



Monterey County

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

Board Report

Legistar File Number: A 20-083

April 28, 2020

Introduced: 4/8/2020

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 with B.E. Smith, Inc. to the agreement (A-13995) for interim management-level services at NMC, extending the agreement an additional two (2) year period (July 1, 2021 through June 30, 2023) for a revised full agreement term of July 1, 2018 through June 30, 2023 and adding \$300,000 for a revised total agreement amount not to exceed \$600,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 with B.E. Smith, Inc. to the agreement (A-13995) for interim management-level services at NMC, extending the agreement an additional two (2) year period (July 1, 2021 through June 30, 2023) for a revised full agreement term of July 1, 2018 through June 30, 2023 and adding \$300,000 for a revised total agreement amount not to exceed \$600,000.

SUMMARY/DISCUSSION:

The recruitment process for full-time employees can span several months. On occasion, the hospital finds that it faces a lack of qualified candidates to hire from which then delays the process further. When a management level position is vacant, depending on the position, it may be determined that filling it with an interim person is occasionally necessary, as it would greatly minimize any adverse effect on patient care.

BE Smith is a nationally recognized expert in interim hospital management and has proven it can respond swiftly when a critical position is suddenly vacant. BE Smith has delivered reliable services to NMC, thereby allowing NMC to provide quality patient care to the residents of Monterey County.

NMC will continue to monitor the hours of all interim workers assigned to NMC to ensure compliance with labor and retirement laws.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this agreement as to form. The Auditor-Controller has reviewed and approved as to payment provisions. This agreement has also been reviewed and approved by NMC's Finance Committee on March 26, 2020, and by its Board of

Trustees on April 10, 2020.

FINANCING:

The cost for this amendment No. 2 is \$300,000, of which \$100,000 is included in the Fiscal Year 2019-20 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This agreement will provide NMC with any interim management level support it may need to ensure that reliable and quality patient care will not be affected when a vacancy should unexpectedly occur.

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

Prepared by: Janine Bouyea, Acting Assistant Administrator, 782-2701

Approved by: Gary R. Gray, DO, Chief Executive Officer, 783-2553

Attachments:

B.E. Smith Inc. Amendment No. 1

B.E. Smith Inc. Agreement

Attachments on file with the Clerk of the Board



Dr. Gary R. Gray, Chief Executive Officer


Date