



County of Monterey

Item No.

Board Report

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

Legistar File Number: A 25-384

September 23, 2025

Introduced: 9/8/2025

Current Status: Agenda Ready

Version: 1

Matter Type: BoS Agreement

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Amendment No. 6 to the Agreement (A-13995) with AMN Healthcare, Inc. dba AMN Leadership Solutions for interim management-level services at NMC, extending the Agreement for an additional one-year term (January 1, 2026 through December 31, 2026) for a revised full Agreement term of July 18, 2018 through December 31, 2026, and no change to the total not-to-exceed amount of \$1,300,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Amendment No. 6 to the Agreement (A-13995) with AMN Healthcare, Inc. dba AMN Leadership Solutions for interim management-level services at NMC, extending the Agreement for an additional one-year term (January 1, 2026 through December 31, 2026) for a revised full Agreement term of July 18, 2018 through December 31, 2026, and no change to the total not-to-exceed amount of \$1,300,000.

SUMMARY/DISCUSSION:

AMN Healthcare, Inc. dba AMN Leadership Solutions is a nationally recognized expert in hospital interim management and has proven its ability to respond in a swift manner when the need to fill a critical position arises. AMN Healthcare, Inc. dba AMN Leadership Solutions has delivered reliable services to NMC, thereby allowing NMC to provide quality patient care to the residents of the Monterey County.

Hospital and Clinic Management is characterized by a continuous commitment to maintaining legal, ethical, and professional standards within a healthcare organization. Effective management in this field requires the development of processes, policies, and procedures that clearly articulate acceptable conduct, educate staff, and ensure compliance with all relevant guidelines and regulations.

Management encompasses several critical areas, including patient care, reimbursement, billing, managed care, and adherence to OSHA and HIPAA regulations concerning privacy and security.

The role of Interim Leadership is essential during the recruitment and selection process, particularly

when the hospital lacks internal expertise for these vital positions. This leadership ensures that the hospital remains compliant with all requirements. The significance of these management roles is crucial for the operation of key departments upon which the community depends. It is imperative to have qualified individuals in place to oversee these departments, especially during times of vacancy.

NMC requests approval to extend services with AMN through 12/31/2026 to allow the hospital to quickly obtain interim staff to fill critical leadership roles as they arise.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this Amendment No. 6 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The Amendment No. 6 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on September 5, 2025.

FINANCING:

There is no additional cost to the Agreement associated with this Amendment No. 6.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This Amendment No. 6 to the Agreement will provide NMC with any interim management-level support it may need to ensure that reliable and quality patient care will not affect when a vacancy should unexpectedly occur.

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

Prepared by: Janine Bouyea, Chief People Operations Officer, 831-783-2701

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

Attachments:

AMN Leadership Solutions Amendment No. 6
B.E. Smith Renewal and Amendment No. 5
B.E. Smith Renewal and Amendment No. 4
B.E. Smith Renewal and Amendment No. 3
B.E. Smith Amendment No. 2
B.E. Smith Amendment No. 1
B.E. Smith Agreement

Attachments on file with the Clerk of the Board

