



Monterey County

168 West Alisal Street,
1st Floor
Salinas, CA 93901
831.755.5066

Board Report

Legistar File Number: A 15-198

June 23, 2015

Introduced: 6/9/2015

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute Amendment No. 1 to the Agreement with Spin Recruitment Inc., for recruitment advertising services, extending the Agreement an additional year for a revised full term of July 1, 2014 through June 30, 2016 and adding \$150,000 for a revised total Agreement amount not to exceed \$250,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute Amendment No. 1 to the Agreement with Spin Recruitment Inc., for recruitment advertising services, extending the Agreement an additional year for a revised full term of July 1, 2014 through June 30, 2016 and adding \$150,000 for a revised total Agreement amount not to exceed \$250,000.

SUMMARY/DISCUSSION:

Due to a national shortage of healthcare workers and the high cost of living in Monterey County, NMC has been unable to attract an adequate number of qualified candidates to staff the facility. Natividad Medical Center has utilized advertising to assist in attracting qualified candidates.

NMC's recruitment efforts require the assistance of advertising firms with hospital experience to assist with identifying qualified candidates for various hard to fill healthcare positions within NMC. The agencies selected to perform these services have a significant number of years of experience specific to the Health Care Industry.

The recommended increase will allow NMC to continue to recruit for physicians, nurses and other ancillary staff to fill vacancies as they occur. Over the past year, NMC has seen an increase in the turnover of clinical and managerial staff resulting in an increase in associated recruitment and advertising costs.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and approved Amendment No. 1 as to legal form and risk provisions, and the Auditor-Controller has reviewed and approved this Amendment No. 1 as to payment provisions. Amendment No. 1 has also been reviewed and approved by NMC's

Finance Committee on 4/23/15 and by the NMC Board of Trustees on 5/1/15.

FINANCING:

The cost for this Amendment No. 1 is \$150,000, all of which was included in the FY15-16 Recommended Budget. There is no impact to the General Fund.

Prepared by: Janine Bouyea, Human Resource Administrator, 783-2701

Approved by: Gary R. Gray, Interim Chief Executive Officer, 783-2504

Attachments:

Amendment No. 1

Spin Recruitment Inc., Original Agreement

Spend Sheet

Attachments on file with the Clerk of the Board

for Andrew Rosenberg
Gary Gray DO, Interim Chief Executive Officer

6/15/15
Date