



County of Monterey

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

Board Report

File #: A 22-171, Version: 1

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 3 to the agreement (A-14559) with SkillSurvey, Inc. for online reference checking solution services, extending the agreement an additional one (1) year period (December 31, 2022 through December 30, 2023) for a revised full agreement term of December 31, 2016 through December 30, 2023, and adding \$25,000 for a revised total agreement amount not to exceed \$136,234.

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. 3 to the agreement (A-14559) with SkillSurvey, Inc. for online reference checking solution services, extending the agreement an additional one (1) year period (December 31, 2022 through December 30, 2023) for a revised full agreement term of December 31, 2016 through December 30, 2023, and adding \$25,000 for a revised total agreement amount not to exceed \$136,234.

SUMMARY/DISCUSSION:

SkillSurvey, Inc., is an on-line automated software utilized to conduct employment reference checks in a consistent, timely, and cost-effective manner and will provide Natividad hiring managers with a comprehensive candidate report to evaluate the candidates being considered. Natividad is currently requesting to augment our services to include Employee Exit Surveys. SkillSurvey provides valuable insight on reasons for leaving and feedback that will be used to improve engagement and retention of staff.

Natividad is not currently capturing this information upon employee separation. With a trusted third party administrator of our program, it will enable Natividad Leadership to collectively develop a plan of action for any areas of concern.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this amendment No. 3 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 3 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on April 8, 2022.

FINANCING:

The cost for this amendment No. 3 is \$25,000 of which \$3,600 is included in the Fiscal Year 2021-22 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The program automation and detailed reporting tools will strengthen Natividad's overall ability to identify trends. Again, enabling Natividad to identify areas of weaknesses, which will lead to recruiting and retaining professionals in the area, and thereby further enhancing healthcare opportunities for Monterey County residents.

Economic Development

- Administration
- Health and Human Services
- Infrastructure
- Public Safety

Prepared by: Janine Bouyea, NMC Assistant Administrator, 783-2701

Approved by: Charles R. Harris, Chief Executive Officer, 783-2504

Attachments:

SkillSurvey, Inc. Amendment 3

SkillSurvey, Inc. Amendment 2

SkillSurvey, Inc. Amendment 1

SkillSurvey, Inc. Agreement

Attachments on file with the Clerk of the Board