



# County of Monterey

**Item No.**

## Board Report

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

**Legistar File Number: A 24-481**

**November 12, 2024**

**Introduced:** 10/9/2024

**Current Status:** Agenda Ready

**Version:** 1

**Matter Type:** BoS Agreement

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Clinical Management Consultants for recruitment services for director and executive level positions, extending the agreement an additional one (1) year period (November 21, 2024 through November 20, 2025) for a revised full agreement term of November 21, 2022 through November 20, 2025, and adding \$150,000 for a revised total agreement amount not to exceed \$250,000; and
- b. Authorize the Chief Executive Officer for Natividad Medical Center 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 10% (\$10,000) of the original cost of the agreement, for total contract liability of (\$260,000).

### **RECOMMENDATION:**

#### **It is recommended the Board of Supervisors:**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Clinical Management Consultants for recruitment services for director and executive level positions, extending the agreement an additional one (1) year period (November 21, 2024 through November 20, 2025) for a revised full agreement term of November 21, 2022 through November 20, 2025, and adding \$150,000 for a revised total agreement amount not to exceed \$250,000; and
- b. Authorize the Chief Executive Officer for Natividad Medical Center 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 10% (\$10,000) of the original cost of the agreement, for total contract liability of (\$260,000).

### **SUMMARY/DISCUSSION:**

The services provided to NMC by Clinical Services Management are essential for the continuous process of abiding by legal, ethical, and professional standards applicable to healthcare organizations. Effective Hospital & Clinic Management requires the development of processes, policies, and procedures to define appropriate conduct, educate staff, and monitor adherence to these guidelines. Management encompasses many areas including patient care, reimbursement, billing, managed care, OSHA, and HIPAA privacy and security. The contingent placement options for these hard to fill positions is essential to finding the skill and expertise, to have a permanent placement, and limit possible disruption to the hospital compliance and legal requirements.

This firm is being retained to provide permanent placement of candidates for essential hard to fill positions.

**OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 1 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 1 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on October 4, 2024.

**FINANCING:**

The cost for this amendment No. 1 is \$150,000 of which \$150,000 is included in the FY 2024-25 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate. Funding will be provided from NMC's Enterprise Fund 451-9600-8650.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

This action ensures NMC's compliance with all applicable state and federal laws requiring oversight by these critical and hard to fill positions, ensuring 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, Chief People Operations Officer, 831-783-2701  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:  
Clinical Management Consultants Agreement  
Clinical Management Consultants Amendment No. 1

Attachments on file with the Clerk of the Board.