



# County of Monterey

Item No.

## Board Report

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

Legistar File Number: A 22-634

January 10, 2023

Introduced: 12/7/2022

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Locumtenens.com LLC for recruitment and assignment of physician's services, adding \$500,000 for a revised total agreement amount not to exceed \$600,000 for the added services, with no change to the Agreement term (August 26, 2022 through August 25, 2023).
- b. Authorize the Chief Executive Officer for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$10,000) of the original cost of the agreement.

### **RECOMMENDATION:**

#### **It is recommended the Board of Supervisors:**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Locumtenens.com LLC for recruitment and assignment of physician's services, adding \$500,000 for a revised total agreement amount not to exceed \$600,000 for the added services, with no change to the Agreement term (August 26, 2022 through August 25, 2023).
- b. Authorize the Chief Executive Officer for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$10,000) of the original cost of the agreement.

### **SUMMARY/DISCUSSION:**

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 referral of locum tenens physicians. 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.).

This Amendment allows Natividad to continue utilizing the services needed to provide reliable and quality patient care without interruption during staffing shortages.

Locum tenens physicians are treated as independent contractors under California law. Changes in California law have clarified, however, that advanced practitioner locum tenens staff are to be treated as employees, not independent contractors. This amendment adds provisions applicable to locum tenens staff who are now treated as employees under the law.

**OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this renewal and amendment No. 1 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal and amendment No. 1 has also been reviewed and approved by the Board of Trustees Executive Committee on December 5, 2022.

**FINANCING:**

The cost for amendment No. 1 is \$500,000. There is no financial impact to the County's General Fund or Natividad's Adopted Budget FY22-23.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement are required for Level II Trauma Centers and provide Natividad with the additional support it needs in order to deliver reliable and high-quality patient care which improves the health and quality of life for patients and their families.

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

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

Approved by: Charles R. Harris, Chief Executive Officer, 783-2504

Attachments:

Locumtenens.com LLC Amendment No. 1

Locumtenens.com LLC Agreement

Attachments on file with the Clerk of the Board

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

*12/14/2022*  
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Date