



County of Monterey

Item No.

Board Report

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

Legistar File Number: A 24-017

January 30, 2024

Introduced: 1/15/2024

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 4 to the agreement (A-13995) with B.E. Smith, Inc. for interim management-level services, extending the agreement an additional one (1) year period (January 1, 2024 through December 31, 2024) for a revised full agreement term of July 1, 2018 through December 31, 2024, and adding \$250,000 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 renewal and amendment No. 4 to the agreement (A-13995) with B.E. Smith, Inc. for interim management-level services, extending the agreement an additional one (1) year period (January 1, 2024 through December 31, 2024) for a revised full agreement term of July 1, 2018 through December 31, 2024, and adding \$250,000 for a revised total agreement amount not to exceed \$1,300,000.

SUMMARY/DISCUSSION:

The recruitment process for full time employees can span several months and 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 negative effect on patient care.

B.E. Smith, Inc. is a nationally recognized expert in hospital interim management and have proven it is able to respond in a swift manner when a critical position is suddenly vacant. B.E. Smith, Inc. has delivered reliable services to NMC, thereby allowing NMC to provide quality patient care to the residents of the 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 renewal and amendment No. 4 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal and amendment No. 4 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on January 12, 2024.

FINANCING:

The cost for this renewal and amendment No. 4 is \$250,000 of which \$125,000 is included in the FY 2023-24 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 affect when a vacancy should unexpectedly occur.

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

Prepared by: Janine Bouyea, Hospital Assistant Administrator, 831-783-2701

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

Attachments:

- B.E. Smith, Inc. Renewal and Amendment 4
- B.E. Smith, Inc. Renewal and Amendment 3
- B.E. Smith, Inc. Amendment 2
- B.E. Smith, Inc. Amendment 1
- B.E. Smith, Inc. Agreement

Attachments on file with the Clerk of the Board

Charles R. Harris
Charles R. Harris, M.D., Chief Executive Officer

01/19/2024
Date