



County of Monterey

Item No.43

Board Report

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

Legistar File Number: A 25-461

December 09, 2025

Introduced: 11/12/2025

Current Status: Natividad Medical Center
- Consent

Version: 1

Matter Type: BoS Agreement

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute amendments No. 14 to the agreements with Medical Search, LLC dba SUMO Medical Staffing (A-12896) and Medical Doctor Associates, LLC dba Cross Country Locums (formerly known as MDA Holdings, Inc.) (A-12899), and amendment No. 15 to the agreement with AMN Healthcare Locum Tenens, Inc. (formerly known as Staff Care, Inc.) (A-12897) for locum tenens physician referral services at NMC pursuant to Request for Proposals (RFP) #9600-61, extending the agreements for an additional three (3) month period (January 1, 2026 through March 31, 2026) for a revised full agreement term of August 1, 2015 through March 31, 2026; with no change to the total aggregate amount for all agreements not-to-exceed \$22,700,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute amendments No. 14 to the agreements with Medical Search, LLC dba SUMO Medical Staffing (A-12896) and Medical Doctor Associates, LLC dba Cross Country Locums (formerly known as MDA Holdings, Inc.) (A-12899), and amendment No. 15 to the agreement with AMN Healthcare Locum Tenens, Inc. (formerly known as Staff Care, Inc.) (A-12897) for locum tenens physician referral services at NMC pursuant to Request for Proposals (RFP) #9600-61, extending the agreements for an additional three (3) month period (January 1, 2026 through March 31, 2026) for a revised full agreement term of August 1, 2015 through March 31, 2026; with no change to the total aggregate amount for all agreements not-to-exceed \$22,700,000.

SUMMARY:

Locum tenens are physicians who temporarily take the place of physicians during periods when physicians (employed or contracted) are not available (e.g., vacation; illness; continuing medical education; etc.). In order to find highly qualified temporary physicians and other locum tenens, such as advanced practitioners, who match the position we are trying to cover and are available on sometimes very short notice, it is necessary to contract with multiple locum tenens agencies to provide referrals of locum tenens physicians.

DISCUSSION:

Due to multiple factors, including physician shortages in certain hard to fill specialties, NMC is experiencing a high utilization of locum tenens physicians and wishes to amend the agreements

to extend the term, ensuring temporary physicians are available if needed to provide the patient care services critical to NMC's operation without interruption.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved these amendments No. 14 and amendment No. 15 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. These amendments No. 14 and Amendment No. 15 have also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on November 7, 2025.

FINANCING:

Amendments No. 14 and Amendment No. 15 will be funded within the existing agreement amount; no additional funds are required. There is no impact on the General Fund with this action.

BOARD OF SUPERVISORS STRATEGIC PALN GOALS SECTION:

The services rendered under these agreements are required for a Level II Trauma Center and provide NMC with the additional support it needs in order to provide exceptional facilities and health programs to create safe and healthy communities where all can thrive.

- ☐ Well-Being and Quality of Life
- ☐ Sustainable Infrastructure for Present and Future
- ☒ Safe and Resilient Communities
- ☐ Diverse and Thriving Economy
- ☐ Administrative

Prepared by: Jeanne-Ann Balza, Director of Physician Services, 783-2506

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

Attachment(s):

Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 14
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 13
Medical Search, LLC d.b.a SUMO Medical Staffing Renewal & Amendment No. 12
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 11
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 10
Medical Search, LLC d.b.a SUMO Medical Staffing Renewal & Amendment No. 9
Medical Search, LLC d.b.a SUMO Medical Staffing Renewal & Amendment No. 8
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 7
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 6
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 5
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 4
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 3
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 2
Medical Search, LLC d.b.a SUMO Medical Staffing Amendment No. 1

Medical Search, LLC d.b.a SUMO Medical Staffing Agreement
Medical Doctor Associates, LLC dba Cross Country Locums Amendment No. 14
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Amendment No. 13
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Renewal & Amendment No. 12
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Amendment No. 11
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MDA Holdings, Inc. dba Medical Doctor Associates, LLC Renewal & Amendment No. 9
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Renewal & Amendment No. 8
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Amendment No.7
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Amendment No. 6
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Amendment No. 5
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Amendment No. 4
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Amendment No. 3
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MDA Holdings, Inc. dba Medical Doctor Associates, LLC Amendment No. 1
MDA Holdings, Inc. dba Medical Doctor Associates, LLC Agreement
AMN Healthcare Locum Tenens, Inc. (formerly known as Staff Care, Inc.) Amendment No. 15
AMN Healthcare (formerly Staff Care, Inc.) Amendment No 14
Staff Care, Inc. Renewal & Amendment No. 13
Staff Care, Inc. Amendment No. 12
Staff Care, Inc. Amendment No. 11
Staff Care, Inc. Renewal & Amendment No. 10
Staff Care, Inc. Amendment No. 9
Staff Care, Inc. Renewal & Amendment No. 8
Staff Care, Inc. Amendment No. 7
Staff Care, Inc. Amendment No. 6
Staff Care, Inc. Amendment No. 5
Staff Care, Inc. Amendment No. 4
Staff Care, Inc. Amendment No. 3
Staff Care, Inc. Amendment No. 2
Staff Care, Inc. Amendment No. 1
Staff Care, Inc. Agreement

Attachments on file with the Clerk of the Board