



Board Report

File #: A 22-414, Version: 1

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with BetterUp, Inc. to purchase annual subscriptions for unlimited professional coaching sessions and full access to BetterUp Platform features at NMC for an amount not to exceed \$312,000 with an agreement term August 1, 2022 through July 31, 2023.
- b. Approve the NMC Chief Executive Officer's recommendation to accept all non-standard risk provisions within the agreement.
- c. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to sign the initial and any subsequent Order Forms where the Order Forms do not significantly change the scope of work and do not change the term or total liability of the agreement.
- d. Authorize the Chief Executive Officer 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%) (\$31,200) of the original cost of the agreement.

RECOMMENDATION:

It is recommended the Board of Supervisors:

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with BetterUp, Inc. to purchase annual subscriptions for unlimited professional coaching sessions and full access to BetterUp Platform features at NMC for an amount not to exceed \$312,000 with an agreement term August 1, 2022 through July 31, 2023.
- b. Approve the NMC Chief Executive Officer's recommendation to accept all non-standard risk provisions within the agreement.
- c. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to sign the initial and any subsequent Order Forms where the Order Forms do not significantly change the scope of work and do not change the term or total liability of the agreement.
- d. Authorize the Chief Executive Officer 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%) (\$31,200) of the original cost of the agreement.

SUMMARY/DISCUSSION:

In the pandemic era and as a result of Natividad's Employee Engagement survey results, it was determined that Natividad needed to offer our staff a more robust easily accessible form of support. BetterUp Coaching, assists in building a culture of mental fitness that will aid our staff in growing personally and professionally. The easy to use platform, helps to build a mentally fit mind in everyday lives, not just at the point of crisis.

While this platform serves all staff, it will also first enable managers as change agents of mental fitness so they are able to better support their teams. Thus, creating a ripple effect of mental fitness practice and uptake across the organization.

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. The agreement has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on July 15, 2022.

FINANCING:

The cost for this agreement is \$312,000 which is included in the Fiscal Year 2022-23 Adopted Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The program reporting tools will strengthen Natividad's overall ability to identify trends and improve the mental well-being of our staff. Again, enabling Natividad to identify areas of weaknesses, which will lead to staff satisfaction and the retention 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: Lawanda Janine Bouyea, Assistant Administrator, 783-2701

Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:

BetterUp, Inc. Agreement

Attachments on file with the Clerk of the Board