



# County of Monterey

Item No.23

## Board Report

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

Legistar File Number: A 23-167

May 16, 2023

**Introduced:** 5/3/2023

**Current Status:** Natividad Medical Center -  
Consent

**Version:** 1

**Matter Type:** BoS Agreement

- a. Authorize the Chief Executive Officer for Natividad or his designee to execute amendment No. 1 to the agreement with Healthcare Transformation, Inc. dba HCT Executive Interim Management and Consulting for interim management services, including but not limited to Nursing Directors, Executive Interim Leadership, Clinic Services Management and Ancillary Management adding an additional \$500,000 for a revised total not to exceed of \$600,000 with no change to the agreement term (November 28, 2022 through November 27, 2024).
- b. Authorize the Chief Executive Officer for Natividad 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 agreement's maximum compensation.

### **RECOMMENDATION:**

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

- a. Authorize the Chief Executive Officer for Natividad or his designee to execute amendment No. 1 to the agreement with Healthcare Transformation, Inc. dba HCT Executive Interim Management and Consulting for interim management services, including but not limited to Nursing Directors, Executive Interim Leadership, Clinic Services Management and Ancillary Management adding an additional \$500,000 for a revised total not to exceed of \$600,000 with no change to the agreement term (November 28, 2022 through November 27, 2024).
- b. Authorize the Chief Executive Officer for Natividad 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 agreement's maximum compensation.

### **SUMMARY/DISCUSSION:**

Hospital & Clinic Management is the continuous process of abiding by legal, ethical, and professional standards applicable to a healthcare organization. Effective Hospital & Clinic Management requires the development of processes, policies, and procedures to define appropriate conduct, educate staff, and monitor adherence to these guidelines. Management encompasses many areas including patient care, reimbursement, billing, managed care, OSHA, and HIPAA privacy and security. The Interim Leadership while recruiting for these hard to fill positions is essential to maintaining the hospital compliance and legal requirements.

This firm is being retained to provide interim management services until Natividad is able to identify

and hire a replacement staff or until critical staff returns from an authorized leave of absence.

**OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 1 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 1 has also been reviewed and approved by Natividad’s Finance Committee on and by its Board of Trustees on April 14, 2023.

**FINANCING:**

The cost for this amendment No. 1 is \$500,000 of which \$500,000 /which is included in the FY 2023-24 Recommended. Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

This action ensures Natividad’s compliance with all applicable state and federal laws requiring clinic/RN leadership and that these essential services will remain available to patients and the community.

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

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

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

Attachments:

Healthcare Transformation, Inc. dba HCT Executive Interim Management and Consulting Amendment No. 1

Healthcare Transformation, Inc. dba HCT Executive Interim Management and Consulting 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

*5/10/23*  
\_\_\_\_\_  
Date