



# County of Monterey

Item No.41

## Board Report

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

Legistar File Number: A 25-459

December 09, 2025

Introduced: 11/12/2025

Current Status: Natividad Medical Center  
- Consent

Version: 1

Matter Type: BoS Agreement

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute amendment No. 7 to the agreement (A-16146) with Locumtenens.com, LLC for recruiting and assignment of physician services, extending the agreement an additional three (3) month period (January 1, 2026 through March 31, 2026) for a revised full agreement term of August 26, 2022 through March 31, 2026, and adding \$1,300,000 for a revised total agreement amount not-to-exceed \$11,700,000.

### **RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute amendment No. 7 to the agreement (A-16146) with Locumtenens.com, LLC for recruiting and assignment of physician services, extending the agreement an additional three (3) month period (January 1, 2026 through March 31, 2026) for a revised full agreement term of August 26, 2022 through March 31, 2026, and adding \$1,300,000 for a revised total agreement amount not-to-exceed \$11,700,000.

### **SUMMARY:**

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.). 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 referrals of locum tenens physicians.

### **DISCUSSION:**

Due to multiple factors, including physician shortages in certain hard to fill specialties, NMC is experiencing a high utilization of locum tenens physicians and wishes to amend the agreements to add funds and extend the term ensuring temporary physicians are available if needed to provide the patient care services critical to NMC's operation without interruption.

**OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 7 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 7 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on November 7, 2025.

**FINANCING:**

The cost for this amendment No. 7 is \$1,300,000 which is included in the FY 2025-26 Adopted Budget. There is no impact on the General Fund with this action.

**BOARD OF SUPERVISORS STRATEGIC PALN GOALS SECTION:**

The services rendered in this agreement are required for a Level II Trauma Center and provide NMC with the additional support it needs in order to provide exceptional facilities and health programs to create safe and healthy communities where all can thrive.

- ☐ Well-Being and Quality of Life
- ☐ Sustainable Infrastructure for Present and Future
- ☒ Safe and Resilient Communities
- ☐ Diverse and Thriving Economy
- ☐ Administrative

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

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

Attachment(s):

Locumtenens.com, LLC Amendment No. 7  
Locumtenens.com, LLC Amendment No. 6  
Locumtenens.com, LLC Amendment No. 5  
Locumtenens.com, LLC Amendment No. 4  
Locumtenens.com, LLC Amendment No. 3  
Locumtenens.com, LLC Amendment No. 2  
Locumtenens.com, LLC Amendment No. 1  
Locumtenens.com, LLC Agreement

Attachments on file with the Clerk of the Board