



County of Monterey

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

Board Report

File #: A 21-108, **Version:** 1

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 with B.E. Smith, Inc. to the agreement (A-13995) for interim management-level services at NMC, adding \$450,000 for a revised total agreement amount not to exceed \$1,050,000 with no changes to the term or scope.

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 with B.E. Smith, Inc. to the agreement (A-13995) for interim management-level services at NMC, adding \$450,000 for a revised total agreement amount not to exceed \$1,050,000 with no changes to the term or scope.

SUMMARY/DISCUSSION:

The recruitment process for full time employees can span several months and on occasion, the hospital finds that it faces a lack of qualified candidates to hire from which then delays the process further. When a management level position is vacant, depending on the position, it may be determined that filling it with an interim person is occasionally necessary, as it would greatly minimize any negative effect on patient care.

BE Smith is a nationally recognized expert in hospital interim management and have proven it is able to respond in a swift manner when a critical position is suddenly vacant. BE Smith has delivered reliable services to NMC, thereby allowing NMC to provide quality patient care to the residents of the Monterey County.

NMC will continue to monitor the hours of all interim workers assigned to NMC to ensure compliance with labor and retirement laws.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this agreement as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. This agreement has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on April 9, 2021

FINANCING:

The cost for his amendment No 2 is \$450,000, which will be offset with salary savings due to vacant positions for FY 2021. Amounts for the remaining years of the agreement will be included in those budges as appropriate.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This agreement will provide NMC with any interim management level support it may need to ensure that

reliable and quality patient care will not be affected when a vacancy should unexpectedly occur.

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

Prepared by: Janine Bouyea, Acting Assistant Administrator, 782-2701

Approved by: Gary R. Gray, DO, Chief Executive Officer, 783-2553

Attachments:

- B.E. Smith Inc. Amendment No. 2
- B.E. Smith Inc. Amendment No. 1
- B.E. Smith Inc. Agreement

Attachments on file with the Clerk of the Board