



County of Monterey

Item No.31

Board Report

Legistar File Number: A 25-448

December 09, 2025

Introduced: 11/5/2025

Current Status: Natividad Medical Center - Consent

Version: 1

Matter Type: BoS Agreement

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute amendment No. 3 to the agreement (A-16297) with Healthcare Transformation, Inc. dba HCT Executive Interim Management and Consulting for interim management services, including but not limited to Nursing Directors, Executive Interim Leadership, Clinic Services Management and Ancillary Management services, extending the agreement an additional one (1) year period (November 28, 2025 through November 27, 2026) for a revised full agreement term of November 28, 2022 through November 27, 2026, and adding \$300,000 for a revised total agreement amount not to exceed \$1,150,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute amendment No. 3 to the agreement (A-16297) with Healthcare Transformation, Inc. dba HCT Executive Interim Management and Consulting for interim management services, including but not limited to Nursing Directors, Executive Interim Leadership, Clinic Services Management and Ancillary Management services, extending the agreement an additional one (1) year period (November 28, 2025 through November 27, 2026) for a revised full agreement term of November 28, 2022 through November 27, 2026, and adding \$300,000 for a revised total agreement amount not to exceed \$1,150,000.

SUMMARY:

Natividad Medical Center entered into an agreement with Healthcare Transformation, LLC, a national firm experienced in providing healthcare consulting services and interim professional placements, in November of 2022, for specialized consulting services to evaluate Natividad's current Core Measure performance and processes and to implement best practices to improve performance. It is necessary to amend this Agreement to extend the Supervising Nurse positions until permanently filled.

DISCUSSION

Healthcare Transformation, LLC (HCT) is a national firm experienced in providing interim management-level professional placements in health care organizations. HCT provides essential support by supplying expert agency clinical supervising and nursing staff for NMC when vacancies

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

occur. With their assistance, NMC will effectively staff critical areas of the hospital.

The demand for staff has surged in recent years due to a decreasing pool of qualified applicants. NMC experiences resignations, increasing the urgency to attract qualified management and supervisory staff committed to providing exceptional care for our community. NMC is requesting to continue to partner with HCT to meet the hospital's staffing needs and maintain the highest standards of care.

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 NMC's Finance Committee and by its Board of Trustees on November 7, 2025.

FINANCING:

The cost for this amendment No. 3 is \$300,000 of which \$300,000 is included in the FY 2025-26 Recommended. Amounts for remaining years of the agreement will be included in those budgets as appropriate. There is no impact on the General Fund with this action.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS SECTION:

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.

- Well-Being and Quality of Life
- Sustainable Infrastructure for Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Administrative

Prepared by: Janine Bouyea, Assistant Administrator, Human Resources Department, 783-2701

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

Attachment(s):

Board Report

Amendment No. 3

Amendment No. 2

Amendment No. 1

Original Agreement

Attachments on file with the Clerk of the Board

