



Monterey County

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Board Report

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December 02, 2014

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Current Status: Agenda Ready

Matter Type: BoS Agreement

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute an Agreement on behalf of the County Administrative Office with SSI (US), Inc., d/b/a Spencer Stuart for executive search consulting services to conduct a national search process for the Chief Executive Officer position at Natividad Medical Center with an Agreement term of December 2, 2014 through December 1, 2015 and a total Agreement amount not exceed \$258,534.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) to execute an Agreement on behalf of the County Administrative Office with SSI (US), Inc., d/b/a Spencer Stuart for executive search consulting services to conduct a national search process for the Chief Executive Officer position at Natividad Medical Center with an Agreement term of December 2, 2014 through December 1, 2015 and a total Agreement amount not exceed \$258,534.

SUMMARY/DISCUSSION:

The Natividad Medical Center CEO position is currently filled by Interim CEO, Dr. Kelly O'Keefe, under a limited term contract. Toward permanently filling that position, the County Administrative Office solicited statements of qualifications and proposals from qualified executive search firms, specializing in healthcare recruiting, to conduct a national search. Spencer Stuart was selected based on their expertise, qualifications, and proposal to provide the requested services.

The permanent CEO position, reporting directly to the Board of Supervisors, is responsible for administration and operations of NMC, a 172-bed acute care hospital, offering inpatient, outpatient, emergency, diagnostic and specialty medical care to more than 34,000 patient days and 47,000 emergency department visits annually. NMC also operates a large hospital-based specialty clinic, a primary care clinic, and is the location of outpatient primary care clinics operated by the Monterey County Health Department. NMC has a medical staff of over 220 physicians, and is the only teaching hospital on the Central Coast, through its affiliation with the University of California, San Francisco (UCSF). NMC is also currently in the process of obtaining designation as a Level II Trauma center servicing the greater central California coast

region.

Spencer Stuart, a national healthcare executive search firm, was selected to recruit for this critical position based on the firm's reputation as well as the proposed teams' extensive experience in conducting executive search assignments in California and throughout the nation. The subject contract for services includes a not-to-exceed amount to fully cover costs of professional fees, and reimbursable expenses incurred by the consultants and their costs for travel related expenses of the CEO candidate pool. Under the agreement, only actual costs incurred by the consultant will be paid.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and approved the Agreement as to legal form and risk provisions and the Auditor-Controller has reviewed and approved the Agreement as to fiscal provisions.

FINANCING:

The total cost for this Agreement is not to exceed \$258,534. NMC will absorb the costs of the Agreement for this Fiscal Year within its FY2014-15 Adopted Budget. Costs for next Fiscal Year for the Agreement will be included in the FY2015-16 Budget as appropriate. There will be no impact to the General Fund.

Prepared by: Kristen Aldrich, NMC Contracts Manager, 783-2627

Approved by: Lew Bauman, County Administrative Officer, 755-5113

Attachments: Agreement

Attachment on file with the Clerk of the Board