



# **Board of Trustees Meeting 2024**

## **February 9, 2024**





## NMC Board of Trustees Regular Meeting

Friday, February 9, 2024

9:00 AM

NATIVIDAD ROOM

1<sup>st</sup> 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](mailto: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](mailto: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](mailto: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](mailto: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 1-8 – 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 January 12, 2024 Board of Trustees Meeting. *Page 9-16*

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)**

***Policies***

- Credentialing and Privileging of Medical Staff and Advanced Practice Professional Staff  
(No Changes)

***Policies/Manuals/Order Sets***

***Manual***

- Annual Review: Therapeutic Diet Manual, Qualifications of Supervising Clinical Dietician & Director of the Food and Dietetic Service

***New***

- CARDG-0001 Guideline: Process for Cleaning and Draeger VN500 Ventilator Expiratory Valve
- CSG-0005 Guideline for Temperature and Humidity

***No Changes***

- LDU-6121 Outpatient Foley Bulb Induction of Labor
- LDU-6200 Intermittent Fetal Monitoring (IFM)
- LDU-6648 LD: Prenatal/OB Patients who Decline Blood and Blood Products (Jehovah's Witnesses and Others)
- PERI-6590 LDU/MIU: Mother Baby Couplet Care

- LDU-6035 LDU: Contraction Stress Test
- LDU-6075 Epidural Catheter Removal
- LDU-6110 LDU: Non-Stress Test (NST)
- ED-1040 Low Dose Ketamine for Pain Control in the Emergency Room
- 1:1305 Management of Psychiatric Patients in the Emergency Room
- 1:2440 Guidelines for the Management of Patients in the Emergency Room
- 1:0300 Patient Admissions from the Outpatient Setting
- IDP 1:0900 Advance Care Planning
- IC-430 Treatment and Prevention of Botulism
- 3:7300 Investigational Drugs

#### ***Revised Policies***

- 1:9080 Suicide Assessment and Precaution Management
- CARD-0003 (1-3) Hours of Operation Service Availability
- 1:0480 Sterile Storage Protocol
- ICU: 2000 ICU Standards of Care
- IDP 1:4200 Code Blue Response Team
- OPS-7303 Paracentesis in OPSS
- 1:0200 MRI Hours and Call Policy
- LDU-6160 Staffing Guidelines for Perinatal Services, L&D & MIU
- PERI-6575 LDU/MIU/NSY/NICU: Identification of Newborn's
- 1:3780 CODE OB
- 1:2450 Referrals to Bates Eldredge Clinic from Emergency
- NICU-6945 Video Streaming Infants in the NICU
- SP-1854 Lactation Outpatient Clinic
- IC-345 Hand Hygiene and Glove Use for Clinical and Dietary Staff
- ED-1310 Initiation of Buprenorphine in the Emergency Department
- 1:9105 Animals in Healthcare Settings
- 3-2220 Guidelines for Inpatient Management of Opioid Use Disorder with Buprenorphine
- 3-0210 Guidelines for Administration of Inpatient COVID-19 Vaccines
- OR-7207 Cleaning of the Department

#### ***Order Sets***

- ED Local Anesthetics
- GEN Substance Use Disorder Management
- MED Insulin for NPO/Near NPO
- MED Insulin PO/Bolus TF
- MED Insulin for TPN/Continuous Feed
- OB Betamethasone
- OPSS Preoperative Joint Replacement Orders

**Approve for submission to the Monterey County Board of Supervisors the following agreements identified in Item 8b – 8m 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 Inspirata, Inc., Page 17-18 (CONSENT)**

- a. Ratify execution by the Chief Executive Officer for Natividad Medical Center (NMC) of a Term Software License Agreement (“Agreement”) with Inspirata, Inc. for e-path licensing and support to provide cancer registry reporting and data abstraction at NMC, at no cost with a transitional license term of October 7, 2023 through December 15, 2023.
- b. Ratify execution by the Chief Executive Officer for Natividad Medical Center (NMC) of a Term Software Maintenance And Version Upgrade Agreement (“Extension 1”) with Inspirata, Inc. for e-path licensing and support to provide cancer registry reporting and data abstraction, extending the transitional license term an additional one (1) year period (December 22, 2023 through December 21, 2024) for a revised full transitional license term of October 7, 2023 through December 21, 2024, and adding \$16,000 for a total agreement amount not to exceed \$16,000.
- c. Approve the NMC’s Chief Executive Officer’s recommendation to accept no indemnification, no insurance, and no liability for consequential damages, provisions within the Agreement, as amended by Extension 1.

**8c. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Abbott Rapid Diagnostics Informatics, Inc., Page 19-20 (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-14289) with Abbott Rapid Diagnostics Informatics, Inc. for RALS software system license and support, extending the agreement an additional five (5) year period (April 25, 2024 through April 24, 2029) for a revised full agreement term of May 15, 2016 through April 24, 2029, and adding \$300,000 for a revised total agreement amount not to exceed \$600,216.

**8d. \* Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Hospital Patient Admitting Manager Classification, Page 21-22 (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Patient Admitting Manager classification as indicated in Attachment A effective February 10, 2024; and
- b. Direct the Human Resources Department 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 Physical Therapist Helper to Therapy Aide Classification, Page 23-24 (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to retitle the classification of Physical Therapist Helper to Therapy Aide and to adjust the salary range as indicated in Attachment A effective February 10, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**8f. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with RJP & Associates, Page 25-26 (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with RJP & Associates, for consulting services in revenue cycle optimization, adding \$15,000 with no change to the term of July 1, 2020, through June 30, 2024, for a revised total amount not to exceed \$545,000.

**8g. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Qiagen, LLC, Page 27-28 (CONSENT)**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Qiagen, LLC for Qiastat premium support services at NMC for an amount not to exceed \$11,178 with an agreement term retroactive from February 1, 2024 through January 31, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard insurance provisions within the agreement.

**8h. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with IT Consulting Services RFP# 9600-67, Page 29-31 (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or designee to execute renewal & amendment No. 6 to the agreements with Tegria Services Group and Leidos Health LLC dba Ettain Group for Information Technology (IT) consulting services pursuant to Request for Proposal (RFP) #9600-67 to extend the term for an additional three (3) year period (January 11, 2024 through January 10, 2027) for a revised term January 11, 2017 through January 10, 2027 and authorize an aggregate increase of \$6,728,679 for a revised total aggregate amount not to exceed \$24,534,679.

**8i. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Precision Orthopedics, Page 32-33 (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 Precision Orthopedics to provide orthopedic services for an amount not to exceed \$15,000,000 for the period April 1, 2024 to March 31, 2027; 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% (\$1,500,000) of the original contract amount and do not increase the total contract amount above \$16,500,000.

**8j. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with James F. Lilja, MD, Page 34-35 (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Fifth Amendment to the Professional Services Agreement (A-13538) with James F. Lilja, M.D. dba Bay Area Gynecology Oncology to provide gynecology oncology and urology gynecology services, extending the term by twelve months (April 1, 2024 to March 31, 2025) for a revised full agreement term of February 1, 2018 to March 31, 2025, and adding \$400,000 for a revised total not to exceed amount of \$1,910,000 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 cause an increase of more than ten percent 10% (\$41,000) of the original contract amount and do not increase the total contract amount above \$1,951,000.

**8k. \* Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Spiritual Care Advisor Classification, Page 36-37 (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Spiritual Care Advisor with the salary range as indicated in Attachment A effective February 24, 2024;



- b. Amend the Natividad Medical Center FY 2023-24 Adopted Budget Unit 9600-8680 – Fund 451 – Appropriation Unit NMC001 to add 1.0 FTE allocation of Spiritual Care Advisor, as indicated in Attachment A effective February 24, 2024; and
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

8l. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for Rehabilitative Services Manager Classification, Page 38-39 (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendices A and B to adjust the salary range of the Rehabilitative Services Manager classification as indicated in Attachment A effective February 24, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

8m. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Lena Nerjis Malik, MD, Page 40-41 (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Fourth Amendment to the Professional Services Agreement (A-15734) with Lena Nerjis Malik M.D. to provide pediatric hospitalist services, extending the term by twenty-four months (April 1, 2024 to March 31, 2026) for a revised full agreement term of July 1, 2017 to March 31, 2026 and adding \$100,000 for a revised total not to exceed amount of \$300,000 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% (\$10,000) of the original contract amount and do not increase the total contract amount above \$310,000.

9. **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Renovo Solutions LLC, which is in the final stages of negotiation Page 42-43 (Andrea Rosenberg)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Renewal & Amendment No. 4 to the agreement with Renovo Solutions LLC (A-14229) per Request for Proposals (RFP) 9600-70 for preventative maintenance plus repairs on biomedical equipment, increasing the total agreement amount by an additional \$1,363,374 for a revised total agreement amount not to exceed \$7,076,451 and extending the term of the Agreement for an additional one (1) year period (March 1, 2024 through February 28, 2025) with a revised full agreement term of March 1, 2019 through February 28, 2025.

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

- a. December 2023 YTD Financial Reports Page 44-56

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

12. **Receive Oral Report from Natividad Chief of Staff - Dr. Marc Tunzi, COS**

- a. 3rd Year Resident – Dr. Gina Aguilar-Portillo



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

14. **Closed Session Public Comment**

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

**The Board Recesses for Closed Session Agenda Items**

15. **Closed Session under Government Code Section 54950**

- a. Pursuant to Government Code section 54956.9(d)(2), the Board will confer with legal counsel regarding one matter of significant exposure to litigation.
- b. 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.
- c. 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.

**The Board Reconvenes to Open Session on Public Agenda Items**

16. **Accept and approve January 2024 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.** *Page 57-60*

**Adjournment**

**Next Board of Trustees Meeting  
Friday, March 8, 2024  
9:00 AM  
Natividad Room  
1<sup>st</sup> Floor, Building 200**



# NMC Board of Trustees Regular Meeting

Friday, January 12, 2024

9:00 AM

NATIVIDAD ROOM

1<sup>st</sup> Floor, Building 200

## MINUTES

### 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](mailto: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](mailto: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](mailto: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](mailto: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.

**Board of Trustees:** Dr. Marc Tunzi, Libby Downey, Dr. Chad Harris, Manuel Osorio, Bettye Saxon, and Mitch Winick

**Absent:** Marcia Atkinson, Supervisor Chris Lopez, Sonia De La Rosa, and Simon Salinas

**NMC Staff/County:** Shane Strong, Daniel Leon, Andrea Rosenberg, Nancy Buscher, Dr. Craig Walls, Ari Entin, Jeanne-Ann Balza, Cher Krause, Tammy Perez, Hillary Fish, Janine Bouyea, Monica Hale, Jennifer Williams, and Noemi Breig

1. **Call to Order**

2. **Roll Call**

*Present*

*Libby Downey  
Dr. Marc Tunzi  
Dr. Charles Harris  
Manuel Osorio  
Bettye Saxon  
Mitch Winick*

*Absent*

*Marcia Atkinson  
Supervisor Chris Lopez  
Sonia De La Rosa  
Simon Salinas*

3. **Pledge of Allegiance**

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

- *None*

*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.*

*Board Member Supervisor Chris Lopez joined the meeting.*

5. **Minutes**

- Approve the Minutes of November 9, 2023 Board of Trustees Meeting.

**MOTION:** *Motion to approve the minutes of November 9, 2023, Board of Trustees Meeting, by Manuel Osorio, seconded by Bettye Saxon, and approved unanimously.*

6. **Board Comments**

- *None*

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

*Public Comments open for general public comments for items not on today's agenda; Sylvia Gomez and her sister (name not provided) were in person, commented.*

*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
- 3:7795-202 Non-Sterile Compounding Downtime Procedures
- 3:7795-203 Non-Sterile Compounding Cleaning of Compounding Space and Equipment
- 3:7795-204 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
- 3:7795-302 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
- 3:7795-402 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., (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., (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, (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, (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, (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., (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., (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.

**MOTION:** *Motion to approve Policies/Procedures/Forms/Manuals and contract items 8a-8h moved by Mitch Winick, seconded by Manuel Osorio, and approved unanimously.*

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

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

**MOTION:** *Item 8i was pulled from Consent Agenda for discussion. Motion to approve item 8i, moved by Supervisor Chris Lopez, seconded by Bettye Saxon, and approved unanimously.*

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

- a. October 2023 YTD Financial Reports
- b. November 2023 YTD Financial Reports

**MOTION:** *Motion to accept the October and November 2023 Financial Report, moved by Mitch Winick, seconded by Bettye Saxon, and approved unanimously.*

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.**

***MOTION:***     *Motion to accept the report on November 2023 Credentials Report, moved by Mitch Winick, seconded by Supervisor Chris Lopez, and approved unanimously.*

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

***MOTION:***     *Motion to accept the report on December 2023 Credentials Report, moved by Supervisor Chris Lopez, seconded by Manuel Osorio, and approved unanimously.*

**Adjournment:** With no other business before the Board, the meeting was adjourned at 10:55 am

***Recorded by Noemi Breig***

## **MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

### **Inspirata, Inc. Agreement and Extension 1 to E-Path Transitional Term License**

**Legistar Number:** \_\_\_\_\_

#### **..Title**

- a. Ratify execution by the Chief Executive Officer for Natividad Medical Center (NMC) of a Term Software License Agreement (“Agreement”) with Inspirata, Inc. for e-path licensing and support to provide cancer registry reporting and data abstraction at NMC, at no cost with a transitional license term of October 7, 2023 through December 15, 2023.
- b. Ratify execution by the Chief Executive Officer for Natividad Medical Center (NMC) of a Term Software Maintenance And Version Upgrade Agreement (“Extension 1”) with Inspirata, Inc. for e-path licensing and support to provide cancer registry reporting and data abstraction, extending the transitional license term an additional one (1) year period (December 22, 2023 through December 21, 2024) for a revised full transitional license term of October 7, 2023 through December 21, 2024, and adding \$16,000 for a total agreement amount not to exceed \$16,000.
- c. Approve the NMC’s Chief Executive Officer’s recommendation to accept no indemnification, no insurance, and no liability for consequential damages, provisions within the Agreement, as amended by Extension 1.

#### **..Report**

#### **RECOMMENDATION:**

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

- a. Ratify execution by the Chief Executive Officer for Natividad Medical Center (NMC) of a Term Software License Agreement (“Agreement”) with Inspirata, Inc. for e-path licensing and support to provide cancer registry reporting and data abstraction at NMC, at no cost with a transitional license term of October 7, 2023 through December 15, 2023.
- b. Ratify execution by the Chief Executive Officer for Natividad Medical Center (NMC) of a Term Software Maintenance And Version Upgrade Agreement (“Extension 1”) with Inspirata, Inc. for e-path licensing and support to provide cancer registry reporting and data abstraction, extending the transitional license term an additional one (1) year period (December 22, 2023 through December 21, 2024) for a revised full transitional license term of October 7, 2023 through December 21, 2024, and adding \$16,000 for a total agreement amount not to exceed \$16,000.
- c. Approve the NMC’s Chief Executive Officer’s recommendation to accept no indemnification, no insurance, and no liability for consequential damages, provisions within the Agreement, as amended by Extension 1.

#### **SUMMARY/DISCUSSION:**

Health and Safety Code 103885, which governs cancer reporting by entities diagnosing and treating cancer, requires pathologists diagnosing cancer to provide cancer pathology reports to the California Cancer Registry (CCR) electronically. NMC has been fulfilling this regulatory requirement through a partnership with the University of California San Francisco (UCSF) and funded via a grant from the National Cancer Institute (NCI) Surveillance, Epidemiology, and End Results (SEER) program in coordination with one of the three CA SEER Registries. UCSF acted as an aggregator, gathering data from participating organizations and sending it to the SEER registry through an interface owned and operated by Inspirata.

However, as of December 15, 2023, NCI has discontinued its grant funding and UCSF will no longer act as a data aggregator. It has therefore become necessary for NMC to contract directly with Inspirata to send Pathology reports through Inspirata's interface.

Due to the short notification period (NMC received notification on October 15<sup>th</sup> and an agreement was required to be in place by December 15<sup>th</sup> in order to continue transmitting data), NMC CEO signed a temporary, year-long agreement to allow sufficient time to negotiate a long-term agreement. NMC seeks Board ratification of the temporary agreement currently in place.

**OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this Agreement and Extension 1 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The Agreement and Extension 1 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on February 9, 2024.

**FINANCING:**

There is no cost associated with the original agreement. The cost for this extension 1 is \$16,000 which is included in the FY 2023-24 Adopted Budget.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

This agreement allows Natividad Medical Center to remain compliant with California regulations requiring reporting of Pathology results to the cancer registry.

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

Prepared by: Tim Fitzgerald, IT Project Manager, 783-2716  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:  
Inspirata, Inc. Extension 1  
Inspirata, Inc. Agreement

Attachments on file with the Clerk of the Board

## **MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

### **Abbott Rapid Diagnostics Informatics, Inc. Amendment No. 4**

**Legistar Number:** \_\_\_\_\_

#### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-14289) with Abbott Rapid Diagnostics Informatics, Inc. for RALS software system license and support, extending the agreement an additional five (5) year period (April 25, 2024 through April 24, 2029) for a revised full agreement term of May 15, 2016 through April 24, 2029, and adding \$300,000 for a revised total agreement amount not to exceed \$600,216.

#### **..Report**

#### **RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-14289) with Abbott Rapid Diagnostics Informatics, Inc. for RALS software system license and support, extending the agreement an additional five (5) year period (April 25, 2024 through April 24, 2029) for a revised full agreement term of May 15, 2016 through April 24, 2029, and adding \$300,000 for a revised total agreement amount not to exceed \$600,216.

#### **SUMMARY/DISCUSSION:**

Natividad Medical Center laboratory department needs the RALS software for point of care testing. The RALS is needed to transmit all point of care results immediately thru interface and electronically transmit results from the testing devices to electronic health records (EMR). The RALS software is needed for these following instruments: HemoCue (hemoglobin), Abbott ISAT (for blood gases), Siemens Clinitek (Urinalysis and Pregnancy tests), and Nova StatSensor (creatinine and glucose testing). The RALS software allows for the electronic transfer of orders, results, operator tracing, quality control tracking and automatic billing. It also eliminates manual entry errors, clerical errors, and loss of revenue.

#### **OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 4 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 4 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on February 9, 2024.

#### **FINANCING:**

The cost for this amendment No. 4 is \$300,000 of which \$4,263.50 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:**

The Abbott Rapid Diagnostics Informatics, Inc. software improves data processing at NMC by eliminating manual entry of patient test data into EMR. This improvement brings improved technological capabilities and functionality to NMC which directly contributes to a more efficient and effective use of resources within the organization, thus improving the quality of life for County residents.

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

Prepared by: Arthur Tiongson, Laboratory Manager, 772-7660

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

### Attachments:

Abbott Rapid Diagnostics Informatics, Inc. Amendment 4  
Abbott Rapid Diagnostics Informatics, Inc. Renewal and Amendment 3  
Alere Informatics Inc Amendment 2  
Alere Informatics Inc Amendment 1  
Alere Informatics Inc Agreement

Attachments on file with the Clerk of the Board

**..Title**

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Hospital Patient Admitting Manager classification as indicated in Attachment A effective February 10, 2024; and
- b. Direct the Human Resources Department 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 salary range of the Hospital Patient Admitting Manager classification as indicated in Attachment A effective February 10, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**SUMMARY/DISCUSSION:**

A base wage compensation study of the Hospital Patient Admitting Manager classification was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy approved in December 2021.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the Hospital Patient Admitting Manager classification was matched to four (4) of the six (6) hospital comparable agencies: Alameda Health System, Salinas Valley Health, Santa Clara Valley Medical Center and Hazel Hawkins. After thorough analysis of the data available at the time of the study, it was determined that no comparable matches were made at Contra Costa Regional Medical Center and San Mateo Medical Center. The Hospital Patient Admitting Manager classification is approximately 18.36% 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 Hospital Patient Admitting Manager classification would need to be adjusted by approximately 18.36% at top step in order to align with the labor market average.



OTHER AGENCY INVOLVEMENT:

The Human Resources Department concurs with the recommendations. County Employee Management Association (CEMA) has been notified of the recommendations.

FINANCING:

The salary and benefits increased costs for the current positions (1.0 FTE filled) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$10,189 and then \$22,077 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 No. 98-394 Appendices A and B to retitle the classification of Physical Therapist Helper to Therapy Aide and to adjust the salary range as indicated in Attachment A effective February 10, 2024; and
- b. Direct the Human Resources Department 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 Appendices A and B to retitle the classification of Physical Therapist Helper to Therapy Aide and to adjust the salary range as indicated in Attachment A effective February 10, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**SUMMARY/DISCUSSION:**

A base wage compensation study of the Physical Therapist Helper classification was requested by Natividad administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy which was last updated in January 2023.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the Physical Therapist Helper classification was matched to five (5) of the six (6) hospital comparable agencies and is approximately 34.08% below the salary mean.

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, Natividad recommends adjusting the base wage salary of the Physical Therapist Helper classification by approximately 34.08% at top step in order to align with the labor market average.

It is further recommended that the classification be retitled from Physical Therapist Helper to Therapy Aide to be more reflective of the various types of therapy that this position can assist with.

**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 a salary increase of approximately \$49,271 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2023-24 Adopted Budget. 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

# BOARD REPORT MONTEREY COUNTY BOARD OF SUPERVISORS

## **RJP & Associates Amendment No. 2**

### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with RJP & Associates, for consulting services in revenue cycle optimization, adding \$15,000 with no change to the term of July 1, 2020, through June 30, 2024, for a revised total amount not to exceed \$545,000.

### **..Report**

#### **RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with RJP & Associates, for consulting services in revenue cycle optimization, adding \$15,000 with no change to the term of July 1, 2020, through June 30, 2024, for a revised total amount not to exceed \$545,000.

#### **SUMMARY/DISCUSSION:**

RJP & Associates consulting services provides advice and support services in optimizing Natividad's revenues and reimbursement opportunities including analysis on labor and non-labor expenses to maintain efficient operations.

#### **OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 2 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 2 has also been reviewed and approved by NMC's Finance Committee and its Board of Trustees on February 09, 2024

#### **FINANCING:**

The cost for this amendment No. 2 is \$15,000 of which \$15,000 will be included in the Fiscal Year 2023-24 Recommended 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 executive level consulting services, the outcome of which will contribute to a more efficient use of resources within the organization.

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

\_\_\_ Public Safety

Prepared by: Daniel Leon, Chief Finance Officer, 783-2551

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

Attachments:

RJP & Associates Amendment No. 2

RJP & Associates Amendment No. 1

RJP & Associates Agreement

Attachments on file with the Clerk of the Board

## **MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

**Qiagen, LLC Agreement    Legistar Number: \_\_\_\_\_**

### **..Title**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Qiagen, LLC for Qiasat premium support services at NMC for an amount not to exceed \$11,178 with an agreement term retroactive from February 1, 2024 through January 31, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard insurance provisions within the agreement.

### **..Report**

#### **RECOMMENDATION:**

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

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Qiagen, LLC for Qiasat premium support services at NMC for an amount not to exceed \$11,178 with an agreement term retroactive from February 1, 2024 through January 31, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard insurance provisions within the agreement.

#### **SUMMARY/DISCUSSION:**

Qiagen instrument is the only instrument for our Respiratory Panel test at Natividad Medical Center Laboratory Department. Respiratory Panel test is very important test to our patients especially for patients suffering from respiratory illness.

Service contract is needed to continue lab operation without delay and compromising patient care. The service contract includes troubleshooting, calling hotline and changing parts as needed. Having the service contract will save Natividad Medical Center for emergency repair which is very expensive.

#### **OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this agreement as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The agreement has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on February 10, 2024.

#### **FINANCING:**

The cost for this agreement is \$11,178 of which is included in the FY23-24 Adopted Budget.

#### **BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

Preventive maintenance and service hotline available at all times is a required service for our lab instruments to ensure effective treatments are being rendered in the best possible manner and to prevent delay of results.

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

Prepared by: Arthur Tiongson, Laboratory Manager, 831-772-7660

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

Attachments:

Qiagen, LLC Agreement

Attachments on file with the Clerk of the Board



## MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

**IT Consulting Services Renewal & Amendment No. 6 per RFP #9600-67**  
**Number: \_\_\_\_\_**

**Legistar**

### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or designee to execute renewal & amendment No. 6 to the agreements with Tegria Services Group and Leidos Health LLC dba Ettain Group for Information Technology (IT) consulting services pursuant to Request for Proposal (RFP) #9600-67 to extend the term for an additional three (3) year period (January 11, 2024 through January 10, 2027) for a revised term January 11, 2017 through January 10, 2027 and authorize an aggregate increase of \$6,728,679 for a revised total aggregate amount not to exceed \$24,534,679.

### **..Report**

#### **RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or designee to execute renewal & amendment No. 6 to the agreements with Tegria Services Group and Leidos Health LLC dba Ettain Group for Information Technology (IT) consulting services pursuant to Request for Proposal (RFP) #9600-67 to extend the term for an additional three (3) year period (January 11, 2024 through January 10, 2027) for a revised term January 11, 2017 through January 10, 2027 and authorize an aggregate increase of \$6,728,679 for a revised total aggregate amount not to exceed \$24,534,679.

#### **SUMMARY/DISCUSSION:**

NMC has a continued need for IT consulting services and specialized subject matter expertise to provide NMC with analytical, design and implementation support for new and existing computer applications, functionality, processes, and training that will support those applications and functionality.

NMC prepared and released RFP #9600-67 on August 1, 2016 to select qualified consulting companies to fulfill the unique needs associated with special IT projects. This RFP required that bidders be able to provide expertise for all aspects of application development, clinical IT expertise and high-level maintenance services at NMC. Eight (8) proposals were received for consideration from interested and qualified contractors. All 8 proposals were evaluated pursuant to the criteria stated in RFP #9600-67 and Leidos Health, LLC (now Leidos Health, LLC dba The Ettain Group), Jacobus Consulting, Inc., and Navin Haffty & Associates, LLC (now Tegria Services Group dba Navin Haffty & Associates) were all tentatively awarded agreements, however Jacobus Consulting, Inc has since exited the healthcare consulting business.

NMC's IT staff work in collaboration with IT consultants who are subject matter experts and provide a high level of project management support to help NMC analyze, design, and implement new and existing computer applications, functionality, and define process and training that support those applications and functionality. IT consultants are also needed as process and data experts for government initiatives such as QIP (Quality Incentive Program). The need for consultants will remain as new hospital initiatives arise.

NMC continues to strive to fill all its budgeted full-time employees (FTE) IT positions with internal expertise and will use consultants for short term projects and where internal knowledge or resources are not available.

Pursuant to NMC's Strategic Plan, NMC is evaluating options to upgrade or replace its existing Electronic Health Record (EHR). As a result, NMC is requesting authorization to extend agreements with Tegria Services Group dba Navin Haffty & Associates and Leidos Health dba The Ettain Group for an additional two (2) years and increasing the agreement funding by \$6,728,679 for the aggregate of \$24,534,679. NMC will re-evaluate an IT consulting Request For Proposal (RFP) once the EHR evaluation process is complete.

#### **OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this renewal & amendment No. 6 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal & amendment No. 6 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on February 9, 2024.

#### **FINANCING:**

The cost for this renewal & amendment No. 6 is \$6,728,679 of which \$1,092,600 is included in the Fiscal Year 2023-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

#### **BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The IT consulting agreements bring unique subject matter expertise to NMC pertaining to specialized and complex systems such as MEDITECH. These services help NMC's IT management team implement and support modules and systems when needed thereby leading to a more sound and solid technological infrastructure.

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

Prepared by: Raquel Mojica, IT Operations Manager, 783-2812

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

#### **Attachments:**

Renewal & Amendment No. 6 with Leidos Health, LLC dba Ettain Group  
Renewal & Amendment No. 6 with Tegria Services Group  
Amendment No. 5 with Leidos Health, LLC dba Ettain Group  
Amendment No. 5 with Tegria Services Group dba Navin Haffty & Associates  
Amendment No. 4 with Leidos Health, LLC dba Ettain Group  
Amendment No. 4 with Navin, Haffty & Associates, LLC  
Amendment No. 3 with Leidos Health, LLC  
Amendment No. 3 with Navin, Haffty & Associates, LLC  
Amendment No. 2 with Leidos Health, LLC  
Amendment No. 2 with Navin, Haffty & Associates, LLC

Amendment No. 1 with Leidos Health, LLC  
Amendment No. 1 with Navin, Haffty & Associates, LLC

Agreement with Leidos Health, LLC awarded per RFP # 9600-67  
Agreement with Navin, Haffty & Associates, LLC awarded per RFP # 9600-67

Attachments on file with the Clerk of the Board

## **MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

### **Precision Orthopedics Agreement**

#### **..Title**

- 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 Precision Orthopedics to provide orthopedic services for an amount not to exceed \$15,000,000 for the period April 1, 2024 to March 31, 2027; 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% (\$1,500,000) of the original contract amount and do not increase the total contract amount above \$16,500,000.

#### **..Report**

##### **RECOMMENDATION:**

It is recommended that the Board of Supervisors:

- 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 Precision Orthopedics to provide orthopedic services for an amount not to exceed \$15,000,000 for the period April 1, 2024 to March 31, 2027; 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% (\$1,500,000) of the original contract amount and do not increase the total contract amount above \$16,500,000.

##### **SUMMARY/DISCUSSION:**

NMC must arrange for the provision of professional consultation and treatment of patients who present to the emergency department and outpatient specialty clinic in need of medical care or treatment in general orthopedic surgery and certain subspecialties (e.g. hand, spine and trauma) as required for a Level II Trauma Center.

NMC would like to enter into this Agreement with Precision Orthopedics, for which board-certified orthopedic surgeons provide exclusive orthopedic services, including 24/7 dedicated emergency department call coverage; full-time orthopedic services in the specialty clinic; medical director services for general administration of the orthopedics department; and a physician liaison to the trauma program. NMC has obtained an independent opinion of fair market value supporting the payment terms of this Agreement.

##### **OTHER AGENCY INVOLVEMENT:**

County Counsel has reviewed and approved this Agreement as to legal form. Auditor-Controller has reviewed and approved this Agreement as to fiscal provisions. The Agreement has also been reviewed and approved by Natividad's Finance Committee and Board of Trustees.

##### **FINANCING:**

The cost of this Agreement \$15,000,000. \$5,000,000 is included in the Fiscal Year 2023/2024

Adopted Budget. The remaining balance will be budgeted in subsequent fiscal years. There is no impact to the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The services rendered in this agreement are required for a Level II Trauma Center and provide Natividad with the additional support it needs in order to provide reliable and high quality patient care which improves the health and quality of life for patients and their families.

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

Prepared by: Jeanne-Ann Balza, Director of Physician Services, 783.2506

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

Attachments:  
Agreement

## **MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

### **James F. Lilja MD dba Bay Area Gynecology Oncology Fifth Amendment**

#### **..Title**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Fifth Amendment to the Professional Services Agreement (A-13538) with James F. Lilja, M.D. dba Bay Area Gynecology Oncology to provide gynecology oncology and urology gynecology services, extending the term by twelve months (April 1, 2024 to March 31, 2025) for a revised full agreement term of February 1, 2018 to March 31, 2025, and adding \$400,000 for a revised total not to exceed amount of \$1,910,000 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 cause an increase of more than ten percent 10% (\$41,000) of the original contract amount and do not increase the total contract amount above \$1,951,000.

#### **..Report**

##### **RECOMMENDATION:**

It is recommended that the Board of Supervisors:

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Fifth Amendment to the Professional Services Agreement (A-13538) with James F. Lilja, M.D. dba Bay Area Gynecology Oncology to provide gynecology oncology and urology gynecology services, extending the term by twelve months (April 1, 2024 to March 31, 2025) for a revised full agreement term of February 1, 2018 to March 31, 2025, and adding \$400,000 for a revised total not to exceed amount of \$1,910,000 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 cause an increase of more than ten percent 10% (\$41,000) of the original contract amount and do not increase the total contract amount above \$1,951,000.

##### **SUMMARY/DISCUSSION:**

Natividad Medical Center operates the D'Arrigo Family Specialty Services Outpatient Clinic offering over fifteen different specialty care services including the highly specialized cancer care and treatment of pelvic floor issues. Natividad has an agreement with Bay Area Gynecology Oncology, for which Dr. James Lilja provides gynecology oncology services and Dr. Katherine Volpe and Dr. Victor Velasco provide urogynecology services one day a week in the outpatient specialty clinic as well as inpatient/outpatient procedures in the operating room. Natividad wishes to amend the agreement so that Bay Area Gynecology Oncology can continue to provide the same services without interruption. Natividad has obtained an independent opinion of fair market value supporting the payment terms of this Agreement.

##### **OTHER AGENCY INVOLVEMENT:**

County Counsel has reviewed and approved this amendment as to legal form. Auditor-Controller has reviewed and approved this amendment as to fiscal provisions. The amendment has also been reviewed and approved by Natividad's Finance Committee and Board of Trustees.

FINANCING:

The cost of this Amendment is \$400,000. The total not to exceed amount of this Agreement is \$1,910,000 for the period February 1, 2018 to March 31, 2025. \$350,000 is included in the Fiscal Year 2023/2024 Adopted Budget. The remaining balance will be budgeted in subsequent fiscal years. There is no impact to the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The services rendered in this agreement provide Natividad with the additional support it needs in order to provide reliable and high-quality patient care which improves the health and quality of life for patients and their families.

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

Prepared by: Jeanne-Ann Balza, Director of Physician Services, 783.2506

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

Attachments:

Fifth Amendment  
Fourth Amendment  
Third Amendment  
Second Amendment  
First Amendment  
Agreement

Attachments on file at the Clerk of the Board



**..Title**

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Spiritual Care Advisor with the salary range as indicated in Attachment A effective February 24, 2024;
- b. Amend the Natividad Medical Center FY 2023-24 Adopted Budget Unit 9600-8680 – Fund 451 – Appropriation Unit NMC001 to add 1.0 FTE allocation of Spiritual Care Advisor, as indicated in Attachment A effective February 24, 2024; and
- c. Direct the Human Resources Department 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 (PPPR) No. 98-394 Appendices A and B to create the classification of Spiritual Care Advisor with the salary range as indicated in Attachment A effective February 24, 2024;
- b. Amend the Natividad Medical Center FY 2023-24 Adopted Budget Unit 9600-8680 – Fund 451 – Appropriation Unit NMC001 to add 1.0 FTE allocation of Spiritual Care Advisor, as indicated in Attachment A effective February 24, 2024; and
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**SUMMARY/DISCUSSION:**

Natividad Medical Center (NMC) completed a classification and base wage compensation study of the Spiritual Care Advisor recommend base wage salary aligned with available market data.

The California Department of Health Care Services requires NMC to provide palliative care to all Medi-Cal members based upon established eligibility criteria pursuant to Senate Bill (SB) 1004. A key component of palliative care teams is someone that can address spiritual needs of the patient and their family needs when requested and recommended by the interdisciplinary care team. NMC has been able to maintain compliance with the regulation dependent upon the utilization of grant funds which are due to expire this fiscal year.

To establish the salary range for the new classification, NMC completed a base wage compensation study and found that the job duties, responsibilities and certifications of a Spiritual Care Advisor position were matched to two (2) of the six (6) hospital comparable agencies: Alameda Highland Hospital and Salinas Valley Health. After a thorough review and analysis of available data, no comparable matches were identified at Contra Costa Regional Medical Center, San Mateo Medical Center, Santa Clara Valley Medical Center or Hazel Hawkins Hospital. When there are only two classification matches from any of the hospital comparable agencies listed, the maximum average salary of the Bay Area Region of the Allied for Health compensation report will be included in the calculation of the market based average salary to establish the third match. The base wage compensation survey mean at top monthly step is approximately \$8,285.

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 classification of Spiritual Care Advisor with a top monthly salary of approximately \$8,285.

NMC intends to hire a Spiritual Care Advisor to ensure that the palliative care team includes the required interdisciplinary team members and remains compliant with the state regulations.

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 additional 1.0 FTE allocation for the remainder of Fiscal Year 2023-24 is approximately \$38,238 and then \$99,420 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 adjust the salary range of the Rehabilitative Services Manager classification as indicated in Attachment A effective February 24, 2024; and
- b. Direct the Human Resources Department 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 Appendices A and B to adjust the salary range of the Rehabilitative Services Manager classification as indicated in Attachment A effective February 24, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**SUMMARY/DISCUSSION:**

After implementing salary adjustments in September 2023 for the Physical Therapist class series, it was discovered that the salary range for the Rehabilitative Services Manager classification is only 1.44% above the subordinate classification of Supervising Therapist. Natividad Medical Center (Natividad) recommends adjusting the current salary of Rehabilitative Services Manager by 5% to realign the management level classification salary and resolve the compaction issue.

**OTHER AGENCY INVOLVEMENT:**

Natividad consulted with the Human Resources Department/Labor Division regarding this recommendation.

**FINANCING:**

The salary and benefits increased costs for the current position (1.0 FTE filled) budgeted for the Fiscal Year 2023-24 is approximately \$3,369 and then \$8,760 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

## **MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

### **Lena Nerjis Malik M.D., Fourth Amendment**

#### **TITLE:**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Fourth Amendment to the Professional Services Agreement (A-15734) with Lena Nerjis Malik M.D. to provide pediatric hospitalist services, extending the term by twenty-four months (April 1, 2024 to March 31, 2026) for a revised full agreement term of July 1, 2017 to March 31, 2026 and adding \$100,000 for a revised total not to exceed amount of \$300,000 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% (\$10,000) of the original contract amount and do not increase the total contract amount above \$310,000.

#### **RECOMMENDATION:**

It is recommended that the Board of Supervisors

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Fourth Amendment to the Professional Services Agreement (A-15734) with Lena Nerjis Malik M.D. to provide pediatric hospitalist services, extending the term by twenty-four months (April 1, 2024 to March 31, 2026) for a revised full agreement term of July 1, 2017 to March 31, 2026 and adding \$100,000 for a revised total not to exceed amount of \$300,000 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% (\$10,000) of the original contract amount and do not increase the total contract amount above \$310,000.

#### **SUMMARY/DISCUSSION:**

NMC must arrange for the care and treatment of pediatric patients (age 0-21) who are admitted to the hospital or present to the emergency department in need of medical care. In order to provide 24/7 patient care, it requires a team of pediatricians, known as pediatric hospitalists, who primarily work in the hospital areas including the pediatric unit, labor and delivery unit, the neonatal intensive care unit and the emergency department.

NMC has an agreement with Dr. Malik to provide pediatric hospitalist services from time to time and during periods when employed/contracted physicians are not available (e.g., vacation; illness; continuing medical education; etc.). NMC would like to amend the agreement to add funds and extend the term so that Dr. Malik can continue to provide the same services without interruption. NMC has obtained an independent opinion of fair market value supporting the payment terms of this agreement.

#### **OTHER AGENCY INVOLVEMENT:**

County Counsel has reviewed and approved this amendment as to legal form. Auditor-Controller has reviewed and approved this amendment as to fiscal provisions. The amendment has also been reviewed and approved by Natividad Medical Center's Finance Committee and Board of Trustees.

#### **FINANCING:**

The cost of this amendment is \$100,000. The total not to exceed amount of this Agreement is \$300,000 for the period July 1, 2017 to March 31, 2026. The actual cost is dependent upon Dr. Malik's level of participation in the call panel which may fluctuate based on her availability and need for coverage. \$20,000 is included the Fiscal Year 2023/202 Adopted Budget. The remaining balance will be budgeted in subsequent fiscal years. There is no impact to the General Fund.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement provide Natividad with the additional support it needs in order to provide reliable and high quality patient care which improves the health and quality of life for patients and their families.

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

Prepared by: Jeanne-Ann Balza, Director of Physician Services, 783.2506

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

Attachments:

Fourth Amendment  
Third Amendment  
Second Amendment  
First Amendment  
Agreement

Attachments on file at the Clerk of the Board

## **MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

### **Renovo Solutions LLC, Renewal & Amendment No. 4**

#### **Legistar Number:**

#### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Renewal & Amendment No. 4 to the agreement with Renovo Solutions LLC (A-14229) per Request for Proposals (RFP) 9600-70 for preventative maintenance plus repairs on biomedical equipment, increasing the total agreement amount by an additional \$1,363,374 for a revised total agreement amount not to exceed \$7,076,451 and extending the term of the Agreement for an additional one (1) year period (March 1, 2024 through February 28, 2025) with a revised full agreement term of March 1, 2019 through February 28, 2025.

#### **..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 & Amendment No. 4 to the agreement with Renovo Solutions LLC (A-14229) per Request for Proposals (RFP) 9600-70 for preventative maintenance plus repairs on biomedical equipment, increasing the total agreement amount by an additional \$1,363,374 for a revised total agreement amount not to exceed \$7,076,451 and extending the term of the Agreement for an additional one (1) year period (March 1, 2024 through February 28, 2025) with a revised full agreement term of March 1, 2019 through February 28, 2025.

#### **SUMMARY/DISCUSSION:**

In 2018 Natividad issued a Request for Proposals (RFP) #9600-70 for preventative maintenance plus repairs on biomedical equipment at the hospital. Four bids were received and after a detailed analysis and selection process Renovo Solutions was awarded the agreement which the Board of Supervisors approved on February 12, 2019. A flat fee structure was set based on inventory levels at the time the RFP was released.

The Board approved Amendment No. 1 to this Agreement in June of 2020 at which time diagnostic imaging (DI) equipment was added to the service contract with Renovo for maintenance and repair in addition to the biomedical equipment, with an associated \$752,284 increase associated with an inventory true-up and newly added DI services, plus unplanned services billed as time & materials. The Board also approved Amendment No. 2 in which an increase of \$921,000 was approved solely to cover unplanned services billed as time and materials which accumulated due to increased service needs associated with Covid, an increase in equipment inventory, and equipment falling off warranty.

The board approved Amendment No. 3, Natividad negotiated a new pricing structure with Renovo so as to minimize unplanned costs that are billed as time and materials. The inventory was updated and most of the inventory is now moving to full coverage status. Natividad also requested that Renovo assume some level of risk by agreeing to cover the first \$25,000 of time and materials costs that accumulate annually.

For Renewal and Amendment No. 4, Natividad is negotiating for new pricing that includes an updated inventory to assist in minimizing unplanned costs typically billed as time and materials.

Natividad is proposing and removing the restriction to the five percent inventory adjustment to create a reserve pool. This would allow for any equipment, regardless of its purchase price to be added or removed from the agreement as necessary. Natividad has also requested that Renovo assume more risk in covering the first \$25,000 of time and materials for every year of the agreement. Furthermore, with regards to time and materials Natividad is negotiated that Renovo move their initial cap of \$500 to \$1250 for shared risk of accidental damage and or abuse yearly through the term of the agreement.

At this time, Natividad is requesting approval to accept the new pricing structure and also to extend the term of the Agreement for an additional one (1) year period.

**OTHER AGENCY INVOLVEMENT:**

County Counsel has reviewed and approved this renewal & amendment No. 4 as to legal form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal & amendment No. 4 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on February 9, 2024.

**FINANCING:**

The cost for this Renewal & Amendment No. 4 is \$1,363,374 of which \$455,000 is included in the Fiscal Year 2023-24 Adopted Budget. Future costs will be included in those budgets as appropriate.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

This request ensures that NMC's biomedical equipment is properly maintained for compliance and safety purposes which contributes to the improved health and wellness for patients.

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

Prepared by: Andrea Rosenberg, Hospital Assistant Administrator, 783-2562

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

**Attachments:**

- Renovo Solutions LLC Renewal and Amendment No. 4
- Renovo Solutions LLC Renewal and Amendment No. 3
- Renovo Solutions LLC Amendment No. 2
- Renovo Solutions LLC Amendment No. 1
- Renovo Solutions Agreement (awarded per RFP 9600-70)

Attachments on file with the Clerk of the Board



# FINANCIAL STATEMENTS

DECEMBER 31, 2023

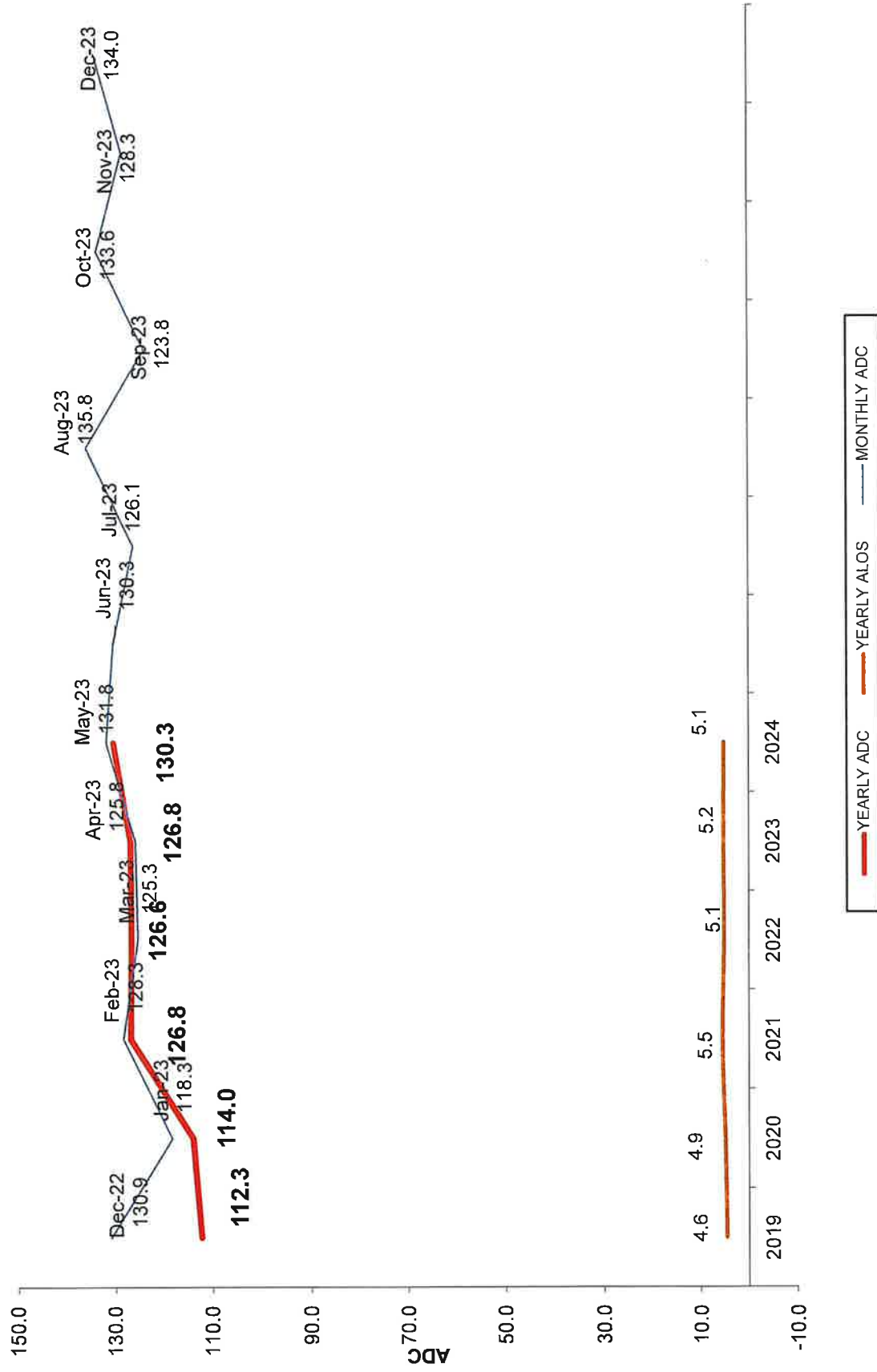
01/25/24

## **FINANCIAL STATEMENTS**

### **DECEMBER 31, 2023**

#### **DECEMBER 31, 2023**

<b><u>PAGE #</u></b>	<b><u>D E S C R I P T I O N</u></b>
<b>1</b>	<b>TOTAL ADC TREND GRAPH - 2019-2024</b>
<b>2</b>	<b>STATISTICAL REPORT</b>
<b>4</b>	<b>STATEMENT OF REVENUES &amp; EXPENSES AND CHANGES IN NET ASSETS TO BUDGET</b>
<b>5</b>	<b>STATEMENT OF REVENUES &amp; EXPENSES AND CHANGES IN NET ASSETS PER APD</b>
<b>6</b>	<b>BALANCE SHEET</b>
<b>7</b>	<b>SCHEDULE OF STATE / COUNTY RECEIVABLES</b>
<b>8</b>	<b>STATEMENT OF CASH FLOWS</b>
<b>9</b>	<b>RECONCILIATION OF GOVERNMENT FUNDING</b>
<b>10</b>	<b>CASH FLOW PERFORMANCE F/Y 23-24 ACTUAL TO BUDGET</b>
<b>11</b>	<b>CASH SCHEDULE FOR F/Y 23-24</b>



**NATIVIDAD**  
**STATISTICAL REPORT**  
**December 31, 2023**

Month-To-Date					Year-To-Date					
10-23	11-23	12-23	Budget			Budget	Current	Prior Yr	%	
PT DAYS BY SERVICE					STAFFED BEDS		CY/PY			
1	279	222	267	206	NICU	15	1,225	1,397	1,255	11.31%
2	1,920	1,782	1,963	1,982	Med/Surg	57	11,764	11,586	12,054	-3.88%
3	237	197	218	205	ICU	10	1,216	1,245	1,246	-0.08%
4	98	122	115	106	Peds	12	631	528	647	-18.39%
5	778	746	776	776	Acute Rehab	28	4,607	4,589	4,720	-2.78%
6	327	320	295	298	OB/Gyn	27	1,772	1,886	1,815	3.91%
7	3,639	3,389	3,634	3,574	TOTAL ACUTE	149	21,215	21,231	21,737	-2.33%
8	504	460	520	270	Psychiatric	19	1,601	2,749	1,640	67.62%
9	4,143	3,849	4,154	3,844	TOTAL DAYS	168	22,815	23,980	23,377	2.58%
10	298	340	278	300	Nursery	18	1,781	1,835	1,826	0.49%
AVERAGE DAILY CENSUS										
11	92.3	88.1	92.2	90.3	Acute	121	90.3	90.4	92.5	-2.27%
12	25.1	24.9	25.0	25.0	Acute Rehab	28	25.0	24.9	25.7	-3.11%
13	16.3	15.3	16.8	8.7	Psychiatric	19	8.7	14.9	8.9	67.42%
14	133.6	128.3	134.0	124.0	TOTAL	168	124.0	130.3	127.0	2.60%
15	9.6	11.3	9.0	9.7	Nursery	18	9.7	10.0	9.9	1.01%
PERCENTAGE OF OCCUPANCY										
16	76.3%	72.8%	76.2%	74.6%	Acute		74.6%	74.7%	76.4%	-2.3%
17	89.6%	88.9%	89.3%	89.3%	Acute Rehab		89.3%	88.9%	91.8%	-3.1%
18	85.8%	80.5%	88.4%	45.8%	Psychiatric		45.8%	78.4%	46.8%	67.4%
19	79.5%	76.4%	79.8%	73.8%	TOTAL		73.8%	77.6%	75.6%	2.6%
20	53.3%	62.8%	50.0%	53.9%	Nursery		53.9%	55.6%	55.0%	1.0%
ADMISSIONS										
21	677	675	651	642	Acute		3,809	4,027	3,904	3.15%
22	61	56	59	57	Acute Rehab		340	353	349	1.15%
23	49	51	49	43	Psychiatric		256	303	263	15.21%
24	787	782	759	742	TOTAL		4,405	4,683	4,516	3.70%
25	179	207	176	185	Nursery		1,097	1,130	1,125	0.44%
26	190	211	190	189	Deliveries		1,123	1,183	1,205	-1.83%
DISCHARGES										
27	627	636	613	620	Acute		3,680	3,830	3,773	1.51%
28	63	55	60	58	Acute Rehab		342	357	353	1.13%
29	44	54	52	42	Psychiatric		252	306	259	18.15%
30	734	745	725	720	TOTAL		4,274	4,493	4,385	2.46%
31	166	181	167	172	Nursery		1,022	1,034	1,045	-1.05%
AVERAGE LENGTH OF STAY										
32	5.3	4.9	5.5	5.2	Acute(Hospital wide no babies)		5.2	5.1	5.2	-1.92%
33	12.8	13.3	13.2	13.5	Acute Rehab		13.5	13.0	13.5	-3.70%
34	2.7	2.7	2.5	2.6	OB/Gyn		2.6	2.6	2.6	0.00%
35	10.3	9.0	10.6	6.2	Psychiatric		6.2	9.1	6.2	46.77%
36	1.7	1.6	1.6	1.6	Nursery		1.6	1.6	1.6	0.00%
OUTPATIENT VISITS										
37	5,266	5,214	4,940	5,084	Emergency Room		30,176	30,665	30,781	-0.38%
38	424	391	396	404	ER Admits		2,396	2,505	3,269	-23.37%
39	53.9%	50.0%	52.2%	54.4%	ER Admits as a % of Admissions		54.4%	53.5%	72.4%	-26.10%
40	6,744	6,293	5,809	6,019	Clinic Visits		35,727	38,404	35,549	8.03%
ANCILLARY PROCEDURES BILLED										
41	57,763	54,587	55,580	54,320	Lab Tests		322,415	333,552	325,632	2.43%
42	4,803	4,498	4,157	3,974	Radiology Procedures		23,589	26,965	23,970	12.49%
43	246	230	225	272	MRI Procedures		1,615	1,444	1,637	-11.79%
44	111	95	129	106	Nuclear Med Procedures		631	596	645	-7.60%
45	1,371	1,279	1,249	1,238	Ultrasound Procedures		7,348	7,830	7,515	4.19%
46	2,449	2,108	2,481	2,018	CT Scans		11,977	14,646	12,171	20.34%
47	445	404	371	367	Surgeries		2,180	2,517	2,213	13.74%
48	7.33	7.41	7.34	7.56	FTE'S PER AOB		7.56	7.34	7.53	-2.52%
49	1,423.2	1,414.2	1,392.1	1,349.7	TOTAL PAID FTE'S		1,349.7	1,394.5	1,376.9	1.28%
50	6,020	5,727	5,879	5,531	ADJUSTED PATIENT DAYS		32,832	34,951	33,637	3.91%

\*ER Admits do not include LDED beginning JUL23.

**STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS-TREND-NORMALIZED**  
**NATIVIDAD**  
**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
<b>REVENUE</b>													
<b>Patient Revenue:</b>													
1 Inpatient	75,825,124	81,181,440	75,600,355	84,980,765	76,534,937	82,070,923							476,203,545
2 Pro Fees	4,930,938	5,547,977	6,135,118	6,498,508	5,846,986	4,720,352							33,679,879
3 Outpatient	36,720,170	39,152,144	39,736,950	41,448,259	40,190,023	36,033,165							233,281,711
4 Total Patient Revenue	117,476,232	125,881,561	121,472,423	132,938,532	122,571,946	122,824,440							743,165,135
<b>Deductions from revenue</b>													
5 Contractual Deductions	89,537,030	94,105,959	91,652,157	101,057,942	92,694,258	94,299,536							563,346,881
6 Bad Debt	3,902,355	4,451,253	3,433,866	3,200,210	2,924,570	2,103,918							20,016,171
7 Unable to Pay	32,434	16,002	100,784	104,233	189,485	57,622							480,541
8 Total Contractual Discounts	93,471,819	98,573,214	95,186,807	104,362,384	95,788,293	96,461,076							583,843,563
9 Net Patient Revenue	24,004,414	27,308,347	26,285,616	28,576,148	26,783,653	26,363,364							159,321,542
10 As a percent of Gross Revenue	20.43%	21.69%	21.64%	21.50%	21.85%	21.46%	0.00%	0.00%	0.00%	0.00%	0.00%		21.44%
<b>Total Government Funding</b>	7,172,655	7,172,655	7,733,219	7,672,655	7,672,655	7,672,655							45,096,494
<b>Other Operating Revenue:</b>													
11 Rent Income	126,949	118,418	122,684	122,684	122,684	122,684							736,102
12 Interest Income	563,942	563,996	563,942	563,942	563,942	578,011							3,397,175
13 NMF Contribution	60,000	60,000	60,000	90,000	67,500	67,500							405,000
14 Other Income	482,213	475,332	401,705	335,474	461,827	532,041							2,668,593
15 Total Other Operating Revenue	1,213,104	1,217,147	1,148,331	1,112,100	1,215,952	1,300,236							7,206,870
16 <b>TOTAL REVENUE</b>	32,390,173	35,698,149	35,167,166	37,360,903	35,672,261	35,336,255							211,624,906
<b>EXPENSE</b>													
<b>Salaries, Wages &amp; Benefits</b>													
18 Registry	18,420,876	19,260,639	19,435,892	19,785,987	19,349,089	19,688,286							115,940,788
19 Phys/Residents SWB & Contract Fees	1,009,571	968,009	946,882	896,300	821,592	843,228							5,485,582
20 Purchased Services	4,994,554	5,108,351	5,491,814	5,298,878	5,142,542	5,128,010							31,163,949
21 Supplies	3,048,135	3,239,769	3,410,518	3,782,206	3,538,386	3,511,019							20,531,033
22 Insurance	2,811,489	3,204,107	3,085,841	3,514,114	3,570,515	3,461,198							19,647,264
23 Utilities and Telephone	408,031	408,857	408,444	389,519	533,878	424,399							2,573,127
24 Interest Expense	390,173	379,992	430,712	408,583	331,107	377,075							2,317,642
25 Depreciation & Amortization	37,914	37,914	37,914	21,234	21,234	21,234							177,445
26 Other Operating Expense	1,042,305	998,590	1,004,521	1,073,360	1,026,709	1,027,572							6,173,058
27 <b>TOTAL EXPENSE</b>	461,297	891,908	446,204	569,987	556,594	476,019							3,206,009
28 <b>NET INCOME(LOSS)</b>	32,825,344	34,268,137	34,698,544	35,740,167	34,893,657	34,960,049							207,215,898
(235,172)	1,400,012	488,622	1,620,735	1,620,735	778,604	376,206							4,409,008
<b>Normalization for Extraordinary Items</b>													
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	-	-	-	-	-	-							-
<b>CAPITAL CONTRIBUTIONS</b>													
36 County Contribution													
<b>CHANGE IN NET ASSETS</b>													
38 \$ (235,172) \$ 1,400,012 \$ 488,622 \$ 1,620,735 \$ 778,604 \$ 376,206 \$ - \$ - \$ - \$ - \$ - \$ - \$ 4,409,008													

**NATIVIDAD**  
**STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS**  
**AS OF DECEMBER 31, 2023**

CURRENT MONTH				YEAR -TO -DATE			
	Actual	Budget	Variance fav. (unfav) \$ VAR. % VAR		Actual	Budget	Variance fav. (unfav) \$ VAR. % VAR
<b>R E V E N U E</b>							
<b>Patient Revenue:</b>							
1	\$ 82,070,923	\$ 78,774,497	\$ 3,296,426 4.2	Inpatient	\$ 476,203,545	\$ 467,564,780	\$ 8,638,765 1.8
2	4,720,352	6,626,638	(1,906,286) (28.6)	Pro Fees	33,679,879	39,332,296	(5,652,417) (14.4)
3	36,033,165	37,491,179	(1,458,014) (3.9)	Outpatient	233,281,711	222,528,312	10,753,399 4.8
4	122,824,440	122,892,314	(67,874) (0.1)	Total Patient Revenue	743,165,135	729,425,388	13,739,747 1.9
<b>Deductions from Revenue</b>							
5	94,299,536	94,065,885	(233,651) (0.2)	Contractual Deductions	563,346,881	558,326,538	(5,020,343) (0.9)
6	2,103,918	3,121,606	1,017,688 32.6	Bad Debt	20,016,171	18,528,242	(1,487,929) (8.0)
7	57,622	84,587	26,965 31.9	Unable to Pay	480,541	502,064	(21,523) 4.3
8	96,461,076	97,272,078	811,002 0.8	Total Contractual Discounts	583,843,593	577,356,844	(6,486,749) (1.1)
9	26,363,364	25,620,236	743,128 2.9	Net Patient Revenue	159,321,542	152,068,544	7,252,998 4.8
10	21.46%	20.85%		As a percent of Gross Revenue	21.44%	20.85%	
11	7,672,655	6,659,860	1,012,795 15.2	Total Government Funding	45,096,494	39,959,160	5,137,334 12.86
<b>Other Operating Revenue:</b>							
12	122,684	126,917	(4,233) (3.3)	Rent Income	736,102	761,502	(25,400) (3.3)
13	578,011	245,833	332,178 135.1	Interest Income	3,397,175	1,474,998	1,922,177 130.3
14	67,500	60,000	7,500 12.5	NMF Contribution	405,000	360,000	45,000 12.5
15	532,041	440,900	91,141 20.7	Other Income	2,668,593	2,645,390	23,203 0.9
16	1,300,236	873,650	426,586 48.8	Total Other Operating Revenue	7,206,870	5,241,890	1,964,980 37.5
17	35,336,255	33,153,746	2,182,509 6.6	TOTAL REVENUE	211,624,906	197,269,594	14,355,312 7.3
<b>EXPENSE</b>							
18	19,688,296	18,867,460	(820,836) (4.4)	Salaries, Wages & Benefits	115,940,788	112,347,500	(3,593,288) (3.2)
19	843,228	776,506	(66,722) (8.6)	Registry	5,485,582	4,608,938	(876,644) (19.0)
20	5,128,010	5,133,148	5,138 0.1	Phys/Residents SWB & Contract Fees	31,163,949	30,652,480	(511,469) (1.7)
21	3,511,019	2,863,523	(647,496) (22.6)	Purchased Services	20,531,033	17,050,494	(3,480,539) (20.4)
22	3,461,198	2,783,203	(677,995) (24.4)	Supplies	19,647,264	16,519,652	(3,127,612) (18.9)
23	424,399	372,870	(51,529) (13.8)	Insurance	2,573,127	2,237,220	(335,907) (15.0)
24	377,075	408,933	31,858 7.8	Utilities and Telephone	2,317,642	2,427,212	109,570 4.5
25	21,234	50,194	28,960 57.7	Interest Expense	177,445	297,922	120,477 40.4
26	1,027,572	1,160,271	132,699 11.4	Depreciation & Amortization	6,173,058	6,886,772	713,714 10.4
27	478,019	437,978	(40,041) (9.1)	Other Operating Expense	3,206,009	2,599,588	(606,421) (23.3)
28	34,960,049	32,854,086	(2,105,963) (6.4)	TOTAL EXPENSE	207,215,898	195,627,778	(11,588,120) (5.9)
29	376,206	299,660	76,546 25.5	NET INCOME(LOSS)	4,409,008	1,641,816	2,767,192 168.5
30				<b>CAPITAL CONTRIBUTIONS</b>			
31	-	-	-	County Contribution	-	-	-
32	-	-	-		-	-	-
33	-	-	-		-	-	-
34	\$ 376,206	\$ 299,660	\$ 76,546 25.5	CHANGE IN NET ASSETS	\$ 4,409,008	\$ 1,641,816	\$ 2,767,192 168.5
							\$ 15,269,083

**NATIVIDAD**

## County Contribution

**NATIVIDAD  
BALANCE SHEET  
AS OF DECEMBER 31, 2023**

		CURRENT MONTH			YEAR - TO - DATE				
		BEGINNING	ENDING	INC/(DEC)	BEGINNING	ENDING	INC/(DEC)	% CHG.	
CURRENT ASSETS									
1	\$	159,413,209	\$	(8,306,898)	\$	151,106,311	\$	(11,727,324)	(7.2)
2		28,983,667		(500,000)		28,483,667		(2,000,000)	(6.6)
3		64,458,153		1,433,182		65,891,335		12,007,000	22.3
4		70,239,872		5,533,657		75,773,529		23,181,043	44.1
5		6,000,835		155,033		6,155,867		743,149	13.7
6		10,387,892		(650,594)		9,737,298		4,750,006	95.2
7		339,483,628		(2,335,620)		337,148,008		26,953,873	8.7
TOTAL CURRENT ASSETS									
8		360,306,647		346,194		360,652,842		2,711,895	0.8
9		(239,548,532)		(996,339)		(240,544,871)		(6,045,167)	(2.6)
10		120,758,115		(650,144)		120,107,971		(3,333,272)	(2.7)
PROPERTY, PLANT & EQUIPMENT									
LESS: ACCUMULATED DEPRECIATION									
NET PROPERTY, PLANT& EQUIPMENT									
11		205,880,049		(103,586)		205,776,463		(15,002,030)	(6.8)
OTHER ASSETS									
12	\$	666,121,791	\$	(3,089,350)	\$	663,032,442	\$	8,618,572	1.3
TOTAL ASSETS									
CURRENT LIABILITIES									
13		31,014,524		2,970,724		33,985,248		9,324,360	37.8
14		20,058,215		(6,953,138)		13,105,077		(2,673,770)	(16.9)
15		84,134,835		(500,000)		83,634,835		(1,873,999)	(2.2)
16		4,245,606		-		4,245,606		242,355	6.1
17		15,787,142		1,071,676		16,858,818		3,765,128	28.8
18		155,240,322		(3,410,738)		151,829,584		8,784,073	6.1
TOTAL CURRENT LIABILITIES									
LONG TERM LIABILITIES									
LT ACCRUED LIABILITIES									
19		2,891,904		(54,817)		2,837,087		(328,903)	(10.4)
20		-		-		-		-	-
21		13,364,949		-		13,364,949		(4,245,606)	(24.1)
22		16,266,853		(54,817)		16,202,036		(4,574,509)	(22.0)
TOTAL LONG TERM DEBT									
FUND BALANCES									
ACCUMULATED FUND									
23		490,591,814		-		490,591,814		14,779,352	3
24		4,032,802		376,206		4,409,008		(10,370,344)	(70.2)
25		494,624,616		376,206		495,000,822		4,409,008	0.9
TOTAL FUND BALANCES									
TOTAL LIAB. & FUND BALANCES									
26	\$	666,121,791	\$	(3,089,350)	\$	663,032,442	\$	8,618,572	1.3
%									



**NATIVIDAD**  
**STATE AND COUNTY RECEIVABLES**  
**AS OF 12/31/23**

<b>BALANCE SHEET</b>	<b>Req. Balance</b>	<b>Accruals</b>	<b>Prior Years Final Rec'n</b>	<b>IGT</b>	<b>Payments</b>	<b>Ending Balance</b>
Medi-Cal Waiver (DSH + SNCP)	1,224,882	7,149,998	240,122	17,930,670	(28,495,539)	(1,949,867)
Physician SPA	-	250,000				250,000
Hospital Fee	(3)	499,998				499,995
Rate Range IGT-CCAH-	11,664,000	6,999,000				18,663,000
MCMC EPP	14,000,000	7,699,998		6,206,776	(15,586,490)	12,320,284
MCMC QIP	24,000,000	16,999,998				40,999,998
SB1732	-	1,399,998			(315,901)	1,084,097
AB 915	-	1,910,178				1,910,178
Medical GME	-	499,998		744,597	(2,757,509)	(1,512,914)
Family First-COVID 19	22,930	250,002			(480,894)	(207,961)
<b>GOVERNMENT RECEIVABLES</b>	<b>50,911,809</b>	<b>43,659,168</b>	<b>240,122</b>	<b>24,882,043</b>	<b>(47,636,333)</b>	<b>72,056,809</b>
UCSF & TOURO University	-	46,700			(22,900)	23,800
Miscellaneous Receivable	53,622	634,197			(823,685)	(135,866)
Office Buildings	(43,583)	741,639			(734,640)	(36,583)
Medical HPE	40,955	150,000			(367,998)	(177,044)
Interest Accrued	-	3,397,175			(1,705,349)	1,691,826
Accrued Donations	755,683	375,000			(164,015)	966,668
Probation	-	512,757			(439,832)	72,925
Health Department	-	986,275			(675,282)	310,993
Watsonville	1,000,000					1,000,000
<b>OTHER RECEIVABLES</b>	<b>1,806,677</b>	<b>6,843,743</b>	<b>-</b>	<b>-</b>	<b>(4,933,701)</b>	<b>3,716,720</b>
<b>STATE/COUNTY RECEIVABLES</b>	<b>\$ 52,718,486</b>	<b>\$ 50,502,911</b>	<b>\$240,122</b>	<b>\$ 24,882,043</b>	<b>\$ (52,570,034)</b>	<b>\$ 75,773,529</b>

<b>P &amp; L</b>	<b>YTD DEC-23</b>
Medi-Cal DSH /SNCP/PHYS SPA	\$ 7,149,998
Physician SPA	\$ 250,000
Rate Range IGT-CCAH-	6,999,000
Esperanza Care	(1,250,004)
Family First C-19 Response-FMAP Enhance-	250,002
Medical GME	499,998
HPE	150,000
Hospital Fee	499,998
MCMC EPP	7,699,998
HD Residency Support	(250,002)
MCMC QIP	16,999,998
AB915	1,910,178
Medicare Bi-Weekly Payment	787,332
CARES Act Fund Aid	2,000,000
SB 1732	1,399,998
<b>GOVERNMENT FUNDING INCOME</b>	<b>\$ 45,096,494</b>

# NATIVIDAD

## STATEMENT OF CASH FLOWS

### AS OF DECEMBER 31, 2023

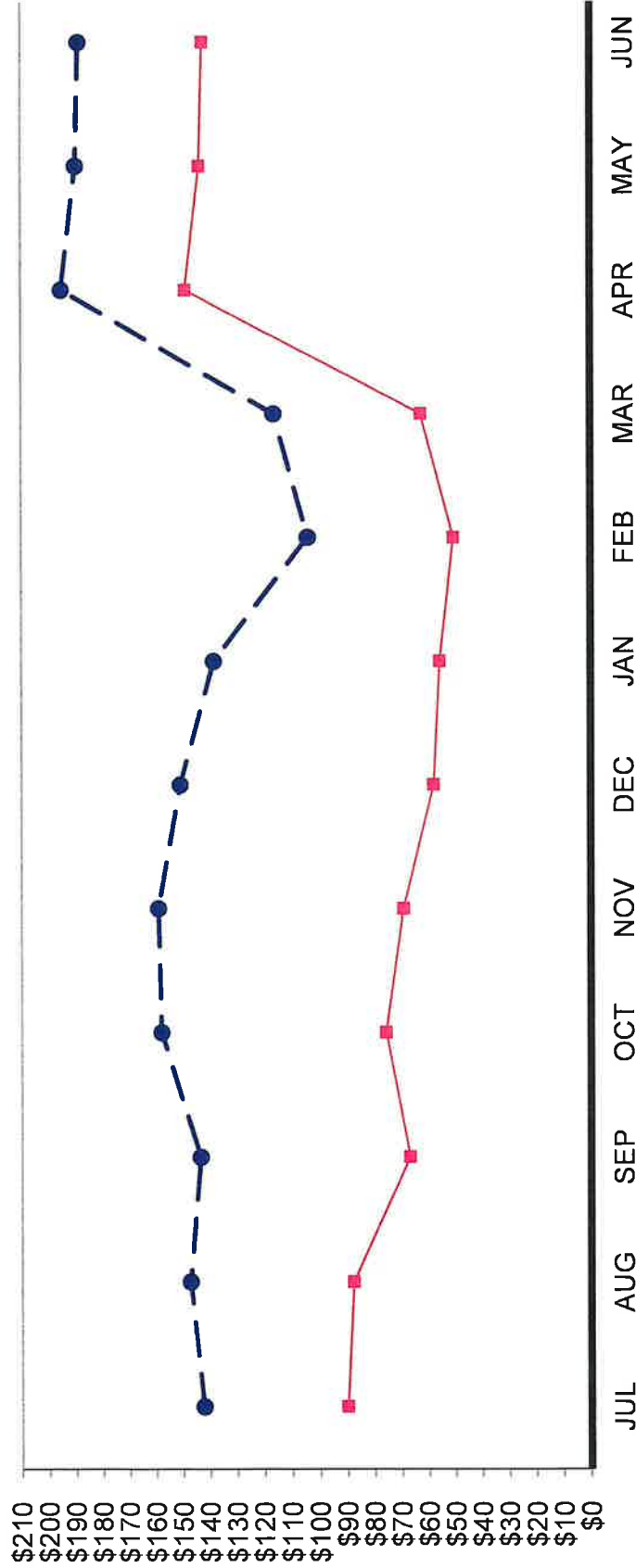
	CURRENT MONTH		YEAR - TO - DATE
1	\$ 159,413,209	CASH AT BEGINNING OF PERIOD	\$ 162,833,635
2		FROM OPERATIONS:	
3	376,206	NET INCOME/(LOSS)	4,409,008
4	-	NET INCOME ADJ - PRIOR YEAR	-
5	996,339	DEPRECIATION/AMORT	\$ 6,045,167
6	1,372,544	SUBTOTAL	10,454,175
7		CHANGES IN WORKING CAPITAL:	
8	(1,433,182)	ACCOUNTS RECEIVABLE	(12,007,000)
	500,000	FUND AID STIMULUS	2,000,000
9	(5,533,657)	STATE/COUNTY RECEIVABLE	(23,181,043)
10	495,562	PREPAID EXPENSE & INVENTORY	(5,493,155)
11	2,970,724	ACCRUED PAYROLL	9,324,360
12	(6,953,138)	ACCOUNTS PAYABLE	(2,673,770)
13	(500,000)	MCARE/MEDICAL LIABILITIES	(1,873,999)
15	-	SHORT TERM DEBT	242,355
16	1,071,676	ACCRUED LIABILITIES	3,765,128
17	(9,382,016)	NET (DECREASE)/INCREASE	(29,897,125)
18		CAPITAL ADDITIONS:	
19	(346,194)	PP&E ADDITIONS	(2,711,895)
20	-	NBV OF ASSETS DISPOSED	-
19	-		-
21	(346,194)	TOTAL CAPITAL (Use of Cash)	(2,711,895)
22		FINANCING ACTIVITY:	
23	(54,817)	LONG TERM BOND DEBT	(4,574,509)
24	103,586	OTHER ASSETS	15,002,030
25	-	INVESTMENTS	-
26	48,768	TOTAL FINANCING	10,427,521
27	(8,306,898)	INC./(DEC.) IN CASH BALANCE	(11,727,324)
28	\$ 151,106,311	CASH BALANCE - END OF PERIOD	\$ 151,106,311

**NATIVIDAD**  
**RECONCILIATION OF GOVERNMENT FUNDING**  
**FISCAL YEAR 2024**

	<u><b>BDGT-24</b></u>	<u><b>ESTIMATE FY2024</b></u>	<u><b>Variance to Budget</b></u>
Medi-Cal DSH Waiver	\$ 14,300,000	\$ 14,300,000	\$ -
Physician SPA	\$ 500,000	\$ 500,000	-
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    ■ BUDGET2024



	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	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	151	139	104	116	195	190	189
BDGT	90.0	87.8	67	76	69	58	56	51	63	149	144	143
Variance	52.3	59.6	77	82	90	93	83	54	54	46	46	46

NATIVIDAD  
CASH FORECAST  
FISCAL YEAR 2024

	ACTUAL JUL	ACTUAL AUG	ACTUAL SEP	ACTUAL OCT	ACTUAL NOV	ACTUAL DEC	ESTIMATE JAN	ESTIMATE FEB	ESTIMATE MAR	ESTIMATE APR	ESTIMATE MAY	ESTIMATE JUN	Total YTD
Beginning Balance	162,833,635	142,308,392	147,388,355	143,606,166	158,054,997	159,390,551	140,919,763	138,645,093	104,213,864	116,439,792	195,322,973	190,040,590	162,833,635
<b>CASH RECEIPTS</b>													
Patient Revenues (incl pro fees and lab cap)	21,808,531	26,184,631	22,199,687	29,390,787	24,048,348	15,638,476	24,857,027	24,857,027	24,857,027	24,857,027	24,857,027	24,857,027	288,412,620
Provider Fee							250,000	250,000	250,000	-	-	250,000	1,000,000
RR IGT CCAH							-	-	14,000,000	-	-	-	14,000,000
Stimulus - Family First Response COVID19- SHORT DOYLE		83,251	267,896	10,480	82,092		-	-	-	-	-	-	443,718
HPE			97,974	200,726			25,000	25,000	25,000	25,000	25,000	25,000	448,700
Foundation Donations	494,657	40,685	68,272	15,045	43,054		60,000	60,000	60,000	60,000	60,000	60,000	1,021,713
Mcal Waiver FY 22-23/GPP		11,658,646			16,663,872		3,700,000	-	-	3,700,000	-	-	35,722,518
Fund Aid			500,000	500,000	500,000	500,000	-	-	-	-	-	-	2,000,000
SB1732			315,901				-	-	2,453,478	-	-	-	2,769,379
HEALTH DEPARTMENT REIMB		132,985		311,241	167,122		139,646	139,646	139,646	139,646	139,646	139,646	1,449,223
MCAL GME	388,091	501,055		1,093,751		774,612	-	-	250,000	-	-	250,000	3,257,509
AB915						-	-	-	-	-	-	3,820,000	3,820,000
Rent Income	23,345	23,345	321,362	93,696	144,672	122,184	123,592	123,592	123,592	123,592	123,592	123,592	1,470,153
QIP										65,860,388			65,860,388
EPP				15,586,490						15,586,490			31,172,980
Phys SPA			173,021										173,021
IGT Sub-Fund Transfer In/(Out)		6,206,776		10,710,273									16,917,049
Fund 404 Transfer		897,959	55,034	68,048	12,779	100,720	720,692	558,219	854,476	1,206,590	614,476	1,801,004	6,889,596
Interest Income						1,705,349	-	-	737,499	-	-	737,499	3,180,347
Miscellaneous Revenue	269,493	1,396,558	687,981	432,981	401,620	360,214	-	-	-	-	-	-	3,950,846
Total Cash Receipts	22,984,117	47,127,890	24,687,128	58,706,842	42,063,559	19,259,672	29,875,956	26,767,702	44,612,162	112,420,177	26,681,185	32,925,212	488,111,602
<b>CASH DISBURSEMENTS</b>													
Purchased Services and Supplies	8,337,656	8,848,094	9,830,316	14,066,528	9,211,616	17,834,249	9,507,829	9,507,829	9,507,829	9,507,829	9,507,829	9,507,829	125,175,433
IGT MEDICAL GME	325,968	86,140		332,488									10,789,894
GPP	7,552,884			10,377,786									17,930,670
PNPP SFY12-13		240,122											240,122
IGT EPP		6,206,776						7,446,172					13,652,948
IGT QIP								21,906,674					21,906,674
Building Lease / Rental Equipment	194,125						190,159	171,752	190,159	184,021	190,159	184,021	1,304,396
COP Principal & Interest Payments					4,541,347		-	-	-	536,790	-	-	5,078,137
Payroll and Benefits	18,088,256	25,062,168	18,110,256	18,453,600	18,475,269	18,360,499	20,885,906	20,885,906	20,885,906	20,885,906	20,885,906	20,885,906	241,865,481
Workers Comp Allocation					4,909,589								4,909,589
Property Insurance					1,476,025								
Liability Insurance					1,839,738								
COWCAP	4,933,569	21,561					-	-	-	-	-	-	4,955,130
Data Processing	1,010,147					1,103,120	297,516	297,516	297,516	297,516	297,516	297,516	3,898,363
Pension Fund Transfer to County	3,066,795												3,066,795
Capital Expenses Fund 404		897,959	55,034	68,048	12,779	100,720	720,692	558,219	854,476	1,206,590	614,476	1,801,004	6,889,596
Capital Expenditures		685,106	473,712	959,561	261,642	331,873	548,524	424,865	650,348	918,345	467,682	1,370,758	7,092,415
Total Cash Disbursements	43,509,360	42,047,927	28,469,318	44,258,011	40,728,006	37,730,460	32,150,625	61,198,932	32,386,234	33,536,996	31,963,568	34,047,033	468,756,003
Increase/(Decrease)	(20,525,243)	5,079,963	(3,782,190)	14,448,831	1,335,554	(18,470,788)	(2,274,669)	(34,431,229)	12,225,928	78,883,181	(5,282,383)	(1,121,821)	19,355,599
Ending Cash Fund 451	142,308,392	147,388,355	143,606,166	158,054,997	159,390,551	140,919,763	138,645,093	104,213,864	116,439,792	195,322,973	190,040,590	188,918,769	182,189,234
(+) Cash In Transit						10,177,223							
(+) Petty Cash and CC	16,984	8,381	9,913	10,341	22,659	9,326							
Ending Cash as per G/L	142,325,376	147,396,736	143,616,079	158,065,338	159,413,209	151,106,311	138,645,093	104,213,864	116,439,792	195,322,973	190,040,590	188,918,769	
<b>Fund 404</b>													
Beginning Balance	64,093,731	64,093,731	63,195,772	63,140,738	63,072,690	63,059,910	62,959,191	62,238,499	61,680,280	60,825,804	59,619,214	59,004,739	
Transfer In from fund 451		(897,959)	(55,034)	(68,048)	(12,779)	(100,720)	(720,692)	(558,219)	(854,476)	(1,206,590)	(614,476)	(1,801,004)	
Capital Expenditures													
Ending Cash Fund 404	64,093,731	63,195,772	63,140,738	63,072,690	63,059,910	62,959,191	62,238,499	61,680,280	60,825,804	59,619,214	59,004,739	57,203,735	
Ending Cash Fund 451 & 404	206,402,122	210,584,127	206,746,903	221,127,687	222,450,461	203,878,953	200,883,592	165,894,144	177,265,596	254,942,187	249,045,329	246,122,504	

## CREDENTIALS REPORT TO BOT

<b>INITIAL APPOINTMENTS:</b> 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
Drake, Macarthur Jr., MD	Teleradiology / Radiology		Dr. Martinez	02/09/2024 – 02/01/2026	Srv Dir: 12/18/2023
Hessler, Christine S., MD	Teleneurology / Medical Specialties		Dr. Medawar	02/09/2024 – 02/01/2026	Srv Dir: 11/13/2023
Jasper, Kyle H., MD	Telepsychiatry / Psychiatry		Dr. Tully	02/09/2024 – 02/01/2026 Temporary Privileges 01/05/2024 – 02/09/2024	Srv Dir: 12/06/2023
Kornbau, Andrea M., MD	Telepsychiatry / Psychiatry		Dr. Tully	02/09/2024 – 02/01/2026 Temporary Privileges 01/05/2024 – 02/09/2024	Srv Dir: 12/06/2023
Loeb, Charles A., MD	Urology / Surgical Specialties		Dr. Di Stante	02/09/2024 – 02/01/2026 Temporary Privileges 12/26/2023 – 02/09/2024	Srv Dir: 11/30/2023
Owoyele, Adeyinka, MD	Teleradiology / Radiology		Dr. Martinez	02/09/2024 – 02/01/2026 Temporary Privileges 11/09/2023 – 02/09/2024	Srv Dir: 11/08/2023
Underwood, Amy, PA-C	Clinic Physician Assistant / Family Medicine		Dr. Nothnagle	02/09/2024 – 02/01/2026 Temporary Privileges 12/04/2023 – 02/09/2024	Srv Dir: 11/01/2023
Wheless, Selene G., DO	Family Medicine Hospitalist / Family Medicine		Dr. Nothnagle	02/09/2024 – 02/01/2026 Temporary Privileges 01/08/2024 – 02/09/2024	Srv Dir: 11/30/2023
DeZure Patel, Chandani, MD	Pediatric Hospitalist		Dr. Smith	02/09/2024 – 02/01/2026 Temporary Privileges 01/09/2024 – 02/09/2024	Srv Dir: 12/11/2023

LOCUMS TENENS: The following practitioner(s) were granted Temporary privileges to fulfill an important patient care, treatment, service need and to see only the patients of the practitioner for whom he/she is providing locum tenens services.						
NAME		SPECIALTY	SERVICE	REASON	TIMEFRAME	RECOMMEND
None						

<b>REAPPOINTMENTS:</b> 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. <b>Practitioners will be reappointed to their current staff status, unless specified below, for a period not to exceed 24 months.</b>					
NAME	SPECIALTY / SERVICE	NOTES	STATUS	REAPPOINTMENT PERIOD	RECOMMEND
Ajoc Jr, Jose G., MD	Family Medicine / Family Medicine		Active	3/1/2024 – 3/1/2026	Srv Dir: 11/28/2023
Hotchkiss, John H., MD	Teleradiology / Radiology		Courtesy	3/1/2024 – 3/1/2026	COS: 12/05/2023
Hwang, Janice J., MD	Teleradiology / Radiology		Courtesy	3/1/2024 – 3/1/2026	COS: 12/04/2023
Ishizue, Kenneth K., MD	Orthopedic Surgery / Surgical Specialties		Active	3/1/2024 – 3/1/2026	Srv Dir: 11/30/2023
Jani, Atul N., MD	General Surgery / Surgical Specialties		Courtesy to	3/1/2024 – 3/1/2026	COS: 12/04/2023
Junqueira, Heloisa S., MD	Pediatric Hospitalist / Pediatrics		Provisional to Active	3/1/2024 – 3/1/2026	Srv Dir: 12/01/2023
Karachalios, Michael D., MD	Teleradiology / Radiology		Courtesy	3/1/2024 – 3/1/2026	COS: 12/05/2023
Keselman, Inna, MD	Intraoperative Neuromonitoring / Medical Specialties		Provisional	3/1/2024 – 3/1/2026	Srv Dir: 11/30/2023
Krivan, David W., MD	Anesthesiology / Anesthesia		Provisional to Courtesy	3/1/2024 – 3/1/2026	Srv Dir: 12/05/2023
Lim-Kyo, Shiela M., NNP-BC	Neonatal Nurse Practitioner / Pediatrics		Advanced Practice Professional	3/1/2024 – 3/1/2026	Srv Dir: 12/01/2023
Lotan, Roi, M., MD	Teleradiology / Radiology		Courtesy	3/1/2024 – 3/1/2026	COS: 12/04/2023
Olaes, Karen L., MD	Emergency Medicine / Emergency Medicine		Active	3/1/2024 – 3/1/2026	Srv Dir: 11/28/2023
Ramirez, Julie A., AGACNP-BC	Adult Gerontology Acute Care Nurse Practitioner / Trauma		Advanced Practice Professional	3/1/2024 – 3/1/2026	Srv Dir: 11/30/2023
Thomson, Matthew J., MD	Teleradiology / Radiology		Courtesy	3/1/2024 – 3/1/2026	COS: 12/04/2023
Tung, Christie E., MD	Teleneurology / Medical Specialties		Courtesy	3/1/2024 – 3/1/2026	Srv Dir: 12/05/2023

**INITIAL FPPE / RELEASE FROM PROCTORING:** The following practitioner(s) have completed their basic and/or advanced procedure proctoring requirements.

NAME	SPECIALTY / SERVICE	PRIVILEGES / PRACTICE PREROGATIVES
Bergen, Kathryn M., DO	Family Medicine Hospitalist / Family Medicine	Adolescent and Adult core proctor completed
Flores, Mario I., DO	Internal Medicine Hospitalist / Medical Specialties	Internal Medicine core proctor completed
Haberlach, Marissa J., DO	Emergency Medicine / Emergency Medicine	Emergency Room Limited Focused Ultrasound proctor completed
Lim-Kyo, Shiela M., NNP-BC	Neonatal Nurse Practitioner / Pediatrics	NNP Practitioner Core, Endotracheal intubation and Umbilical Vessel Catheterization
Nuwer, Marc R., MD	Intraoperative Neuromonitoring / Medical Specialties	Intraoperative Remove Neurological Monitoring

CATEGORY CHANGES OUTSIDE OF REAPPOINTMENT: The following practitioner(s) category or status were changed as described.			
NAME	SPECIALTY / SERVICE LINE	CURRENT / NEXT	EFFECTIVE DATE
Haberlach, Marissa J., DO	Emergency Medicine / Emergency Medicine	Provisional to Active	02/09/2024
Hamlin, Forrest R., DO	Family Medicine w/ OB / Family Medicine	Administrative Suspension	11/30/2023
Ramirez, Julie A., AGACNP	Acute Care Nurse Practitioner / Trauma	Suspended	11/07/2023

PRIVILEGE CHANGES OUTSIDE OF REAPPOINTMENT: The following practitioner(s) have requested an increase or decrease of privileges. An increase in privileges shall be granted for the remainder of the current appointment period.			
NAME	SPECIALTY / SERVICE	REQUEST	PROCTOR
EGGE, Melissa K., MD	Pediatrics Hospitalist / Sexual Assault Forensic Examiner	ADD: Child Abuse Pediatrics	Dr. Smith
Garcia, Vivian L., MD	Family Medicine w/ OB	ADD: Postpartum tubal, Cesarean section & Cesarean section with tubal ligation, ECV, Intubation, Vacuum assisted delivery Temporary Privileges: 01/05/2024 – 02/09/2024	Dr. Nothnagle
Pauda, Mario J., MD	Family Medicine w/ OB / Family Medicine	ADD: Ambulatory Care Privileges Temporary Privileges: 01/05/2024 – 02/09/2024	Dr. Nothnagle
Roberts, James G., MD	Vascular Surgery / Surgical Specialties	ADD: Fluoroscopy – Temporary Privileges 11/22/2023 – 02/09/2024	Dr. Di Stante



**RESIGNATIONS:** The following practitioner(s) have voluntarily resigned their staff membership and privileges or AHP status. Practitioners were in good standing with the Medical Staff of Natividad at the time of the resignation, unless specified below.

NAME	SPECIALTY / SERVICE	REASON	EFFECTIVE DATE
Guerrero-Hall K., Daniela, MD	OBGYN / OBGYN	Voluntary Resignation	02/27/2024
Kundu, Nirvana, MD	Anesthesiology / Anesthesia	Voluntary Resignation / Failure to Reappoint	03/01/2024
Lakhera, Nivedita, MD	Internal Medicine Hospitalist / Medical Specialties	Voluntary Resignation	11/01/2023
Millner, Adrienne E., MD	OBGYN / OBGYN	Voluntary Resignation	02/25/2024
Niemeyer, Patricia A., MD	Diagnostic Radiology / Radiology	Voluntary Resignation	12/01/2023
Raju, Muralidhara R., MD	Neurological Surgery / Surgical Specialties	Voluntary Resignation	02/01/2024

**RELEASE FROM ADVANCED PROCEDURE TEACHING / TRAINING:** The following Advanced Practice Professional(s) have completed their advanced procedure teaching/training requirements in the following privileges as per MSP008-4. They are eligible to apply for these practice prerogatives.

NAME	SPECIALTY	SERVICE	REASON	RECOMMEND
None				

**TRAUMA NURSE PRACTITIONER ADVANCED PROCEDURE TEACHING / TRAINING:** The following Trauma Nurse Practitioner(s) meet the qualifications and request to participate in the Advanced Procedure Teaching / Training, MSP008-4.

NAME	PROCEDURE
None	

**NEONATAL NURSE PRACTITIONER ADVANCED PROCEDURE TEACHING / TRAINING:** The following Neonatal Nurse Practitioners() meet the qualifications and request to participate in the Advanced Procedure Teaching / Training, MSP008-5.

NAME	PROCEDURE
Lim-Kyo, Shiela M., NNP-BC	Chest tube/thoracentesis, Lumbar Puncture, PICC Line Placement

**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		