



County of Monterey

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

Board Report

File #: A 23-354, **Version:** 1

Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute amendment No. 3 to the agreement (A-15773) with Kirby Bates Associates for interim leadership services, extending the agreement an additional one (1) year period (January 1, 2024 through December 31, 2024) for a revised full agreement term of January 1, 2022 through December 31, 2024, and adding \$1,000,000 for a revised total agreement amount not to exceed \$2,300,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute amendment No. 3 to the agreement (A-15773) with Kirby Bates Associates for interim leadership services, extending the agreement an additional one (1) year period (January 1, 2024 through December 31, 2024) for a revised full agreement term of January 1, 2022 through December 31, 2024, and adding \$1,000,000 for a revised total agreement amount not to exceed \$2,300,000.

SUMMARY/DISCUSSION: Please update this section

Natividad Medical Center utilizes interim management provided by Kirby Bates Associates for interim leadership services in order to meet the hospitals staffing needs to ensure high quality patient care. Kirby Bates Associates has a network of experienced leadership professionals that can come in to assist Natividad during the recruitment process for a new leader.

Natividad Medical Center wishes to amend this agreement to extend the term for an additional one (1) year and add \$1,000,000 as this firm is being retained to provide interim management services currently for four areas until Natividad Medical Center can identify and hire regular staff.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this amendment No. 3 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 3 has also been reviewed and approved by Natividad Medical Center's Finance Committee and by its Board of Trustees on July 14, 2023

FINANCING:

The cost for this amendment No. 3 is \$1,000,000 of which \$500,000 is included in the Fiscal Year 2023-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This action ensures Natividad's compliance with all applicable state and federal laws requiring clinic/RN leadership and that these essential services will remain available to patients and the community.

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

Prepared by: Janine Bouyea, Assistant Administrator, 783-2701
Approved by: Charles R. Harris, Chief Executive Officer, 783-2504

Attachments:

Kirby Bates Associates Amendment No. 3
Kirby Bates Associates Amendment No. 2
Kirby Bates Associates Amendment No. 1
Kirby Bates Associates Agreement

Attachments on file with the Clerk of the Board