



# County of Monterey

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

## Board Report

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**File #:** A 16-090, **Version:** 1

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- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 3 to the Agreement (A-12367) with Spin Recruitment, Inc. for recruitment advertising services at NMC, extending the Agreement an additional one year period for a revised full term of July 1, 2014 through June 30, 2017 and adding \$250,000 for a revised total Agreement amount not to exceed \$650,000; and
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to one (1) future amendment to the Agreement which does not significantly alter the scope of work and does not exceed ten percent (10%) (\$10,000) of the original Agreement amount of \$100,000.

### **RECOMMENDATION:**

#### **It is recommended the Board of Supervisors:**

- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute Amendment No. 3 to the Agreement (A-12367) with Spin Recruitment, Inc. for recruitment advertising services at NMC, extending the Agreement an additional one year period for a revised full term of July 1, 2014 through June 30, 2017 and adding \$250,000 for a revised total Agreement amount not to exceed \$650,000.
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to one (1) future amendment to the Agreement which does not significantly alter the scope of work and does not exceed ten percent (10%) (\$10,000) of the original Agreement amount of \$100,000.

### **SUMMARY/DISCUSSION:**

In an effort to assist with its advertising efforts, Natividad Medical Center has utilized an advertising agency to assist in attracting qualified health care candidates.

NMC- requires the assistance of an advertising agency in identifying highly qualified candidates for various hard to fill healthcare positions within - the organization. The agencies selected to perform these services have a significant number of years of experience specific to the Health Care Industry. Natividad Medical Center has approximately 30 active recruitments for hard to fill positions such as Nurse Practitioners, Nurses, Physical Therapists, Occupational Therapists and other various clinical positions which require extensive advertising outside of our local area. In addition, NMC has recruited for several executive and manager level positions to eliminate the need for consultants to include positions such as Director of Surgical Services, Chief Medical Officer, Nursing Director of Acute & Critical Care & Nursing Director of Emergency Department where a national search was performed to identify qualified individuals.

As a result of the number of active recruitments, and the difficulty of filling them, NMC has utilized significant online, newspaper, and direct mail campaigns to find qualified candidates to meet the needs of the facility and provide quality patient care.

### **OTHER AGENCY INVOLVEMENT:**

County Counsel has reviewed and approved this Amendment No. 3 as to legal form and risk provisions, 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 on March 24, 2016 and by its Board of Trustees on April 1, 2016.

### **FINANCING:**

The cost for this Amendment No. 3 is \$250,000, which was included in the Recommended Budget for FY16-17. There is no impact to the General Fund.

Prepared by: Janine Bouyea, Human Resources Administrator, 783-2701  
Approved by: Gary R. Gray, DO, Chief Executive Officer, 783-2504

Attachments:

Amendment No. 3 to Agreement with Spin Recruitment  
Amendment No. 2 to Agreement with Spin Recruitment  
Amendment No. 1 to Agreement with Spin Recruitment  
Original Agreement with Spin Recruitment  
Spend Sheet

Attachments on file with the Clerk of the Board