



County of Monterey

Item No.

Board Report

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

Legistar File Number: A 25-278

July 01, 2025

Introduced: 6/16/2025

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Amendment No. 2 to the Agreement (A-16532) with Triage LLC (formerly RTG MSP Medical, LLC dba RTG Medical) for staff procurement management services, extending the Agreement an additional one (1) year period (August 1, 2025 through July 31, 2026) for a revised full Agreement term of August 1, 2023 through July 31, 2026, and adding \$5,000,000 for a new total Agreement amount not-to-exceed \$18,200,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Amendment No. 2 to the Agreement (A-16532) with Triage LLC (formerly RTG MSP Medical, LLC dba RTG Medical) for staff procurement management services, extending the Agreement an additional one (1) year period (August 1, 2025 through July 31, 2026) for a revised full Agreement term of August 1, 2023 through July 31, 2026, and adding \$5,000,000 for a new total Agreement amount not-to-exceed \$18,200,000.

SUMMARY/DISCUSSION:

Triage LLC provides essential support by supplying expert agency nurses and clinical technicians through a strong network of over thirty specialized agencies. With their assistance, NMC will effectively staff critical areas such as the Emergency Department, Intensive Care, Intermediate Care, Labor and Delivery, Surgery, Neonatal Intensive Care, Mother-Baby, Psychiatric Care, and Rehabilitation. The registry will also support needs in Physical, Speech, and Occupational Therapy, as well as Radiology, Ultrasound, Interventional Radiology, the Clinical Lab, Dietetics, and Pharmacy.

The demand for additional clinical staff has surged in recent years due to a decreasing pool of qualified applicants. NMC experiences resignations, increasing the urgency to attract skilled nurses and other healthcare professionals committed to providing exceptional care for our community. NMC is requesting to continue to partner with Triage LLC to meet the hospital's staffing needs and maintain the highest standards of care.

NMC is requesting that this amendment be retroactive to August 24, 2024, to align with the date that RTG MSP Medical, LLC dba RTG Medical was acquired by Triage LLC; in addition to a need to

increase registry rates to attract registry for critical positions within the facility, particularly nurses for the Labor & Delivery Department, which continues to be a challenging position to fill. The new rate ranges on the amended rate sheet will allow additional flexibility to NMC as needed and provide the hospital the ability to fluctuate rates due to supply and demand. In particular there was an urgent need to increase rates for Labor and Delivery due vacancies, leave of absences and union complaints from staff to meet core staffing.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this amendment No. 2 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 2 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on June 13, 2025.

FINANCING:

The cost for this Amendment No. 2 is \$5,000,000 of which \$5,000,000 is included in the FY 2025-26 Recommended Budget. Amounts for remaining years of the Agreement will be included in those budgets as appropriate. Funding will be provided from NMC's Enterprise Fund 451-9600-8650.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This Agreement greatly improves the responsiveness to critical staffing needs at NMC. This Amendment No. 2 ensures that requests for qualified nurses and other clinical staff at NMC are met in a timely manner. This enables NMC to provide high quality patient care thereby improving the health and quality of life for patients and their families.

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

Prepared by: Janine Bouyea, Chief People Operations Officer, 831-783-2701

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

Attachments:

Triage LLC Amendment No. 2

RTG Medical MSP, LLC. dba RTG Medical Amendment No. 1

RTG Medical MSP, LLC. dba RTG Medical Business Association Agreement (BAA)

RTG Medical MSP, LLC. dba RTG Medical Agreement

Attachments on file with the Clerk of the Board

