



Board of Trustees Meeting 2024

January 12, 2024





NMC Board of Trustees Regular Meeting

Friday, January 12, 2024

9:00 AM

NATIVIDAD ROOM

1st Floor, Building 200

AGENDA

Participation in meetings

While the Natividad Board of Trustees meeting room remains open, members of the public may participate in this Natividad Board of Trustees meeting in 2 ways:

- 1. You may attend the meeting in person; or,**
- 2. You may participate through ZOOM. For ZOOM participation please join by phone call at any of these numbers below:**

+1 971 247 1195 US (Portland)
+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)
+1 602 753 0140 US (Phoenix)
+1 720 928 9299 US (Denver)

Enter the Meeting ID number: 959 7127 9338 when prompted.

You will then enter the Password: 668499 when prompted.

Or, to attend the Natividad Board of Trustees meeting by Zoom computer audio at:

<https://natividad.zoom.us/j/95971279338?pwd=ZzFqbU9xZ08wQTBXVU9XMjFrZy91dz09>

If you choose not to attend the Natividad Board of Trustees meeting in person but desire to make general public comment, or comment on a specific item on the agenda, you may do so in 2 ways:

- 1. Submit your comments in writing via email to the Natividad Board of Trustees at Natividadpubliccomments@natividad.com by 2:00 p.m. on the Thursday prior to the Board meeting. To assist Natividad staff in identifying the agenda item to which the comment relates, please indicate in the subject line the Board date and agenda number. Comments received by the 2:00 p.m. Thursday deadline will be distributed to the Board and will be placed in the record at the Board meeting.**

Or

- 2. You may make public comment by joining through ZOOM at one of the phone numbers or clicking the ZOOM link above. You will be placed in the meeting as an attendee; when you are ready to make a**

public comment if joined by computer audio, please select the “Raise your Hand” option on the Zoom screen; and by phone please push #9 on your keypad.

- a. If members of the public want to present documents/Power Point presentations while speaking, they should submit the document by 2:00 p.m. on Thursday before the meeting at Natividadpubliccomments@natividad.com (If submitted after that deadline, staff will make best efforts, but cannot guarantee, to make it available to present at the Committee meeting.)

TO ADDRESS THE BOARD DURING PUBLIC COMMENT: Members of the public may address comments to the Board concerning each agenda item and may comment when the Chair calls for general public comment for items that are not on the day’s agenda.

TO ADDRESS THE BOARD ON A SPECIFIC ITEM ON THE AGENDA: When the Chair calls for public comment on a specific agenda item, the Secretary of the Board or his or her designee will first ascertain who wants to testify (among those who are in the meeting telephonically) and will then call on speakers one at a time. Public speakers will be broadcast in audio form only. If members of the public want to present documents/Power Point presentations while speaking, they should submit the document by 2:00 p.m. on Thursday before the meeting at Natividadpubliccomments@natividad.com (If submitted after that deadline, staff will make best efforts, but cannot guarantee, to make it available to present at the Board meeting.)

DOCUMENT DISTRIBUTION: Documents related to agenda items that are distributed to the Board less than 72 hours prior to the meeting shall be available for public inspection at the Secretary of the Board of Trustees Desk, Natividad Administration Office, 1441 Constitution Blvd., Salinas, CA. Documents distributed to the Board at the meeting by County staff will be available at the meeting; documents distributed to the Board by members of the public shall be made available after the meeting.

REASONABLE ACCOMMODATIONS; MODIFICATIONS: Individuals with disabilities who desire to request a reasonable accommodation or modification to observe or participate in the meeting may make such request by sending an email to Natividadpubliccomments@natividad.com. The request should be made no later than noon on the Wednesday prior to the Board meeting in order to provide time for Natividad to address the request.

The Chair and/or Secretary may set reasonable rules as needed to conduct the meeting in an orderly manner.

PLEASE NOTE: IF ALL PARTICIPATING BOARD MEMBERS ARE PRESENT IN PERSON, PUBLIC PARTICIPATION BY ZOOM IS FOR CONVENIENCE ONLY AND IS NOT REQUIRED BY LAW. IF THE ZOOM FEED IS LOST FOR ANY REASON, THE MEETING MAY BE PAUSED WHILE A FIX IS ATTEMPTED BUT THE MEETING MAY CONTINUE AT THE DISCRETION OF THE CHAIRPERSON.

Members of the Natividad Medical Center Board of Trustees are appointed by the Monterey County Board of Supervisors. Membership and terms of office are established by the Natividad Medical Center Bylaws.

1. **Call to Order**

2. **Roll Call**

3. **Pledge of Allegiance**

4. **Additions and Corrections by Clerk** *Page 1-7 – Board Clerk*

The Clerk of the Board of Trustees will announce agenda corrections and proposed additions, which may be acted on by the Board as provided in Sections 54954.2 of the California Government Code.

5. **Minutes**

- Approve the Minutes of November 9, 2023 Board of Trustees Meeting. *Page 8-18*

6. **Board Comments**

7. **Public Comments (Limited up to 3 minutes per speaker at the discretion of the Chair)**

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board of Trustees. Board members may respond briefly to statements made or questions posed. They may ask a question for clarification; make a referral to staff for factual information, or request staff to report back to the Board at a future meeting.

8. **Consent Calendar**

Approve the following policies, procedures, rules, and regulations:

8a. Policies/Procedures/Forms/Manuals (listed and available upon request)

- Podiatry
- Neonatal Nurse Practitioners (NNP)

Policies

- Spiritual Care Services
- Accommodation for Disabilities

Joint Commission Findings

- Process for cleaning the Draeger VN500 Ventilator
- Breastmilk Utilization – Donor Human Milk

Policies/Manuals/Order Sets

New

- 3:7700-102 Compounding Good Documentation Practices
- 3:7700-103 Non-Sterile Compounding Change Control
- 3:7700-106 Compounding Outsourced Services
- 3:7795-201 Non-Sterile Compounding Facility and Design Requirements for Nonsterile Compounding Space and Storage Area
- 3:3795-202 Non-Sterile Compounding Downtime Procedures
- 3:7795-203 Non-Sterile Compounding Cleaning of Compounding Space and Equipment
- 3:3795-204 Non-Sterile Compounding Component and CNSP Storage
- 3:7795-205 Non-Sterile Compounding Maintenance and Calibration of Equipment
- 3:7795-301 Non-Sterile Compounding Hand Hygiene and Garbing

- 3:3795-302 Non-Sterile Compounding Orientation Training and Competency
- 3:7795-303 Non-Sterile Compounding Conduct of Personnel in Compounding Area
- 3:7795-401 Non-Sterile Compounding Component Selection
- 3:3795-402 Non-Sterile Compounding Packaging and Transporting
- 3:7795-501 Non-Sterile Compounding CNSP Stability and Assignment of BUD
- 3:7795-502 Non-Sterile Compounding Processes
- 3:7795-503 Non-Sterile Compounding Final Verification and Release Testing
- 3:7795-504 Non-Sterile Compounding Use of Compounding Related Equipment and Supplies
- 3:7795-505 Non-Sterile Compounding CNSP Labeling
- 3:7795-506 Non-Sterile Compounding Documentation of Compounding
- 3:7700-802 Compounding Quality Management Quality Management System
- 3:7700-803 Sterile Compounding Corrective Action Preventive Action Compounding Standardized Proc
- 3:7700-804 Compounding Handling Customer Complaints
- 3:7700-806 Compounding: Adverse Events
- 3:7700-808 Compounding Recall and Quarantine
- 3:7961 Correction of Hyponatremia
- PHAR-5401 Combat Methamphetamine Epidemic Act

No Changes

- 1:1000 Patient Rights and Responsibilities
- 3:4450 Suspect or Illegitimate Product
- NURADM-0500 Instruction/Teaching of Medications
- PHAR-5150 Intern Pharmacist
- POC-3952 Point of Care: Clinitest hCG Pregnancy Test Using Clinitek Status & Analyzer
- POC-3986 Point of Care: HgbA1C by DCA Vantage Analyzer

Revised Policies

- 1:0600 Consent to Photography
- 1:5650 Patient Identification for Clinical Care and Treatment
- 3:0200 Patients Own Medications
- 3:1075 Guidelines for Management of Oral Anticoagulation-Induced Bleeding with 4 Factor Prothrombin Complex Concentrates (Kcentra)
- 3:1250 Medication Extravasation
- 3:2200 Perflutren Ultrasound Enhancement Agent for Echocardiography
- 3:3300 Drug Storage, Inspection and Handling
- 3:4440 Automatic Pharmacy Renal Dosing
- 3:7150 Unit Dose Distribution Systems
- 3:7797 Sterile Compounding
- ANC-4540 Phlebotomy: Legal Blood Alcohol Collection
- DIA-1008 Diabetes Education Center Blood Pressure Assessment
- LDU-6025 Cervical Ripening
- OR-7207 Cleaning of the Department

Retire Policies

- 3:7000 Non-Sterile Medication Preparation, Compounding, and Storage

Additions for Joint Conference

No Changes

- 4:4205 Natural Gas Leak (Including Propane)
- 4:0300 Smoking Policy

Revised Policies

- 4:3200 Pesticide Application Program
- 4:0150 Food & Beverage in the Work Area
- 4:2820 Weapons, Use of

Approve for submission to the Monterey County Board of Supervisors the following agreements identified in Item 8b – 8i of the consent calendar. All of the listed items were previously reviewed and approved by the NMC Finance Committee.

8b. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Everbridge, Inc., Page 19-20 (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 4 to the agreement (A-14560) with Everbridge, Inc. for critical event management software services, extending the agreement an additional one (1) year period (January 30, 2024 through January 29, 2025) for a revised full agreement term of January 30, 2018 through January 29, 2025 and adding \$39,832 for a revised total Agreement amount of \$249,845.

8c. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with MD Buyline, Inc., Page 21-22 (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 3 to the agreement (A-14537) with MD Buyline, Inc., a symplr company for medical equipment pricing analysis services plus associated consulting services, extending the agreement an additional two (2) year period (January 3, 2024 through January 2, 2026) for a revised full agreement term of January 3, 2018 through January 2, 2026, and adding \$54,813 for a revised total agreement amount not to exceed \$224,898.

8d. * Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Resident Physician I, II, and III Classifications, Page 23-24 (CONSENT)

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the base wage salary ranges of the Resident Physician I, Resident Physician II and Resident Physician III classifications as indicated in Attachment A, effective January 27, 2024; and
- b. Direct the Human Resources Department, County Administrative Office, and Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) System.

8e. * Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Certified Health Information Management Coder-Inpatient and Supervisor Classifications, Page 25-27 (CONSENT)

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classifications of Certified Health Information Management Coder-Inpatient

and Certified Health Information Management Coding Supervisor with the salary ranges as indicated in Attachment A effective January 27, 2024;

- b. Amend the FY 2023-24 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8363-Appropriation Unit NMC001) to reallocate eight (8) Health Information Management Coder II positions to eight (8) Certified Health Information Management Coder-Inpatient positions and one (1) Health Information Management Coding Supervisor position to one (1) Certified Health Information Management Coding Supervisor position as indicated in Attachment A effective January 27, 2024;
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

8f. * **Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Speech Pathologist-Per Diem Classification, Page 28-29 (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to create the classification of the Speech Pathologist-Per Diem with the salary range as indicated in Attachment A effective January 27, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

8g. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Paragon Mechanical Inc., Page 30-31 (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an amendment no.1 to the agreement (A-15202) with Paragon Mechanical Inc. for maintenance and repair services, extending the agreement an additional two (2) year period (July 1, 2024 through June 30, 2026) for a revised full term agreement term of July 1, 2021 through June 30, 2026, and adding \$250,000 for a revised total agreement amount not to exceed \$450,000.

8h. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with B.E. Smith, Inc., Page 32-33 (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 4 to the agreement (A-13995) with B.E. Smith, Inc. for interim management-level services, extending the agreement an additional one (1) year period (January 1, 2024 through December 31, 2024) for a revised full agreement term of July 1, 2018 through December 31, 2024, and adding \$250,000 for a revised total agreement amount not to exceed \$1,300,000.

8i. * **Approve for Submission to the Monterey County Board of Supervisors the Following Report on the status of Hospital Seismic Safety, Page 34-35 (CONSENT)**

Receive a report on the status of Hospital Seismic Safety public notices compliance with Assembly Bill (AB) 1882.

9. **Accept Oral Report from Natividad Chief Financial Officer** – Daniel Leon, CFO

- a. October 2023 YTD Financial Reports Page 36-48
- b. November 2023 YTD Financial Reports Page 36-48

10. **Receive Oral Report from Natividad Chief Executive Officer** - Dr. Charles Harris, CEO

11. **Receive Oral Report from Natividad Chief of Staff - Dr. Marc Tunzi, COS**
12. **Receive Oral Report from Natividad Chief Nursing Officer - Nancy Buscher, CNO**
13. **Closed Session Public Comment**
This public may comment on Closed Session items prior to the Board's recess to Closed Session.
14. **Closed Session under Government Code Section 54950**
 - a. Pursuant to Health and Safety Code Section 1461, Evidence Code Section 1157, and in accordance with Government Code Section 54954.5, the Board will receive Medical Quality Assurance Reports.
15. **Reconvene on Public Agenda Items**
16. **Board Secretary/Treasurer's Oral report on BoT Executive Committee's approval of November 2023 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals. Page 49**
17. **Accept and approve December 2023 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals. Page 50-53**

Adjournment

**Next Board of Trustees Meeting
Friday, February 9, 2024
9:00 AM
Natividad Room
1st Floor, Building 200**



NMC Board of Trustees Regular Meeting

Thursday, November 9, 2023

9:00 AM

STEINBECK ROOM

2ND Floor, Building 300

MINUTES

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Members of the Natividad Medical Center Board of Trustees are appointed by the Monterey County Board of Supervisors. Membership and terms of office are established by the Natividad Medical Center Bylaws.

Board of Trustees: Libby Downey, Fernando Elizondo, Dr. Chad Harris, Supervisor Chris Lopez, Manuel Osorio, Simon Salinas, and Mitch Winick

Absent: Marcia Atkinson, Dr. Marc Tunzi, Sonia De La Rosa, and Bettye Saxon

NMC Staff/County: Stacy Saetta, Daniel Leon, Andrea Rosenberg, Nancy Buscher, Dr. Craig Walls, Ari Entin, Jeanne-Ann Balza, Chrissy Garza, Cher Krause, Tammy Perez, Hillary Fish, Jennifer Williams, Dr. Valarie Vigil, and Noemi Breig

1. **Call to Order**

2. **Roll Call**

Present

*Libby Downey
Fernando Elizondo
Dr. Charles Harris
Supervisor Chris Lopez
Manuel Osorio
Simon Salinas
Mitch Winick*

Absent

*Marcia Atkinson
Dr. Marc Tunzi
Sonia De La Rosa
Bettye Saxon*

3. **Pledge of Allegiance**

4. **Additions and Corrections by Clerk** – Board Clerk

The Clerk of the Board of Trustees will announce agenda corrections and proposed additions, which may be acted on by the Board as provided in Sections 54954.2 of the California Government Code.

5. **Minutes**

- Approve the Minutes of October 13, 2023 Board of Trustees Meeting.

MOTION: *Motion to approve the minutes of October 13, 2023, Board of Trustees Meeting, by Fernando Elizondo, seconded by Simon Salinas, and approved unanimously.*

6. **Board Comments**

- *Board Member Supervisor Chris Lopez made a comment about how nice the atmosphere of the hospital and employees are while he walked around the hospital campus this morning.*
- *Board Member Simon Salinas wanted to thank the Natividad Foundation for the Donor Event they put on the previous month.*

7. **Public Comments (Limited up to 3 minutes per speaker at the discretion of the Chair)**

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board of Trustees. Board members may respond briefly to statements made or questions posed. They may ask a question for clarification; make a referral to staff for factual information, or request staff to report back to the Board at a future meeting.

8. **Ceremonial Resolution**

Adopt a resolution honoring Fernando Elizondo upon completing his two year term as Chairperson of Natividad Board of Trustees.

MOTION: *Motion to approve the resolution honoring Fernando Elizondo, by Manuel Osorio, seconded by Simon Salinas, and approved unanimously.*

Board Member Bettye Saxon joined the meeting.

9. **Consent Calendar**

Approve the following policies, procedures, rules, and regulations:

9a. Policies/Procedures/Forms/Manuals (listed and available upon request)

Medical Staff Policies

- Emergency Use of an Investigational Drug, Biologic Product or Medical Device – No Changes
- Health Screening Attestation Requirements

Privilege Forms/Practice Prerogatives/Standardized Procedure

- Clinical Psychology
- Family Medicine
- Internal Medicine
- Neonatal Nurse Practitioners
- Mental Health Nurse Practitioners

Policies/Manuals/Forms

No Changes

- DIAG-1050 Radiation Safety
- DIAG-1301 Safe Use of Ultrasound Gel
- DIAG-1400 Minors and Developmentally Delayed Adults Imaging Protocol
- DIAG-1027 Pregnancy Screening Breast Feeding
- DIAG-1026 ALARA Philosophy Regulatory Guidelines
- DIAG-1006 Clinical Indications for Mammography

Revised Policies

- DIET-1014 Food Storage and Shelf-Life Policy
- DIET-1027 Dishwasher Considerations
- DIET-1082 Receiving Food & Supplies
- 1-9010 Teleradiology On-Call Coverage
- 1-9020 Call Back procedures for Diagnostic Imaging Modalities
- ADMIT-0014 Admitting: Trauma Activation-Registration
- DIAG-1307 Infection Control for Ultrasound Equipment Cleaning and Disinfection
- IC-495 Respiratory Illness Visitation Policy

- IC-505 SARS-COV-2 Patient Testing Guidelines
- IC-520 Diagnosis and Management of Patients with Known or Suspected Clostridioides Difficile

Approve for submission to the Monterey County Board of Supervisors the following agreements identified in Item 9b – 9o of the consent calendar. All of the listed items were previously reviewed and approved by the NMC Finance Committee.

9b. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with TW-Security, LLC, (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute amendment No. 3 to the agreement with TW-Security, LLC for HIPAA compliance services, extending the agreement an additional three (3) year period (January 1, 2024 through December 31, 2026) for a revised full agreement term of January 1, 2021 through June 30, 2026, and adding \$450,000 for a revised total agreement amount not to exceed \$558,750.

9c. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with AE & Associates, LLC, (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 3 to the agreement (A-15698) with AE & Associates, LLC for coding, audits, onsite training, and remote coding support services, extending the agreement an additional one (1) year period (August 1, 2024 through July 31, 2025) for a revised full agreement term of August 1, 2019 through July 31, 2025), and adding \$400,000 for a revised total agreement amount not to exceed \$689,616.

9d. * Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Quality/Compliance Administrator to Hospital Quality Director Classification, (CONSENT)

- Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to retitle the classification of Quality/Compliance Administrator to Hospital Quality Director and adjust the salary range as indicated in Attachment A effective December 2, 2023; and
- Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

9e. * Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Certified Sterile Processing Technician and Senior Certified Sterile Processing Technician Classifications, (CONSENT)

- Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classifications of Certified Sterile Processing Technician and Senior Certified Sterile Processing Technician with the salary ranges as indicated in Attachment A effective December 2, 2023;
- Amend the FY 2023-24 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8333-Appropriation Unit NMC001) to reallocate seven (7) Central Sterile Technician positions to seven (7) Certified Sterile Processing Technician positions and one (1) Senior Central Sterile Technician position to one (1) Senior Certified Sterile Processing Technician position as indicated in Attachment A effective December 2, 2023;
- Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

9f. * **Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Pharmacy Technician and Senior Pharmacy Technician Classifications, (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Pharmacy Technician and Senior Pharmacy Technician classifications as indicated in Attachment A effective December 2, 2023; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

9g. * **Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Director of Respiratory Care Services Classification, Page 30-31 (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Director of Respiratory Care Services classification as indicated in Attachment A effective December 2, 2023; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

9h. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with J. Anthony Shaheen, M.D., Inc., (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the First Amendment to the Professional and Call Coverage Services Agreement with J. Anthony Shaheen, M.D., Inc. to provide urology services, extending the term by twenty-four months (January 1, 2024 to December 31, 2025) for a revised full agreement term of October 1, 2022 to December 31, 2025 and adding \$300,000 for a revised not to exceed amount of \$400,000 in the aggregate; and
- b. Authorize the CEO for Natividad Medical Center (NMC) or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$10,000) of the original contract amount and do not increase the total contract amount above \$410,000.

9i. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Wolters Kluwer Health, Inc., (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the Agreement (A-14570) with Wolters Kluwer Health, Inc. for web-based Nursing Education subscriptions, licenses, and maintenance support services at NMC, extending the Agreement for an additional two (2) year term (December 10, 2023 through December 9, 2025) for a revised full term of December 10, 2019 through December 9, 2025, and adding \$218,177 for a revised total agreement amount not to exceed \$422,959.

9j. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with David Flemming, M.D., (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the First Amendment to the Professional and Call Coverage Services Agreement with David Flemming, M.D. to provide urology services, extending the term by twenty-four months (January 1, 2024 to December 31, 2025) for a revised full agreement term of October 1, 2022 to December 31, 2025 and adding \$300,000 for a revised not to exceed amount of \$400,000 in the aggregate; and
- b. Authorize the CEO for Natividad Medical Center (NMC) or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly

change the scope of work, do not exceed 10% (\$10,000) of the original contract amount and do not increase the total contract amount above \$410,000.

9k. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Delphine Engel M.D., (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Professional and Call Coverage Services Agreement with Delphine Engel MD to provide general and critical care surgical services for an amount not to exceed \$400,000 for the period January 1, 2024 to December 31, 2025; and
- b. Authorize the CEO or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than ten percent 10% (\$40,000) of the original contract amount and do not increase the total contract amount above \$440,000.

9l. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Marta Zulik M.D., (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Second Amendment to the Professional Services Agreement (A-14537) with Marta Zulik, M.D. to provide pulmonary critical care services, extending the term by twenty-four months (January 1, 2023 to December 31, 2025) for a revised full agreement term of November 1, 2019 to December 31, 2025, but not adding funds to the aggregate not to exceed amount; and
- b. Authorize the CEO or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$40,000) of the original contract amount and do not increase the total contract amount above \$440,000.

9m. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Victoria Chew, M.D., (CONSENT)**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional Services Agreement (A-14569) with Victoria Chew, M.D. to provide family medicine services, extending the term by twenty-four months (January 1, 2024 to December 31, 2025) for a revised full agreement term of November 1, 2018 to December 31, 2025, but with no change to the aggregate not to exceed amount of \$400,000; and
- b. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$10,000) of the original contract amount and do not increase the total contract amount above \$410,000.

9n. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with UCSF Pediatric Cardiology, (CONSENT)**

- a. Authorize the Chief Executive Office for Natividad or his designee to execute the Fourth Amendment to the Professional Services Agreement (A-14492) with The Regents of the University of California, a public corporation, on behalf of the University of California, San Francisco, School of Medicine, Department of Pediatrics (UCSF) to provide pediatric cardiology services extending the term by twelve months (January 1, 2024 to December 31, 2024) for a revised full agreement term of January 1, 2018 to December 31, 2024, but with no change to the aggregate not to exceed amount of \$500,000; and

- b. Authorize the CEO for NMC or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than ten percent 10% (\$10,000) of the original contract amount and do not increase the total contract amount above \$510,000.

9o. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Natividad Medical Foundation, (CONSENT)**

Authorize the Deputy Purchasing Agent for Natividad Medical Center (NMC) or his designee to execute an amendment to the agreement with Natividad Medical Foundation (NMF) for NMC's specially requested services and for NMF's philanthropic services, defined as "donor cultivation and solicitation" (e.g., The Agricultural Leadership Council) extending the agreement term an additional two (2) year period (January 1, 2024 through December 31, 2025) for a revised full agreement term January 1, 2020 through December 31, 2025, and adding an amount not to exceed \$1,837,688 for a revised total agreement amount of \$5,144,576.

Natividad Board of Trustees members Charles Harris, MD, CEO and Marcia Atkinson are non-salaried board members of the Natividad Medical Foundation (NMF), a nonprofit, tax-exempt corporation. For purposes of California public entity conflict of interest laws, they have a non-interest in the Agreement with NMF, Item 9o. As noted above, Ms. Atkinson was absent from the meeting and did not participate in Board action on this item.

MOTION: *Motion to approve Policies/Procedures/Forms/Manuals and contract items 9a-9o moved by Manuel Osorio, seconded by Supervisor Chris Lopez, and approved unanimously.*

10. **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Jose Mario Pauda M.D., which is in the final stages of negotiation (Dr. Craig Walls)**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute the Professional Services Agreement with Jose Mario Pauda M.D. to provide family medicine services for an amount not to exceed \$300,000 for the period January 1, 2024 to December 31, 2024; and
- b. Authorize the CEO for NMC or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than ten percent 10% (\$300,000) of the original contract amount and do not increase the total contract amount above \$330,000.

MOTION: *Motion to approve item 10 for submission to the Board of Supervisors so moved by Simon Salinas, seconded by Bettye Saxon.*

11. **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Central Coast Head & Neck Surgeons, which is in the final stages of negotiation (Dr. Craig Walls)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement (A-13164) with Central Coast Head & Neck Surgeons to provide otolaryngology and audiology services, modifying the compensation arrangements and extending the term by months (July 1, 2024 to December 31, 2024) to comply with federal

guidelines, for a full revised term of July 1, 2016 to December 31, 2024, but with no change to the aggregate not to exceed amount of \$6,000,000; and

- b. Authorize the CEO for NMC or his designee to sign up to three (3) amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$150,000) of the original contract amount and not increase the total contract amount above \$6,150,000.

MOTION: *Motion to approve item 11 for submission to the Board of Supervisors so moved by Simon Salinas, seconded by Supervisor Chris Lopez.*

12. Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Precision Orthopedics, which is in the final stages of negotiation (Dr. Craig Walls)

Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Second Amendment to the Professional and Call Coverage Services Agreement with Precision Orthopedics to provide orthopedic services, adding \$2,000,000 for an amount not to exceed amount of \$13,000,000 in the aggregate, but with no change to the original Agreement term for the period April 1, 2021 to March 31, 2024.

MOTION: *Motion to approve item 12 for submission to the Board of Supervisors so moved by Supervisor Chris Lopez, seconded by Manuel Osorio.*

13. Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Monterey Anesthesia Professionals, which is in the final stages of negotiation (Dr. Craig Walls)

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Second Amendment to the Professional and Call Coverage Services Agreement (A-15091) with Monterey Anesthesia Professionals (MAP) to provide anesthesia services, extending the term by three months (January 1, 2024 to March 31, 2024) for a revised full agreement term of January 1, 2021 to March 31, 2024 and adding \$2,400,000 for a revised not to exceed amount of \$22,200,000 in the aggregate; and
- b. Authorize the CEO for NMC or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$1,200,000) of the original contract amount and not increase the total contract amount above \$23,400,000.

MOTION: *Motion to approve item 13 for submission to the Board of Supervisors so moved by Bettye Saxon, seconded by Simon Salinas.*

14. Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Brainlab Inc., which is in the final stages of negotiation (Dr. Charles Harris)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement (A-16197) with BrainLab Inc. for a software-based guided neurosurgery system, extending the agreement an additional two (2) year period (March 23, 2024 through March 22, 2026) for a revised full agreement term of March 23, 2022 through March 22, 2026 and adding \$725,263 for a revised total agreement amount not to exceed \$1,054,025.

MOTION: *Motion to approve item 14 for submission to the Board of Supervisors so moved by Manuel Lopez, seconded by Simon Salinas.*

15. **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Databank IMX, which is in the final stages of negotiation (Janine Bouyea)**
Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 8 to the agreement (A-12677) with Databank IMX for OnBase software maintenance, extending the agreement an additional six (6) month period (January 1, 2024 through June 30, 2024) for a revised full agreement term of January 1, 2015 through June 30, 2024 and adding \$24,431 for a revised total agreement amount not to exceed \$620,776.

MOTION: *Motion to approve item 15 for submission to the Board of Supervisors so moved by Simon Salinas, seconded by Mitch Winick.*

16. **Accept Oral Report from Natividad Chief Financial Officer** – Daniel Leon, CFO
a. September 2023 YTD Financial Reports

MOTION: *Motion to accept the September 2023 Financial Report, moved by Simon Salinas, seconded by Manuel Osorio, and approved unanimously.*

Board Member Supervisor Chris Lopez left the meeting.

17. **Receive Oral Report from Natividad Chief Executive Officer** - Dr. Charles Harris, CEO
a. Receive an Oral report on behalf of the Natividad Vice Chief of Staff – Dr. Valerie Vigil
b. 3rd Year Resident – Dr. Francis Rangel-Ventura

18. **Receive Oral Report from Natividad Chief Nursing Officer** - Nancy Buscher, CNO

19. **Closed Session Public Comment**
This public may comment on Closed Session items prior to the Board's recess to Closed Session.

20. **Closed Session under Government Code Section 54950**
a. Pursuant to Health & Safety Code section 1462, and in accordance with Government Code Section 54954.5, the Board will receive a report and confer involving hospital trade secret. Discussion will concern a proposed new service, program or facility. Estimated date of public disclosure: June 30, 2024.
b. Pursuant to Health and Safety Code Section 1461, Evidence Code Section 1157, and in accordance with Government Code Section 54954.5, the Board will receive Medical Quality Assurance Reports.

21. **Reconvene on Public Agenda Items**

22. Accept and approve October 2023 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.

MOTION: Motion to accept the report on October 2023 Credentials Report, moved by Mitch Winick, seconded by Manuel Osorio, and approved unanimously.

23. Approve Board of Trustees 2024 Proposed Meeting Dates

MOTION: Motion to accept the Board of Trustees 2024 Proposed Meeting Dates, moved by Mitch Winick, seconded by Manuel Osorio, and approved unanimously.

Adjournment: With no other business before the Board, the meeting was adjourned at 10:56 am

Recorded by Noemi Breig

MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

Everbridge, Inc. Renewal and Amendment No. 4

Legistar Number:

..Title

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 4 to the agreement (A-14560) with Everbridge, Inc. for critical event management software services, extending the agreement an additional one (1) year period (January 30, 2024 through January 29, 2025) for a revised full agreement term of January 30, 2018 through January 29, 2025 and adding \$39,832 for a revised total Agreement amount of \$249,845.

..Report

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 4 to the agreement (A-14560) with Everbridge, Inc. for critical event management software services, extending the agreement an additional one (1) year period (January 30, 2024 through January 29, 2025) for a revised full agreement term of January 30, 2018 through January 29, 2025 and adding \$39,832 for a revised total Agreement amount of \$249,845.

SUMMARY/DISCUSSION:

Everbridge is a critical event management software system that has been utilized by Natividad Medical Center (NMC) since January 2018. It allows NMC the ability to perform mass callings to all hospital staff and is utilized when there are notifications that need to get out to a large number of employees at once; this includes emergency situations and can be used if there are mass casualty/triage events. This system is also utilized to contact specific groups of people when needed during accreditation surveys (The Joint Commission, U.S. Centers for Medicare & Medicaid Services, etc.) as an alternate means of communicating updates.

Everbridge is a web-based system that stores telephone numbers for all staff members within the hospital in a single location. It is readily accessible from anywhere that has access to the internet. Within the system, NMC has the ability to select targeted groups of employees and in various ways. The system tracks the means of communication and allows NMC to verify receipt of the communication with individual employees. NMC is requesting to renew the Everbridge agreement for a period of one (1) year.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this renewal and amendment No. 4 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal and amendment No. 4 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on January 30, 2024.

FINANCING:

The cost of this renewal and amendment No. 4 is \$39,832 which is included in the FY 2023-24 Adopted Budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The services rendered in this Agreements allows Natividad Medical Center to continue to provide great patient care by ensuring that all available resources are being contacted in order to have the best quality staff available when an incident or sick call occurs.

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

Prepared by: Janine Bouyea, Hospital Assistant Administrator, 831-783-2701

Approved by: Charles R. Harris, Chief Executive Officer, 783-2504

Attachments:

Everbridge Inc. Renewal and Amendment 4

Everbridge Inc. Amendment 3

Everbridge Inc. Amendment 2

Everbridge Inc. Amendment 1

Everbridge Inc. Agreement

Attachments on file with the Clerk of the Board

MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

MD Buyline, Inc., a symplr Renewal and Amendment No. 3

Legistar Number: _____

..Title

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 3 to the agreement (A-14537) with MD Buyline, Inc., a symplr company for medical equipment pricing analysis services plus associated consulting services, extending the agreement an additional two (2) year period (January 3, 2024 through January 2, 2026) for a revised full agreement term of January 3, 2018 through January 2, 2026, and adding \$54,813 for a revised total agreement amount not to exceed \$224,898.

..Report

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 3 to the agreement (A-14537) with MD Buyline, Inc., a symplr company for medical equipment pricing analysis services plus associated consulting services, extending the agreement an additional two (2) year period (January 3, 2024 through January 2, 2026) for a revised full agreement term of January 3, 2018 through January 2, 2026, and adding \$54,813 for a revised total agreement amount not to exceed \$224,898.

SUMMARY/DISCUSSION:

MD Buyline provides Natividad Medical Center (NMC) with access to its automated cost analysis services. These cost analysis services compare new equipment quotes against other current costs in the active marketplace in real time. The reports that are auto generated include a cost comparative analysis and also provide NMC with suggestions as to which areas can be more easily negotiated down. NMC has found these reports to be extremely helpful during the procurement of medical equipment to ensure it receives competitive pricing. As a result, NMC can make new product decisions with greater efficiency, transparency and supporting documentation. The agreement also includes consulting services on an as-needed basis only specifically related to more detailed or complex equipment purchase agreements, including ongoing equipment maintenance agreements for products both in and out of warranty. Although the consulting services are not used frequently, NMC believes these consulting services can yield the necessary inside-industry data that can provide NMC more leverage to negotiate the cost down significantly on other types of medical purchases.

NMC is requesting that the agreement be extended to allow for these services to continue.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this renewal and amendment No. 3 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal and amendment No. 3 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on January 12, 2024.

FINANCING:

The cost for this renewal and amendment No. 3 is \$54,813 of which \$26,352 is included in the FY 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 agreement is for strategic sourcing data, market cost data, and when needed, advisory services. These services result in cost savings opportunities and ultimately more competitive pricing for NMC when purchasing equipment.

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

Prepared by: Kristen Aldrich, Purchasing and Materials Support Director, 783-2627

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

Attachments:

MD Buyline Renewal and Amendment 3
MD Buyline Renewal and Amendment 2
MD Buyline Amendment 1
MD Buyline Membership Agreement

Attachments on file with the Clerk of the Board

..Title

Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the base wage salary ranges of the Resident Physician I, Resident Physician II and Resident Physician III classifications as indicated in Attachment A, effective January 27, 2024; and
- b. Direct the Human Resources Department, County Administrative Office, and Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the base wage salary ranges of the Resident Physician I, Resident Physician II and Resident Physician III classifications as indicated in Attachment A, effective January 27, 2024; and
- b. Direct the Human Resources Department, County Administrative Office, and Auditor-Controller's Office to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Resident Physician classification series was requested by Service Employee International Union (SEIU) Local 521. The reasons cited for the request were to check for salary alignment with the County's comparable agencies identified in the Memorandum of Understanding (MOU) between County of Monterey and SEIU Local 521 Resident Physicians Unit R per Section 9- Salaries.

The base wage analysis of the County's comparable agencies found that based on the duties performed, the Resident Physician I/II/III classifications were matched to all five (5) of the hospital comparable agencies: UCSF General Hospital, Santa Rosa Sutter Medical Center, Contra Costa Regional Medical Center, O'Connor Hospital (San Jose) and Kaiser (San Jose). The Resident Physician I classification is approximately 6.72% below the salary mean of the comparable agency's classifications. The Resident Physician II classification is approximately 5.78% below the salary mean of the comparable agency's classifications. The Resident Physician III classification is approximately 5.59% below the salary mean of the comparable agency's classifications.

To promote the County as the employer of choice, the goal is to provide labor market competitive wages by setting base wages within five percent (5% = - 4.495% with rounding) of the average of the agencies identified. The County's philosophy is to maintain a competitive compensation package that attracts and retains the highest quality candidates and employees to serve the community while maintaining sound fiscal standards.

Therefore, in accordance with the County's Compensation Philosophy, the base wage salary of the following classifications would need to be increased by the approximate percentage at top step in order to align with the labor market average as indicated below: Resident Physician I - 6.72%, Resident Physician II - 5.78%, and Resident Physician III - 5.59%.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations. SEIU Local 521 has been notified of the recommendations.

FINANCING:

The salary and benefits increased costs for the current positions (31.0 FTE filled) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$65,271 and then \$130,541 annually thereafter. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

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

Prepared by: Jennifer Lusk, Senior Personnel Analyst, (831) 783-2764

Approved by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Attachment A

Resolution

..Title

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classifications of Certified Health Information Management Coder-Inpatient and Certified Health Information Management Coding Supervisor with the salary ranges as indicated in Attachment A effective January 27, 2024;
- b. Amend the FY 2023-24 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8363-Appropriation Unit NMC001) to reallocate eight (8) Health Information Management Coder II positions to eight (8) Certified Health Information Management Coder-Inpatient positions and one (1) Health Information Management Coding Supervisor position to one (1) Certified Health Information Management Coding Supervisor position as indicated in Attachment A effective January 27, 2024;
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

..Report**RECOMMENDATION:**

It is recommended that the Board of Supervisors consider adopting a Resolution to:

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classifications of Certified Health Information Management Coder-Inpatient and Certified Health Information Management Coding Supervisor with the salary ranges as indicated in Attachment A effective January 27, 2024;
- b. Amend the FY 2023-24 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8363-Appropriation Unit NMC001) to reallocate eight (8) Health Information Management Coder II positions to eight (8) Certified Health Information Management Coder-Inpatient positions and one (1) Health Information Management Coding Supervisor position to one (1) Certified Health Information Management Coding Supervisor position as indicated in Attachment A effective January 27, 2024;
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) completed a classification and base wage compensation study of the Health Information Management Coder classification series that is responsible for reviewing, interpreting, coding and abstracting medical records information according to standard classification systems, identifying diagnostic categories based on medical, diagnostic and related hospital services rendered and other related patient information and reviewing medical records for adherence to quality standards. The objective of the study was to determine if there was enough market data available to support the creation of a certified version of the classification with a unique salary range, and if not, to recommend base wage salary changes to the existing non-certified classification aligned with available market data.

The classification study found that sufficient market data was available to support the creation of Health Information Management Coder classifications that possess and maintain a certification

in health information management coding from the American Health Information Management Association (AHIMA), as a Certified Coding Specialist (CCS), a Registered Health Information Technician (RHI) or a Registered Health Information Administrator (RHIA). As such, it is determined that there is a need to create the new classifications of Certified Health Information Management Coder-Inpatient and Certified Health Information Management Coding Supervisor. Approval was sought for a Garza Consent Decree waiver and temporarily granted with stipulations from the Civil Rights Office (CRO) to create these classifications and require certifications that are the hospital industry standard at our comparable agencies. NMC will monitor the effects of the creation of and subsequent hiring into these classifications on the diversity of the department and report as required on an annual basis to the CRO.

To establish the salaries for the new classifications, NMC completed a base wage compensation study and found that the job duties, responsibilities and certifications of the Certified Health Information Management Coder-Inpatient position were matched to four (4) of the six (6) hospital comparable agencies: Alameda Highland Hospital, Contra Costa Regional Medical Center, San Mateo Medical Center and Santa Clara Valley Medical Center. After a thorough review and analysis of available data, no comparable matches were identified at Salinas Valley Health and Hazel Hawkins Hospital. The base wage compensation survey mean at top monthly step is approximately \$8,621. NMC completed a base wage compensation study and found that the job duties, responsibilities and certification of the Certified Health Information Management Coding Supervisor were matched to three (3) of the six (6) hospital comparable agencies: Contra Costa Regional Medical Center, San Mateo Medical Center and Santa Clara Valley Medical Center. After a thorough review and analysis of available data, no comparable matches were identified at Alameda Highland Hospital, Salinas Valley Health and Hazel Hawkins Hospital. The base wage compensation survey mean at top monthly step is approximately \$9,571.

The County Compensation Philosophy requires a minimum of three (3) benchmark classification matches with our comparable agencies in order to provide sufficient data for analyzing and determining a base wage comparison. As a result, there is sufficient data to help support creating the new journey level classification of Certified Health Information Management Coder-Inpatient with a top monthly salary of approximately \$8,621. Furthermore, there is sufficient data to support the creation of a supervisory level classification of Certified Health Information Management Coding Supervisor with a top monthly salary of approximately \$9,571.

NMC is seeking consideration from the Board of Supervisors to adopt a Resolution to create the new classifications of Certified Health Information Management Coder-Inpatient and Certified Health Information Management Coding Supervisor with the respective salaries and reallocate eight (8), seven filled/one vacant, Health Information Management Coder II positions to eight (8) Certified Health Information Management Coder-Inpatient positions and one (1) filled Health Information Management Coding Supervisor position to one (1) Certified Health Information Management Coding Supervisor position.

OTHER AGENCY INVOLVEMENT:

The Monterey County Human Resources Department, and Monterey County Office of County Counsel have reviewed this recommendation. In addition, the Service Employees International Union (SEIU) Local 521 has been provided notice of these recommendations.

FINANCING:

The salary and benefits increased costs for the current positions (7.0 FTE filled/1.0 FTE vacant) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$71,318 and then \$154,521 annually thereafter. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

☐ Economic Development
☒ Administration
☐ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Approved by: Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Attachment A

Resolution

..Title

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to create the classification of the Speech Pathologist-Per Diem with the salary range as indicated in Attachment A effective January 27, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors consider adopting a Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A and B to create the classification of the Speech Pathologist-Per Diem with the salary range as indicated in Attachment A effective January 27, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management System.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) Human Resources has recently completed several base wage compensation studies on classifications that have a separate classification with a per diem status. These per diem classifications are compensated approximately 11.87% more than their counterparts as per diem employees are not eligible to receive County benefits.

In an effort to remain aligned with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees, NMC recommends the creation of a Speech Pathologist-Per Diem classification to maintain the ability to proactively prepare for fluctuations in patient census and unpredictable gaps in staffing.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations. Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

There is no cost increase for the remainder of Fiscal Year 2023-24. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The proposed recommended actions address the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and attracting a diverse, talented workforce that supports the mission of Monterey County.

__Economic Development

☒ Administration
☐ Health & Human Services
☐ Infrastructure
☐ Public Safety

Prepared by: Jennifer Lusk, Senior Personnel Analyst, (831) 783-2764

Approved by: Janine Bouyea, Hospital Assistant Administrator, (831) 783-2701

Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2553

Attachments:

Attachment A

Resolution

MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

Paragon Mechanical Inc. Amendment No.1

Legistar Number: _____

..Title

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an amendment no.1 to the agreement (A-15202) with Paragon Mechanical Inc. for maintenance and repair services, extending the agreement an additional two (2) year period (July 1, 2024 through June 30, 2026) for a revised full term agreement term of July 1, 2021 through June 30, 2026, and adding \$250,000 for a revised total agreement amount not to exceed \$450,000.

..Report

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an amendment no.1 to the agreement (A-15202) with Paragon Mechanical Inc. for maintenance and repair services, extending the agreement an additional two (2) year period (July 1, 2024 through June 30, 2026) for a revised full term agreement term of July 1, 2021 through June 30, 2026, and adding \$250,000 for a revised total agreement amount not to exceed \$450,000.

SUMMARY/DISCUSSION:

Paragon Mechanical, Inc. (Paragon) has been providing Natividad Medical Center (NMC) with preventive maintenance and repair services on various mechanical systems such as boilers, chillers, cooling towers, and the heating, ventilation, and air conditioning (HVAC) units to meet the requirements of the Office of Statewide Health Planning and Development (OSHPD). Paragon possesses expertise in the more complex HVAC components such as commercial refrigeration equipment, which includes medical grade refrigerators and medical freezers that are regulated and audited by The Joint Commission (TJC) and the state of California through Title 22 and Title 24, and variable frequency drives (VFD's), medical air compressors and medical vacuum pumps. These systems and components are vital to patient care as they support equipment and processes in various units, including Laboratory, Radiology, Pharmacy, Labor & Delivery, and Food Services. Paragon also maintains acceptable indoor air quality through proper ventilation which is a key factor in reducing the spread of airborne diseases in addition to maintaining the heating and cooling of the entire hospital. The approval of the recommended action will allow Paragon to continue providing preventative maintenance and repair services on the various mechanical systems at NMC.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel reviewed and approved this amendment no.1 as to form, and the Auditor-Controller reviewed and approved as to payment provisions. The amendment no.1 was reviewed and approved by NMC's Finance Committee and by its Board of Trustees on January 12, 2024.

FINANCING:

The cost for this amendment no.1 is \$250,000 of which \$120,000.00 is included in the Fiscal Year 2023-2024 Proposed Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The preventative maintenance and repair services provided by this vendor are vital to supporting various mechanical systems at NMC.

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

Prepared by: Felipe Enriquez, Director Engineering, 783-26-14

Approved by: Charles R. Harris, Chief Executive Officer, 783-2504

Attachments:

Amendment No.1 to the Original Agreement

Paragon Mechanical Inc. Agreement

Attachments on file with the Clerk of the Board

MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

B.E. Smith, Inc. Renewal and Amendment No. 4

Legistar Number: _____

..Title

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 4 to the agreement (A-13995) with B.E. Smith, Inc. for interim management-level services, extending the agreement an additional one (1) year period (January 1, 2024 through December 31, 2024) for a revised full agreement term of July 1, 2018 through December 31, 2024, and adding \$250,000 for a revised total agreement amount not to exceed \$1,300,000.

..Report

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 4 to the agreement (A-13995) with B.E. Smith, Inc. for interim management-level services, extending the agreement an additional one (1) year period (January 1, 2024 through December 31, 2024) for a revised full agreement term of July 1, 2018 through December 31, 2024, and adding \$250,000 for a revised total agreement amount not to exceed \$1,300,000.

SUMMARY/DISCUSSION:

The recruitment process for full time employees can span several months and on occasion, the hospital finds that it faces a lack of qualified candidates to hire from which then delays the process further. When a management level position is vacant, depending on the position, it may be determined that filling it with an interim person is occasionally necessary, as it would greatly minimize any negative effect on patient care.

B.E. Smith, Inc. is a nationally recognized expert in hospital interim management and have proven it is able to respond in a swift manner when a critical position is suddenly vacant. B.E. Smith, Inc. has delivered reliable services to NMC, thereby allowing NMC to provide quality patient care to the residents of the Monterey County.

NMC will continue to monitor the hours of all interim workers assigned to NMC to ensure compliance with labor and retirement laws.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this renewal and amendment No. 4 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal and amendment No. 4 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on January 12, 2024.

FINANCING:

The cost for this renewal and amendment No. 4 is \$250,000 of which \$125,000 is included in the FY 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 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, Hospital Assistant Administrator, 831-783-2701

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

Attachments:

- B.E. Smith, Inc. Renewal and Amendment 4
- B.E. Smith, Inc. Renewal and Amendment 3
- B.E. Smith, Inc. Amendment 2
- B.E. Smith, Inc. Amendment 1
- B.E. Smith, Inc. Agreement

Attachments on file with the Clerk of the Board

..Title

a. Receive a report on the status of Hospital Seismic Safety public notices compliance with Assembly Bill (AB) 1882.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

a. Receive a report on the status of Hospital Seismic Safety public notices compliance with Assembly Bill (AB) 1882.

SUMMARY AND DISCUSSION

The Alfred E. Alquist Hospital Facilities Seismic Safety Act (HFSSA) of 1983 established a program of seismic safety building standards. The act requires an owner of a general acute care inpatient hospital, no later than January 1, 2030, to either demolish, replace, or change to nonacute care use all hospital buildings not in substantial compliance with the regulations and standards developed pursuant to the act, or seismically retrofit all acute care inpatient hospital buildings so that they are in substantial compliance with those regulations and standards.

AB 1882 seeks to raise awareness of a general acute care hospital's compliance with the seismic safety regulations or standards outlined in the Alfred E Alquist (HFSSA) through public notices, hospital campus postings, Department of Health Care Access and Information (HCAI) website, and annual status updates until compliance is achieved. This bill also requires an annual status update report on the Structural Performance Category ratings and Nonstructural Performance Category ratings of the buildings and the services provided in each hospital building on the hospital campus until compliance is achieved. All general acute care hospital buildings are assigned a Structural Performance Category (SPC), which measures the probable seismic performance of building structural systems. Building structural systems include beams, columns, shear walls, slabs, and foundations. Hospitals must achieve an SPC 3 or greater to meet the SPC requirements. Each building is also assigned a Nonstructural Performance Category (NPC) based on the degree of anchorage and bracing of selected nonstructural elements and systems. NPC compliance includes architectural, mechanical, electrical, and hospital equipment, associated conduits, ductwork, piping, and machinery. Hospitals must achieve an NPC 5 to meet the NPC requirements. The bill also requires notifying patients and the public that the hospital is not in compliance with seismic safety regulations and standards if the building is not at an SPC 3 or greater and an NPC 5.

NMC has eight acute care buildings that must comply with SPC and NPC requirements. Seven of the eight buildings meet the SPC requirements, but none of the buildings currently meet the NPC requirements. NMC has been working diligently with the architectural service firm Hamelton Green and Abrams (HGA) and their engineering consultants to develop plans and construction documents to bring the buildings to meet compliance or remove non-compliant buildings from the HCAI's jurisdiction prior to the 2030 deadline. The Services Report was submitted to HCAI on December 11, 2023, and the Hospital Signage Reporting was submitted on December 19, 2023. Updates regarding this information will be provided by staff at least annually; a report regarding the Structural Performance Category and Nonstructural Performance Category of each

building affected by this legislation and the services provided is detailed in the attachment.

OTHER AGENCY INVOLVEMENT:

This report has been supported by the Finance Committee and NMC's Board of Trustees on January 12, 2024

FINANCING:

The design fee in the amount of \$200,000 was approved in the Fiscal Year 2022/2023 Adopted Budget. The cost of construction will be funded in future years' fiscal budgets. There is no impact to the general fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

By complying with the Alfred E. Alquist Hospital Facilities Seismic Safety Act of 1983 Natividad Medical Center will be able to continue to provide health and quality of life for Monterey County residents and their families.

X Economic Development
X Administration
X Health & Human Services
X Infrastructure
X Public Safety

Prepared by: Brian Griffin, Project Manager. (831) 783-2605

Approved by: Dr. Charles R. Harris, Chief Executive Officer, (831) 783.2551

Attachments: Attachment A – Structural Performance Category and Services report
Attachment B – Facility Map - Public Notices

FINANCIAL STATEMENTS

NOVEMBER 30, 2023

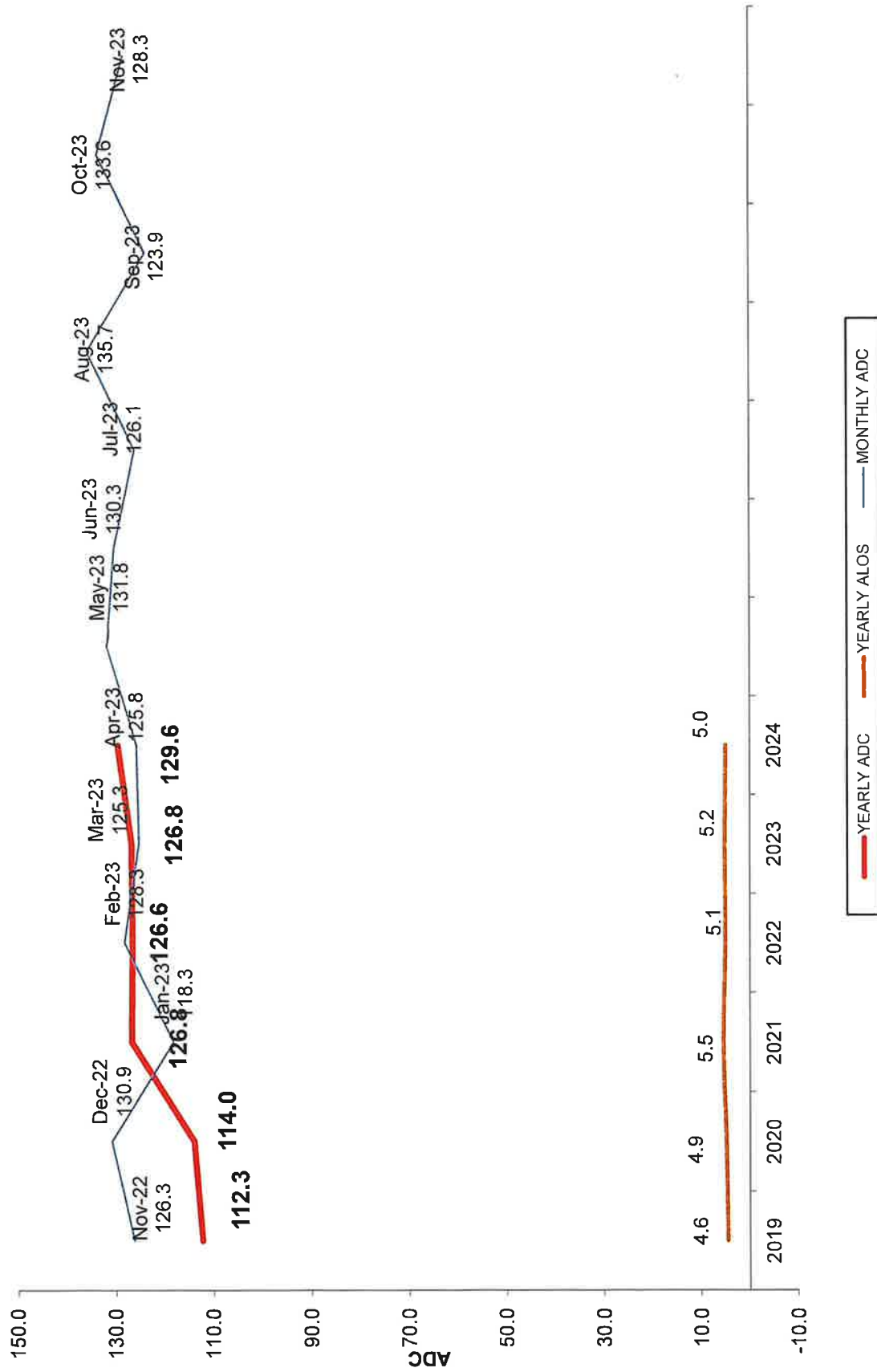
12/26/23

FINANCIAL STATEMENTS

NOVEMBER 30, 2023

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5	STATEMENT OF REVENUES & EXPENSES AND CHANGES IN NET ASSETS PER APD
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NATIVIDAD
STATISTICAL REPORT
November 30, 2023

Month-To-Date					Year-To-Date					
09-23	10-23	11-23	Budget			Budget	Current	Prior Yr	%	
					PT DAYS BY SERVICE	STAFFED BEDS	CY/IPY			
1	190	279	222	200	NICU	15	1,018	1,130	1,059	6.70%
2	1,808	1,920	1,782	1,918	Med/Surg	57	9,782	9,626	9,906	-2.83%
3	164	237	197	198	ICU	10	1,011	1,027	1,035	-0.77%
4	70	98	122	103	Peds	12	525	413	512	-19.34%
5	752	778	746	751	Acute Rehab	28	3,830	3,813	3,919	-2.70%
6	325	327	320	289	OB/Gyn	27	1,473	1,591	1,527	4.19%
7	3,309	3,639	3,389	3,459	TOTAL ACUTE	149	17,641	17,600	17,958	-1.99%
8	407	504	460	261	Psychiatric	19	1,331	2,229	1,369	62.82%
9	3,716	4,143	3,849	3,720	TOTAL DAYS	168	18,972	19,829	19,327	2.60%
10	311	298	340	290	Nursery	18	1,481	1,557	1,543	0.91%
AVERAGE DAILY CENSUS										
11	85.2	92.3	88.1	90.3	Acute	121	90.3	90.1	91.8	-1.85%
12	25.1	25.1	24.9	25.0	Acute Rehab	28	25.0	24.9	25.6	-2.73%
13	13.6	16.3	15.3	8.7	Psychiatric	19	8.7	14.6	8.9	64.04%
14	123.9	133.6	128.3	124.0	TOTAL	168	124.0	129.6	126.3	2.61%
15	10.4	9.6	11.3	9.7	Nursery	18	9.7	10.2	10.1	0.99%
PERCENTAGE OF OCCUPANCY										
16	70.4%	76.3%	72.8%	74.6%	Acute		74.6%	74.5%	75.9%	-1.9%
17	89.6%	89.6%	88.9%	89.3%	Acute Rehab		89.3%	88.9%	91.4%	-2.7%
18	71.6%	85.8%	80.5%	45.8%	Psychiatric		45.8%	76.8%	46.8%	64.0%
19	73.8%	79.5%	76.4%	73.8%	TOTAL		73.8%	77.1%	75.2%	2.6%
20	57.8%	53.3%	62.8%	53.9%	Nursery		53.9%	56.7%	56.1%	1.0%
ADMISSIONS										
21	645	677	675	621	Acute		3,167	3,382	3,224	4.90%
22	61	61	56	55	Acute Rehab		283	294	291	1.03%
23	44	49	51	42	Psychiatric		213	254	221	14.93%
24	750	787	782	718	TOTAL		3,663	3,930	3,736	5.19%
25	178	179	207	179	Nursery		913	954	951	0.32%
26	187	190	211	183	Deliveries		933	993	1,020	-2.65%
DISCHARGES										
27	635	627	636	600	Acute		3,060	3,231	3,119	3.59%
28	61	63	55	56	Acute Rehab		285	297	294	1.02%
29	40	44	54	41	Psychiatric		209	254	218	16.51%
30	736	734	745	697	TOTAL		3,554	3,782	3,631	4.16%
31	168	166	181	167	Nursery		850	867	881	-1.59%
AVERAGE LENGTH OF STAY										
32	5.0	5.3	4.9	5.2	Acute(Hospital wide no babies)		5.2	5.0	5.2	-3.85%
33	12.3	12.8	13.3	13.5	Acute Rehab		13.5	13.0	13.5	-3.70%
34	2.7	2.7	2.7	2.6	OB/Gyn		2.6	2.6	2.6	0.00%
35	9.3	10.3	9.0	6.2	Psychiatric		6.2	8.8	6.2	41.94%
36	1.7	1.7	1.6	1.6	Nursery		1.6	1.6	1.6	0.00%
OUTPATIENT VISITS										
37	5,077	5,266	5,214	4,920	Emergency Room		25,092	25,564	25,514	0.20%
38	390	424	391	391	ER Admits		1,992	2,109	2,680	-21.31%
39	52.0%	53.9%	50.0%	54.4%	ER Admits as a % of Admissions		54.4%	53.7%	71.7%	-25.19%
40	6,324	6,744	6,293	5,825	Clinic Visits		29,708	32,547	29,739	9.44%
ANCILLARY PROCEDURES BILLED										
41	54,695	57,763	54,587	52,568	Lab Tests		268,095	277,972	271,358	2.44%
42	4,298	4,803	4,498	3,846	Radiology Procedures		19,615	22,808	20,165	13.11%
43	238	246	230	263	MRI Procedures		1,343	1,219	1,413	-13.73%
44	98	111	95	103	Nuclear Med Procedures		525	467	550	-15.09%
45	1,299	1,371	1,279	1,198	Ultrasound Procedures		6,110	6,581	6,268	4.99%
46	2,110	2,449	2,108	1,953	CT Scans		9,959	11,156	10,266	8.67%
47	394	445	404	355	Surgeries		1,813	2,146	1,816	18.17%
48	7.59	7.33	7.41	7.56	FTE'S PER AOB		7.56	7.34	7.58	-3.17%
49	1,396.8	1,423.2	1,414.2	1,349.7	TOTAL PAID FTE'S		1,349.7	1,395.2	1,374.9	1.48%
50	5,523	6,020	5,727	5,353	ADJUSTED PATIENT DAYS		27,301	29,073	27,769	4.70%

NATIVIDAD
STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS-TREND-NORMALIZED
FOR FY2024

	JUL-23	AUG-23	SEP-23	OCT-23	NOV-23	DEC-23	JAN-24	FEB-24	MAR-24	APR-24	MAY-24	JUN-24	YTD
REVENUE													
Patient Revenue:													
1 Inpatient	75,825,124	81,181,440	75,600,355	84,980,765	76,534,937								394,132,622
2 Pro Fees	4,930,938	5,547,977	6,135,118	6,498,508	5,846,986								28,959,527
3 Outpatient	36,720,170	39,152,144	39,736,950	41,449,259	40,190,023								197,246,346
4 Total Patient Revenue	117,476,232	125,881,561	121,472,423	132,938,532	122,571,946								620,340,695
Deductions from revenue													
5 Contractual Deductions	89,537,030	94,105,959	91,652,157	101,057,942	92,694,258								469,047,345
6 Bad Debt	3,902,355	4,451,253	3,433,866	3,200,210	2,924,570								17,912,254
7 Unable to Pay	32,434	16,002	100,764	104,233	168,465								422,918
8 Total Contractual Discounts	93,471,819	98,573,214	95,186,807	104,362,384	95,788,283								487,382,517
9 Net Patient Revenue	24,004,414	27,308,347	26,285,616	28,576,148	26,783,653								132,958,177
10 As a percent of Gross Revenue	20.43%	21.69%	21.64%	21.50%	21.85%								21.43%
Total Government Funding													
11 Other Operating Revenue:	7,172,655	7,172,655	7,733,219	7,672,655	7,672,655								37,423,839
12 Rent Income	126,949	118,418	122,684	122,684	122,684								613,419
13 Interest Income	563,942	563,396	563,942	563,942	563,942								2,819,164
14 NMF Contribution	60,000	60,000	60,000	60,000	67,500								337,500
15 Other Income	462,213	475,332	401,705	335,474	461,827								2,136,552
16 Total Other Operating Revenue	1,213,104	1,217,147	1,148,331	1,112,100	1,215,962								5,906,635
17 TOTAL REVENUE	32,390,173	35,698,149	35,167,166	37,360,903	35,672,261								176,286,651
EXPENSE													
Salaries, Wages & Benefits:													
18 Salaries, Wages & Benefits	18,420,876	19,280,639	19,435,892	19,785,987	19,349,099								96,252,493
19 Registry	1,009,571	988,009	946,882	886,300	821,592								4,842,355
20 Phys/Residents SWB & Contract Fees	4,994,554	5,108,351	5,491,614	5,298,878	5,142,542								26,035,939
21 Purchased Services	3,049,135	3,239,769	3,410,518	3,782,205	3,538,386								17,020,014
22 Supplies	2,811,489	3,204,107	3,085,841	3,514,114	3,570,515								18,186,086
23 Insurance	408,031	408,857	408,444	389,519	533,878								2,148,729
24 Utilities and Telephone	390,173	379,992	430,712	408,583	331,107								1,940,567
25 Interest Expense	37,914	37,914	37,914	21,234	21,234								156,211
26 Depreciation & Amortization	1,042,305	998,590	1,004,521	1,073,360	1,028,709								5,145,486
27 Other Operating Expense	461,297	691,908	446,204	569,987	558,594								2,727,991
28 TOTAL EXPENSE	32,625,344	34,298,137	34,698,544	35,740,167	34,893,657								172,255,949
29 NET INCOME(LOSS)	(235,172)	1,400,012	468,622	1,620,735	778,604								4,032,802
Normalization for Extraordinary Items													
30 State One Time Grant	-	-	-	-	-								-
31 Kaiser Settlement	-	-	-	-	-								-
32 American Rescue Plan (ARPA) Rural Fund	-	-	-	-	-								-
33 Families First C-19 Response	-	-	-	-	-								-
34 Total Extraordinary Items	-	-	-	-	-								-
35 NET INCOME BEFORE Extraordinary Items	\$ (235,172)	\$ 1,400,012	\$ 468,622	\$ 1,620,735	\$ 778,604	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,032,802
CAPITAL CONTRIBUTIONS													
36 County Contribution													
37													
38 CHANGE IN NET ASSETS	\$ (235,172)	\$ 1,400,012	\$ 468,622	\$ 1,620,735	\$ 778,604	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,032,802

STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS
AS OF NOVEMBER 30, 2023

NATIVIDAD

CURRENT MONTH				YEAR - TO - DATE			
	Actual	Budget	Variance fav. (unfav) \$ VAR. % VAR		Actual	Budget	Variance fav. (unfav) \$ VAR. % VAR
	R E V E N U E						
	Patient Revenue:						
1	\$ 76,534,937	\$ 76,233,396	\$ 301,541 0.4		\$ 394,132,622	\$ 388,790,283	\$ 5,342,339 1.4
2	5,846,986	6,412,872	(565,886) (8.8)		28,959,527	32,705,658	(3,746,131) (11.5)
3	40,190,023	36,281,798	3,908,225 10.8		197,248,546	185,037,133	12,211,413 6.6
4	122,571,946	118,928,066	3,643,880 3.1		620,340,695	606,533,074	13,807,621 2.3
5	92,694,258	91,031,499	(1,662,759) (1.8)		469,047,345	464,260,653	(4,786,692) (1.0)
6	2,924,570	3,020,909	96,339 3.2		17,912,254	15,406,636	(2,505,618) (16.3)
7	169,465	81,858	(87,607) (107.0)		422,918	417,477	(5,441) (1.3)
8	95,788,293	94,134,266	(1,654,027) (1.8)		487,382,517	480,084,766	(7,297,751) (1.5)
9	26,783,653	24,793,800	1,989,853 8.0		132,958,177	126,448,308	6,509,869 5.1
10	21.85%	20.85%			21.43%	20.85%	
	Net Patient Revenue				As a percent of Gross Revenue		
							20.92%
11	7,672,655	6,659,860	1,012,795 15.2		37,423,839	33,299,300	4,124,539 12.39
	Total Government Funding						
							47,810,188
	Other Operating Revenue:						
12	122,684	126,917	(4,233) (3.3)		613,419	634,585	(21,167) (3.3)
13	563,942	245,833	318,109 129.4		2,819,164	1,229,165	1,589,999 129.4
14	67,500	60,000	7,500 12.5		337,500	300,000	37,500 12.5
15	461,827	440,895	20,932 4.7		2,136,552	2,204,490	(67,938) (3.1)
16	1,215,952	873,645	342,307 39.2		5,906,635	4,368,240	1,538,395 35.2
17	35,672,261	32,327,305	3,344,956 10.3		176,288,651	164,115,848	12,172,803 7.4
	TOTAL REVENUE						
							178,622,121
	EXPENSE						
18	19,349,099	18,438,830	(910,269) (4.9)		96,252,493	93,480,040	(2,772,453) (3.0)
19	821,592	751,457	(70,135) (9.3)		4,642,355	3,832,432	(809,923) (21.1)
20	5,142,542	5,059,944	(82,598) (1.6)		26,035,939	25,519,332	(516,607) (2.0)
21	3,538,386	2,798,201	(740,185) (26.5)		17,020,014	14,186,971	(2,833,043) (20.0)
22	3,570,515	2,693,420	(877,095) (32.6)		16,186,066	13,736,449	(2,449,617) (17.8)
23	533,878	372,870	(161,008) (43.2)		2,148,729	1,864,350	(284,379) (15.3)
24	331,107	395,740	64,633 16.3		1,940,567	2,018,279	(77,712) 3.9
25	21,234	48,573	27,339 56.3		156,211	247,728	(91,517) 36.9
26	1,026,709	1,122,844	96,135 8.6		5,145,486	5,726,501	(581,015) 10.1
27	558,594	423,838	(134,756) (31.8)		2,727,991	2,161,610	(566,381) (26.2)
28	34,893,657	32,105,717	(2,787,940) (8.7)		172,255,849	162,773,692	(9,482,157) (5.8)
	TOTAL EXPENSE						
							163,128,276
29	778,604	221,588	557,016 251.4		4,032,802	1,342,156	2,690,646 200.5
	NET INCOME(LOSS)						
							15,493,845
	CAPITAL CONTRIBUTIONS						
30							
31	-	-	-		-	-	-
32	-	-	-		-	-	-
33	-	-	-		-	-	-
34	\$ 778,604	\$ 221,588	\$ 557,016 251.4 %		\$ 4,032,802	\$ 1,342,156	\$ 2,690,646 200.5 %
	CHANGE IN NET ASSETS						
							15,493,845

STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS PER ADJUSTED PATIENT DAY
AS OF NOVEMBER 30, 2023

NATIVIDAD

CURRENT MONTH				YEAR -TO -DATE			
	Actual	Budget	Variance fav. (unfav)	Actual	Budget	Variance fav. (unfav)	Prior Yr
			\$ VAR. % VAR			\$ VAR. % VAR	
	5,127	5,363	374 7.0%	29,073	27,301	1,772 6.5%	27,748
REVENUE							
ADJUSTED PATIENT DAYS							
Patient Revenue:							
1	\$ 13,364	\$ 14,241	(877) (6.2) %	\$ 13,556	\$ 14,241	(684) -4.8%	\$ 14,054
2	1,021	1,198	(177) (14.8)	996	1,198	(202) (16.9)	1,128
3	7,018	6,778	240 3.5	6,784	6,778	7 0.1	6,632
4	21,403	22,217	(814) (3.7)	21,337	22,217	(879) (4.0)	21,813
Deductions from revenue							
5	16,186	17,006	820 4.8	16,133	17,005	872 5.1	16,636
6	511	564	54 9.5	616	564	(52) (9.2)	598
7	30	15	(14) (93.5)	15	15	1 4.9	16
8	16,727	17,585	859 4.9	16,764	17,585	821 4.7	17,250
9	4,677	4,632	45 1.0	4,573	4,632	(58) (1.3)	4,564
10	21.85%	20.85%		21.43%	20.85%		20.92%
11	1,340	1,244	96 7.7	1,287	1,220	68 5.5	1,723
Total Government Funding							
Other Operating Revenue:							
12	21	24	(2) (9.6)	21	23	(2) (9.2)	22
13	98	46	53 114.4	97	45	52 115.4	43
14	12	11	1 5.2	12	11	1 5.6	11
15	81	82	(2) (2.1)	73	81	(7) (9.0)	75
16	212	163	49 30.1	203	160	43 27.0	151
17	6,229	6,039	190 3.1	6,064	6,011	52 0.9	6,437
TOTAL REVENUE							
EXPENSE							
18	3,379	3,445	66 1.9	3,311	3,424	113 3.3	3,110
19	143	140	(3) (2.2)	160	140	(19) (13.7)	400
20	896	945	47 5.0	896	935	39 4.2	850
21	618	523	(95) (18.2)	585	520	(66) (12.7)	543
22	623	503	(120) (23.9)	557	503	(54) (10.6)	551
23	93	70	(24) (33.8)	74	68	(6) (8.2)	67
24	58	74	16 21.8	67	74	7 9.7	69
25	4	9	5 59.1	5	9	4 40.8	9
26	179	210	30 14.5	177	210	33 15.6	195
27	98	79	(18) (23.2)	94	79	(15) (18.5)	87
28	6,093	5,998	(95) (1.6)	5,925	5,962	37 0.6	5,879
TOTAL EXPENSE							
29	136	41	95 228.4	139	49	90 182.2	558
NET INCOME(LOSS)							
CAPITAL CONTRIBUTIONS							
30							
31	-	-	-	-	-	-	-
32	-	-	-	-	-	-	-
33	-	-	-	-	-	-	-
County Contribution							
34	\$ 136	\$ 41	\$ 95 228 %	\$ 139	\$ 49	\$ 90 182.2 %	\$ 558
CHANGE IN NET ASSETS							

NATIVIDAD
BALANCE SHEET
AS OF NOVEMBER 30, 2023

		CURRENT MONTH			YEAR - TO - DATE		
		BEGINNING	ENDING	INC/(DEC)	BEGINNING	ENDING	INC/(DEC)
							% CHG.
CURRENT ASSETS							
1	CASH	\$ 158,065,338	\$ 159,413,209	\$ 1,347,871	\$ 162,833,635	\$ 159,413,209	\$ (3,420,426)
2	FUND AID	29,483,667	28,983,667	(500,000)	30,483,667	28,983,667	(1,500,000)
3	ACCOUNTS RECEIVABLE NET	61,199,694	64,458,153	3,258,460	53,884,336	64,458,153	10,573,818
4	STATE/COUNTY RECEIVABLES	79,053,084	70,239,872	(8,813,212)	52,592,486	70,239,872	17,647,386
5	INVENTORY	5,881,651	6,000,835	119,184	5,412,718	6,000,835	588,116
6	PREPAID EXPENSE	5,700,187	10,387,892	4,687,705	4,987,292	10,387,892	5,400,600
7	TOTAL CURRENT ASSETS	339,383,621	339,483,628	100,007	310,194,134	339,483,628	29,289,493
8	PROPERTY, PLANT & EQUIPMENT	360,059,327	360,306,647	247,321	357,940,947	360,306,647	2,365,700
9	LESS: ACCUMULATED DEPRECIATION	(238,522,189)	(239,548,532)	(1,026,344)	(234,499,704)	(239,548,532)	(5,048,828)
10	NET PROPERTY, PLANT & EQUIPMENT	121,537,138	120,758,115	(779,023)	123,441,243	120,758,115	(2,683,128)
11	OTHER ASSETS	205,895,694	205,880,049	(15,645)	220,778,493	205,880,049	(14,898,444)
12	TOTAL ASSETS	\$ 666,816,452	\$ 666,121,791	\$ (694,661)	\$ 654,413,870	\$ 666,121,791	\$ 11,707,921
							1.8 %
CURRENT LIABILITIES							
13	ACCURUED PAYROLL	30,217,221	31,014,524	797,303	24,660,888	31,014,524	6,353,636
14	ACCOUNTS PAYABLE	18,070,448	20,058,215	1,987,768	15,778,848	20,058,215	4,279,368
15	MCARE/MEDICAL LIABILITIES	84,634,835	84,134,835	(500,000)	85,508,835	84,134,835	(1,373,999)
16	CURRENT PORTION OF DEBT	4,003,251	4,245,606	242,355	4,003,251	4,245,606	242,355
17	OTHER ACCRUALS	15,487,409	15,787,142	299,733	13,093,690	15,787,142	2,693,452
18	TOTAL CURRENT LIABILITIES	152,413,164	155,240,322	2,827,158	143,045,511	155,240,322	12,194,811
							8.5 %
LONG TERM LIABILITIES							
19	LT ACCRUED LIABILITIES	2,946,721	2,891,904	(54,817)	3,165,990	2,891,904	(274,086)
20	UN EARNED CONTRIBUTIONS	-	-	-	-	-	-
21	LONG TERM PORTION OF C.O.P's	17,610,555	13,364,949	(4,245,606)	17,610,555	13,364,949	(4,245,606)
22	TOTAL LONG TERM DEBT	20,557,276	16,256,853	(4,300,423)	20,776,545	16,256,853	(4,519,692)
							(21.8)
FUND BALANCES							
23	ACCUMULATED FUND	490,591,814	490,591,814	-	475,812,463	490,591,814	14,779,352
24	CHANGE IN NET ASSETS	3,254,198	4,032,802	778,604	14,779,352	4,032,802	(10,746,550)
25	TOTAL FUND BALANCES	493,846,012	494,624,616	778,604	490,591,814	494,624,616	4,032,802
							0.8 %
26	TOTAL LIAB. & FUND BALANCES	\$ 666,816,452	\$ 666,121,791	\$ (694,661)	\$ 654,413,870	\$ 666,121,791	\$ 11,707,922
							1.8 %

**NATIVIDAD
STATE AND COUNTY RECEIVABLES
AS OF 11/30/23**

BALANCE SHEET	<u>Beq. Balance</u>	<u>Accruals</u>	<u>Prior Years Final Rec'n</u>	<u>IGT</u>	<u>Payments</u>	<u>Ending Balance</u>
Medi-Cal Waiver (DSH + SNCP)	1,224,882	6,166,665	240,122	17,930,670	(28,495,539)	(2,933,200)
Hospital Fee	(3)	416,665				416,662
Rate Range IGT-CCAH-	11,664,000	5,832,500				17,496,500
MCMC EPP	14,000,000	6,416,665		6,206,776	(15,586,490)	11,036,951
MCMC QIP	24,000,000	14,166,665				38,166,665
SB1732	-	1,166,665			(315,901)	850,764
AB 915	-	1,591,815				1,591,815
Medical GME	-	416,665		744,597	(1,982,897)	(821,635)
Family First-COVID 19	22,930	208,335			(443,718)	(212,453)
GOVERNMENT RECEIVABLES	50,911,809	36,382,640	240,122	24,882,043	(46,824,545)	65,592,069
UCSF & TOURO University	-	35,567			(22,900)	12,667
Miscellaneous Receivable	53,622	513,162			(733,959)	(167,175)
Office Buildings	(43,583)	618,955			(611,956)	(36,583)
Medical HPE	40,955	125,000			(298,700)	(132,745)
Interest Accrued	-	2,819,710				2,819,710
Accrued Donations	755,683	307,500			(149,693)	913,490
Probation	-	439,832			(363,891)	75,941
Health Department	-	823,775			(661,275)	162,500
Watsonville	1,000,000					1,000,000
OTHER RECEIVABLES	1,806,677	5,683,501	-	-	(2,842,375)	4,647,803
STATE/COUNTY RECEIVABLES	\$ 52,718,486	\$ 42,066,141	\$240,122	\$ 24,882,043	\$ (49,666,921)	\$ 70,239,872

P & L	<u>YTD NOV-23</u>
Medi-Cal DSH /SNCP/PHYS SPA	\$ 6,166,665
Rate Range IGT-CCAH-	5,832,500
Esperanza Care	(1,041,670)
Family First C-19 Response-FMAP Enhance-	208,335
Medical GME	416,665
HPE	125,000
Hospital Fee	416,665
MCMC EPP	6,416,665
HD Residency Support	(208,335)
MCMC QIP	14,166,665
AB915	1,591,815
Medicare Bi-Weekly Payment	666,204
CARES Act Fund Aid	1,500,000
SB 1732	1,166,665
GOVERNMENT FUNDING INCOME	\$ 37,423,839

NATIVIDAD

STATEMENT OF CASH FLOWS

AS OF NOVEMBER 30, 2023

	CURRENT MONTH		YEAR - TO - DATE
1	\$ 158,065,338	CASH AT BEGINNING OF PERIOD	\$ 162,833,635
2		FROM OPERATIONS:	
3	778,604	NET INCOME/(LOSS)	4,032,802
4	-	NET INCOME ADJ - PRIOR YEAR	-
5	1,026,344	DEPRECIATION/AMORT	\$ 5,048,828
6	1,804,948	SUBTOTAL	9,081,630
7		CHANGES IN WORKING CAPITAL:	
8	(3,258,460)	ACCOUNTS RECEIVABLE	(10,573,818)
	500,000	FUND AID STIMULUS	1,500,000
9	8,813,212	STATE/COUNTY RECEIVABLE	(17,647,386)
10	(4,806,889)	PREPAID EXPENSE & INVENTORY	(5,988,716)
11	797,303	ACCRUED PAYROLL	6,353,636
12	1,987,768	ACCOUNTS PAYABLE	4,279,368
13	(500,000)	MCARE/MEDICAL LIABILITIES	(1,373,999)
15	242,355	SHORT TERM DEBT	242,355
16	299,733	ACCRUED LIABILITIES	2,693,452
17	4,075,022	NET (DECREASE)/INCREASE	(20,515,108)
18		CAPITAL ADDITIONS:	
19	(247,321)	PP&E ADDITIONS	(2,365,700)
20	-	NBV OF ASSETS DISPOSED	-
21	(247,321)	TOTAL CAPITAL (Use of Cash)	(2,365,700)
22		FINANCING ACTIVITY:	
23	(4,300,423)	LONG TERM BOND DEBT	(4,519,692)
24	15,645	OTHER ASSETS	14,898,444
25	-	INVESTMENTS	-
26	(4,284,778)	TOTAL FINANCING	10,378,752
27	1,347,871	INC./(DEC.) IN CASH BALANCE	(3,420,426)
28	\$ 159,413,209	CASH BALANCE - END OF PERIOD	\$ 159,413,209

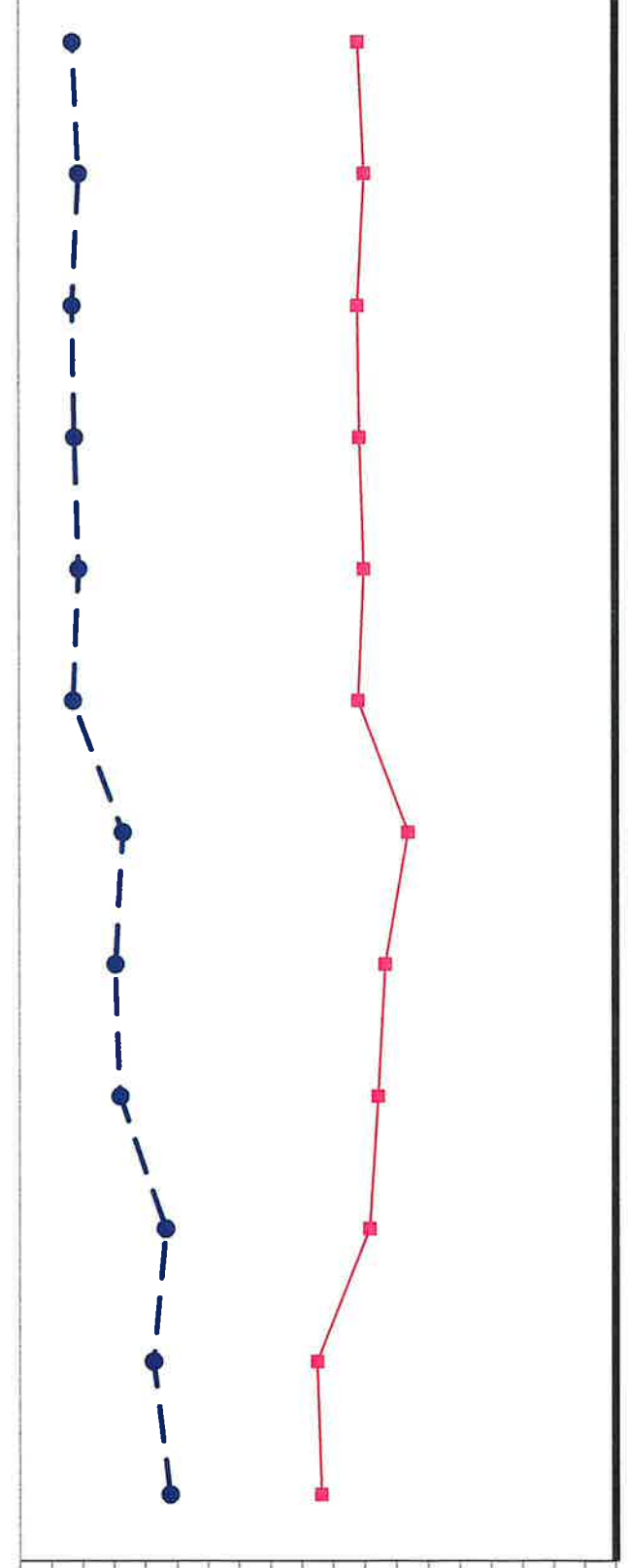
NATIVIDAD
RECONCILIATION OF GOVERNMENT FUNDING
FISCAL YEAR 2024

	<u>BDGT-24</u>	<u>ESTIMATE</u> <u>FY2024</u>	<u>Variance to Budget</u>
Medi-Cal DSH Waiver	\$ 14,800,000	\$ 14,800,000	\$ -
EPP	15,400,000	\$ 15,400,000	-
QIP	28,000,000	\$ 34,000,000	6,000,000
AB915	3,820,000	\$ 3,820,000	-
SB1732	2,800,000	\$ 2,800,000	-
CCAH Rate Range	14,000,000	\$ 14,000,000	-
HPE	300,000	\$ 300,000	-
Family First Corona Virus Response	500,000	\$ 500,000	-
Esperanza Care Outside Purchased Service	(2,500,000)	\$ (2,500,000)	-
HD Residency Support	(500,000)	\$ (500,000)	-
Medical GME	1,000,000	\$ 1,000,000	-
CARES Act Fund Aid	-	\$ 6,000,000	6,000,000
Medicare Bi-Weekly Payments	1,300,000	\$ 1,300,000	-
Provider Fee	1,000,000	\$ 1,000,000	-
	<u>\$ 79,920,000</u>	<u>\$ 91,920,000</u>	<u>\$ 12,000,000</u>

Cash Flow Performance Fiscal Year 2024 (in Millions)

—●— YTD Projections —■— BUDGET 2024

\$190
\$180
\$170
\$160
\$150
\$140
\$130
\$120
\$110
\$100
\$90
\$80
\$70
\$60
\$50
\$40
\$30
\$20
\$10
\$0



JUL AUG SEP OCT NOV DEC JAN FEB MAR APR MAY JUN

	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ESTIMATE	ESTIMATE	ESTIMATE	ESTIMATE	ESTIMATE	ESTIMATE	ESTIMATE
Months	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
YTD	142.3	147.4	144	158	159	157	173	171	173	173	171	173
BDGT	93.6	95.0	78	76	73	66	82	80	81	82	80	82
Variance	48.7	52.4	65	82	86	91	91	91	91	91	91	91

CREDENTIALS REPORT

INITIAL APPOINTMENTS: The following practitioners have applied for initial appointment to the Medical Staff or Allied Health Professional staff. Review and recommendation for staff membership and/or privileges is based on quantitative and qualitative factors such as: current licensure, DEA, professional liability insurance, board certification, continuing education, review of health status, education, training, and current clinical competence, NPDB, litigation history, peer references and current and prior affiliations, etc. Membership and/or privilege requirements are satisfactorily met, unless specified below. <u>Initial appointments will be granted Provisional staff status along with privileges or practice prerogatives for a period not to exceed twenty-four (24) months.</u>					
NAME	SPECIALTY / SERVICE	NOTES	PROCTOR	APPOINTMENT PERIOD	RECOMMEND
Leroy, Andree M., MD	Physical Med & Rehab / Medical Specialties		Dr. Galicia	12/12/2023 – 11/01/2025	Srv Dir: 10/31/2023

REAPPOINTMENTS: The following practitioners have applied for reappointment to the Medical or AHP Staff. Review and recommendation for staff membership and/or privileges is based on quantitative and qualitative factors such as: current licensure, DEA, professional liability insurance, board certification, continuing education, review of health status, current clinical competence, NPDB, litigation history, peer references, OPPE, and peer review data. Membership and/or privilege requirements are satisfactorily met, unless specified below. Membership requirements are met, unless specified below. <u>Practitioners will be reappointed to their current staff status, unless specified below, for a period not to exceed 24 months.</u>					
NAME	SPECIALTY / SERVICE	NOTES	STATUS	REAPPOINTMENT PERIOD	RECOMMEND
Hashisho, Mazen M., MD, MPH	Vascular Surgery / Surgical Specialties		Active	01/01/2024 – 01/01/2026	Srv Dir: 11/30/2023

CREDENTIALS REPORT

INITIAL APPOINTMENTS: The following practitioners have applied for initial appointment to the Medical Staff or Allied Health Professional staff. Review and recommendation for staff membership and/or privileges is based on quantitative and qualitative factors such as: current licensure, DEA, professional liability insurance, board certification, continuing education, review of health status, education, training and current clinical competence, NPDB, litigation history, peer references and current and prior affiliations, etc. Membership and/or privilege requirements are satisfactorily met, unless specified below. Initial appointments will be granted Provisional staff status along with privileges or practice prerogatives for a period not to exceed twenty-four (24) months.				
NAME	SPECIALTY / SERVICE	NOTES	PROCTOR	APPOINTMENT PERIOD
Brim, Rachel, MD	Neonatology / Pediatrics		Dr. Smith	01/12/2024 – 01/01/2026 Temporary Privileges 11/13/2023 – 01/12/2024
Hastings, Chelsea A., DO	Pediatric Hospitalist / Pediatrics		Dr. Smith	01/12/2024 – 01/01/2026
Hur, Jane L, MD	Teleradiology / Radiology		Dr. Martinez	01/12/2024 – 01/01/2026 Temporary Privileges 11/03/2023 – 01/12/2024
McAllen, Brian T., PA	Physician Assistant / Emergency Medicine		Dr. Burke	01/12/2024 – 01/01/2026 Temporary Privileges 11/03/2023 – 01/12/2024
Roberts, James G., MD	Vascular Surgery / Surgical Specialties		Dr. Di Stante	01/12/2024 – 01/01/2026 Temporary Privileges 11/17/2023 – 01/12/2024
Turk, David B., MD	Physical Med & Rehabilitation / Medical Specialties		Dr. Medawar	01/12/2024 – 01/01/2026 Temporary Privileges 11/20/2023 – 01/12/2024
Vu, Austin, H., MD	Telepsychiatry / Psychiatry		Dr. Tully	01/12/2024 – 01/01/2026 Temporary Privileges 11/15/2023 – 01/12/2024
				Srv Dir: 11/01/2023

REAPPOINTMENTS: The following practitioners have applied for reappointment to the Medical or AHP Staff. Review and recommendation for staff membership and/or privileges is based on quantitative and qualitative factors such as: current licensure, DEA, professional liability insurance, board certification, continuing education, review of health status, current clinical competence, NPDB, litigation history, peer references, OPPE and peer review data. Membership and/or privilege requirements are satisfactorily met, unless specified below. Membership requirements are met, unless specified below. Practitioners will be reappointed to their current staff status, unless specified below, for a period not to exceed 24 months.				
NAME	SPECIALTY / SERVICE	NOTES	STATUS	REAPPOINTMENT PERIOD
Acuna, Miguel A., MD	Psychiatry / Psychiatry		Provisional to Active	02/01/2024 – 02/01/2026
Aharonian, Artin, MD	Teleradiology / Radiology		Courtesy	02/01/2024 – 02/01/2026
				Srv Dir: 11/01/2023
				Srv Dir: 11/01/2023

Confidential and Privileged: This document and the peer review data contained herein are privileged and protected under California Evidence Code Section 1157, the Federal Health Care Quality Improvement Act of 1986, and other applicable law.

Amoussou, Dela, MD	Teleneurology / Medical Specialties		Courtesy	02/01/2024 – 02/01/2026	Srv Dir: 10/28/2023
Butler, Caroline C., MD	Trauma Surgery / Trauma		Provisional to Active	02/01/2024 – 02/01/2026	Srv Dir: 10/31/2023
Chanchorn, Ekkawit, MD	Internal Medicine / Medical Specialties		Active	02/01/2024 – 02/01/2026	Srv Dir: 10/28/2023
Gokaldas, Reshma R., MD	Teleneurology / Medical Specialties		Courtesy	02/01/2024 – 02/01/2026	Srv Dir: 10/28/2023
Haberlach, Marissa J., DO	Emergency Medicine / Emergency Medicine		Provisional	02/01/2024 – 02/01/2026	Srv Dir: 10/31/2023
Hartnett, Kathleen S., NNP	Neonatal Nurse Practitioner / Pediatrics		Advanced Practice Professional	02/01/2024 – 02/01/2026	Srv Dir: 11/01/2023
Hartung, Claire J., MD	Family Medicine w/OB / Family Medicine		Provisional to Active	02/01/2024 – 02/01/2026	Srv Dir: 10/31/2023
Henault, Emerald N., PA-C	Physician Assistant / Emergency Medicine		Advanced Practice Professional	02/01/2024 – 02/01/2026	Srv Dir: 10/28/2023
Hobart, Edward A., MD	Teleradiology / Radiology		Courtesy	02/01/2024 – 02/01/2026	Srv Dir: 11/01/2023
Mischiu, Oana M., MD	Teleradiology / Radiology		Courtesy	02/01/2024 – 02/01/2026	Srv Dir: 11/01/2023
Nuwer, Marc R., MD	Intraoperative Neuromonitoring / Medical Specialties		Provisional to Courtesy	02/01/2024 – 02/01/2026	Srv Dir: 10/31/2023
Romans, Helena K., AGPCNP-BC, RNFA	Adult-Gerontology Primary Care Nurse Practitioner / Surgical Specialties		Provisional to Advanced Practice Professional	02/01/2024 – 02/01/2026	Srv Dir: 10/31/2023
Sakopoulos, Andreas G., MD	Vascular Surgery / Surgical Specialties		Provisional to Courtesy	02/01/2024 – 02/01/2026	Srv Dir: 11/01/2023
Ursu, Stefan MD, PhD	Psychiatry / Psychiatry		Provisional to Active	02/01/2024 – 02/01/2026	Srv Dir: 11/01/2023
Watson, Charlene D., NNP	Neonatal Nurse Practitioner / Pediatrics		Advanced Practice Professional	02/01/2024 – 02/01/2026	Srv Dir: 11/01/2023

RELEASE FROM PROCTORING: The following practitioners have completed their basic and/or advanced procedure proctoring requirements.

NAME	SPECIALTY	SERVICE	REASON	RECOMMEND
Acuna, Miguel A., MD	Psychiatry	Psychiatry	Psychiatry / Telepsychiatry Core proctor completed	Acknowledge
Conner, Grant R., MD	Otolaryngology	Surgical Specialties	Otolaryngology Core proctor completed	Acknowledge
Feris, Kathryn L., AGACNP-BC	Acute Care Nurse Practitioner	Trauma	Acute Care Nurse Practitioner proctor completed	Acknowledge
Doherty, Theodore B., DO	Emergency Medicine	Emergency Medicine	Emergency Medicine Core proctor completed	Acknowledge
Hastings, Chelsea A., DO	Pediatric Hospitalist	Pediatrics	Pediatric Core proctor completed	Acknowledge
Hartung, Claire J., MD	Family Medicine w/OB	Family Medicine	OB Core proctor completed	Acknowledge
Nangiana, Jasvinder S., MD	Neurological Surgery	Surgical Specialties	Neurological Surgery Core proctor completed	Acknowledge
Phillips, Jeanne V., MD	Cardiovascular Disease	Medical Specialties	Cardiovascular Core, Cardioversion, ECG interpretation, Radionuclide studies core proctor completed	Acknowledge
Sadeque, Jafreen, MD	Family Medicine / OB Fellow	Family Medicine	Adolescent and Adult core proctor completed	Acknowledge

Sakopoulos, Andrea, MD	Vascular Surgery	Surgical Specialties	Vascular Surgery Core, Basic Endovascular Core, Advanced Endovascular Core, Procedural Sedation	Acknowledge
Shahabuddin, Saiham, MD	Internal Medicine Hospitalist	Internal Medicine	Internal Medicine Core proctor completed	Acknowledge
Tashdjian, Caroline, MD	Internal Medicine Hospitalist	Internal Medicine	Internal Medicine Core proctor completed	Acknowledge
Ursu, Stefan MD, PhD	Psychiatry	Psychiatry	Psychiatry / Telepsychiatry Core proctor completed	Acknowledge
Watson, Charlene D., NNP	Neonatal Nurse Practitioner	Pediatrics	Chest Tube Placement and Thoracentesis	Acknowledge

CHANGES IN STAFF STATUS OUTSIDE OF REAPPOINTMENT: The following practitioner's category or status were changed as described.

NAME	SPECIALTY	SERVICE	CURRENT / NEXT STATUS / REASON	EFFECTIVE DATE	RECOMMEND
Dean, Julianne S., DO	Palliative Care	Medical Specialties	Reinstatement: Renewed Medical License	10/05/2023	Acknowledge
Doherty, Theodore B., DO	Emergency Medicine	Emergency Medicine	Provisional to Active	01/12/2024	Acknowledge
Gawrys, Breanna L., DO	Family Medicine w/ OB	Family Medicine	Provisional to Active	01/12/2024	Acknowledge
Nangiana, Jasvinder S., MD	Neurological Surgery	Surgical Specialties	Provisional to Active	11/03/2023	Acknowledge
Ramirez, Julie A., AGACNP-BC	Acute Care Nurse Practitioner	Trauma	APP < Suspended / Lapsed ATLS APP Reinstated	10/06/2023 10/16/2023	Acknowledge

REQUESTS TO ADD OR AMEND PRIVILEGES: The following practitioners have requested additional privileges and have completed additional training and/or have otherwise met the privilege criteria. Approved privileges shall be granted for the remainder of the current appointment period.

NAME	SPECIALTY	SERVICE	PRIVILEGE(S) REQUESTED	PROCTOR	RECOMMEND
Gawrys, Breanna L., DO	Family Medicine w/ OB	Family medicine	DECREASE: D&C, All Pediatrics, Vasectomy	Dr. Nothnagle	Acknowledge
Jordan, Adrian E., MD	Family Medicine Hospitalist	Family Medicine	DECREASE: All Newborn; All Pediatric	Dr. Nothnagle	Acknowledge
Mace, Jeffrey G., MD	Cardiovascular Disease	Medical Specialties	DECREASE: Fluoroscopy	Dr. Medawar	Acknowledge
Shahabuddin, Saiham, MD	Internal Medicine	Medical Specialties	Ambulatory Care Privileges <i>Temporary Privileges</i> 11/03/2023 – 01/12/2024	Dr. Medawar	Acknowledge

LOCUMS TENENSTEMPORARY PRIVILEGES: The following practitioner(s) were granted Temporary privileges.

NAME	SPECIALTY	SERVICE	REASON	TIMEFRAME	RECOMMEND
Cohen, Stella N., MD	Pulmonary & Critical Care Medicine	Medical Specialties	To fulfill an important patient care, treatment, and service need; a currently privileged practitioner will be absent from the organization, and someone is needed to cover the associated patients	12/24/2023 – 04/21/2024	Srv Dir: 10/31/2023

			during the absence (commonly termed locum tenens)		
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RESIGNATIONS: The following practitioners have voluntarily resigned their staff membership and privileges or AHP status. Practitioners were in good standing with the Medical Staff of Nativity at the time of the resignation, unless specified below.

NAME	SPECIALTY	SERVICE	REASON	EFFECTIVE DATE	RECOMMEND
Clouthier, Katie L., DO	Pediatric Hospitalist	Pediatrics	Failure to Reappoint	02/01/2024	Acknowledge
Cole, Mario J., MD	Critical Care Medicine	Medical Specialties	Voluntary Resignation	02/01/2024	Acknowledge
Furubayashi, Jill K., MD	Teleradiology	Radiology	Voluntary Resignation	10/08/2023	Acknowledge
Gupta, Sundeeep K., MD	Family Medicine	Family Medicine	Voluntary Resignation	10/08/2023	Acknowledge
Petronijevic, Steven, DO	Family Medicine	Family Medicine	Retirement	09/30/2023	Acknowledge

Nurse Practitioner (TNP) Teaching /Training: The following NP meet the qualifications and request to participate in the Advanced procedure Teaching / Training, MSP008-4, MSP008-5

NAME	SPECIALTY / SERVICE	PROCEDURE	RECOMMEND
Hartnett, Kathleen S., NNP	Neonatal Nurse Practitioner / Pediatrics	Chest tube placement and thoracentesis and PICC line placement	Acknowledge

RELEASE FROM ADVANCED PROCEDURE TEACHING / TRAINING: The following practitioners have completed their advanced procedure teaching/training requirements in the following privileges as per MSP008-4. They are eligible to apply for these privileges.

NAME	SPECIALTY	SERVICE	REASON	RECOMMEND
Hartnett, Kathleen S., NNP	Neonatal Nurse Practitioner	Pediatrics	Lumbar puncture	Acknowledge

Emergency Medicine Physician Assistant, Nurse Practitioner: ADVANCED PROCEDURE TEACHING AND TRAINING: The following meet the qualifications and request to participate in the Advanced procedure Teaching / Training, MSP008-6

NAME	PROCEDURE	RECOMMEND
None		