Introduced: 9/9/2025
Version: 1

Current Status: Agenda Ready
Matter Type: BoS Agreement

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 6 to the agreement (A-13971) with Spin Recruitment Services pursuant to RFP #9600-78 for advertising recruitment services, extending the agreement an additional one (1) year period (January 1, 2025 through December 31, 2026) for a revised full agreement term of July 1, 2018 through December 31, 2026, and adding $200,000 for a revised total agreement amount not to exceed $2,500,000.

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. 6 to the agreement (A-13971) with Spin Recruitment Services pursuant to RFP #9600-78 for advertising recruitment services, extending the agreement an additional one (1) year period (January 1, 2025 through December 31, 2026) for a revised full agreement term of July 1, 2018 through December 31, 2026, and adding $200,000 for a revised total agreement amount not to exceed $2,500,000.

SUMMARY/DISCUSSION:

NMC utilizes Spin Recruitment Services to assist with its advertising efforts as a result of Request for Proposal (RFP) # 9600-78. NMC requires the assistance of an advertising agency to post targeted recruitment advertisements seeking highly qualified candidates for various hard to fill healthcare positions within NMC. The agencies selected to perform these services have a significant number of years of experience specific to the Health Care Industry. NMC has hard to fill positions such as Nurses, Respiratory Therapists, Nurse Practitioners, Physical Therapists, Occupational Therapists and other various clinical positions which require extensive advertising outside of our local area. As a result of the number of active recruitments, and the difficulty of filling them, NMC has utilized Spin Recruitment Services for online, newspaper, and direct mail campaigns to find qualified candidates to meet the needs of the facility and provide high quality patient care.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel reviewed and approved this amendment No. 6 as to form, and the Auditor-Controller reviewed and approved as to payment provisions. The amendment No. 6 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on

September 5, 2025.

FINANCING:

The cost for this amendment No. 6 is $200,000 of which $100,000 is included in the Fiscal Year 2025-26 Adopted 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 451-9600-6381.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The services rendered in this Agreement provide the additional support NMC needs to fill hard to fill healthcare positions in order to continue providing reliable and quality patient care to NMC patients.

__ Economic Development
__ Administration
X Health and Human Services
__ Infrastructure
__ Public Safety

Prepared by: Janine Bouyea, Chief People Operations Officer, 783-2701
Approved by: Charles R. Harris, M.D., Chief Executive Officer, 783-2553

Attachments:
Spin Recruitment Inc. Amendment No. 6
Spin Recruitment Inc. Amendment No. 5
Spin Recruitment Inc. Amendment No. 4
Spin Recruitment Inc. Amendment No. 3
Spin Recruitment Inc. Amendment No. 2
Spin Recruitment Inc. Amendment No. 1
Spin Recruitment Inc. Agreement

Attachments on file with the Clerk of the Board