



Monterey County

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Board Report

Legistar File Number: A 15-201

June 23, 2015

Introduced: 6/9/2015

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute Amendment No. 3 to the Agreement (A-12367) with Soliant Health, Inc. for temporary staffing services for the Pharmacy Department at NMC, extending the term for one additional year for a revised full term of April 15, 2012 through June 30, 2016, with no cost increase to the total Agreement amount of \$600,000.

RECOMMENDATION:

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute Amendment No. 3 to the Agreement (A-12367) with Soliant Health, Inc. for temporary staffing services for the Pharmacy Department at NMC, extending the term for one additional year for a revised full term of April 15, 2012 through June 30, 2016, with no cost increase to the total Agreement amount of \$600,000.

SUMMARY/DISCUSSION:

NMC pharmacy uses Soliant Health Inc. to provide urgent temporary staffing services for both pharmacists and pharmacy technicians. Preferentially pharmacy uses NMC permanent and per diem employees to cover job absences. Pharmacy does not have excess capacity to cover more than 1.5 FTE absences for each job type. It is reasonable to conclude there will be circumstances requiring more than the current capacity. Any combination of approved vacation, government mandated job protected leave (e.g.FMLA), employee resignation, employee incarceration or employee death would exceed available coverage.

Increasing the number of per diem employees is not a solution. Most per diem employees require an extensive training period in addition to the time required to do the hiring. This is too long of a time period to be able to respond to exigent staffing demands. As well, per diem employees desire income stability and ultimately full time employment. Once staffing levels return to normal, without enough shifts to go around, per diem employees will be forced to find employment elsewhere.

Pharmacy is responsible for making sure that the correct medication gets to the correct patient as quickly and safely as possible. IV medications need to be compounded in special facilities by specially trained pharmacy technicians. Pharmacists have taken on increased responsibilities for the dosing and monitoring of medications. Staffing shortages present a danger to patient safety. Soliant Health Inc. provides Natividad with experienced staff ready to go with minimal training. 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 Contractor as the Contractor itself does not utilize an automobile in order to provide services. Temporary employees provided by the Contractor classify as independent Contractors and are responsible for their own personal private auto insurance.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and approved this Amendment No. 3 as to legal form and risk provisions. Auditor-Controller has reviewed and approved this Amendment No. 3 as to fiscal provisions. Amendment No. 3 has also been reviewed and approved by NMC's Finance Committee on 4/23/15 and by its Board of Trustees on 5/1/15.

FINANCING:

There is estimated to be a balance remaining on the Agreement of \$150,000, therefore there is no cost associated with this request to extend the term. \$150,000 will be included in the Fiscal Year 2015-16 Recommended Budget. There is no impact to the General Fund.

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

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

Attachments:

- Amendment No. 3,
- Amendment No. 2
- Amendment No. 1,
- Soliant Health, Inc. Original Agreement,
- Spend Sheet

Attachments on file with the Clerk of the Board



Gary Gray DO, Interim Chief Executive Officer



Date