



County of Monterey

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

Board Report

File #: A 12-213, **Version:** 1

Authorize the Purchasing Manager for Natividad Medical Center (NMC) to execute Amendment No. 1 to the Agreement (MYA 427) with Soliant Health Inc. for Temporary Staffing Services at NMC, extending the Agreement to June 30, 2013 and adding \$100,000 for a revised total Agreement amount not to exceed \$200,000 in the aggregate.

RECOMMENDATION:

It is recommended the Board of Supervisors authorize the Purchasing Manager for Natividad Medical Center (NMC) to execute Amendment No. 1 to the Agreement (MYA 427) with Soliant Health Inc. for Temporary Staffing Services at NMC, extending the Agreement to June 30, 2013 and adding \$100,000 for a revised total Agreement amount not to exceed \$200,000 in the aggregate.

SUMMARY/DISCUSSION:

NMC pharmacy moved to 24/7 round the clock coverage in October 2011. This required the hire of two pharmacists to staff a newly created night shift. For the year October 2011 to October 2012 the employee turnover rate has been 150% for this position. It takes 2 months to find and hire a night shift pharmacist and 2.5 months to train them. The night shift pharmacist runs the pharmacy and must be able to handle any situation alone. To cover the night shift on an interim basis it is necessary to move experienced day shift employees to night shift. The day shifts must then be covered to ensure continuity of pharmacy services. Temporary Pharmacists from Soliant Health need to be brought in when there is a need for emergency staffing.

NMC has experienced two periods with short night shift coverage. The first period required the coverage of one night pharmacist in May 2012. A Soliant Health pharmacist was used May 21 to July 14. The second period eventually required the coverage of two night pharmacists beginning August of 2012 and will end the middle of December 2012 when the newly hired pharmacist starts on the night shift. This required Soliant Health coverage from August 28 to the present. Soliant Health pharmacists have been used for five months this year.

Pharmacy was without a contract like Soliant Health, for the first part of the first coverage period. In addition to the vacated night shift position one pharmacist was on maternity leave. Pharmacy does not have the excess capacity to cover more than a 1 FTE absence. This required pharmacy to severely curtail services and almost resulted in the end of 24/7 coverage. Without a staffing services company pharmacy would be unable to continue service levels and endanger patient safety.

With a 150% night shift employee turnover rate it is reasonable to conclude that there will be additional short staffing periods in the NMC pharmacy. In addition, other likely scenarios such as a maternity leave, family leave, or approved vacation could impact pharmacy staffing in the future. 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.

Business Automobile Insurance and Endorsement Exemption

Business Automobile Liability Insurance requirements are waived for this vendor. There is no risk or exposure regarding vehicles.

- Contractors do not have vendor-owned fleet of vehicles.
- Contractors do not travel onto County property.
- Temporary Employees provided by the Contractor classify as Independent Contractors and are responsible for personal private Auto Insurance.
- Contractors do not transport County employees or patients

OTHER AGENCY INVOLVEMENT:

County Counsel has reviewed and approved this Amendment as to legal form and risk provisions. Auditor-Controller has reviewed and approved this Amendment as to fiscal provisions. The Amendment has also been reviewed and approved by Natividad Medical Center's Board of Trustees.

FINANCING:

The cost for this Amendment No. 1 is \$100,000 and is included in the Fiscal Year 2012/2013 Recommended Budget. There is no impact to the General Fund.

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

Approved by: Harry Weis, Chief Executive Officer, 783-2553

Attachments: Amendment #1, Agreement

Attachments on File with the Clerk of the Board