



# County of Monterey

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

## Board Report

---

**File #: A 22-453, Version: 1**

---

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-15773) with Kirby Bates Associates for interim leadership services, extending the agreement an additional one (1) year period (January 1, 2023 through December 31, 2023) for a revised full agreement term of January 1, 2022 through December 31, 2023, and adding \$1,000,000 for a revised total agreement amount not to exceed \$1,300,000.

### **RECOMMENDATION:**

#### **It is recommended the Board of Supervisors:**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-15773) with Kirby Bates Associates for interim leadership services, extending the agreement an additional one (1) year period (January 1, 2023 through December 31, 2023) for a revised full agreement term of January 1, 2022 through December 31, 2023, and adding \$1,000,000 for a revised total agreement amount not to exceed \$1,300,000.

### **SUMMARY/DISCUSSION:**

Hospital & Clinic Management is the continuous process of abiding by legal, ethical, and professional standards applicable to a healthcare organization. Effective hospital & clinic management requires the development of processes, policies, and procedures to define appropriate conduct, educate staff, and monitor adherence to these guidelines. Management encompasses many areas, including patient care, reimbursement, billing, managed care, OSHA, and HIPAA privacy and security.

NMC is requesting that the board allow the scope of the agreement to be modified to allow an individual assigned to Natividad to stay beyond the 720-hour limit in the existing scope to allow continuity of clinical management oversight for the Specialty and Prunedale clinics. The modification will ensure that we are meeting applicable state and PERS regulations.

NMC wishes to amend this agreement to extend the term for an additional one (1) year and add \$1,000,000 as this firm is being retained to provide interim management services currently for four areas until Natividad can identify and hire regular staff.

### **OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 2 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 2 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on August 12, 2022.

### **FINANCING:**

The cost for this amendment No. 2 is \$1,000,000 of which \$500,000 is included in the Fiscal Year 2022-23 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

### **BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

This action ensures Natividad's compliance with all applicable state and federal laws requiring clinic/RN leadership and that these essential services will remain available to patients and the community.

☐ Economic Development  
☒ Administration

☒ Health and Human Services  
☐ Infrastructure  
☐ Public Safety

Prepared by: Janine Bouyea, Assistant Administrator, 783-2701

Approved by: Charles R. Harris, Chief Executive Officer, 783-2504

Attachments:

Kirby Bates Associates Amendment 2

Kirby Bates Associates Amendment 1

Kirby Bates Associates Agreement

Attachments on file with the Clerk of the Board