



County of Monterey

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Board Report

File #: A 24-160, **Version:** 1

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Gallagher Benefit Services Inc for Classification and Base Compensation Study services at NMC for an amount not to exceed \$50,000 with an agreement term April 1, 2024, through March 31, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard indemnification, insurance, limitations on liability, other insurance requirements, County records and limitations on damages provisions within the agreement.
- c. Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than 10% (\$5,000) of the original cost of the agreement per each amendment, for total contract liability of (\$65,000).

RECOMMENDATION:

It is recommended the Board of Supervisors:

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Gallagher Benefit Services Inc for Classification and Base Compensation Study services at NMC for an amount not to exceed \$50,000 with an agreement term April 1, 2024, through March 31, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard indemnification, insurance, limitations on liability, other insurance requirements, County records and limitations on damages provisions within the agreement.
- c. Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than 10% (\$5,000) of the original cost of the agreement per each amendment, for total contract liability of (\$65,000).

SUMMARY/DISCUSSION:

Natividad is recommending approval of an agreement with Gallagher & Associates for services to include but not be limited to conducting base wage studies, reclassification studies, developing new classifications, and conducting Fair Labor Standards Act (FLSA) audits for employees and classifications within the hospital. Gallagher & Associates has a proven track record with the County of Monterey and other California public agencies for various types of human resource and classification work.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this Agreement as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The Agreement has also been reviewed and approved by NMC's Finance Committee and Board of Trustees on April 12, 2024.

FINANCING:

The cost for this Agreement is \$65,000 of which \$50,000 which is included in the FY 23-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

- ☐ Economic Development
- ☒ Administration
- ☐ Health and Human Services
- ☐ Infrastructure
- ☐ Public Safety

Prepared by: Charles R. Harris, Chief Executive Office, 783-2553

Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:

Gallagher Benefit Services Inc. Agreement

Attachments on file with the Clerk of the Board