



## Board Report

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**File #: A 17-218, Version: 1**

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- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute amendment No.4 to the agreement with Spin Recruitment, Inc. for recruitment advertising services, extending the agreement an additional one (1) year period (July 1, 2017 through June 30, 2018) for a revised full agreement term of July 1, 2014 through June 30, 2018, and adding \$200,000 for a revised total agreement amount not to exceed \$850,000.
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$10,000) of the original cost of the agreement per each amendment.

### **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.4 to the agreement with Spin Recruitment, Inc. for recruitment advertising services, extending the agreement an additional one (1) year period (July 1, 2017 through June 30, 2018) for a revised full agreement term of July 1, 2014 through June 30, 2018, and adding \$200,000 for a revised total agreement amount not to exceed \$850,000.
- b. Authorize the Deputy Purchasing Agent for NMC or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than ten percent (10%) (\$10,000) of the original cost of the agreement per each amendment.

### **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 an average of 15-20 active recruitments for hard to fill positions such as Nurse Practitioners, Nurses, Physical Therapists, Occupational Therapists and other various clinical positions year-round, which require extensive advertising outside of our local area. In addition, NMC has successfully recruited several executive and manager level positions to eliminate the need for consultants to include positions such as Director of Surgical Services, Chief Medical Officer, Chief Nursing Officer & 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 utilizes the services of this ad firm to assist with placing a significant number of online, newspaper, and direct mail ad 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. 4 as to legal form and risk provisions, and the Auditor-Controller has reviewed and approved as to payment provisions. This amendment No. 4 has also been reviewed and approved by NMC's Finance Committee on May 5, 2017 and by its Board of Trustees on May 5, 2017.

### **FINANCING:**

The cost for this amendment No. 4 is \$200,000, all of which shall 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 and 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: Janine Bouyea, Human Resources Administrator, 783-2701

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

Attachments:

Spin Recruitment Inc Amendment 4

Spin Recruitment Inc Agreement thru Amendment 3

Spin Recruitment Inc Spend Sheet

Attachments on file with the Clerk of the Board