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File #:	A 12-213	Name:	Soliant Health Amendment #1
Type:	BoS Agreement	Status:	Consent Agenda
File created:	11/13/2012	In control:	Board of Supervisors
On agenda:	12/11/2012	Final action:	

Title: Authorize the Purchasing Manager for Natividad Medical Center (NMC) to execute Amendment No. 1 to the Agreement (MYA 427) with Soliant Health Inc. for Temporary Staffing Services at NMC, extending the Agreement to June 30, 2013 and adding \$100,000 for a revised total Agreement amount not to exceed \$200,000 in the aggregate.

Sponsors: Sid Cato

Attachments: [Soliant Health Inc, Completed Board Order](#)

[History \(0\)](#) [Text](#)

Title

Authorize the Purchasing Manager for Natividad Medical Center (NMC) to execute Amendment No. 1 to the Agreement (MYA 427) with Soliant Health Inc. for Temporary Staffing Services at NMC, extending the Agreement to June 30, 2013 and adding \$100,000 for a revised total Agreement amount not to exceed \$200,000 in the aggregate.

Report

RECOMMENDATION:

It is recommended the Board of Supervisors authorize the Purchasing Manager for Natividad Medical Center (NMC) to execute Amendment No. 1 to the Agreement (MYA 427) with Soliant Health Inc. for Temporary Staffing Services at NMC, extending the Agreement to June 30, 2013 and adding \$100,000 for a revised total Agreement amount not to exceed \$200,000 in the aggregate.

SUMMARY/DISCUSSION:

NMC pharmacy moved to 24/7 round the clock coverage in October 2011. This required the hire of two pharmacists to staff a newly created night shift. For the year October 2011 to October 2012 the employee turnover rate has been 150% for this position. It takes 2 months to find and hire a night shift pharmacist and 2.5 months to train them. The night shift pharmacist runs the pharmacy and must be able to handle any situation alone. To cover the night shift on an interim basis it is necessary to move experienced day shift employees to night shift. The day shifts must then be covered to ensure continuity of pharmacy services. Temporary Pharmacists from Soliant Health need to be brought in when there is a need for emergency staffing.

NMC has experienced two periods with short night shift coverage. The first period required the coverage of one night pharmacist in May 2012. A Soliant Health pharmacist was used May 21 to July 14. The second period eventually required the coverage of two night pharmacists beginning August of 2012 and will end the middle of December 2012 when the newly hired pharmacist starts on the night shift. This required Soliant Health coverage from August 28 to the present. Soliant Health pharmacists have been used for five months this year.

Pharmacy was without a contract like Soliant Health, for the first part of the first coverage period. In addition to the vacated night shift position one pharmacist was on maternity leave. Pharmacy does not have the excess capacity to cover more than a 1 FTE absence. This required pharmacy to severely curtail services and almost resulted in the end of 24/7 coverage. Without a staffing services company pharmacy would be unable to continue service levels and endanger

patient safety.

With a 150% night shift employee turnover rate it is reasonable to conclude that there will be additional short staffing periods in the NMC pharmacy. In addition, other likely scenarios such as a maternity leave, family leave, or approved vacation could impact pharmacy staffing in the future. With this Amendment pharmacy maintains a valid contract with Soliant Health and will be able to meet any temporary staffing needs that might arise in the future.

Business Automobile Insurance and Endorsement Exemption

Business Automobile Liability Insurance requirements are waived for this vendor. There is no risk or exposure regarding vehicles.

- Contractors do not have vendor-owned fleet of vehicles.
- Contractors do not travel onto County property.
- Temporary Employees provided by the Contractor classify as Independent Contractors and are responsible for personal private Auto Insurance.
- Contractors do not transport County employees or patients

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and approved this Amendment as to legal form and risk provisions. Auditor-Controller has reviewed and approved this Amendment as to fiscal provisions. The Amendment has also been reviewed and approved by Natividad Medical Center's Board of Trustees.

FINANCING:

The cost for this Amendment No. 1 is \$100,000 and is included in the Fiscal Year 2012/2013 Recommended Budget. There is no impact to the General Fund.

Prepared by: Jason Warren, Pharmacy Director, 772-7720

Approved by: Harry Weis, Chief Executive Officer, 783-2553

Attachments: Amendment #1, Agreement

Attachments on File with the Clerk of the Board



Monterey County

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

Board Order

Agreement No.: A-12367

Upon motion of Supervisor Calcagno, seconded by Supervisor Salinas, and carried by those members present, the Board of Supervisors hereby:

Authorized the Purchasing Manager for Natividad Medical Center (NMC) to execute Amendment No. 1 to the Agreement (MYA 427) with Soliant Health Inc. for Temporary Staffing Services at NMC, extending the Agreement to June 30, 2013 and adding \$100,000 for a revised total Agreement amount not to exceed \$200,000 in the aggregate.

PASSED AND ADOPTED on this 11th day of December 2012, by the following vote, to wit:

AYES: Supervisors Armenta, Calcagno, Salinas, Potter, and Parker

NOES: None

ABSENT: None

I, Gail T. Borkowski, Clerk of the Board of Supervisors of the County of Monterey, State of California, hereby certify that the foregoing is a true copy of an original order of said Board of Supervisors duly made and entered in the minutes thereof of Minute Book 76 for the meeting on December 11, 2012

Dated: January 2, 2013
File Number: A 12-213

Gail T. Borkowski, Clerk of the Board of Supervisors
County of Monterey, State of California

By Darise Hancock
Deputy

**AMENDMENT NO. 1
TO PROFESSIONAL SERVICES AGREEMENT
BETWEEN Soliant Health Inc. AND
THE NATIVIDAD MEDICAL CENTER
FOR
Temporary Staffing Services**

This Amendment No. 1 to Professional Services Agreement ("Agreement"), dated April 15, 2012, is entered into by and between the County of Monterey, on behalf of Natividad Medical Center ("NMC"), and Soliant Health Inc. (Contractor), with respect to the following:

RECITALS

WHEREAS, the County and Contractor wish to amend the Agreement to extend the term end date to allow for existing services to continue and;

WHEREAS, the County and Contractor wish to amend the Agreement to increase the amount of the Agreement because of the term extension.

AGREEMENT

NOW, THEREFORE, the parties agree to amend the Agreement as follows:

1. Contractor will continue to provide NMC with the same scope of services as stated in the original Agreement (No. MYA 427).
2. Section 1. "PAYMENTS BY NMC" shall be amended by removing, "*The total amount payable by NMC to CONTRACTOR under this Agreement shall not exceed the sum of \$100,000.*" and replacing it with "*The total amount payable by County to CONTRACTOR under Agreement No. (MYA 427) shall not exceed the total sum of \$200,000 for the full term of the Agreement.*"
3. Section 2. "TERM OF AGREEMENT" shall be amended by removing, "*The term of this Agreement is from April 15, 2012 to April 14, 2013 unless sooner terminated pursuant to this Agreement*" and replacing it with "*The term of this Agreement is from April 15 2012 to June 30, 2013 unless sooner terminated pursuant to this Agreement.*"
4. Except as provided herein, all remaining terms, conditions and provisions of the Agreement are unchanged and unaffected by this Amendment and shall continue in full force and effect as set forth in the Agreement.
5. A copy of this Amendment shall be attached to the original Agreement (No. MYA 427).
6. The effective date of this Amendment is November 6, 2012.

IN WITNESS WHEREOF, the parties hereto are in agreement with this Amendment on the basis set forth in this document and have executed this Amendment on the day and year set forth herein.

CONTRACTOR

Signature 1 Kimberly Anders
(Signature of Chair, President, or Vice-President)***

Dated Aug. 20, 2012

Printed Name Kimberly Anders

Title Regional Manager Pharmacy

Signature 2 _____
(Signature of Secretary, Asst. Secretary, CFO, Treasurer or Asst. Treasurer)***

Dated _____

Printed Name _____

Title _____

***INSTRUCTIONS: If CONTRACTOR is a corporation, including limited liability and non-profit corporations, the full legal name of the corporation shall be set forth above together with the signatures of two specified officers. If CONTRACTOR is a partnership, the name of the partnership shall be set forth above together with the signature of a partner who has authority to execute this Agreement on behalf of the partnership. If CONTRACTOR is contracting in and individual capacity, the individual shall set forth the name of the business, if any and shall personally sign the Agreement.

NATIVIDAD MEDICAL CENTER

Signature Jim L Lopez
Purchasing Manager

Dated 1-3-13

Signature R. O. O'Neil
NMC - CEO

Dated 9/4/12

Approved as to Legality and Legal Form:

Charles J. McKee, County Counsel

By C. B. [Signature]
Deputy Attorney for County and NMC

Reviewed as to fiscal provisions

[Signature]
Auditor-Controller
County of Monterey 10-9-12

Dated: Oct. 2, 2012