



# County of Monterey

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

## Board Report

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**File #: A 17-297, Version: 1**

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- a. Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute amendment No. 8 to the agreement (A-12438) with B.E. Smith Interim Services, Inc. for interim employee services at NMC, extending the agreement an additional one (1) year period (July 1, 2017 through June 30, 2018) for a revised full agreement term of January 1, 2013 through June 30, 2018, and adding \$62,800 for a revised total agreement amount not to exceed \$3,482,748.
- 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. (ADDED VIA ADDENDUM)

### **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. 8 to the agreement (A-12438) with B.E. Smith Interim Services, Inc. for interim employee services at NMC, extending the agreement an additional one (1) year period (July 1, 2017 through June 30, 2018) for a revised full agreement term of January 1, 2013 through June 30, 2018, and adding \$62,800 for a revised total agreement amount not to exceed \$3,482,748
- 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:**

Natividad Medical Center entered into an agreement with B.E. Smith Interim Services, Inc. in January 2013 for \$100,000 to provide NMC with a Chief Nursing Officer for a 6 months term. On April 16, 2013, the Board of Supervisors (Board) approved amendment No. 1, which extended the agreement term for an additional 6 months period to continue providing interim employment services for a Chief Nursing Officer and to also acquire an interim Nursing Services Division Director, increasing the total agreement amount to \$676,200. On February 11, 2014, the Board approved renewal & amendment No. 2, which extended the term an additional 6 months to continue services as needed and increased the agreement amount to \$859,200. On July 1, 2014, the Board approved amendment No. 3, which extended the term another 6 months through December 31, 2014 to include an interim Engineering Director position and increased the total agreement amount to \$1,498,500. On September 30, 2014, the Board approved amendment No. 4, which extended the term another 6 months through June, 2015 to continue providing an interim for the Engineering Director position, increasing the total agreement amount to \$2,131,500. On June 16, 2015, the Board approved amendment No. 5 to extend services until June 2016 for an interim Chief Nursing Officer and an interim Director of Surgical Services, increasing the total agreement amount to \$3,019,148.

On June 7, 2016 the Board approved amendment No. 6 to extend the term for an additional 6 months through December 30, 2016 to provide an interim Infection Control Nurse and to increase the total agreement amount to

\$3,151,148. On October 18, 2016, the Board approved amendment No. 7 to extend the term for an additional 6 months to continue providing an interim Infection Control Nurse and to also provide an interim Case Management Director. Despite aggressive and consistent recruitment efforts by NMC, the hospital was not able to fill the Infection Control Nurse position. This amendment No. 8 will allow additional time for recruitment efforts to fill the Infection Control Nurse position.

NMC is only requesting an amount of \$62,800 for this amendment. This amount is low because of unspent money remaining which had been requested and approved in amendment No. 5 for an Interim Patient Care Senior Leader. Those unspent and approved funds still remain available so NMC will use that going forward as needed, and the additional \$62,800 being requested would help fully cover costs should an Interim Infection Control Nurse be needed through June 30, 2018.

NMC is requesting that the Board approve amendment No. 8 to allow NMC time to continue its recruitment efforts for up to an additional 12 months (through June 30, 2018) until NMC is able to fill this position permanently. NMC is actively recruiting for this position and has invited a candidate to a second interview; however, should the candidate be hired, they are required to give a 60 day notice and NMC is recommending some overlap between the two individuals to allow for an efficient transfer of knowledge.

B.E. Smith is a nationally recognized expert in hospital interim management and has delivered reliable services to NMC, thereby allowing NMC to provide quality patient care to the residents of Monterey County. NMC will continue to monitor the hours of the workers assigned to NMC to ensure compliance with labor and retirement laws.

**OTHER AGENCY INVOLVEMENT:**

County Counsel has reviewed and approved this amendment No. 8 as to legal form and risk provisions, and the Auditor-Controller has reviewed and approved as to payment provisions. This amendment No. 8 has also been reviewed and approved by NMC's Finance Committee on May 25, 2017 and by its Board of Trustees on June 2, 2017. Due to the late submission of this report, the CAO Budget and Analysis Division was not provided adequate time to review for potential fiscal, organizational, policy or other implications to the County of Monterey.

**FINANCING:**

The cost for this amendment No. 8 is \$62,800 all of which is 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 interim positions brought in under 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:**

BE Smith Interim Services Inc Amendment 8  
BE Smith Interim Services Inc Agreement thru Amendment 7  
BE Smith Interim Services Inc Spend Sheet

Attachments on file with the Clerk of the Board