff meeting on April 29, 2015, that EEO questionnaires are not to be retained, or shared with hiring programs. Analysts were instructed to remove the questionnaires, and to ensure they are destroyed through the confidential destruct process if the questionnaires have not already been removed by the support staff. Analysts were instructed to complete a secondary review of each application to ensure all questionnaires are removed by the support staff prior to application screening and scanning.

Reminders to remove the EEO questionnaires were also added to C&P's Application Receipt, Distribution, and Scanning Process; Application Screening Criteria Form; Minimum Qualifications Review/Logging Process instructions; and Recruitment Checklist that were distributed to all C&P staff via email on July 9, 2015. These process improvements should help to ensure CCHCS HQ is in compliance with Government Code (GC) Section 12940 (a).

Alton Ford
July 24, 2015
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FINDING NO. 3 – Equal Employment Officer Does not Report Directly to the Head of the Agency (Very Serious) – The CCHCS EEO Officer reports to the Associate Director of Human Resources, who reports to the Deputy Director of the Agency. No separate, direct reporting relationship with the Director of CCHCS has been created for EEO responsibilities.

Agree with finding. CCHCS was aware that its EEO program was non-compliant with GC Section 19795 at the time SPB's audit was conducted, and the issue has since been resolved. A proposal with options and recommendations for bringing CCHCS' EEO reporting structure into compliance with statute was recently approved by executive management. The EEO Officer, EEO Coordinator, and Assistant EEO Coordinator now report directly to the Director of Health Care Policy and Administration for all matters related to EEO; therefore, the Department is now in compliance with GC Section 19795.

If you have any questions or need additional clarification, please contact me at (916) 691-6597.

Sincerely,



 CHRISTOFER HELTON
Deputy Director
Resources Management Branch

cc: J. Clark Kelso, Receiver, CCHCS
Richard Kirkland, Chief Deputy Receiver, CCHCS
Yulanda Mynhier, Director, Health Care Policy and Administration, CCHCS
Janet Lewis, Deputy Director, Policy and Risk Management Services, CCHCS
Jasinda Muhammad, Assistant Deputy Director, HR, CCHCS
Debbie Richardson, Chief, Internal Audit Program, CCHCS