



Monterey County

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Board Report

Legistar File Number: A 15-396

January 26, 2016

Introduced:

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 2 to the Agreement (A-12367) with Spin Recruitment, Inc. to provide recruitment advertising services for NMC, adding \$150,000 for a revised total Agreement amount not to exceed \$400,000, with no extension to the term of July 1, 2014 through June 30, 2016.
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to two (2) future amendments to the Agreement which do not significantly alter the scope of work and do not exceed ten percent (10%) (\$10,000) of the original Agreement amount.

RECOMMENDATION:

It is recommended the Board of Supervisors:

- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 2 to the Agreement (A-12367) with Spin Recruitment, Inc. to provide recruitment advertising services for NMC, adding \$150,000 for a revised total Agreement amount not to exceed \$400,000, with no extension to the term of July 1, 2014 through June 30, 2016.
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to two (2) future amendments to the Agreement which do not significantly alter the scope of work and do not exceed ten percent (10%) (\$10,000) of the original Agreement amount.

SUMMARY/DISCUSSION:

Natividad Medical Center has utilized an advertising agency to assist with its advertising for several years to assist in attracting qualified health care candidates.

NMC's recruitment efforts require the assistance of an advertising agency 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. Natividad Medical Center has over 40 active recruitments for hard to fill positions such as Nurse Practitioners, Nurses, Physical Therapists, Occupational Therapists and other various clinical positions which require extensive advertising outside of our local area. In addition, NMC has recruited for several executive level positions to eliminate the need for consultants to include positions such as Compliance Officer, Chief Information Officer, and Chief Nursing where a national search was performed to identify qualified

individuals.

As a result of the number of active recruitments, and the difficulty of filling them NMC has utilized significant online, newspaper, direct mail campaigns to find qualified candidates to meet the needs of the facility and provide quality patient care. This has resulted in NMC spending more than the amount allocated in the current agreement for FY 2015-2016. In difficult recruitment years NMC Human Resources has utilized up to \$250,000 to attract highly qualified candidates.

In FY 2014-2015 NMC exceeded the amount originally allocated due to the increased number of vacancies as a result of additional positions added to the budget mid-year and as a result of payment delays which have since been resolved.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and approved this Amendment No. 2 as to legal form and risk provisions, 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 on October 22, 2015 and by its Board of Trustees on November 6, 2015.

FINANCING:

The cost for this Amendment No. 2 is \$150,000. \$200,000 was included in the Fiscal Year 2015-16 Adopted Budget. There is no impact to the General Fund.

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

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

Attachments:

Amendment No. 2 to Agreement with Spin Recruitment

Amendment No. 1 to Agreement with Spin Recruitment

Original Agreement with Spin Recruitment

Spend Sheet

Attachments on file with the Clerk of the Board



Dr. Gary R. Gray, Chief Executive Officer



Date