



**Board of Trustees  
Meeting 2024**

**July 19, 2024**





# NMC Board of Trustees Regular Meeting

Friday, July 19, 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 1-7 – Board Clerk*

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

5. **Minutes**

- Approve the Minutes of June 14, 2024 Board of Trustees Meeting. *Page 8-16*

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)**

- Advanced Practice Professional Rules and Regulations

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

***No Changes***

- 1:9306 Performance Improvement and Patient Safety (PIPS) Plan
- TPMG-011 Trauma Admission Guideline
- IC-455 Infection Prevention Plan Risk Assessment and Evaluation

***Revised Policies***

- 1:3780 CODE OB
- LDU-6170 Vaginal Birth After Cesarean
- LDU-6121 Outpatient Cervical Ripening
- 7:1400 Adverse Events and Unusual Occurrences: Governmental Reporting
- NURADM-0450 Discharge of Patient
- NURADM-0150 Admission of Patient
- 1:9303 Specialist and Services Available for Trauma Patients
- IC-320 Multidrug Resistant Organisms
- Patient Care Org Chart

*Additions to Joint Conference*

- NURADM-0800 Staffing Office
- IC-480 Computer Cleaning Policy

**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 Advanced Gastroenterology of Monterey County, Page 17-18 (CONSENT)**
- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Fifth Amendment to the Professional and Call Coverage Services Agreement (A-14453) with Advanced Gastroenterology of Monterey County to provide gastroenterology services extending the term by fourteen months (August 1, 2024 to September 30, 2025) for a revised full agreement term of August 1, 2019 to September 30, 2025, and adding \$750,000 for a revised total not to exceed amount of \$4,000,000 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 10% (\$65,000) of the original contract amount and do not increase the total contract amount above \$4,065,000.
- 8c. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Mohamed Kerala Serio, M.D., Page 19-20 (CONSENT)**
- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Seventh Amendment to the Professional and Call Coverage Services Agreement (A-13611) with Mohamed Kerala Serio, M.D. to provide cardiology services, extending the term by fourteen months (August 1, 2024 to September 30, 2025) for a revised full agreement term of July 1, 2017 to September 30, 2025, and adding \$712,000 for a revised total not to exceed amount of \$5,032,000 in the aggregate; and
  - b. Authorize the Chief Executive Officer for NMC to sign up to three (3) future amendments to this agreement where the amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$122,000) of the original contract amount and do not increase the total contract amount above \$5,154,000.
- 8d. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Professional Research Consultants, Inc., Page 21-22 (CONSENT)**
- Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Professional Research Consultants, Inc. for healthcare industry market research design, analysis, support, training and consulting services, extending the agreement an additional thirty-eight (38) month period (November 1, 2024 through December 31, 2027) for a revised full agreement term of November 1, 2023 through December 31, 2027), and adding \$320,000 for a revised total agreement amount not to exceed \$385,000.

- 8e. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for the Trauma Registrar Classification, Page 23-24 (CONSENT)**
- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Trauma Registrar with the salary range as indicated in Attachment A effective August 24, 2024;
  - b. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8340-Appropriation Unit NMC001) to add one (1) Management Analyst II position and reallocate two (2) Administrative Services Assistant positions and one (1) Health Information Management Coder II position to three (3) Trauma Registrar positions as indicated in Attachment A effective August 24, 2024; and
  - c. 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 Healthcare Coding & Consulting Services LLC, Page 25-26 (CONSENT)**  
 Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 7 to the agreement (A-13517) with Healthcare Coding and Consulting Services, LLC for U.S.-based remote medical record coding and consulting services with no change to the term of Agreement (August 22, 2016 through August 21, 2024) and adding \$700,000 for a revised total agreement amount not to exceed \$5,005,000.
- 8g. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Healthcare Coding & Consulting Services, LLC, Page 27-28 (CONSENT)**
- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Healthcare Coding & Consulting Services, LLC for U.S. based remote medical record coding and consulting services at NMC for an amount not to exceed \$600,000 with an agreement term August 22, 2024 through August 21, 2026.
  - b. Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than 10% (\$60,000) of the original cost of the agreement, for total contract liability of (\$660,000).
- 8h. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Universal Protection Services LP, Page 29-30 (CONSENT)**  
 Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal & amendment No. 3 to the agreement (A-15371) with Universal Protection Services LP dba Allied Universal Security Services pursuant to the Request for Proposal (RFP) #10744 for uniformed security guard services, extending the agreement an additional two (2) year period (July 1, 2024 through June 30, 2026) for a revised full agreement term of July 1, 2021 through June 30, 2026, and adding \$3,907,029 for a revised total agreement amount not to exceed \$10,207,029.
- 8i. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for the Clinical Informatics Manager Classification, Page 31-32 (CONSENT)**
- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Clinical Informatics Manager with the salary range as indicated in Attachment A effective August 24, 2024;
  - b. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8351-Appropriation Unit NMC001) to reallocate one (1) Nursing Services Unit

- Manager position to one (1) Clinical Informatics Manager position as indicated in Attachment A effective August 24, 2024; and
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

9. **Accept Oral Report from Natividad Chief Financial Officer** – Daniel Leon, CFO
  - a. May 2024 YTD Financial Reports Page 33-45

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

11. **Nominate and recommend to Board of Supervisors the Initial Appointment of One New Member to the Board of Trustees.** – Simon Salinas, Committee Chair

Nominate and recommend to the Board of Supervisors the appointment of the following member to the Board of Trustees for a First, One-Year Term, effective upon appointment:

1. Kerry Varney

*As per the BOT bylaws, an appointed BOT member serves for an initial term of one year, as a trial period for the BOT member and the BOT. Thereafter, with the consent of the BOT member and with the recommendation of the BOT, such appointed BOT member may serve a term of three (3) years, and may serve up to two (2) additional consecutive three (3) year terms if re-appointed by the Board of Supervisors. The BOT Governance and Nominating Committee have submitted the names appearing above for the BOT's consideration.*

12. **Receive Oral Report from Natividad Chief of Staff** - Dr. Valerie Vigil, COS
  - a. 3<sup>rd</sup> Year Resident – Dr. Chun Ning Hu

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

14. **Closed Session Public Comment**

*Closed Session may be held at the conclusion of the Board's Regular Agenda, or at any time during the course of the meeting, before or after the scheduled time, announced by the Chairperson of the Board. The 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 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 June 2024 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals. *Page 46-50*

Adjournment

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





# NMC Board of Trustees Regular Meeting

Friday, June 14, 2024

9:00 AM

NATIVIDAD ROOM

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

## MINUTES

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

**Board of Trustees:** Libby Downey, Marcia Atkinson, Dr. Marc Tunzi, Dr. Charles Harris, Sonia De La Rosa, Supervisor Chris Lopez, Manuel Osorio, Simon Salinas, and Mitch Winick

**Absent:** Bettye Saxon

**NMC Staff/County:** Stacy Saetta, Andrea Rosenberg, Nancy Buscher, Daniel Leon, Dr. Craig Walls, Ari Entin, Janine Bouyea, Jeanne-Ann Balza, Cher Krause, Tammy Perez, Jennifer Williams, Hillary Fish, Priscilla Barba, Nancy Majewski, Christina Medina Dickson, Dr. Marshall, and Noemi Breig

1. **Call to Order**

2. **Roll Call**

*Present*

*Libby Downey  
Marcia Atkinson  
Dr. Marc Tunzi  
Dr. Charles Harris  
Sonia De La Rosa  
Manuel Osorio  
Simon Salinas  
Mitch Winick*

*Absent*

*Supervisor Chris Lopez  
Bettye Saxon*

3. **Pledge of Allegiance**

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

- *Correction made to Consent Item 8q Best Best & Krieger agreement to reflect total liability of \$715,000 rather than \$725,000 and revised maximum amount of \$723,000 rather than \$733,000.*

*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 May 10, 2024 Board of Trustees Meeting.

**MOTION:** *Motion to approve the minutes of May 10, 2024, Board of Trustees Meeting, by Simon Salinas, seconded by Marcia Atkinson, and approved unanimously.*

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/Manuals/Order Sets***

***No Changes***

- Radiology Qualifications / Bylaws
- 4:1550 Environmental Risk Evaluation
- 7:7100 Board Designated Capital Fund
- 4:1550 Environmental Risk Evaluation
- 4:4218 Earthquake Response Plan
- 4:1700 Safety Information, Collection and Evaluation System
- 4:4212 Terrorist or Bomb Threat Response Plan
- 4:4000 Emergency Operations Plan
- HICS Job Action Sheet

***Revised Policies***

- 1:0800 Patient Care Complaints and Grievances
- PHAR-5254 Expiration Check Responsibilities
- 1:9304 Educational Requirements for Trauma Nursing Staff
- TPMG-005 Neurosurgery Trauma Consult Guidelines
- TPMG-007 Orthopedic Trauma Consult Guidelines
- TPMG-019 Backup Trauma Surgeon Notification
- 1:9301 Departmental Roles in the Management of the Trauma Patient
- 1:1310 Fall Prevention Policy
- 7:1400 Adverse Events and Unusual Occurrences: Governmental Reporting
- 7:0900 Sentinel Event Management
- DP 5:0950 Payroll Policies – Tardiness
- IDP 5:2500 Educational Leave
- IDP 5:0850 Sanction Screening
- IDP 5:2300 Annual Training & Education

***Order Sets***

- MED Pneumonia

**Approve for submission to the Monterey County Board of Supervisors the following agreements identified in Item 8b – 8r 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 InfoImage of California, Inc., (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-13141) with InfoImage of California, Inc. for medical billing services, extending the agreement an additional one (1) year (July 1, 2024 through June 30, 2025) for a revised full term of July 1, 2016 through June 30, 2025, and adding \$40,000 for a revised total agreement amount not to exceed \$430,000.

**8c. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Toyon Associates, Inc., (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement (A 22-319) with Toyon Associates, Inc for Rural Floor Budget Neutrality Appeals Services, Medicare/Medicaid Crossover Bad Debt Recovery Services, Medicare/ Medi-Cal Appeals Services, OSHPD Report Preparation Services, Medical Eligible Day Services (POA/Historical), Medicare/Medi-Cal/Short Doyle Cost report Preparation Services and Consulting services, extending the agreement an additional two (2) year period (July 1, 2024 through June 30, 2026) for a revised full agreement term of July 1, 2022 through June 30, 2026, and adding \$500,000 for a revised total agreement amount not to exceed \$1,350,000.

**8d. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with F1 Technical Solutions, Inc., (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 1 to the agreement (A-15736) with F1 Technical Solutions, Inc. for temporary and permanent placement services, extending the agreement an additional two (2) year period (March 15, 2024 through March 31, 2026) for a revised full agreement term of March 15, 2022 through March 31, 2026, and adding \$250,000 for a revised total agreement amount not to exceed \$900,000.

**8e. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with The Chartis Group, LLC, (CONSENT)**

- a. Authorize the Chief Executive Officer for Natividad or his designee to execute an agreement with The Chartis Group, LLC for peer review assessment services at Natividad for an amount not to exceed \$205,000 with an agreement term retroactive from June 11, 2024 through June 10, 2027.
- b. Approve the Natividad Chief Executive Officer's recommendation to accept non-standard indemnification and limitation of liability provisions within the agreement.

**8f. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with ALCOR Scientific, Inc., (CONSENT)**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with ALCOR Scientific, Inc. for maintenance services of the iSED ESR Analyzer at NMC for an amount not to exceed \$1,780 with an agreement term June 15, 2024 through June 14, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard

indemnification, insurance, limitations on liability, and limitations on damages provisions within the agreement.

**8g. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Gaumard Scientific, (CONSENT)**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Gaumard Scientific for training, installation, and preventative maintenance services to the neonatal simulators at NMC for an amount not to exceed \$11,095 with an agreement term July 1, 2024 through June 30, 2026.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard indemnification provisions within the agreement.

**8h. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Raimi and Associates, Inc., (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-16067) with Raimi and Associates, Inc for strategic planning services, extending the agreement an additional one (1) year period (November 1, 2024 through October 31, 2025) for a revised full agreement term of November 1, 2022 through October 31, 2025, and adding \$40,156 for a revised total agreement amount not to exceed \$225,266.

**8i. \* Approve for Submission to the Monterey County Board of Supervisors the Following Adopt Resolution for the Hospital Senior Medical Interpreter Classification, (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 Appendices A and B to create the classification of Hospital Senior Medical Interpreter with the salary range as indicated in Attachment A effective July 13, 2024;
- b. Amend the FY 2023-24 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8350-Appropriation Unit NMC001) to reallocate two (2) Hospital Medical Interpreter positions to two (2) Hospital Senior Medical Interpreter positions as indicated in Attachment A effective July 13, 2024;
- c. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**8j. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Ventana Faculty Medical Associates, (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Fourth Amendment to the Professional and Call Coverage Services Agreement (A-15010) with Ventana Faculty Medical Associates to provide family medicine and physician assistant services, extending the term by twelve months (July 1, 2024 to June 30, 2025) for a revised full agreement term of November 1, 2020 to June 30, 2025, and adding \$300,000 for a revised not to exceed amount of \$1,200,000 in the aggregate; and
- b. Authorize the CEO for NMC or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$50,000) of the original contract amount and do not increase the total contract amount above \$1,250,000.

**8k. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Cardiopulmonary Associates Medical Group (CPA), (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his

designee to execute the Fifth Amendment to the Professional and Call Coverage Services Agreement (A-14-299) with Cardiopulmonary Associates Medical Group (CPA) to provide pulmonary medicine and critical care services, extending the term by twenty-four months (July 1, 2024 to June 30, 2026) for a revised full agreement term of July 1, 2018 to June 30, 2026, but with no change to the aggregate not to exceed amount of \$600,000; and

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

**8l. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Central Coast Nephrology, (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 Central Coast Nephrology to provide nephrology services July 1, 2024 to June 30, 2027 for an amount not to exceed \$1,050,000 in the aggregate; and
- b. Authorize the CEO for NMC or his designee to sign up to three (3) amendments to this agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$105,000) of the original contract amount and do not increase the total contract amount above \$1,155,000.

**8m. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with CEP America-California, d.b.a Vituity, (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-13218) with CEP America-California, d.b.a. Vituity to provide emergency medicine services, extending the term by twenty-four months (July 1, 2024 to June 30, 2026) for a revised full agreement term of July 2016 to June 30, 2026, adding \$4,400,000, for a revised amount not to exceed \$18,426,277 in the aggregate; and
- b. Authorize the CEO for NMC or his designee to sign up to three (3) amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$301,266) of the original contract amount and do not increase the total contract amount above \$18,727,543.

**8n. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Monterey County Eye Associates, Inc., (CONSENT)**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement (A-14310) with Monterey County Eye Associates, Inc. to provide ophthalmology call coverage services extending the term by twelve months (July 1, 2024 to June 30, 2025), for a revised full agreement term of June 1, 2019 to June 30 2025, and adding \$289,132 for a revised not to exceed amount of \$1,625,406 in the aggregate; aggregate; and
- b. Authorize the CEO for NMC or his designee to sign up to three (3) amendments to this agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$54,600) of the original contract amount and do not increase the total contract amount above \$1,680,006.

**8o. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Joel Weinstein MD, (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 Joel Weinstein MD to provide general surgery services for the period July 1, 2024 to June 30, 2026 for an amount not to exceed \$800,000 in the aggregate; and

- b. Authorize the CEO for NMC or his designee to sign up to three (3) amendments to this agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$80,000) of the original contract amount and do not increase the total contract amount above \$880,000.

8p. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Foley & Lardner, LLP, (CONSENT)**

- a. Authorize the County Counsel to execute an Amendment No. 2 to an Agreement for Specialized Attorney Services (“Agreement”) with Foley & Lardner, LLP for independent consulting and legal services with respect to healthcare matters at Natividad Medical Center (“Natividad”), adding one year for a revised full term of July 1, 2021, through June 30, 2026, and adding \$300,000 for a revised total agreement amount not to exceed \$1,100,000; and
- b. Authorize the County Counsel to execute up to three (3) future amendments to this Agreement where the total amendments do not exceed 10% (\$80,000) of the agreement amount, for a revised total agreement amount of \$1,180,000, and do not significantly change the scope of work.

8q. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Best Best & Krieger, LLP, (CONSENT)**

- a. Authorize the County Counsel to execute amendment No. 6 to the agreement (A-13923) with Best Best & Krieger, LLP for specialized attorney services, adding \$250,000 for a total revised agreement amount of ~~\$725,000~~ \$715,000, with no change to the term of May 1, 2017 through April 30, 2026; and
- b. Authorize the County Counsel to execute up to one (1) future amendment that does not exceed 10% (\$8,000) of the original Agreement amount, does not significantly alter the scope of work, and does not exceed a revised maximum amount of ~~\$733,000~~ \$723,000.

8r. \* **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Monterey County Fair, (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute a non-standard sponsorship agreement with the 7<sup>th</sup> District Agricultural Association dba Monterey County Fair, designating NMC as an Official Sponsor of the annual Monterey County Fair scheduled August 29, 2024 through September 2, 2024 for an amount not to exceed \$5,000.

***MOTION: Motion to approve Policies/Procedures/Forms/Manuals and contract items 8a-8r, with the changes made to item 8q, moved by Simon Salinas, seconded by Marcia Atkinson, and approved unanimously.***

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

- a. April 2024 YTD Financial Reports

***MOTION: Motion to accept the April 2024 Financial Report, moved by Simon Salinas, seconded by Manuel Osorio, and approved unanimously.***



10. **Receive Oral Report from Natividad Chief Executive Officer** - *Dr. Charles Harris, CEO*
11. **Receive Oral Report from Governance and Nominating Committee** – *Simon Salinas, Committee Chair*
12. **Receive Oral Report from Natividad Chief of Staff** - *Dr. Marc Tunzi, COS*
  - a. 3<sup>rd</sup> Year Resident – Dr. Joel Marshall
13. **Receive Oral Report from Natividad Chief Nursing Officer** - *Nancy Buscher, CNO*
14. **Closed Session Public Comment**  
*Closed Session may be held at the conclusion of the Board's Regular Agenda, or at any time during the course of the meeting, before or after the scheduled time, announced by the Chairperson of the Board. The 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 Health and Safety Code Section 54957.6, the Board will receive an update:  
Designated representatives: Janine Bouyea  
Employee Organization(s): Unit U (Physicians), Unit(s) J, F, H, K Service Employees International Union – Local 521
  - b. Pursuant to Health and Safety Code Section 1461, Evidence Code Section 1157, and in accordance with Government Code Section 54954.5, the Board will receive Medical Quality Assurance Reports.

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

16. **Accept and approve May 2024 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.**

***MOTION:*** *Motion to accept the report on May 2024 Credentials Report, moved by Manuel Osorio, seconded by Simon Salinas, and approved unanimously.*

**Adjournment:** With no other business before the Board, the meeting was adjourned at 10:53 am

***Recorded by Noemi Breig***

## **MONTEREY COUNTY BOARD OF SUPERVISORS**

### **Advanced Gastroenterology of Monterey County 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 and Call Coverage Services Agreement (A-14453) with Advanced Gastroenterology of Monterey County to provide gastroenterology services extending the term by fourteen months (August 1, 2024 to September 30, 2025) for a revised full agreement term of August 1, 2019 to September 30, 2025, and adding \$750,000 for a revised total not to exceed amount of \$4,000,000 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 10% (\$65,000) of the original contract amount and do not increase the total contract amount above \$4,065,000.

#### **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 Fifth Amendment to the Professional and Call Coverage Services Agreement (A-14453) with Advanced Gastroenterology of Monterey County to provide gastroenterology services extending the term by fourteen months (August 1, 2024 to September 30, 2025) for a revised full agreement term of August 1, 2019 to September 30, 2025, and adding \$750,000 for a revised total not to exceed amount of \$4,000,000 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 10% (\$65,000) of the original contract amount and do not increase the total contract amount above \$4,065,000.

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

NMC must arrange for care and treatment of hospitalized patients as well as patients who present to the emergency department and hospital clinics in need of medical care in the specialty of gastroenterology, disorders and diseases that affect the digestive system. NMC has an agreement with Advanced Gastroenterology of Monterey County, for which Mumtaz Tabbaa M.D., a board-certified gastroenterologist, provides gastroenterology call coverage in the emergency department, endoscopy procedures and outpatient services in the specialty clinic. NMC wishes to amend the agreement so that Dr. Tabbaa can continue to provide the services without interruption. Advanced Gastroenterology of Monterey County is paid a rate for services according to the terms of this agreement. Although the amount of services may increase or decrease due to patient volumes and the need for coverage, the rate of pay remains the same. 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 is scheduled to be reviewed by Natividad Medical Center's Finance Committee and Board of

Trustees on July 19, 2024, after the Board of Supervisors' consideration of this Amendment at its July 9, 2024 meeting. Seeking Board of Supervisors approval first was necessary in order to prevent a gap in services.

**FINANCING:**

The cost of this Amendment is \$750,000. The total cost of this Agreement is \$4,000,000 for the period August 1, 2019 to September 30, 2025. \$650,000 is included in the Fiscal Year 2024/2025 adopted budget, the remaining balance will be budgeted in the subsequent fiscal year. Funding will be provided from NMC's Enterprise Fund 451-9600-6608.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement provide NMC 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: 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

## **MONTEREY COUNTY BOARD OF SUPERVISORS**

### **Mohamed Kerala Serio, M.D. Seventh Amendment**

#### **TITLE:**

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Seventh Amendment to the Professional and Call Coverage Services Agreement (A-13611) with Mohamed Kerala Serio, M.D. to provide cardiology services, extending the term by fourteen months (August 1, 2024 to September 30, 2025) for a revised full agreement term of July 1, 2017 to September 30, 2025, and adding \$712,000 for a revised total not to exceed amount of \$5,032,000 in the aggregate; and
- b. Authorize the Chief Executive Officer for NMC to sign up to three (3) future amendments to this agreement where the amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$122,000) of the original contract amount and do not increase the total contract amount above \$5,154,000.

#### **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 Seventh Amendment to the Professional and Call Coverage Services Agreement (A-13611) with Mohamed Kerala Serio, M.D. to provide cardiology services, extending the term by fourteen months (August 1, 2024 to September 30, 2025) for a revised full agreement term of July 1, 2017 to September 30, 2025, and adding \$712,000 for a revised total not to exceed amount of \$5,032,000 in the aggregate; and
- b. Authorize the Chief Executive Officer for NMC to sign up to three (3) future amendments to this agreement where the amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$122,000) of the original contract amount and do not increase the total contract amount above \$5,154,000.

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

NMC must arrange for the care and treatment of hospitalized patients and patients who present to the emergency department and outpatient clinic in need of medical care in the specialty of cardiology. NMC has an agreement with Dr. Serio to provide cardiology call coverage in the emergency department, inpatient consults, daily (Monday through Friday) cardiology services in the outpatient clinic and clinical interpretation services to its cardiology patients. NMC wishes to amend the current agreement with Dr. Serio so that he can continue to provide the services without interruption. Dr. Serio is paid a rate for services according to the terms of this agreement. Although the amount of services may increase or decrease due to patient volumes and the need for coverage, the rate of pay remains the same. 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 is scheduled to be reviewed by Natividad Medical Center's Finance Committee and Board of Trustees on July 19, 2024, after the Board of Supervisors' consideration of this Amendment at its

July 9, 2024 meeting. Seeking Board of Supervisors approval first was necessary in order to prevent a gap in services.

**FINANCING:**

The cost of this Amendment is \$712,000. The total cost for this Agreement is \$5,032,000 (for the period July 1, 2017 to September 30, 2025. \$610,000 is included in the Fiscal Year 2024/2025. Adopted Budget. The remaining amount will be budgeted in subsequent fiscal years. Funding will be provided from NMC's Enterprise Fund 451-9600-6608.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement provide NMC 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: Charles R. Harris, Chief Executive Officer, 783.2551

Attachments:

- Seventh Amendment
- Sixth Amendment
- Fifth Amendment
- 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

## Professional Research Consultants, Inc. Amendment No. 1

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

### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 1 to the agreement with Professional Research Consultants, Inc. for healthcare industry market research design, analysis, support, training and consulting services, extending the agreement an additional thirty-eight (38) month period (November 1, 2024 through December 31, 2027) for a revised full agreement term of November 1, 2023 through December 31, 2027), and adding \$320,000 for a revised total agreement amount not to exceed \$385,000.

### **..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. 1 to the agreement with Professional Research Consultants, Inc. for healthcare industry market research design, analysis, support, training and consulting services, extending the agreement an additional thirty-eight (38) month period (November 1, 2024 through December 31, 2027) for a revised full agreement term of November 1, 2023 through December 31, 2027), and adding \$320,000 for a revised total agreement amount not to exceed \$385,000.

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

Professional Research Consultation for the Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) survey offers multifaceted advantages. Firstly, it ensures meticulous adherence to survey protocols and guidelines, optimizing data accuracy and reliability. Expert consultants provide invaluable insights into survey design, administration, and interpretation, enhancing the overall quality of research outcomes. Additionally, their proficiency facilitates efficient identification of areas for improvement within healthcare facilities, enabling tailored interventions to enhance patient experience and satisfaction. Moreover, by leveraging their expertise, organizations can streamline survey implementation processes, saving time and resources while maximizing the utility of HCAHPS data for informed decision-making and quality improvement initiatives. Ultimately, professional research consultation empowers healthcare institutions to elevate patient care standards and foster a culture of continuous improvement.

Professional Research Consultations will be utilizing phone calls for survey responses. Utilizing phone calls for the Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) survey can significantly enhance response rates by providing a convenient and accessible means for patients to participate. By reaching out directly to individuals, healthcare facilities can engage a broader demographic and encourage higher levels of feedback, thereby ensuring a more representative and comprehensive understanding of patient experiences.

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

The Office of County Counsel has reviewed and approved this amendment No. 1 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 1 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on July 19, 2024.

**FINANCING:**

The cost for this amendment No. 1 is \$320,000 of which \$74,120.00 is included in the FY 2024-25 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate. Funding will be provided from NMC’s Enterprise Fund 451-9600-6383.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

Natividad Medical Center diligently adheres to the mandatory Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) reporting requirements set forth by the Centers for Medicare & Medicaid Services (CMS). This commitment ensures transparency and accountability in delivering high-quality patient care, as well as facilitates benchmarking against national standards to drive continuous improvement initiatives. By meeting CMS's rigorous reporting standards, Natividad reaffirms its dedication to enhancing patient satisfaction and optimizing healthcare outcomes.

Professional Research Consultants is an enterprise solution that supports Natividad Medical Centers journey toward clinical excellence and guide our transformation to a patient-centered, safety-focused, learning organization.

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

Prepared by: Tammy Perez, Director of Quality, 783-2512  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:  
Professional Research Consultant, Inc. Amendment 1  
Professional Research Consultant, Inc. Agreement

Attachments on file with 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 Trauma Registrar with the salary range as indicated in Attachment A effective August 24, 2024;
- b. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8340-Appropriation Unit NMC001) to add one (1) Management Analyst II position and reallocate two (2) Administrative Services Assistant positions and one (1) Health Information Management Coder II position to three (3) Trauma Registrar positions as indicated in Attachment A effective August 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 Trauma Registrar with the salary range as indicated in Attachment A effective August 24, 2024;
- b. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8340-Appropriation Unit NMC001) to add one (1) Management Analyst II position and reallocate two (2) Administrative Services Assistant positions and one (1) Health Information Management Coder II position to three (3) Trauma Registrar positions as indicated in Attachment A effective August 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 Trauma Registrar recommend base wage salary aligned with available market data.

The American College of Surgeons (ACS) requires NMC to employ qualified Trauma Registrars to maintain its Level II Trauma designation. NMC has utilized generic classifications to staff this position and has recently experienced recruitment and retention difficulty as the market for qualified talent has become more competitive over the last year. In order to stay competitive and maintain the trauma designation, a classification with a unique salary string is required.

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 Trauma Registrar position were matched to two (2) of the six (6) hospital comparable agencies: Alameda Highland Hospital and Santa Clara Valley Medical Center. After a thorough review and analysis of available data, no comparable matches were identified at Contra Costa Regional Medical Center, San Mateo Medical Center, Salinas Valley Health, Hazel Hawkins Hospital or in the Allied for Health compensation report. In accordance with the compensation philosophy as it applies to hospital specific classifications, internal comparisons were utilized in the absence of



sufficient external data comparisons. The base wage compensation survey mean at top monthly step is approximately \$9,075.

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 Trauma Registrar with a top monthly salary of approximately \$9,075.

NMC is seeking consideration from the Board of Supervisors to adopt a Resolution to create the new classification of Trauma Registrar with the respective salary and reallocate three (3) positions, one vacant/one filled Administrative Services Assistant and one vacant Health Information Management Coder II position to three (3) Trauma Registrar positions. Additionally, the addition of one (1) Management Analyst II position is requested to perform the duties required to support the Trauma Services Department.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The salary and benefits increased costs for the current positions (1.0 FTE filled/3.0 FTE vacant) budgeted for the remainder of Fiscal Year 2024-25 is approximately \$149,240 and then \$160,592 annually thereafter. The funding for personnel costs is provided by Natividad Medical Center’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

# MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

**Healthcare Coding & Consulting Amendment No. 7      Legistar Number: \_\_\_\_\_**

## **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 7 to the agreement (A-13517) with Healthcare Coding and Consulting Services, LLC for U.S.-based remote medical record coding and consulting services with no change to the term of Agreement (August 22, 2016 through August 21, 2024) and adding \$700,000 for a revised total agreement amount not to exceed \$5,005,000.

## **..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. 7 to the agreement (A-13517) with Healthcare Coding and Consulting Services, LLC for U.S.-based remote medical record coding and consulting services with no change to the term of Agreement (August 22, 2016 through August 21, 2024) and adding \$700,000 for a revised total agreement amount not to exceed \$5,005,000.

### **SUMMARY/DISCUSSION:**

Healthcare Coding and Consulting Services (HCCS) provides coding of accounts support, utilizing International Classification of Diseases Tenth Revision (ICD10-CM/PCS), Current Procedural Terminology (CPT), Evaluation /Management Levels (E/M), APC-DRG Review and Auditing, HCPCs Medical Supply conventions to Natividad designated medical encounters and Education and Training to Natividad as changes occur within the coding spectrum.

HCCS provides coding support for hospital inpatient and emergency services to both trauma and non-trauma services, the appending of charges for emergency services and coding support for outpatient clinical services. This vendor was chosen due to the complexity and distinctiveness of both services (general and trauma) and the various coding requirement from state and federal coding requirements from state and federal coding guidelines for inpatient and outpatient services are comprise of multiple layers of treatment management, equipment, procedures and extensive documentation. HCCS provides coding support purposes for quality requirements mandated by state and federal regulations and ultimately for timely and accurate reimbursement from all payers.

HCCS has certified coders to review complicated encounters; conduct monthly audits of the coding staff assigned to Natividad account, which meets the compliance requirement. The results are distributed, reviewed, discussed, and recommendations to enhance beneficial outcomes for the organization are considered and often executed. HCCS also provides auditing and validation summary documentation of specific third-party payor accounts required service justification.

Natividad Medical Center recognizes with the increased volume of emergency/labor delivery emergency, trauma encounters, outpatient and inpatient, the level of complexity with accurate coding of these services; as well as the on-going difficulties with recruitment and retaining of qualified credentialed candidates we are not capable of meeting the management's level of expectations and demand.

### **OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 7 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 7 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on July 19, 2024.

**FINANCING:**

The cost for this amendment No. 7 is \$700,000 of which \$550,000 is included in the FY 2023-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate. Funding will be provided from NMC's Enterprise Fund 451-9600-6613.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement provides Natividad Medical Center with the additional support which is needed due to the credential requirements to ensure accurate appending coding for reimbursement, regulatory, patient care initiatives and data reporting.

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

Prepared by: Kim Williams-Neal, Director of HIM, 831-783-2440  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:

- Healthcare Coding and Consulting Services, LLC Amendment 7
- Healthcare Coding and Consulting Services, LLC Amendment 6
- Healthcare Coding and Consulting Services, LLC Amendment 5
- Healthcare Coding and Consulting Services, LLC Amendment 4
- Healthcare Coding and Consulting Services, LLC Renewal & Amendment 3
- Healthcare Coding and Consulting Services, LLC Amendment 2
- Healthcare Coding and Consulting Services, LLC Amendment 1
- Healthcare Coding and Consulting Services, LLC Agreement

Attachments on file with the Clerk of the Board

## MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

### Healthcare Coding & Consulting Services, LLC New Agreement

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

#### **..Title**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Healthcare Coding & Consulting Services, LLC for U.S. based remote medical record coding and consulting services at NMC for an amount not to exceed \$600,000 with an agreement term August 22, 2024 through August 21, 2026.
- b. Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than 10% (\$60,000) of the original cost of the agreement, for total contract liability of (\$660,000).

#### **..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 Healthcare Coding & Consulting Services, LLC for U.S. based remote medical record coding and consulting services at NMC for an amount not to exceed \$600,000 with an agreement term August 22, 2024 through August 21, 2026.
- b. Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute up to three (3) future amendments to the agreement which do not significantly alter the scope of work and do not cause an increase of more than 10% (\$60,000) of the original cost of the agreement, for total contract liability of (\$660,000).

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

Healthcare Coding and Consulting Services (HCCS) provides coding of accounts support, utilizing International Classification of Diseases Tenth Revision (ICD10-CM/PCS), Current Procedural Terminology (CPT), Evaluation /Management Levels (E/M), APC-DRG Review and Auditing, HCPCs Medical Supply conventions to Natividad designated medical encounters and Education and Training to Natividad as changes occur within the coding spectrum.

HCCS provides coding support for hospital inpatient and emergency services to both trauma and non-trauma services, the appending of charges for emergency services and coding support for outpatient clinical services. This vendor was chosen due to the complexity and distinctiveness of both services (general and trauma) and the various coding requirement from state and federal coding requirements from state and federal coding guidelines for inpatient and outpatient services are comprise of multiple layers of treatment management, equipment, procedures and extensive documentation. HCCS provides coding support purposes for quality requirements mandated by state and federal regulations and ultimately for timely and accurate reimbursement from all payers.

HCCS has certified coders to review complicated encounters; conduct monthly audits of the coding staff assigned to Natividad account, which meets the compliance requirement. The results are distributed, reviewed, discussed, and recommendations to enhance beneficial outcomes for the organization are considered and often executed. HCCS also provides auditing and validation summary documentation of specific third-party payor accounts required service justification.

Natividad Medical Center recognizes with the increased volume of emergency/labor delivery emergency, trauma encounters, outpatient and inpatient, the level of complexity with accurate coding of these services; as well as the on-going difficulties with recruitment and retaining of qualified credentialed candidates we are not capable of meeting the management's level of expectations and demand.

**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 July 19, 2024.

**FINANCING:**

The cost for this agreement is \$600,000 of which \$300,000 is included in the FY 2024-25 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate. Funding will be provided from NMC's Enterprise Fund 451-9600- 6613.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement provides Natividad Medical Center with the additional support which is needed due to the credential requirements to ensure accurate appending coding for reimbursement, regulatory, patient care initiatives and data reporting.

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

Prepared by: Kim Williams-Neal, Director of HIM, 831-783-2440  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:  
Healthcare Coding and Consulting Services, LLC Agreement

Attachments on file with the Clerk of the Board

# MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

## Universal Protection Services LP dba Allied Universal Security Services Renewal & Amendment 3

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

### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal & amendment No. 3 to the agreement (A-15371) with Universal Protection Services LP dba Allied Universal Security Services pursuant to the Request for Proposal (RFP) #10744 for uniformed security guard services, extending the agreement an additional two (2) year period (July 1, 2024 through June 30, 2026) for a revised full agreement term of July 1, 2021 through June 30, 2026, and adding \$3,907,029 for a revised total agreement amount not to exceed \$10,207,029.

### **..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. 3 to the agreement (A-15371) with Universal Protection Services LP dba Allied Universal Security Services pursuant to the Request for Proposal (RFP) #10744 for uniformed security guard services, extending the agreement an additional two (2) year period (July 1, 2024 through June 30, 2026) for a revised full agreement term of July 1, 2021 through June 30, 2026, and adding \$3,907,029 for a revised total agreement amount not to exceed \$10,207,029.

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

Natividad Medical Center (NMC) is a 172 licensed bed acute care hospital in Salinas CA that is owned and operated by the County of Monterey. Security guard and patrol services is a very important and necessary part of hospital operations. Security at NMC is active 24/7 with designated posts with officers stationed at various locations throughout the hospital. Due to the unique environment of working in a hospital setting, NMC requires that all officers become AVADE (Awareness Vigilance Avoidance Defense Escape) certified, and medically cleared. Additionally, other stand-out responsibilities that NMC expects its selected security guard and patrol service vendor to adhere to include but are not limited to the following:

- Have continuity, coordination, control, and consistency that delivers security and protection to the NMC buildings and Campus.
- Receive uninterrupted security guard services, in which appropriate security levels are maintained at all times without interruption.
- Be able to promptly receive additional officers as requested.
- Provide property inspections and vehicle patrol.
- Provide an on-site manager to monitor and manage the guards and patrolmen daily.
- Respond to emergency codes and alarms.
- Provide video surveillance and monitoring.
- Provide daily activity and incident log reports to the Director of Engineering & Safety

Guard services being deemed necessary include security guard manned entry ways into the hospital such as the Emergency department, a manned presence within the Emergency department unit, manned unit in the Mental Health department, and a 24/7 manned security dispatch (watching cameras). In addition to the needed manned posts there are many situations where leadership (HAN) 29

will need to call an additional guard to assist with a 1to1 (aggressive patient), this dynamic also alters the cost of security needs.

**OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 3 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 3 has also been reviewed and approved by NMC’s Finance Committee and by its Board of Trustees on July 19, 2024.

**FINANCING:**

The cost for this amendment No. 3 is \$3,907,029.00 which will be reflected in the adopted budget for FY 2024-25. Amounts for remaining years of the agreement will be included in those budgets as appropriate. Funding will be provided from NMC’s Enterprise Fund 451-9600-6613.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

Create a safe environment for people to achieve their potential, leading businesses and communities to thrive and grow while reducing violent crimes.

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

Prepared by: Felipe Enriquez, Director of Engineering and Safety, 783-2614  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

- Attachments:
- Allied Universal Security Services Renewal & Amendment 3
  - Allied Universal Security Services Amendment 2
  - Allied Universal Security Services Amendment 1
  - Allied Universal Security Services Agreement

Attachments on file with 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 Clinical Informatics Manager with the salary range as indicated in Attachment A effective August 24, 2024;
- b. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8351-Appropriation Unit NMC001) to reallocate one (1) Nursing Services Unit Manager position to one (1) Clinical Informatics Manager position as indicated in Attachment A effective August 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 Clinical Informatics Manager with the salary range as indicated in Attachment A effective August 24, 2024;
- b. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8351-Appropriation Unit NMC001) to reallocate one (1) Nursing Services Unit Manager position to one (1) Clinical Informatics Manager position as indicated in Attachment A effective August 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 Clinical Informatics Manager position and recommend the creation of this new classification with a base wage salary aligned with available market data.

The Information Technology department has been organizing teams of clinical professionals to perform as information technology experts and liaisons to ensure the required electronic health record/electronic medical record (EHR/EMR) functions appropriately for all the clinicians that access the system as part of the care team. NMC has utilized a generic classification to staff this position since NMC transitioned to electronic medical records prior to the availability of sufficient market data to create a managerial classification.

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 Clinical Informatics Manager position were matched to three (3) of the six (6) hospital comparable agencies: Alameda Highland Hospital, Contra Costa Regional Medical Center and San Mateo Medical Center. After a thorough review and analysis of available data, no comparable matches were identified at Hazel Hawkins Hospital, Salinas Valley Health or Santa Clara Valley Medical Center. The base wage compensation survey mean at top monthly step is approximately \$18,173.



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 Clinical Informatics Manager with a top monthly salary of approximately \$18,173.

NMC is seeking consideration from the Board of Supervisors to adopt a Resolution to create the new classification of Clinical Informatics Manager with the respective salary and reallocate one (1) filled Nursing Services Unit Manager position to one (1) Clinical Informatics Manager position.

OTHER AGENCY INVOLVEMENT:

The Monterey County Office of County Counsel has reviewed this recommendation. In addition, the County Employee Management Association (CEMA) has been provided notice of these recommendations.

FINANCING:

The salary and benefits increased costs for the current position (1.0 FTE filled) budgeted for the remainder of Fiscal Year 2024-25 is approximately \$3,201 and then \$3,468 annually thereafter. The funding for personnel costs is provided by Natividad Medical Center'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



# FINANCIAL STATEMENTS

MAY 31, 2024

06/25/24

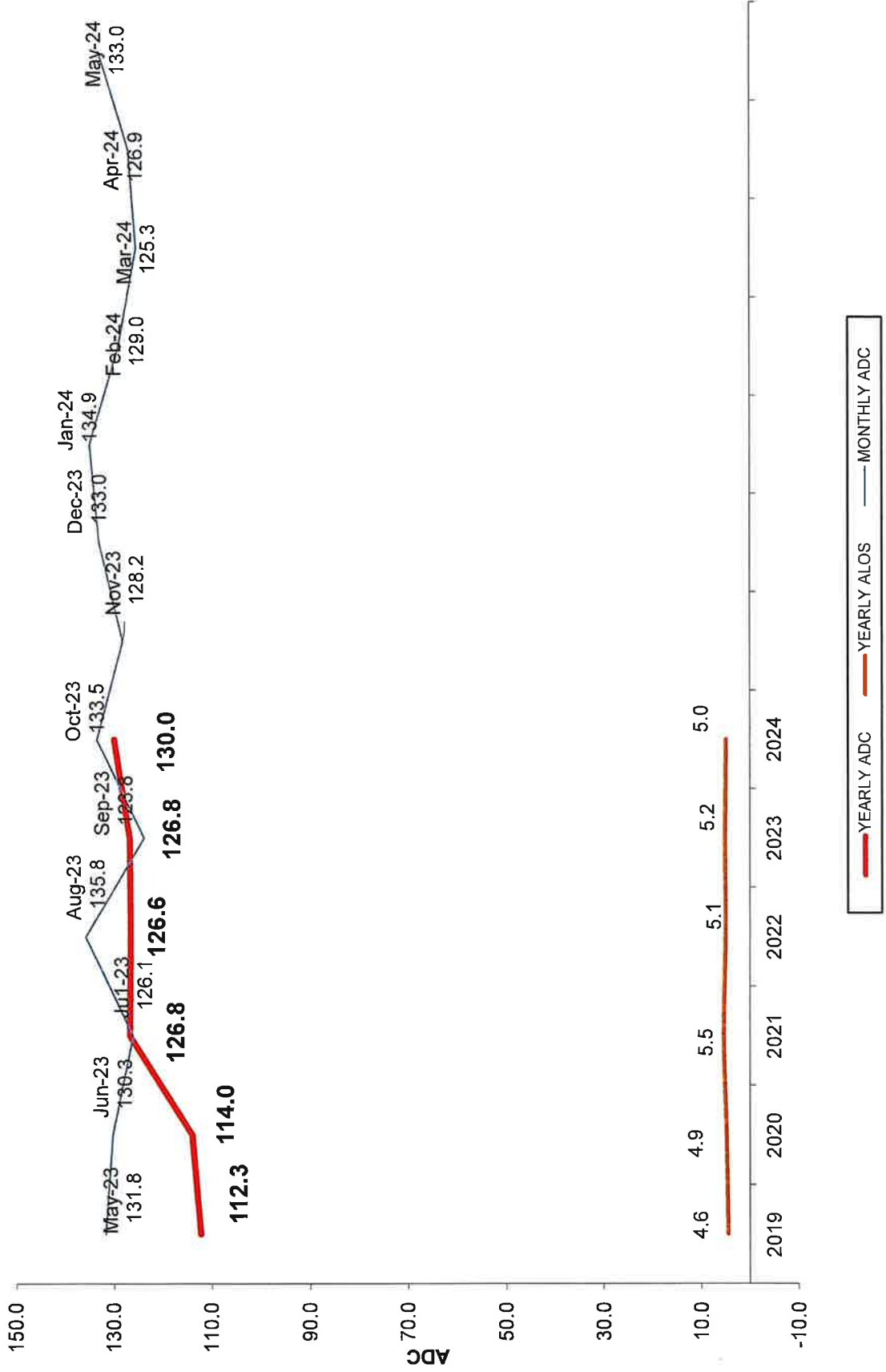


# **FINANCIAL STATEMENTS**

**MAY 31, 2024**

## **I N D E X**

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# NATIVIDAD STATISTICAL REPORT May 31, 2024

Month-To-Date					Year-To-Date					
	03-24	04-24	05-24	Budget		Budget	Current	Prior Yr	%	
<b>PT DAYS BY SERVICE</b>					<b>STAFFED BEDS</b>		<b>CY/IPY</b>			
1	199	179	171	206	NICU	15	2,236	2,471	2,194	12.63%
2	1,781	1,841	2,012	1,982	Med/Surg	57	21,483	21,092	21,609	-2.39%
3	161	147	215	205	ICU	10	2,221	2,134	2,166	-1.48%
4	90	70	109	106	Peds	12	1,153	958	1,113	-13.93%
5	805	798	826	776	Acute Rehab	28	8,412	8,549	8,639	-1.04%
6	337	326	295	298	OB/Gyn	27	3,235	3,445	3,303	4.30%
7	3,373	3,361	3,628	3,574	TOTAL ACUTE	149	38,740	38,649	39,024	-0.96%
8	510	446	496	270	Psychiatric	19	2,923	5,032	3,346	50.39%
9	3,883	3,807	4,124	3,844	TOTAL DAYS	168	41,663	43,681	42,370	3.09%
10	283	313	326	300	Nursery	18	3,253	3,312	3,220	2.86%
<b>AVERAGE DAILY CENSUS</b>										
11	82.8	85.4	90.4	90.3	Acute	121	90.3	89.6	90.7	-1.21%
12	26.0	26.6	26.6	25.0	Acute Rehab	28	25.0	25.4	25.8	-1.55%
13	16.5	14.9	16.0	8.7	Psychiatric	19	8.7	15.0	10.0	50.00%
14	125.3	126.9	133.0	124.0	TOTAL	168	124.0	130.0	126.5	2.77%
15	9.1	10.4	10.5	9.7	Nursery	18	9.7	9.9	9.6	3.13%
<b>PERCENTAGE OF OCCUPANCY</b>										
16	68.4%	70.6%	74.7%	74.6%	Acute		74.6%	74.0%	75.0%	-1.2%
17	92.9%	95.0%	95.0%	89.3%	Acute Rehab		89.3%	90.7%	92.1%	-1.6%
18	86.8%	78.4%	84.2%	45.8%	Psychiatric		45.8%	78.9%	52.6%	50.0%
19	74.6%	75.5%	79.2%	73.8%	TOTAL		73.8%	77.4%	75.3%	2.8%
20	50.6%	57.8%	58.3%	53.9%	Nursery		53.9%	55.0%	53.3%	3.1%
<b>ADMISSIONS</b>										
21	693	709	695	642	Acute		6,955	7,407	7,095	4.40%
22	63	62	62	57	Acute Rehab		622	654	642	1.87%
23	53	73	54	43	Psychiatric		468	589	478	23.22%
24	809	844	811	742	TOTAL		8,045	8,650	8,215	5.30%
25	186	208	199	185	Nursery		2,004	2,075	1,992	4.17%
26	194	217	208	189	Deliveries		2,050	2,174	2,144	1.40%
<b>DISCHARGES</b>										
27	660	678	685	620	Acute		6,720	7,060	6,814	3.61%
28	61	60	63	58	Acute Rehab		625	654	645	1.40%
29	56	69	56	42	Psychiatric		460	589	469	25.59%
30	777	807	804	720	TOTAL		7,805	8,303	7,928	4.73%
31	164	187	188	172	Nursery		1,866	1,893	1,859	1.83%
<b>AVERAGE LENGTH OF STAY</b>										
32	4.8	4.5	5.1	5.2	Acute(Hospital wide no babies)		5.2	5.0	5.2	-3.85%
33	12.8	12.9	13.3	13.5	Acute Rehab		13.5	13.1	13.5	-2.96%
34	2.6	2.5	2.3	2.6	OB/Gyn		2.6	2.6	2.6	0.00%
35	9.6	6.1	9.2	6.2	Psychiatric		6.2	8.5	7.0	21.43%
36	1.5	1.5	1.6	1.6	Nursery		1.6	1.6	1.6	0.00%
<b>OUTPATIENT VISITS</b>										
37	5,067	4,970	5,270	5,084	Emergency Room		55,105	55,805	54,535	2.33%
38	437	449	415	404	ER Admits		4,375	4,626	5,929	-21.98%
39	54.0%	53.2%	51.2%	54.4%	ER Admits as a % of Admissions		54.4%	53.5%	72.2%	-25.90%
40	7,271	7,509	7,685	6,019	Clinic Visits		65,240	74,120	66,471	11.51%
<b>ANCILLARY PROCEDURES BILLED</b>										
41	57,602	54,918	56,528	54,320	Lab Tests		588,757	612,393	596,263	2.71%
42	4,587	4,589	5,019	3,974	Radiology Procedures		43,075	49,877	43,577	14.46%
43	288	251	255	272	MRI Procedures		2,950	2,718	2,750	-1.16%
44	130	140	154	106	Nuclear Med Procedures		1,152	1,220	1,128	8.16%
45	1,423	1,363	1,362	1,238	Ultrasound Procedures		13,419	14,597	13,935	4.75%
46	2,616	2,464	2,950	2,018	CT Scans		21,870	28,245	21,320	32.48%
47	388	415	477	367	Surgeries		3,981	4,665	4,073	14.53%
48	7.68	7.43	7.33	7.56	FTE'S PER AOB		7.56	7.37	7.53	-2.12%
49	1,402.5	1,412.1	1,443.8	1,349.7	TOTAL PAID FTE'S		1,349.7	1,403.1	1,371.7	2.29%
50	5,656	5,698	6,106	5,531	ADJUSTED PATIENT DAYS		59,953	63,936	61,048	4.73%

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

	JUL-23	AUG-23	SEP-23	OCT-23	NOV-23	DEC-23	JAN-24	FEB-24	MAR-24	APR-24	MAY-24	JUN-24	YTD
<b>REVENUE</b>													
<b>Patient Revenue:</b>													
1	75,825,124	81,181,440	75,600,355	84,990,765	76,534,937	82,070,923	77,660,888	72,610,591	78,214,954	75,213,393	82,000,735	861,904,106	
2	4,930,938	5,547,977	6,135,118	6,498,508	5,846,986	4,720,352	6,399,055	6,673,901	8,451,923	6,129,281	5,945,158	67,279,195	
3	36,720,170	39,152,144	39,736,950	41,448,259	40,190,023	36,033,165	38,399,344	36,931,604	39,582,776	40,408,905	42,258,543	430,862,884	
4	117,476,232	125,881,561	121,472,423	132,939,532	122,571,946	122,824,440	122,459,287	116,216,095	126,249,654	121,751,579	130,204,434	1,360,046,184	
5	69,537,030	94,105,959	91,652,157	101,057,942	92,694,258	94,299,536	93,216,687	90,853,362	99,147,527	94,587,780	96,576,508	1,038,728,745	
6	3,902,355	4,451,253	3,433,866	3,200,210	2,524,570	2,103,918	2,933,334	583,772	1,597,181	451,854	4,399,414	29,981,728	
7	32,434	16,002	100,784	104,233	169,465	57,622	13,991	49,231	74,390	114,037	147,467	879,647	
8	93,471,819	98,573,214	95,186,807	104,362,384	95,788,293	96,461,072	95,164,002	91,488,366	100,819,088	95,153,671	103,123,389	1,070,590,119	
9	24,004,414	27,308,347	26,265,616	28,576,148	26,783,653	26,363,364	26,295,285	24,729,730	25,430,556	26,597,908	27,081,045	289,456,065	
10	20.43%	21.69%	21.64%	21.50%	21.85%	21.46%	21.47%	21.28%	20.14%	21.85%	20.80%	0.00%	21.28%
11	7,172,655	7,172,655	7,733,219	7,672,655	7,672,655	7,672,655	7,672,655	7,672,655	8,732,925	7,672,067	7,672,067	84,518,864	
<b>Total Government Funding</b>													
<b>Other Operating Revenue:</b>													
12	126,949	118,418	122,684	122,684	122,684	122,684	122,684	122,684	122,684	122,684	122,684	1,349,521	
13	563,942	563,942	563,942	563,942	563,942	563,942	563,942	563,942	444,000	727,797	637,762	6,334,618	
14	60,000	60,000	60,000	60,000	60,000	60,000	60,000	60,000	75,030	75,030	75,030	1,041,157	
15	462,213	475,332	401,705	335,474	461,827	532,041	423,752	435,485	405,172	391,421	1,064,560	5,388,984	
16	1,213,104	1,217,147	1,148,331	1,112,100	1,215,952	1,300,236	1,446,415	1,197,141	1,046,866	1,316,932	1,900,036	14,114,280	
17	32,390,173	35,698,149	35,167,166	37,360,903	35,672,261	35,336,255	35,414,357	33,599,528	35,210,367	35,586,907	36,653,147	386,089,209	
<b>TOTAL REVENUE</b>													
<b>EXPENSE</b>													
18	18,420,876	19,260,639	19,435,892	19,785,987	19,349,099	19,688,296	19,412,622	19,792,605	20,209,885	19,606,266	20,462,315	215,424,481	
19	1,009,571	988,009	946,862	895,300	821,592	843,228	910,554	710,903	754,381	721,371	684,421	9,267,212	
20	4,994,554	5,108,351	5,497,614	5,298,978	5,142,542	5,128,010	5,763,135	5,355,080	5,599,907	5,472,526	5,530,755	58,885,352	
21	3,048,135	3,239,789	3,410,518	3,782,206	3,538,386	3,511,019	3,460,840	3,081,841	3,492,589	3,586,043	3,871,268	38,033,613	
22	2,811,489	3,204,107	3,085,841	3,514,114	3,570,515	3,461,198	3,232,346	3,268,453	3,047,827	3,600,286	3,477,822	36,273,979	
23	408,031	408,857	408,444	389,519	533,878	424,399	423,489	428,544	425,184	423,489	428,024	4,701,856	
24	390,173	379,992	430,712	408,583	331,107	377,075	359,257	339,141	312,615	291,998	354,101	3,974,754	
25	37,914	37,914	37,914	21,234	21,234	21,234	21,234	21,234	21,234	21,234	21,234	263,615	
26	1,042,305	999,590	1,004,521	1,073,360	1,026,709	1,027,572	1,018,847	1,059,752	1,013,674	1,022,462	1,016,722	11,304,514	
27	461,297	681,908	446,204	569,987	558,594	478,019	518,536	670,965	581,135	584,867	443,330	5,984,842	
28	32,625,344	34,298,137	34,698,544	35,740,167	34,893,657	34,960,049	35,120,858	34,728,517	35,438,432	35,340,521	36,289,992	384,134,217	
29	(235,172)	1,400,012	468,622	1,620,735	778,604	376,206	293,498	(1,128,991)	(228,065)	246,386	363,156	3,954,992	
<b>NET INCOME(LOSS)</b>													
<b>Normalization for Extraordinary Items</b>													
30	-	-	-	-	-	-	-	-	-	-	-	-	-
31	-	-	-	-	-	-	-	-	-	-	-	-	-
32	-	-	-	-	-	-	-	-	-	-	-	-	-
33	-	-	-	-	-	-	-	-	-	-	-	-	-
34	-	-	-	-	-	-	-	-	-	-	-	-	-
35	(235,172)	1,400,012	468,622	1,620,735	778,604	376,206	293,498	(1,128,991)	(228,065)	246,386	363,156	3,954,992	
<b>CAPITAL CONTRIBUTIONS</b>													
36	-	-	-	-	-	-	-	-	-	-	-	-	-
37	-	-	-	-	-	-	-	-	-	-	-	-	-
38	(235,172)	1,400,012	468,622	1,620,735	778,604	376,206	293,498	(1,128,991)	(228,065)	246,386	363,156	3,954,992	
<b>CHANGE IN NET ASSETS</b>													

**NATIVIDAD**  
**STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS**  
**AS OF MAY 31, 2024**

	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	\$ 82,000,735	\$ 78,774,497	\$ 3,226,238 (4.1)	\$ 861,904,106	\$ 853,813,943	\$ 8,090,163 (0.9)
2	5,945,156	6,626,638	(681,482) (10.3)	67,279,195	71,824,203	(4,545,008) (6.3)
3	42,258,543	37,491,179	4,767,364 (12.7)	430,862,884	406,356,047	24,506,837 (6.0)
4	130,204,434	122,892,314	7,312,120 (6.0)	1,360,046,184	1,331,994,193	28,051,991 (2.1)
5	98,576,508	94,065,885	(4,510,623) (4.8)	1,039,728,745	1,019,552,808	(20,175,937) (2.0)
6	4,399,414	3,121,606	(1,277,808) (40.9)	29,981,728	33,834,181	(3,852,454) (11.4)
7	147,467	84,587	(62,880) (74.3)	879,847	916,812	(37,165) (4.1)
8	103,123,389	97,272,078	(5,851,311) (6.0)	1,070,590,119	1,054,303,801	(16,286,318) (1.5)
9	27,081,045	25,620,236	1,460,809 (5.7)	289,456,065	277,690,392	11,765,673 (4.2)
10	20.80%	20.85%		21.28%	20.85%	
11	7,672,067	6,659,860	1,012,207 (15.2)	84,518,864	73,258,460	11,260,404 (15.37)
12	122,684	126,917	(4,233) (3.3)	1,349,521	1,396,087	(46,566) (3.3)
13	637,762	245,833	391,929 (159.4)	6,334,618	2,704,163	3,630,455 (134.3)
14	75,030	60,000	15,030 (25.1)	1,041,157	660,000	381,157 (57.8)
15	1,064,560	440,900	623,660 (141.5)	5,388,984	4,849,874	539,110 (11.1)
16	1,900,036	873,650	1,026,386 (117.5)	14,114,280	9,610,124	4,504,156 (46.9)
17	36,653,147	33,153,746	3,499,401 (10.6)	388,089,209	360,558,976	27,530,233 (7.6)
18	20,462,315	18,867,460	(1,594,855) (8.5)	215,424,481	205,398,923	(10,025,558) (4.9)
19	684,421	776,506	(92,085) (11.9)	9,267,212	8,416,322	(850,890) (10.1)
20	5,530,755	5,133,148	(397,607) (7.7)	58,885,352	56,098,607	(2,786,745) (5.0)
21	3,871,268	2,863,523	(1,007,745) (35.2)	38,033,613	31,172,139	(6,861,474) (22.0)
22	3,477,822	2,783,203	(694,619) (25.0)	36,273,979	30,166,318	(6,107,661) (20.2)
23	428,024	372,870	(55,154) (14.8)	4,701,856	4,101,570	(600,286) (14.6)
24	354,101	408,933	54,832 (13.4)	3,974,754	4,432,302	(457,548) (10.3)
25	21,234	28,960	(7,726) (26.7)	283,615	260,417	(23,198) (8.2)
26	1,016,722	1,160,271	(143,549) (12.4)	11,304,514	12,575,843	(1,271,329) (10.1)
27	443,330	437,978	(5,352) (1.2)	5,984,842	4,747,065	(1,237,776) (26.1)
28	36,289,992	32,854,086	(3,435,906) (10.5)	384,134,217	357,653,122	(26,481,095) (7.4)
29	363,156	299,660	63,496 (21.2)	3,954,992	2,905,854	1,049,138 (36.1)
30						
31						
32						
33						
34	\$ 363,156	\$ 299,660	\$ 63,496 (21.2)	\$ 3,954,992	\$ 2,905,854	\$ 1,049,138 (36.1)
<b>EXPENSE</b>						
<b>Salaries, Wages &amp; Benefits</b>						
18	20,462,315	18,867,460	(1,594,855) (8.5)	215,424,481	205,398,923	(10,025,558) (4.9)
19	684,421	776,506	(92,085) (11.9)	9,267,212	8,416,322	(850,890) (10.1)
20	5,530,755	5,133,148	(397,607) (7.7)	58,885,352	56,098,607	(2,786,745) (5.0)
21	3,871,268	2,863,523	(1,007,745) (35.2)	38,033,613	31,172,139	(6,861,474) (22.0)
22	3,477,822	2,783,203	(694,619) (25.0)	36,273,979	30,166,318	(6,107,661) (20.2)
23	428,024	372,870	(55,154) (14.8)	4,701,856	4,101,570	(600,286) (14.6)
24	354,101	408,933	54,832 (13.4)	3,974,754	4,432,302	(457,548) (10.3)
25	21,234	28,960	(7,726) (26.7)	283,615	260,417	(23,198) (8.2)
26	1,016,722	1,160,271	(143,549) (12.4)	11,304,514	12,575,843	(1,271,329) (10.1)
27	443,330	437,978	(5,352) (1.2)	5,984,842	4,747,065	(1,237,776) (26.1)
28	36,289,992	32,854,086	(3,435,906) (10.5)	384,134,217	357,653,122	(26,481,095) (7.4)
29	363,156	299,660	63,496 (21.2)	3,954,992	2,905,854	1,049,138 (36.1)
30						
31						
32						
33						
34	\$ 363,156	\$ 299,660	\$ 63,496 (21.2)	\$ 3,954,992	\$ 2,905,854	\$ 1,049,138 (36.1)
<b>NET INCOME(LOSS)</b>						
29	363,156	299,660	63,496 (21.2)	3,954,992	2,905,854	1,049,138 (36.1)
30						
31						
32						
33						
34	\$ 363,156	\$ 299,660	\$ 63,496 (21.2)	\$ 3,954,992	\$ 2,905,854	\$ 1,049,138 (36.1)
<b>CAPITAL CONTRIBUTIONS</b>						
30						
31						
32						
33						
34						
<b>CHANGE IN NET ASSETS</b>						
34	\$ 363,156	\$ 299,660	\$ 63,496 (21.2)	\$ 3,954,992	\$ 2,905,854	\$ 1,049,138 (36.1)





**NATIVIDAD  
BALANCE SHEET  
AS OF MAY 31, 2024**

	CURRENT MONTH			YEAR - TO - DATE			
	BEGINNING	ENDING	INC/(DEC)	BEGINNING	ENDING	INC/(DEC)	% CHG.
1	\$ 256,702,662	\$ 262,644,758	\$ 5,942,096	\$ 162,833,635	\$ 262,644,758	\$ 99,811,122	61.3 %
2	25,483,667	24,983,667	(500,000)	30,483,667	24,983,667	(5,500,000)	(18.0)
3	66,481,236	66,584,306	103,070	53,884,336	66,584,306	12,699,970	23.6
4	22,681,738	26,091,968	3,410,230	52,592,486	26,091,968	(26,500,518)	(50.4)
5	5,719,091	5,641,640	(77,451)	5,412,718	5,641,640	228,921	4.2
6	8,942,524	6,863,162	(2,079,361)	4,987,292	6,863,162	1,875,871	37.6
7	386,010,917	392,809,501	6,798,584	310,194,134	392,809,501	82,615,366	26.6
8	363,499,460	363,903,948	404,487	357,940,947	363,903,948	5,963,001	1.7
9	(244,474,225)	(245,490,947)	(1,016,722)	(234,499,704)	(245,490,947)	(10,991,243)	(4.7)
10	119,025,235	118,413,001	(612,235)	123,441,243	118,413,001	(5,028,242)	(4.1)
11	143,947,868	143,439,092	(508,776)	220,778,493	143,439,092	(77,339,401)	(35.0)
12	\$ 648,984,021	\$ 654,661,593	\$ 5,677,573	\$ 654,413,870	\$ 654,661,593	\$ 247,723	0.0 %
13	24,940,185	27,030,149	2,089,964	24,660,888	27,030,149	2,369,261	9.6
14	12,211,192	14,757,119	2,545,927	15,778,848	14,757,119	(1,021,729)	(6.5)
15	80,383,398	79,883,398	(500,000)	85,508,835	79,883,398	(5,625,436)	(6.6)
16	4,245,606	4,245,606	-	4,003,251	4,245,606	242,355	6.1
17	17,037,221	18,270,565	1,233,344	13,093,690	18,270,565	5,176,875	39.5
18	138,817,603	144,186,837	5,369,234	143,045,511	144,186,837	1,141,327	0.8
19	2,617,818	2,563,001	(54,817)	3,165,990	2,563,001	(602,989)	(19.0)
20	-	-	-	-	-	-	-
21	13,364,949	13,364,949	-	17,610,555	13,364,949	(4,245,606)	(24.1)
22	15,982,767	15,927,950	(54,817)	20,776,545	15,927,950	(4,848,595)	(23.3)
23	490,591,814	490,591,814	-	475,812,463	490,591,814	14,779,352	3
24	3,591,836	3,954,992	363,156	14,779,352	3,954,992	(10,824,360)	(73.2)
25	494,183,651	494,546,806	363,156	490,591,814	494,546,806	3,954,992	0.8
26	\$ 648,984,021	\$ 654,661,593	\$ 5,677,573	\$ 654,413,870	\$ 654,661,593	\$ 247,724	0.0 %
<b>CURRENT ASSETS</b>							
<b>CASH</b>							
<b>FUND AID</b>							
<b>ACCOUNTS RECEIVABLE NET</b>							
<b>STATE/COUNTY RECEIVABLES</b>							
<b>INVENTORY</b>							
<b>PREPAID EXPENSE</b>							
<b>TOTAL CURRENT ASSETS</b>							
<b>PROPERTY, PLANT &amp; EQUIPMENT</b>							
<b>LESS: ACCUMULATED DEPRECIATION</b>							
<b>NET PROPERTY, PLANT &amp; EQUIPMENT</b>							
<b>OTHER ASSETS</b>							
<b>TOTAL ASSETS</b>							
<b>CURRENT LIABILITIES</b>							
<b>ACCRUED PAYROLL</b>							
<b>ACCOUNTS PAYABLE</b>							
<b>MCARE/MEDICAL LIABILITIES</b>							
<b>CURRENT PORTION OF DEBT</b>							
<b>OTHER ACCRUALS</b>							
<b>TOTAL CURRENT LIABILITIES</b>							
<b>LONG TERM LIABILITIES</b>							
<b>LT ACCRUED LIABILITIES</b>							
<b>UN EARNED CONTRIBUTIONS</b>							
<b>LONG TERM PORTION OF C.O.P's</b>							
<b>TOTAL LONG TERM DEBT</b>							
<b>FUND BALANCES</b>							
<b>ACCUMULATED FUND</b>							
<b>CHANGE IN NET ASSETS</b>							
<b>TOTAL FUND BALANCES</b>							
<b>TOTAL LIAB. &amp; FUND BALANCES</b>							

**NATIVIDAD  
STATE AND COUNTY RECEIVABLES  
AS OF 5/31/24**

<b>BALANCE SHEET</b>	<u>Req. Balance</u>	<u>Accruals</u>	<u>Prior Years IGTs Transferred</u>		<u>Received</u>	<u>End. Balance</u>
			<u>Final Rec'n</u>	<u>Out</u>		
Medi-Cal Waiver (DSH + SNCP)	1,224,882	13,108,330		36,580,735	(52,665,240)	\$ (1,751,294)
Physician SPA	-	458,333	240,122		(173,021)	\$ 525,434
Rate Range IGT-CCAH-AB 915	11,664,000	12,831,500		13,178,534	(29,930,300)	\$ 7,743,734
Medical GME	-	916,663		1,751,566	(3,409,446)	\$ (741,216)
Medical HPE	40,955	275,000			(544,957)	\$ (229,003)
Family First-COVID 19	22,930	458,337			(597,156)	\$ (115,888)
SB1732	-	2,566,663	85,045		(2,910,146)	\$ (258,438)
Hospital Fee	(3)	916,663			(1,103,849)	\$ (187,189)
MCMC EPP	14,000,000	14,116,663		13,652,948	(33,782,999)	\$ 7,986,612
MCMC QIP	24,000,000	31,166,663		21,906,674	(66,882,027)	\$ 10,191,310
<b>GOVERNMENT RECEIVABLES</b>	<b>50,952,764</b>	<b>80,316,808</b>	<b>325,167</b>	<b>87,070,457</b>	<b>(195,073,770)</b>	<b>\$ 23,591,426</b>
Accrued Donations	755,683	750,150			(1,546,760)	\$ (40,927)
Office Buildings	(43,583)	1,355,558			(1,327,559)	\$ (15,584)
Miscellaneous Receivable	53,622	1,156,660			(1,377,767)	\$ (167,485)
Probation	-	1,093,121			(984,472)	\$ 108,649
UCSF & TOURO University	-	89,517			(74,150)	\$ 15,367
Interest Accrued	-	6,585,983			(5,310,460)	\$ 1,275,523
Health Department	-	1,808,002			(1,483,002)	\$ 325,000
Watsonville	1,000,000					\$ 1,000,000
<b>OTHER RECEIVABLES</b>	<b>1,765,722</b>	<b>12,838,989</b>	<b>-</b>	<b>-</b>	<b>(12,104,169)</b>	<b>\$ 2,500,543</b>
<b>STATE/COUNTY RECEIVABLES</b>	<b>\$ 52,718,486</b>	<b>\$ 93,155,797</b>	<b>\$325,167</b>	<b>\$ 87,070,457</b>	<b>\$ (207,177,940)</b>	<b>\$ 26,091,968</b>

<b>P &amp; L</b>	<b>YTD MAY-24</b>
Medi-Cal DSH /SNCP	\$ 13,108,330
Physician SPA	\$ 458,333
AB915	\$ 3,501,993
SB 1732	\$ 2,566,663
HPE	\$ 275,000
Esperanza Care	\$ (2,291,674)
HD Residency Support	\$ (458,337)
MCMC EPP	\$ 14,116,663
MCMC QIP	\$ 31,166,663
Hospital Fee	\$ 916,663
Medical GME	\$ 916,663
CARES Act Fund Aid	\$ 5,500,000
Family First C-19 Response-FMAP Enhance-	\$ 458,337
Rate Range IGT-CCAH-	\$ 12,831,500
Medicare Bi-Weekly Payment	\$ 1,452,067
<b>GOVERNMENT FUNDING INCOME</b>	<b>\$ 84,518,864</b>

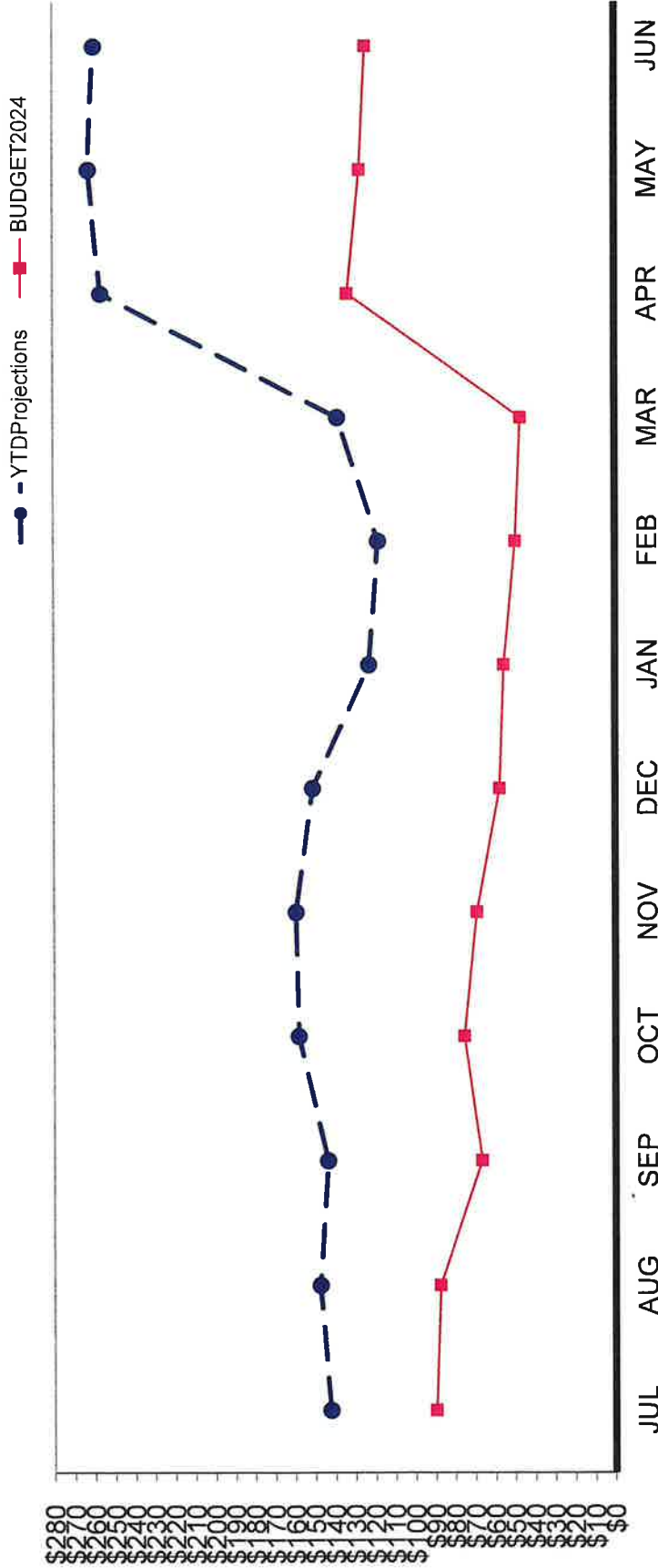
**NATIVIDAD**  
**STATEMENT OF CASH FLOWS**  
**AS OF MAY 31, 2024**

	CURRENT MONTH		YEAR - TO - DATE
1	\$ 256,702,662	CASH AT BEGINNING OF PERIOD	\$ 162,833,635
2		FROM OPERATIONS:	
3	363,156	NET INCOME/(LOSS)	3,954,992
4	-	NET INCOME ADJ - PRIOR YEAR	-
5	1,016,722	DEPRECIATION/AMORT	\$ 10,991,243
6	1,379,877	SUBTOTAL	14,946,235
7		CHANGES IN WORKING CAPITAL:	
8	(103,070)	ACCOUNTS RECEIVABLE	(12,699,970)
	500,000	FUND AID STIMULUS	5,500,000
9	(3,410,230)	STATE/COUNTY RECEIVABLE	26,500,518
10	2,156,813	PREPAID EXPENSE & INVENTORY	(2,104,792)
11	2,089,964	ACCRUED PAYROLL	2,369,261
12	2,545,927	ACCOUNTS PAYABLE	(1,021,729)
13	(500,000)	MCARE/MEDICAL LIABILITIES	(5,625,436)
15	-	SHORT TERM DEBT	242,355
16	1,233,344	ACCRUED LIABILITIES	5,176,875
17	4,512,747	NET (DECREASE)/INCREASE	18,337,083
18		CAPITAL ADDITIONS:	
19	(404,487)	PP&E ADDITIONS	(5,963,001)
20	-	NBV OF ASSETS DISPOSED	-
21	(404,487)	TOTAL CAPITAL (Use of Cash)	(5,963,001)
22		FINANCING ACTIVITY:	
23	(54,817)	LONG TERM BOND DEBT	(4,848,595)
24	508,776	OTHER ASSETS	77,339,401
25	-	INVESTMENTS	-
26	453,959	TOTAL FINANCING	72,490,806
27	5,942,096	INC./(DEC.) IN CASH BALANCE	99,811,122
28	\$ 262,644,758	CASH BALANCE - END OF PERIOD	\$ 262,644,758

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

	<u>BDGT-24</u>	<u>ESTIMATE FY2024</u>	<u>Variance to Budget</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	\$ 1,572,607	272,607
Provider Fee	1,000,000	\$ 1,000,000	-
	<u>\$ 79,920,000</u>	<u>\$ 92,192,607</u>	<u>\$ 12,272,607</u>

## Cash Flow Performance Fiscal Year 2024 (in Millions)



Months	ACTUAL		ACTUAL		ACTUAL		ACTUAL		ACTUAL		ACTUAL		ESTIMATE	
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	May	Jun
YTD	142.3	147.4	144	158	159	151	123	118	139	257	263	260	263	260
BDGT	90.0	87.8	67	76	69	58	56	50	47	133	127	125	127	125
Variance	52.3	59.6	77	82	90	93	67	69	91	123	135	135	135	135



## CREDENTIALS REPORT TO BOT

**INITIAL APPOINTMENTS:** The following practitioners have applied for initial appointment to the Medical Staff or Allied Health Professional staff. Review and recommendation for staff membership and/or privileges is based on quantitative and qualitative factors such as: current licensure, DEA, professional liability insurance, board certification, continuing education, review of health status, education, training and current clinical competence, NPDB, litigation history, peer references and current and prior affiliations, etc. Membership and/or privilege requirements are satisfactorily met, unless specified below. Initial appointments will be granted Provisional staff status along with privileges or practice prerogatives for a period not to exceed twenty-four (24) months.

NAME	SPECIALTY / SERVICE	NOTES	PROCTOR	APPOINTMENT PERIOD	RECOMMEND
Bristow, Anna K., CNM	SART / Emergency Medicine		Dr. Burke	07/19/2024 – 07/01/2026 <i>Temporary Privileges: 06/10/2024 – 07/19/2024</i>	Srv Dir: 05/31/2024
Carson, John G., MD	Vascular Surgery / Surgical Specialties		Dr. Di Stante	07/19/2024 – 07/01/2026 <i>Temporary Privileges: 06/11/2024 – 07/19/2024</i>	Srv Dir: 05/23/2024
Cervantes, Sandra M., MD	OBGYN		Dr. Chandler	07/19/2024 – 07/01/2026	Srv Dir: 05/20/2024
Laine, Victoria M., MD	Internal Medicine / Medical Specialties		Dr. Medawar	07/19/2024 – 07/01/2026 <i>Temporary Privileges: 05/22/2024 – 07/19/2024</i>	Srv Dir: 05/15/2024
Rubinos, Laura H., MD	Neonatal-Perinatal Medicine / Pediatrics		Dr. Smith	07/19/2024 – 07/01/2026 <i>Temporary Privileges 06/11/2024 – 07/19/24</i>	Srv Dir: 05/22/2024
Todd, Emily J., MD	Psychiatry / Psychiatry		Dr. Tully	07/19/2024 – 07/01/2026 <i>Temporary Privileges 06/10/2024 – 07/19/2024</i>	Srv Dir: 06/03/2024

**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					

**REAPPOINTMENTS:** The following practitioners have applied for reappointment to the Medical or AHP Staff. Review and recommendation for staff membership and/or privileges is based on quantitative and qualitative factors such as: current licensure, DEA, professional liability insurance, board certification, continuing education, review of health status, current clinical competence, NPDB, litigation history, peer references, OPPE and peer review data. Membership and/or privilege requirements are satisfactorily met, unless specified below. Membership requirements are met, unless specified below. Practitioners will be reappointed to their current staff status, unless specified below, for a period not to exceed 24 months.

NAME	SPECIALTY / SERVICE	NOTES	STATUS	REAPPOINTMENT PERIOD	RECOMMEND
Caprio, Colleen M., MD	Internal Medicine / Medical Specialties		Provisional to Active	08/01/2024 – 08/01/2026	Srv Dir: 05/31/24
Chee, Nicholas K., DO	Cardiovascular Disease / Medical Specialties		Active	08/01/2024 – 08/01/2026	COS: 05/31/2024
Dicus, Michael E., MD	Nephrology / Medical Specialties		Active	08/01/2024 – 08/01/2026	COS: 05/31/2024
Douglas-Escobar, Martha V., MD	Neonatal-Prenatal Medicine / Pediatrics		Active	08/01/2024 – 08/01/2026	Srv Dir: 06/03/2024
Entekhabi, Halleh R., CPNP	Sexual Assault Forensic Examiner / Emergency Medicine		Advanced Practice Professional	08/01/2024 – 08/01/2026	Srv Dir: 05/31/2024
Flinn, Daniel C., DO	Orthopedic Surgery / Surgical Specialties		Provisional to Active	08/01/2024 – 08/01/2026	Srv Dir: 05/30/2024
German, Michael A., MD	Otolaryngology-Head and Neck Surgery / Surgical Specialties		Active	08/01/2024 – 08/01/2026	Srv Dir: 05/30/2024
Hamlin, Forrest R., DO	Family Medicine / Family Medicine		Provisional to Active	08/01/2024 – 08/01/2026	Srv Dir: 06/04/2024
Harris, Ian S., MD	Cardiovascular Disease / Medical Specialties		Active	08/01/2024 – 08/01/2026	COS: 06/03/2024
Jordan, Adrian E., MD	Family Medicine / Family Medicine		Provisional to Active	08/01/2024 – 08/01/2026	Srv Dir: 06/03/2024
Kato, Devin T., MD	Emergency Medicine / Emergency Medicine		Active	08/01/2024 – 08/01/2026	Srv Dir: 05/31/2024
Kato, Kambrie Y., MD	Teleradiology / Radiology		Courtesy	08/01/2024 – 08/01/2026	Srv Dir: 06/03/2024
Klick, Cole P., MD	Emergency Medicine / Emergency Medicine		Active	08/01/2024 – 08/01/2026	Srv Dir: 05/31/2024
LaCorte, Natalie C., MD	Family Medicine / Family Medicine		Active	08/01/2024 – 08/01/2026	Srv Dir: 06/03/2024
Lepp, Nathaniel E., MD	Family Medicine w/ OB / Family Medicine		Active	08/01/2024 – 08/01/2026	Srv Dir: 06/03/2024
Liamidi, Michelle, MD	Obstetrics & Gynecology / Obstetrics & Gynecology		Active	08/01/2024 – 08/01/2026	Srv Dir: 06/04/2024
Lutz, Marie F., MD	Emergency Medicine / Emergency Medicine		Provisional to Active	08/01/2024 – 08/01/2026	Srv Dir: 05/31/2024
Martin, Christopher L., MD	Emergency Medicine / Emergency Medicine		Active	08/01/2024 – 08/01/2026	Srv Dir: 05/31/2024

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<b>Martinez, Roy E., MD</b>	Diagnostic Radiology / Radiology	Provisional to Active	<b>08/01/2024 – 08/01/2026</b>	COS: 06/03/2024
<b>Olmstead, Tammy L., PA-C</b>	Physician Assistant- Emergency Medicine / SART / Emergency Medicine	Advanced Practice Professional	<b>08/01/2024 – 08/01/2026</b>	Srv Dir: 05/31/2024
<b>Palha De Sousa, Chiquita A., MD, MPH</b>	Pediatric Hospitalist / Pediatrics	Active	<b>08/01/2024 – 08/01/2026</b>	Srv Dir: 06/03/2024
<b>Power, Matthew R., MD</b>	Internal Medicine / Medical Specialties	Provisional to Active	<b>08/01/2024 – 08/01/2026</b>	COS: 06/03/2024
<b>Sahar, Mohammad Daoud, MD</b>	Internal Medicine / Medical Specialties	Provisional to Active	<b>08/01/2024 – 08/01/2026</b>	COS: 06/03/2024
<b>Selvidge, Ruth L, MD</b>	Emergency Medicine / Emergency Medicine	Active	<b>08/01/2024 – 08/01/2026</b>	Srv Dir: 05/31/2024
<b>Shah, Amish A., MD</b>	Anesthesiology / Anesthesiology	Active	<b>08/01/2024 – 08/01/2026</b>	Srv Dir: 05/31/2024
<b>Velasco, Victor S., MD</b>	Obstetrics & Gynecology / Obstetrics & Gynecology	Provisional to Active	<b>08/01/2024 – 08/01/2026</b>	Srv Dir: 06/04/2024
<b>Vo, Hoang Anh T., MD</b>	Interventional Radiology / Radiology	Provisional to Active	<b>08/01/2024 – 08/01/2026</b>	Srv Dir: 06/03/2024

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

<b>NAME</b>	<b>SPECIALTY / SERVICE</b>	<b>PRIVILEGES / PRACTICE PREROGATIVES</b>
<b>EGge, Melissa K., MD</b>	SART Physician / Pediatrics	SART Physician proctor completed
<b>Entekhabi, Halleh R., CPNP-PC</b>	SART / Emergency Medicine	SART proctoring completed
<b>Fisher, Jason E., MD</b>	Teleradiology / Radiology	Teleradiology proctor completed
<b>Lorents, Evelyn M., MD</b>	Teleradiology / Radiology	Teleradiology proctor completed
<b>Ro, Tae H., MD</b>	Teleradiology / Radiology	Teleradiology proctor completed
<b>Velasco, Victor S., MD</b>	OBGYN / OBGYN	GYN core, Pelvic organ prolapse, Treatment of urinary incontinence proctor release
<b>Vo, Hoang Anh T., MD</b>	Interventional Radiology / Radiology	Diagnostic Radiology, Interventional Radiology, Procedural Sedation proctor completed

**CATEGORY CHANGES OUTSIDE OF REAPPOINTMENT:** The following practitioner(s) category or status were changed as described.

<b>NAME</b>	<b>SPECIALTY / SERVICE LINE</b>	<b>CURRENT / NEXT</b>	<b>REASON</b>	<b>EFFECTIVE DATE</b>
<b>EGge, Melissa K., MD</b>	SART Physician / Pediatrics	Provisional to Active	Proctor completed	07/19/2024
<b>Fisher, Jason E., MD</b>	Teleradiology / Radiology	Provisional to Courtesy	Proctor completed	07/19/2024

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Lorents, Evelyn M., MD	Teleradiology / Radiology	Provisional to Courtesy	Proctor completed	07/19/2024
Ro, Tae H., MD	Teleradiology / Radiology	Provisional to Courtesy	Proctor completed	07/19/2024

**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
None			

**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
Astromoff, Nicholas, MD	Diagnostic Radiology / Radiology	Voluntary Resignation	08/01/2024
Averil Jr., Kenneth E., MD	Diagnostic Radiology / Radiology	Voluntary Resignation	08/01/2024
Destro, Laura M., MD	Emergency Medicine / Emergency Medicine	Voluntary Resignation	05/01/2024
Harrison, Amy R., MD	Teleneurology / Medical Specialties	Voluntary Resignation	05/22/2024
Harman, Herbert J., MD	Telepsychiatry / Psychiatry	Voluntary Resignation	06/06/2024
Hidy, Benjamin J., MD	Telepsychiatry / Psychiatry	Voluntary Resignation	05/31/2024
Owoyele, Adeyinka, MD	Teleradiology / Radiology	Voluntary Resignation	05/25/2024
Patel, Lincoln R., MD	Teleradiology / Radiology	Voluntary Resignation	05/30/2024
Rasi, Annette J., MD	Diagnostic Radiology / Radiology	Voluntary Resignation	08/01/2024
Rodriguez, Juan R., MD	Interventional Radiology / Radiology	Voluntary Resignation	08/01/2024
Singh, Simone, MD	Family Medicine Hospitalist / Family Medicine	Voluntary Resignation	06/04/2024
Vecchione, Michael J., DO	Teleneurology / Medical Specialties	Voluntary Resignation	05/22/2024
Walker, Shane C., MD	Family Medicine / Family Medicine	Voluntary Resignation	08/01/2024
Williams, Jason, MD	Teleneurology / Medical Specialties	Voluntary Resignation	04/30/2024

<b>RELEASE FROM ADVANCED PROCEDURE TEACHING / TRAINING:</b> 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
None			

<b>TRAUMA NURSE PRACTITIONER ADVANCED PROCEDURE TEACHING / TRAINING:</b> The following Trauma Nurse Practitioner(s) meet the qualifications and request to participate in the Advanced Procedure Teaching / Training, MSP008-4.	
NAME	PROCEDURE
None	

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

<b>Emergency Medicine Physician Assistant, Nurse Practitioner ADVANCED PROCEDURE TEACHING AND TRAINING:</b> The following meet the qualifications and request to participate in the Advanced procedure Teaching / Training, MSP008-6	
NAME	PROCEDURE
None	

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