



Monterey County

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Board Report

Legistar File Number: A 17-155

June 06, 2017

Introduced: 5/5/2017

Version: 1

Current Status: Agenda Ready

Matter Type: BoS Agreement

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 5 to the Agreement (A-12367) with Soliant Health Inc. for temporary staffing services for the Pharmacy Department at NMC, extending the agreement an additional twelve (12) month period (July 1, 2017 through June 30, 2018) for a revised full agreement term of April 15, 2012, through June 30, 2018, and adding \$175, 000 for a revised total agreement amount not to exceed \$775,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 5 to the Agreement (A-12367) with Soliant Health Inc. for temporary staffing services for the Pharmacy Department at NMC, extending the agreement an additional twelve (12) month period (July 1, 2017 through June 30, 2018) for a revised full agreement term of April 15, 202, through June 30, 2018, and adding \$175, 000 for a revised total agreement amount not to exceed \$775,000

SUMMARY/DISCUSSION:

NMC Pharmacy (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 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 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 NMC 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.

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and approved this Amendment No. 5 as to legal form and risk provisions, and the Auditor-Controller has reviewed and approved as to payment provisions. This Amendment No. 5 has also been reviewed and approved by NMC's Finance Committee on 05/5/17 and by the NMC Board of Trustees on 05/05/17.

FINANCING:

The total cost for this Agreement is not to exceed \$675,000 of which \$125,000 will be included in the Fiscal Year 2017/18 Recommended Budget. There is no impact to the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

☐ **Economic Development**

☐ **Administration**

☒ **Health & Human Services**

The services rendered in this agreement provide NMC with the additional support it needs to be able to provide reliable and quality patient care which improves the health and quality of life for patients and their families.

☐ **Infrastructure**

☐ **Public Safety**

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

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

Attachment:

Amendment No. 5

Amendment No. 4

Amendment No. 3

Amendment No. 2

Amendment No. 1

Soliant Health Inc. Original Agreement

Spend Sheet

The Agreement is on file with the Clerk of the Board