



County of Monterey

Item No.

Board Report

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

Legistar File Number: A 26-184

June 23, 2026

Introduced: 5/12/2026

Current Status: Natividad Medical Center -
Consent

Version: 1

Matter Type: BoS Agreement

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute a nonstandard agreement with Medical Doctor Associates, LLC DBA Cross Country Locums, for the provision of locum tenens physician referral services and locum tenens managed services provider (MSP) services at NMC, pursuant to Request for Proposals (RFP) #9600-94, in substantially the same form as that which has been presented to the Board without significant change to its content, for a maximum County obligation not to exceed \$12,000,000 for the term of July 1, 2026 through June 30, 2029, with the option to extend the agreement for up to two additional one year periods.
- b. Authorize the Chief Executive Officer for Natividad Medical Center or a designee to execute up to three future amendments that do not exceed 10% (\$1,200,000) of the original agreement, do not significantly change the scope of services, and do not increase the total not to exceed amount over \$13,200,000.

RECOMMENDATION:

It is recommended the Board of Supervisors:

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute a nonstandard agreement with Medical Doctor Associates, LLC DBA Cross Country Locums, for the provision of locum tenens physician referral services and locum tenens managed services provider (MSP) services at NMC, pursuant to Request for Proposals (RFP) #9600-94, in substantially the same form as that which has been presented to the Board without significant change to its content, for a maximum County obligation not to exceed \$12,000,000 for the term of July 1, 2026 through June 30, 2029, with the option to extend the agreement for up to two (2) additional one (1) year periods.
- b. Authorize the Chief Executive Officer for Natividad Medical Center or a designee to execute up to three (3) future amendments that do not exceed 10% (\$1,200,000) of the original agreement, do not significantly change the scope of services, and do not increase the total not to exceed amount over \$13,200,000.

SUMMARY:

To ensure consistent, high-quality patient care, the County of Monterey, on behalf of Natividad Medical Center, recently completed a Request for Proposal (RFP) to solicit qualified Managed Service Providers (MSPs) to oversee locum tenens staffing. Medical Doctor Associates, LLC, doing

business as Cross Country Locums (CCH), was selected to provide search and placement services for temporary physicians and advanced practice practitioners through a vendor management system that streamlines recruitment, credentialing, time tracking, and payment.

To avoid any gaps in service coverage, the operational transition with CCH will begin promptly upon approval of the contract by the Board of Supervisors. The Agreement shall become effective upon full execution by all Parties, with services commencing on July 1, 2026, and continuing through June 30, 2029, unless earlier terminated in accordance with the Agreement.

Locum tenens refers to temporary physicians and advanced practice practitioners-such as nurse practitioners and physician assistants-who provide coverage during staff absences or workforce shortages.

DISCUSSION:

Through the use of the vendor’s MSP platform and related software, NMC will be able to more effectively coordinate, track, and manage locum tenens staffing across departments. This approach is intended to enhance operational efficiency, improve oversight of staffing resources, and optimize the utilization of locum tenens services throughout the organization without interruption of services.

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 May 1, 2026.

FINANCING:

The cost for this agreement is \$12,000,000 of which \$4,000,000 is included in the FY 2026-27 Recommended Budget. 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:

The services rendered under these agreements are required for a Level II Trauma Center and provide NMC with the additional support it needs in order to provide exceptional facilities and health programs to create safe and healthy communities where all can thrive.

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

Prepared by: Jeanne-Ann Balza, Director of Physician Services, 783-2506

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

Attachment(s):

Board Report

Medical Doctor Associates, LLC DBA Cross Country Locums Agreement per RFP 9600-94

Attachments on file with the Clerk of the Board