



**Board of Trustees
Meeting 2025**

January 10, 2025





NMC Board of Trustees Meeting

Friday, January 10, 2025

9:00 AM

NATIVIDAD ROOM

1st Floor, Building 200

AGENDA

Participation in meetings

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

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

+1 971 247 1195 US (Portland)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 602 753 0140 US (Phoenix)

+1 720 928 9299 US (Denver)

Enter the Meeting ID number: **922 2495 5536** when prompted.

You will then enter the Password: **505099** when prompted.

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

<https://natividad.zoom.us/j/92224955536?pwd=PZUozdSuHalkq76IIVH2NTZMnsN6P9.1>

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

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

Or

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

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

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

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

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

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INTERPRETATION SERVICE: The Natividad Board of Trustees invites and encourages the participation of Monterey County residents at its meetings. If you require the assistance of an interpreter, please contact the Secretary of the Board of Trustees Desk, Natividad Administration Office, 1441 Constitution Blvd., Salinas, CA – or by phone at (831) 755-4185. The Secretary will make every effort to accommodate requests for interpreter assistance. Requests should be made as soon as possible, and at a minimum no later than noon on the Wednesday prior to the Board meeting.

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.



Reunión de la Junta Directiva de NMC

Viernes, 10 de Enero 2025

9:00 AM

NATIVIDAD ROOM

1^{er} Piso, Edificio 200

AGENDA

Podrá participar en la reunión

Mientras la sala de reuniones de la junta directiva de Natividad permanezca abierta, los miembros del público podrán participar en esta reunión de la junta directiva de Natividad de 2 maneras:

1. Podrá asistir a la reunión en persona; o,

2. Podrá participar a través de ZOOM. Para participar por ZOOM, únase por llamada telefónica a cualquiera de los siguientes números:

+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)

Ingrese el número de ID de la reunión: 922 2495 5536 cuando se le solicite.

Luego, ingrese la contraseña: 505099 cuando se le solicite.

O, para asistir a la reunión del Consejo directivo de Natividad mediante audio por Zoom en:

<https://natividad.zoom.us/j/92224955536?pwd=PZUozdSuHalkq76IIVH2NTZMnsN6P9.1>

Si decide no asistir en persona a la reunión de la junta directiva de Natividad pero desea hacer un comentario público general o comentar sobre un tema específico en el orden del día, puede hacerlo de 2 maneras:

1. Enviar sus comentarios por escrito a través del correo electrónico del consejo directivo de Natividad a Natividadpubliccomments@natividad.com antes de las 2:00 p.m. del jueves previo a la reunión de la Junta. Para ayudar al personal de Natividad a identificar el tema en la agenda al que se refiere el comentario, indique en la línea de asunto la fecha de la Junta y el número del tema. Los comentarios recibidos antes de la fecha límite de las 2:00 p.m. del jueves serán distribuidos a la Junta y se incluirán en el acta de la reunión.

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2. Puede hacer un comentario público uniéndose a través de ZOOM a uno de los números telefónicos o haciendo clic en el enlace de ZOOM de arriba. Será colocado en la reunión como asistente; cuando esté listo para hacer un comentario público, si se unió por audio de la computadora, seleccione la opción "Levantar la mano" en la pantalla de Zoom; y por teléfono, presione #9 en su teclado.

a. Si los miembros del público desean presentar documentos o presentaciones de PowerPoint durante su presentación, deben enviar los documentos antes de las 2:00 p.m. del jueves previo a la reunión a Natividadpubliccomments@natividad.com. (Si envía las presentaciones después de la fecha límite, el personal hará su mejor esfuerzo, pero no puede garantizar que los materiales estén disponibles para ser presentados en la reunión del Comité.

PARA DIRIGIRSE A LA JUNTA DURANTE LOS COMENTARIOS PUBLICOS: Los miembros del público pueden dirigir comentarios a la junta con respecto a cada tema de la agenda y pueden comentar cuando el presidente solicite comentarios públicos generales para los temas que no están en la agenda de ese día.

PARA DIRIGIRSE A LA JUNTA SOBRE UN TEMA ESPECIFICO DE LA ANDA: Cuando el presidente solicite comentarios públicos sobre un tema específico de la agenda, el secretario de la Junta o su designado primero determinará quién desea testificar (entre los que están en la reunión por teléfono) y luego llamará a los oradores uno por uno. Los oradores públicos serán transmitidos solo en formato de audio. Si los miembros del público desean presentar documentos o presentaciones de PowerPoint mientras hablan, deben enviar el documento antes de las 2:00 p.m. del jueves anterior a la reunión a Natividadpubliccomments@natividad.com (Si se envía después de esa fecha límite, el personal hará lo mejor posible, pero no puede garantizar que esté disponible para presentarse en la reunión de la Junta).

DISTRIBUCION DE DOCUMENTOS: Los documentos relacionados con los temas de la agenda que se distribuyan a la Junta menos de 72 horas antes de la reunión estarán disponibles para la inspección pública en el Escritorio del secretario de la junta directiva, Oficina de Administración de Natividad, 1441 Constitution Blvd., Salinas, CA. Los documentos distribuidos a la Junta durante la reunión por el personal del Condado estarán disponibles en la reunión; los documentos distribuidos a la Junta por miembros del público estarán disponibles después de la reunión.

AJUSTES RAZONABLES; MODIFICACIONES: Las personas con discapacidades que deseen solicitar un ajuste razonable o modificación para observar o participar en la reunión pueden hacer dicha solicitud enviando un correo electrónico a Natividadpubliccomments@natividad.com La solicitud debe hacerse a más tardar al mediodía del miércoles anterior a la reunión de la Junta, para proporcionar tiempo suficiente a Natividad para abordar la solicitud.

SERVICIO DE INTERPRETACIÓN: La Junta Directiva de Natividad invita y fomenta la participación de los residentes del Condado de Monterey en sus reuniones. Si necesita la asistencia de un intérprete, comuníquese con el secretario de la Junta Directiva en la Oficina de Administración de Natividad, ubicada en 1441 Constitution Blvd., Salinas, CA, o por teléfono al (831) 755-4185. El secretario hará todo lo posible para atender las solicitudes de asistencia con interpretación. Las solicitudes deben hacerse lo antes posible y, como mínimo, antes del mediodía del miércoles previo a la reunión de la Junta.

El Presidente y/o el Secretario pueden establecer reglas razonables según sea necesario para llevar a cabo la reunión de manera ordenada.

TENGA EN CUENTA: SI TODOS LOS MIEMBROS DE LA JUNTA PARTICIPAN EN PERSONA, LA PARTICIPACIÓN PÚBLICA A TRAVÉS DE ZOOM ES SOLO POR CONVENIENCIA Y NO ES REQUERIDA POR LA LEY. SI SE PIERDE LA TRANSMISIÓN DE ZOOM POR CUALQUIER

MOTIVO, LA REUNIÓN PUEDE SER PAUSADA MIENTRAS SE INTENTA SOLUCIONAR EL PROBLEMA, PERO LA REUNIÓN PUEDE CONTINUAR A DISCRECIÓN DEL PRESIDENTE.

Los miembros de la junta directiva del Centro Médico Natividad son nombrados por la Junta de Supervisores del Condado de Monterey. La membresía y los términos del cargo están establecidos por los Estatutos del Centro Médico Natividad.

1. **Call to Order**

2. **Roll Call**

3. **Pledge of Allegiance**

4. **Additions and Corrections by Clerk Page 1-8 – Board Clerk**

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

5. **Minutes**

- Approve the Minutes of November 8, 2024 Board of Trustees Meeting. *Page 9-21*

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

- 1:0500 Informed Consent Elective Sterilization
- OR-7025 Operating Room Attire
- 6:1900 Procurement Code of Ethics

Revised Policies

- LDU-6184 MIU/LDU: Delayed Bathing

- PERI-6672 Skin to Skin Policy
- PERI-6550 Hearing Screening-Newborn
- OR-7041 TB Patients Scheduled for Surgery
- OR-7035 Surgery Scheduling
- 1:1200 Withdrawing Life-Sustaining Treatment
- 1:3820 High Flow Nasal Cannula Oxygen Therapy
- 1:4215 Crash Cart Maintenance Adult Cart

Additions for Joint Conference

Changes

- 5-0900 Payroll Policies Timekeeping
- 5-0525 Healthcare Observership

Approve for submission to the Monterey County Board of Supervisors the following agreements identified in Item 8b – 8f 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 Resolution for Cardiac Sonographer and Cardiac Sonographer-Per Diem classifications, Page 22-23 (CONSENT)

- Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer and Cardiac Sonographer-Per Diem classifications as indicated in Attachment A effective February 8, 2025; and
- Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

8c. * Approve for Submission to the Monterey County Board of Supervisors the Following Resolution to Reallocate Administrative Secretary-Confidential Positions, Page 24-25 (CONSENT)

- Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8358-Appropriation Unit NMC001) to reallocate three (3) Administrative Secretary-Confidential positions to two (2) Administrative Services Assistant positions and one (1) Administrative Services Manager as indicated in Attachment A effective January 25, 2025; and
- Authorize and direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2024-25 Adopted Budget.

8d. * Approve for Submission to the Monterey County Board of Supervisors the Following Report on the status of Hospital Seismic Safety public notices compliance with Assembly Bill (AB) 1882, Page 26-27 (CONSENT)

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

- 8e. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Everbridge, Inc., Page 28-29 (CONSENT)**
 Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 5 to the agreement (A-14560) with Everbridge, Inc. for critical event management software services, extending the agreement an additional one (1) year period (January 30, 2025 through January 29, 2026) for a revised full agreement term of January 30, 2018 through January 29, 2026 and adding \$40,760 for a revised total Agreement amount of \$290,605.
- 8f. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with B.E. Smith, Inc., Page 30-31 (CONSENT)**
 Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 5 to the agreement (A-13995) with B.E. Smith, Inc. for interim management-level services at NMC, extending the agreement for an additional one year term (January 1, 2025 through December 31, 2025) for a revised full agreement term of July 18, 2018 through December 31, 2025.
9. **Accept Oral Report from Natividad Chief Financial Officer** – *Daniel Leon, CFO*
 a. October 2024 YTD Financial Reports *Page 32-44*
 b. November 2024 YTD Financial Reports *Page 32-44*
10. **Receive Oral Report from Assistant County Administrative Officer** – *Deborah Paolinelli, Assistant CAO*
 a. County of Monterey Solar Project Update
11. **Receive Oral Report from Natividad Chief Executive Officer** - *Dr. Charles Harris, CEO*
12. **Receive Oral Report from Natividad Chief of Staff** - *Dr. Valerie Vigil, COS*
 a. 3rd Year Resident – *Dr. Victor Carrasco*
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 November 2024 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals. Page 45-48**

Adjournment

**Next Board of Trustees Meeting
Friday, February 14, 2025
9:00 AM
Natividad Room
1st Floor, Building 200**



NMC Board of Trustees Meeting

Friday, November 8, 2024

9:00 AM

NATIVIDAD ROOM

1st 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, Dr. Valerie Vigil, Dr. Charles Harris, Sonia De La Rosa, Supervisor Chris Lopez, Manuel Osorio, Simon Salinas, Bettye Saxon, Kerry Varney, and Mitch Winick

Absent: Marcia Atkinson

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

1. Call to Order

2. Roll Call

Present

*Libby Downey
Dr. Valerie Vigil
Dr. Charles Harris
Sonia De La Rosa
Supervisor Chris Lopez
Manuel Osorio
Simon Salinas
Bettye Saxon
Kerry Varney
Mitch Winick*

Absent

Marcia Atkinson

3. Pledge of Allegiance

4. Additions and Corrections by Clerk– Board Clerk

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

5. Minutes

- Approve the Minutes of October 4, 2024 Board of Trustees Special Meeting.

MOTION: *Motion to approve the minutes of October 4, 2024, Board of Trustees Meeting, by Manuel Osorio, seconded by Simon Salinas, and approved unanimously.*

6. Board Comments

- *Board Member Libby Downey wanted to acknowledge the hospital morale as one of her family members was receiving services here and the hospital staff was very positive about the hospital work environment.*

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

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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)

- Nurse Practitioner Practice Prerogatives
- Infectious Disease Privilege Form

Policies/Manuals/Order Sets

No Changes

- CARD-0306 Adult Cardiac Echo Exam
- CARD-0420 ADULT ROUTINE EEG
- CARD-0413 Bedside EEG
- CARD-0305 CARD24/48 Holter Monitor and Patient Instructions
- CARD-0018 CARD: Administration of Routine Therapy
- CARD-0026 CARD: Aerosol Therapy (Bland Aerosol Treatment)
- CARD-0207 CARD: Airway Resistance - Lung Subdivisions
- CARD-0021 CARD: Arterial Puncture for Blood Gas Analysis
- CARD-0020 CARD: Asthma Education Program
- CARD-0036 CARD: Bronchoscopy Assisting
- CARD-0202 CARD: Calibration
- CARD-0030 CARD: Chest Physiotherapy (CPT)
- CARD-0027 CARD: Cough Therapy, Directed, Respiratory Therapy
- CARD-0008 CARD: Department Plan for Competency
- CARD-0032 CARD: End-tidal Carbon Dioxide (ETCO₂) Monitoring
- CARD-0035 CARD: Endotracheal Tube Removal
- CARD-0033 CARD: Endotracheal Tube Repositioning
- CARD-0430 CARD: Fetal Echocardiogram
- CARD-0204 CARD: Flow Volume Loop Test
- CARD-0029 CARD: Handheld Resuscitation Bag and Mask Use
- CARD-0102 CARD: Handheld Resuscitation Bag and Mask Use, Neonate
- CARD-0105 CARD: Handheld Resuscitation Bag and Mask use, Pediatric
- CARD-0037 CARD: Intermittent Positive Pressure Breathing (IPPB)
- CARD-0038 CARD: Intubation with Direct Visualization
- CARD-0034 CARD: Mechanical Ventilation Weaning
- CARD-0031 CARD: Nebulizer Therapy (Small Volume Nebulizer/Large Volume)
- CARD-0028 CARD: Non-Invasive Positive Pressure Ventilation (Continuous Positive Pressure)
- CARD-0025 CARD: Oronasopharyngeal Suctioning
- CARD-0201 CARD: Patient Information
- CARD-0307 CARD: Pediatric Cardiac Echo Exam
- CARD-0040 CARD: Procedure for Ventilator Standby, Set-up, and Availability
- CARD-0210 CARD: Pulmonary Function Reports
- CARD-0044 CARD: Pulse Oximetry Respiratory Therapy
- CARD-0023 CARD: Safe Medication Administration Practices
- CARD-0019 CARD: Shift Reporting in Respiratory Care

- CARD-0206 CARD: Single Breath Carbon Monoxide Diffusion Test
- CARD-0022 CARD: Sputum Collection by Expectoration
- CARD-0024 CARD: Tracheostomy Tube Cannula and Stoma Care
- CARD-0007 CARD: Verification of Valid Licensure
- CARD-0304 Cardiac Stress – Echo
- CARD-0301 Cardiac Ultrasound Job Description
- CARD-0311 CARDIO: Echo for Dobutamine Testing in the Setting of Suspected
- CARD-0009 Cardiopulmonary Resuscitation Certification
- CARD-0014 Cardiopulmonary: Medical Management of Respiratory Patients
- CARD-0015 Cardiopulmonary: Ordering Therapy
- CARD-0013 Cardiopulmonary: Patient Care Documentation
- CARD-0049 Cleaning and Transportation of Bronchoscopes
- CARD-0411 Continuous Electroencephalography (EEG) Monitoring (cEEG)
- CARD-0045 Continuous Positive Airway Pressure (C-PAP) Use
- CARD-0005 Contract Services for Respiratory Staff
- CARD-0004 Departmental Staffing
- CARD-0048 Disinfection, Semi-critical Patient Care Equipment, Respiratory Therapy
- CARD-0414 ECI (Electrocerebral Inactivity)
- CARD-0416 EEG Electrode Application
- CARD-0421 EEG On-Call Policy
- CARD-0415 EEG Recordings
- CARD-0302 Electrocardiogram 12 Lead Adult (EKG)
- CARD-0303 Electrocardiogram 12 Lead Pediatric (EKG)
- CARD-0310 Exercise Treadmill Test (ETT)
- CARD-0103 Humidifier Therapy, Active, Pass-Over
- CARD-0417 Hyperventilation
- CARD-0418 Intermittent Photic Stimulation
- CARD-0050 Mechanical Ventilation, Patient Transport, Respiratory Therapy
- CARD-0047 Mechanical Ventilation, Pressure Controlled Inverse Ratio, Respiratory Therapy
- CARD-0041 Metered Dose Inhaler Use
- CARD-0419 Neonatal EEG
- CARD-0042 Oxygen Administration
- CARD-0010 Patient Interactions
- CARD-0043 Peak Flow Meter Use
- CARD-0422 Pediatric Routine EEG
- CARD-0006 Performance of Respiratory Care Procedures
- CARD-0011 Phone System
- CARD-0423 Photic: Abnormal
- CARD-0424 Photic: Normal
- CARD-0425 Portable EEG Monitoring on Inpatient Units
- CARD-0012 Priorities of Services for Respiratory Therapy
- CARD-0309 Reporting Critical Values for the Adult and Pediatric Echo
- CARD-0002 Respiratory Care Services Goals and Responsibility
- CARD-0429 Routine Electroencephalographic Procedures (General)
- CARD-0001 Scope of Service for the Cardio-Pulmonary Department
- CARD-0426 Seizure Assessment
- CARD-0051 Tracheostomy Tube Cannula and Stoma Care
- CARD-0308 Transesophageal Cardiac Echo Exam (TEE)
- CARD-0427 Troubleshooting Artifact

- CARD-0428 Use of Collodion
- CARD-0046 Ventilator Circuit Changes
- NICU-0104 CARD: Resuscibag Placement at Patient's Bedside
- NICU-0101 CARD: Transport Within the Facility, Neonatal
- NICU-0040 Continuous Positive Airway Pressure (CPAP) Use, Neonate
- NICU-0030 Mechanical Ventilation - Positive Pressure, Neonatal
- NICU-0035 Medication Nebulizer Treatments
- NICU-0090 Nitric Oxide Administration, Neonatal
- NICU-0060 Oxygen Administration, Nasal Prongs, Neonate
- NICU-0055 Oxygen Administration, Oxygen Hood – Neonate
- NICU-0068 Pulse Oximetry
- NICU-0070 Respiratory Care of the Intubated Neonate
- NICU-0085 Sensor Medics 3100A Oscillator Ventilator (HFOV)
- NICU-0080 Suctioning of the Newborn
- NICU-0020 Surfactant Replacement Therapy, Neonatal
- OPST-5006 Behavioral Management of Pediatric Patients During Treatment
- OPST-5100 Hot Pack Hydrocollator Thermarator Treatment and Cleaning
- OPST-6704 Ice pack Freezer Use and Cleaning
- OPST-6000 OT/PT/ST Department Description
- OPST-5003 Inpatient and Outpatient Pediatric Neonatal Intensive Care Unit Therapy
- 1-0170 Inpatient Mobility Assessment Guidelines in the Non-Intensive Care Unit
- 1-0470 Chlorhexidine Gluconate (CHG) Bathing - Inpatient Adults
- ARU-0018 Committee Structures
- ARU-0023 Short Term Admission
- ARU-0054 Behavioral Intervention
- ARU-0069 Staff Composition
- ARU-0071 Contract Staff
- ARU-0072 Orientation – Performance Assessment
- ARU-0073 Employee Competency
- ARU-0010 Mission Statement of Lifepoint Healthcare

Revised Policies

- 1:3900 Telemetry Monitoring in the Non-Intensive Care Inpatient Setting
- DIA-1000 Diabetes in Pregnancy Program
- Natividad Provisions of Nursing 2024-2025
- 5-3200 Scribe Policy
- ARU-0038 Documentation Timeframe
- ARU-0014 Program Description
- ARU-0022 Pre-Admission Screen Process
- ARU-0038 Short Term Admission
- ARU-0065 Discharge Criteria
- ARU-0038 Individual Education Record
- ARU-0078 Specialized Services
- ARU-0082 Physician Admitting Orders
- ARU-0085 ARU: Physician Discharge Summary
- ARU-0093 Infection Washer-Dryer
- ARU-0105 Patient Assessment Instrument (PAI)
- MHU-4500 MHU Utilization Review Plan

Retired

- CARD-0412 Assigning a Log Number
- CARD 0212 CARD: Entering Comments
- CARD 0017 Card: Administration of Respiratory Care Medications
- ARU-0112 Concurrent Therapy
- ARU-0083 Post Admission Physician Evaluation

Additions for Joint Conference

Revised

- 4:1375 Management of Assaultive Behavior
- 4:0001 Management of the Environment of Care Program Overview
- 4:3400 Medical Gas Procurement, Storage & Handling Guidelines
- 4:0660 Movement of Furniture, Fixtures and Equipment
- IDP 5-0300 Content and Maintenance of Ee Pers File
- IDP 5-0100 Workplace Violence Prevention Plan
- 4:4300 Active Shooter
- 4:2250 Code Silver - Brandishing a Weapon
- 4:2020 Security Post Orders
- IDP 5-1000 Orientation of New Employees
- ARU-0007 ARU Charge Nurse

No Changes

- NUR ED 5519 AHA Disclaimers
- NUR ED 5513 AHA Life Support Training
- NUR ED 5523 Management of Training Sites
- NUR ED 5518 Quality Assurance AHA
- NUR ED 5520 Recognition as Provider Course Completion
- NUR ED 5517 Support of "Chain of Survival" Activities AHA

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 Best Best & Krieger, LLP, (CONSENT)

- a. Authorize the County Counsel to execute amendment No. 7 to the agreement (A-13923) with Best Best & Krieger, LLP for specialized attorney services, adding \$180,000, for a total revised agreement amount of \$895,000, 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 \$903,000.

8c. * Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Occupational Therapist-Per Diem, Physical Therapist-Per Diem, Speech Pathologist-Per Diem classifications, (CONSENT)

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Occupational Therapist-Per Diem, Physical Therapist-Per Diem,

- Speech Pathologist-Per Diem classifications as indicated in Attachment A effective December 14, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.
- 8d. * **Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Surgical Technician classifications, (CONSENT)**
- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Surgical Technician and Surgical Technician-Per Diem classifications as indicated in Attachment A effective December 14, 2024; and
 - b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.
- 8e. * **Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Obstetrical Technician classifications, (CONSENT)**
- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Obstetrical Technician, Senior Obstetrical Technician and Obstetrical Technician-Per Diem classifications as indicated in Attachment A effective December 14, 2024; and
 - b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.
- 8f. * **Approve for Submission to the Monterey County Board of Supervisors the Following Resolution to Reallocate Data Entry Operator Position, (CONSENT)**
- a. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8355-Appropriation Unit NMC001) to reallocate one (1) Data Entry Operator II position to one (1) Office Assistant II position as indicated in Attachment A effective December 14, 2024; and
 - b. Authorize and direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2024-25 Adopted Budget.
- 8g. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Thyssenkrupp Elevator Corp., (CONSENT)**
 Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-12743) with Thyssenkrupp Elevator Corporation for elevator maintenance and repair services at NMC, extending the agreement for an additional one (1) year period (January 1, 2025 through December 31, 2025) for a revised full agreement term of January 1, 2015 through December 31, 2025, and no change to the total agreement amount not to exceed \$1,356,062.00.
- 8h. * **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Dataix (USA) Inc., (CONSENT)**
- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Dataix (USA) Inc. for web-based software license services at NMC for an amount not to exceed \$401,355 with an agreement term December 16, 2024 through December 15, 2029.
 - b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard contract provisions within the agreement.
 - c. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard contract provisions within the business associate agreement.

- d. 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% (\$40,136) of the original cost of the agreement, for total contract liability of (\$441,491).

8i. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Jose Mario Pauda M.D., (CONSENT)

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute the First Amendment to the Professional Services Agreement with Jose Mario Pauda M.D. to provide family medicine services, extending the term of the Agreement by twenty-four months (January 1, 2025 to December 31, 2026) for a revised full Agreement term of January 1, 2024 to December 31, 2026 and adding \$100,000 for a revised not to exceed amount of \$400,000 in the aggregate; and
- b. Authorize the CEO for NMC or his designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than ten percent 10% (\$30,000) of the original contract amount and do not increase the total contract amount above \$330,000.

8j. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Access Physicians California, P.C., (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement with Access TeleCare California, P.C. (A-15737) to provide tele-neurology services, adding \$400,000 for a revised not to exceed amount of \$1,280,000 and extending the term by twelve months (April 1, 2025 to March 31, 2026) for a revised full agreement term of April 1, 2022 to March 31, 2026.

8k. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Central Coast Head & Neck Surgeons, (CONSENT)

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Sixth Amendment to the Professional and Call Coverage Services Agreement (A-13164) with Central Coast Head & Neck Surgeons to provide otolaryngology and audiology services, extending the term by twenty-four (24) months (January 1, 2025 to December 31, 2026) for a full revised term of July 1, 2016 to December 31, 2026, and add \$1,500,000 to the original amount not to exceed \$7,500,000 in the aggregate; and
- b. Authorize CEO for NMC or his designee to sign up to three (3) amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$150,000) of the original contract amount and do not increase the total contract amount above \$7,650,000.

8l. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Oregon Health & Science University, (CONSENT)

- a. Ratify execution by the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute an agreement with Oregon Health & Science University for rotation of medical students at NMC with an agreement September 15, 2024 through September 14, 2029.
- b. Approve recommendation Of CEO to accept non-standard insurance provisions within the agreement.

- 8m. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Phreesia, Inc., (CONSENT)**
- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Phreesia, Inc. for access passport electronic form services at NMC for an amount not to exceed \$277,030 with an agreement term retroactive from October 31, 2024 through October 30, 2027.
 - b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard provisions within the service agreement.
 - c. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard provisions within the business associate agreement.
 - d. 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% (\$27,703) of the original cost of the agreement, for total contract liability of (\$304,733).
- 8n. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with 3DR Laboratories, LLC, (CONSENT)**
- Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal & amendment No. 3 to the agreement (A-13932) with 3DR Laboratories, LLC for services, extending the agreement an additional three (3) year period (August 1, 2022 through July 31, 2025) for a revised full agreement term of August 1, 2017 through July 31, 2025, and adding \$100,000 for a revised total agreement amount not to exceed \$541,000.
- 8o. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with ESO Solutions, Inc., (CONSENT)**
- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with ESO Solutions, Inc. for trauma one and TQIP & coding license support services at NMC for an amount not to exceed \$9,681 with an agreement term retroactive from May 26, 2023 through May 25, 2025.
 - b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard insurance, confidentiality, and non-standard language provisions within the agreement.
- 8p. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Central California Alliance for Health, (CONSENT)**
- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Enhanced Care Management Services Agreement with The Santa Cruz-Monterey-Merced Managed Medical Care Commission, dba Central California Alliance for Health (CCAH), in substantially the same form as that which has been presented to the Board, without significant change to their content, for the provision of Enhanced Care Management Program services to CCAH members, for a term of January 1, 2025 to December 31, 2025, subject to one-year automatic renewals, with 120 days prior written notice termination without cause; and
 - b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the CalAIM Incentive Payment Program Letter of Agreement with The Santa Cruz-Monterey-Merced Managed Medical Care Commission, dba Central California Alliance for Health (CCAH), in substantially the same form as that which has been presented to the Board, without significant change to their content, in the amount of \$850,000 to facilitate the implementation of the Enhanced Care Management Program, for a term date January 1, 2025 through January 31, 2026; and

- c. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute up to three (3) future amendments to these Agreements where the amendments do not significantly alter the scope of work, and do not exceed a revised maximum amount of \$935,000.

8q. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with ECMO PRN, LLC, (CONSENT)

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with ECMO PRN, LLC for ECMO and ambulance transportation services at NMC for an amount not to exceed \$360,000 with an agreement term retroactive from March 1, 2024 through February 28, 2027.
- 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% (\$36,000) of the original cost of the agreement, for total contract liability of (\$396,000).

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-14537) with MD Buyline, Inc., a symplr company, for medical equipment pricing analysis subscription services, extending the agreement an additional one (1) year period for a revised full agreement term of January 3, 2018 through January 2, 2026, and adding \$27,934 for a revised total agreement amount not to exceed \$224,371.

MOTION: Motion to approve Policies/Procedures/Forms/Manuals and contract items 8a-8r, moved by Supervisor Chris Lopez, seconded by Mitch Winick, and approved unanimously.

9. Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Total Renal Care, Inc., which is in the final stages of negotiation (Nancy Buscher)

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Total Renal Care, Inc. for acute dialysis services at NMC for an amount not to exceed \$3,252,750 with an agreement term through June 30, 2027 with an effective start date of the date of the last signature.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard indemnification and insurance provisions within the agreement.
- c. 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% (\$325,275) of the original cost of the agreement, for total contract liability of (\$3,578,025).

MOTION: Motion to approve Scheduled Item 9, moved by Sonia De La Rosa, seconded by Simon Salinas, and approved unanimously.

10. Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Locum Tenens Referral Services per RFP 9600-61, which is in the final stages of negotiation (Dr. Craig Walls)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 13 to the agreements with Medical Search, LLC d.b.a. SUMO Medical

Staffing (A-12896) and MDA Holdings, Inc. d.b.a. Medical Doctor Associates (A-12899) and renewal & amendment No. 14 to the agreement with Staff Care, Inc. (A-12897) for locum tenens physician referral services at NMC pursuant to the Request for Proposals (RFP) #9600-61, extending the agreement an additional one (1) year period (January 1, 2025 through December 31, 2025) for a revised full agreement term of August 1, 2015 through December 31, 2025, and adding \$6,000,000 for a revised total aggregate amount not to exceed \$22,700,000.

MOTION: *Motion to approve Scheduled Item 10, moved by Simon Salinas, seconded by Manuel Osorio, and approved unanimously.*

11. **Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Inspirata, Inc., which is in the final stages of negotiation (Ari Entin)**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Inspirata, Inc. for e-path licensing and support to provide cancer registry reporting and data abstraction, services at NMC for an amount not to exceed \$25,000 with an agreement term December 22, 2024 through December 21, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard contract provisions within the service agreement.
- c. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard contract provisions within the business associate agreement.

MOTION: *Motion to approve Scheduled Item 11, moved by Sonia De La Rosa, seconded by Bettye Saxon, and approved unanimously.*

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 5 to the agreement (A-16146) with Locumtenens.com, LLC for recruitment and assignment of physicians services, with no change to the term (August 26, 2022 through August 25, 2025) adding \$2,000,000 for a revised total agreement amount not to exceed \$9,000,000.

MOTION: *Motion to approve Scheduled Item 12, moved by Simon Salinas, seconded by Sonia De La Rosa, and approved unanimously.*

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

- a. September 2024 YTD Financial Reports

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

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

- a. Receive oral report on Natividad Strategic Plan Update 2025-2028.

15. **Receive Oral Report from Natividad Chief of Staff - Dr. Valerie Vigil, COS**

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

17. **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

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

- a. Pursuant to Health and Safety Code Section 54957(b)(1), the Board will confer regarding a performance evaluation for the Natividad Medical Center Chief Executive Officer.
- 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

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

***MOTION:** Motion to accept the report on October 2024 Credentials Report, moved by Supervisor Chris Lopez, seconded by Mitch Winick, and approved unanimously.*

20. **Approve Board of Trustees 2025 Proposed Meeting Dates**

***MOTION:** Motion to accept the Board of Trustees 2025 Proposed Meeting dates, moved by Simon Salinas, seconded by Manuel Osorio, and approved unanimously.*

Adjournment: With no other business before the Board, the meeting was adjourned at 11:35 am

Recorded by Noemi Breig

..Title

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer and Cardiac Sonographer-Per Diem classifications as indicated in Attachment A effective February 8, 2025; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

..Report

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer and Cardiac Sonographer-Per Diem classifications as indicated in Attachment A effective February 8, 2025; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Cardiac Sonographer classification was requested by Natividad Medical Center (NMC) administrative staff. The reason cited for the request was to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy last updated in January 2023.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the benchmark classification of Cardiac Sonographer was matched to all six (6) of the hospital comparable agencies: Alameda Health System, Contra Costa Regional Medical Center, Salinas Valley Health, San Mateo Medical Center, Santa Clara Valley Medical Center, and Hazel Hawkins Hospital. The Cardiac Sonographer classification is approximately 4.62% below the salary mean of the comparable agency's classifications.

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

Therefore, in accordance with the County's Compensation Philosophy, the base wage salary of the Cardiac Sonographer classification would need to be adjusted by approximately 4.62% at top step in order to align with the labor market average and to maintain the current spread for the per diem classification.

OTHER AGENCY INVOLVEMENT:

Service Employees International Union (SEIU) Local 521 has been notified of the recommendations.

FINANCING:

The salary and benefits increased costs for the current positions (1.4 FTE filled/3.1FTE vacant) budgeted for the remainder of Fiscal Year 2024-25 is approximately \$4,331 and then \$10,236 annually thereafter. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. Funding will be provided from NMC's Enterprise Fund 451-9600-6111.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Dr. Charles Harris, Hospital Chief Executive Officer, (831) 783-2551

Attachments:
Attachment A
Resolution

..Title

Adopt Resolution to:

- a. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8358-Appropriation Unit NMC001) to reallocate three (3) Administrative Secretary-Confidential positions to two (2) Administrative Services Assistant positions and one (1) Administrative Services Manager as indicated in Attachment A effective January 25, 2025; and
- b. Authorize and direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2024-25 Adopted Budget.

..Report

RECOMMENDATION:

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

- a. Amend the FY 2024-25 Natividad Medical Center Adopted Budget (Fund 451-Dept. 9600-Unit 8358-Appropriation Unit NMC001) to reallocate three (3) Administrative Secretary-Confidential positions to two (2) Administrative Services Assistant positions and one (1) Administrative Services Manager as indicated in Attachment A effective January 25, 2025; and
- b. Authorize and direct the County Administrative Office and the Auditor-Controller to incorporate the approved position changes into the Fiscal Year 2024-25 Adopted Budget.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) is seeking consideration from the Board of Supervisors to adopt a Resolution to reallocate three (3) Administrative Secretary-Confidential positions to two (2) Administrative Services Assistant positions and one (1) Administrative Services Manager position to re-organize the administrative services support structure for the executive level administrative team. NMC requests that after reallocation, that the positions pursuant to Section II.C of the County of Monterey Employer-Employee Relations Resolution, remain designated as Confidential Employees as defined below:

“CONFIDENTIAL EMPLOYEE means an employee, who, in the course of his or her duties, has access to information relating to the County's administration of employer-employee relations, is required to develop or present management positions with respect to employer-employee relations, or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions, and is designated by the County Administrative Officer as confidential.”

OTHER AGENCY INVOLVEMENT:

The Monterey County Office of County Counsel has reviewed this recommendation.

FINANCING:

The salary and benefits increased costs for the current positions (3.0 FTE vacant) budgeted for the remainder of Fiscal Year 2024-25 is approximately \$15,970 and then \$20,761 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. Funding will be provided from NMC's Enterprise Fund 451-9600-6111.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Attachments:
Attachment A
Resolution

..Title

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

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

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

SUMMARY AND DISCUSSION

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

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

NMC operates eight acute care buildings that must comply with SPC and NPC requirements. While seven of these buildings currently meet SPC standards, none meet NPC requirements. NMC is working closely with the architectural firm Hamelton Green and Abrams (HGA) and their engineering consultants to develop plans and construction documents to either bring the buildings into compliance or remove non-compliant buildings from HCAI's jurisdiction before the 2030 deadline. HGA has completed a seismic master plan that outlines three key requirements to achieve NPC-5 compliance: (1) bracing end-of-line fire sprinklers in the acute care portion of the facility, (2) separating Building 600A from 600B, which includes constructing a compliant corridor to Building 940, and (3) upgrading NMC's infrastructure to

support 72 hours of emergency operation. The Services Report was submitted to HCAI on December 13, 2024, and the Hospital Signage Report was submitted on November 26, 2024. Staff will provide updates on this process annually. A detailed report on the Structural Performance Category (SPC), Nonstructural Performance Category (NPC), and the services provided for each affected building is included in the attachment.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

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

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

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

MONTEREY COUNTY BOARD OF SUPERVISORS **BOARD REPORT**

Everbridge, Inc. Amendment No. 5

Legistar Number:

..Title

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 5 to the agreement (A-14560) with Everbridge, Inc. for critical event management software services, extending the agreement an additional one (1) year period (January 30, 2025 through January 29, 2026) for a revised full agreement term of January 30, 2018 through January 29, 2026 and adding \$40,760 for a revised total Agreement amount of \$290,605.

..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. 5 to the agreement (A-14560) with Everbridge, Inc. for critical event management software services, extending the agreement an additional one (1) year period (January 30, 2025 through January 29, 2026) for a revised full agreement term of January 30, 2018 through January 29, 2026 and adding \$40,760 for a revised total Agreement amount of \$290,605.

SUMMARY/DISCUSSION:

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

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

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this amendment No. 5 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 5 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on January 10, 2025.

FINANCING:

The cost of this amendment No. 5 is \$40,760 of which \$40,760 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 451-9600-6408.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Attachments:

- Everbridge Inc. Amendment No. 5
- Everbridge Inc. Renewal and Amendment No. 4
- Everbridge Inc. Renewal and Amendment No. 3
- Everbridge Inc. Amendment No.2
- Everbridge Inc. Amendment No.1
- Everbridge Inc. Agreement

Attachments on file with the Clerk of the Board

MONTEREY COUNTY BOARD OF SUPERVISORS **BOARD REPORT**

B.E. Smith, Inc. Renewal and Amendment No. 5

Legistar Number: _____

..Title

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 5 to the agreement (A-13995) with B.E. Smith, Inc. for interim management-level services at NMC, extending the agreement for an additional one year term (January 1, 2025 through December 31, 2025) for a revised full agreement term of July 18, 2018 through December 31, 2025.

..Report

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 5 to the agreement (A-13995) with B.E. Smith, Inc. for interim management-level services at NMC, extending the agreement for an additional one year term (January 1, 2025 through December 31, 2025) for a revised full agreement term of July 18, 2018 through December 31, 2025.

SUMMARY/DISCUSSION:

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

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

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

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this renewal and amendment No. 5 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 January 10, 2025.

FINANCING:

There is no cost associated with this renewal and amendment No. 5.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

This agreement will provide NMC with any interim management level support it may need to ensure that reliable and quality patient care will not affect when a vacancy should unexpectedly occur.

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

Prepared by: Janine Bouyea, Hospital Assistant Administrator, 831-783-2701
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:

- B.E. Smith Renewal and Amendment No. 5
- B.E. Smith Renewal and Amendment No. 4
- B.E. Smith Renewal and Amendment No. 3
- B.E. Smith Amendment No. 2
- B.E. Smith Amendment No. 1
- B.E. Smith Agreement

Attachments on file with the Clerk of the Board



FINANCIAL STATEMENTS

NOVEMBER 30, 2024

12/12/24

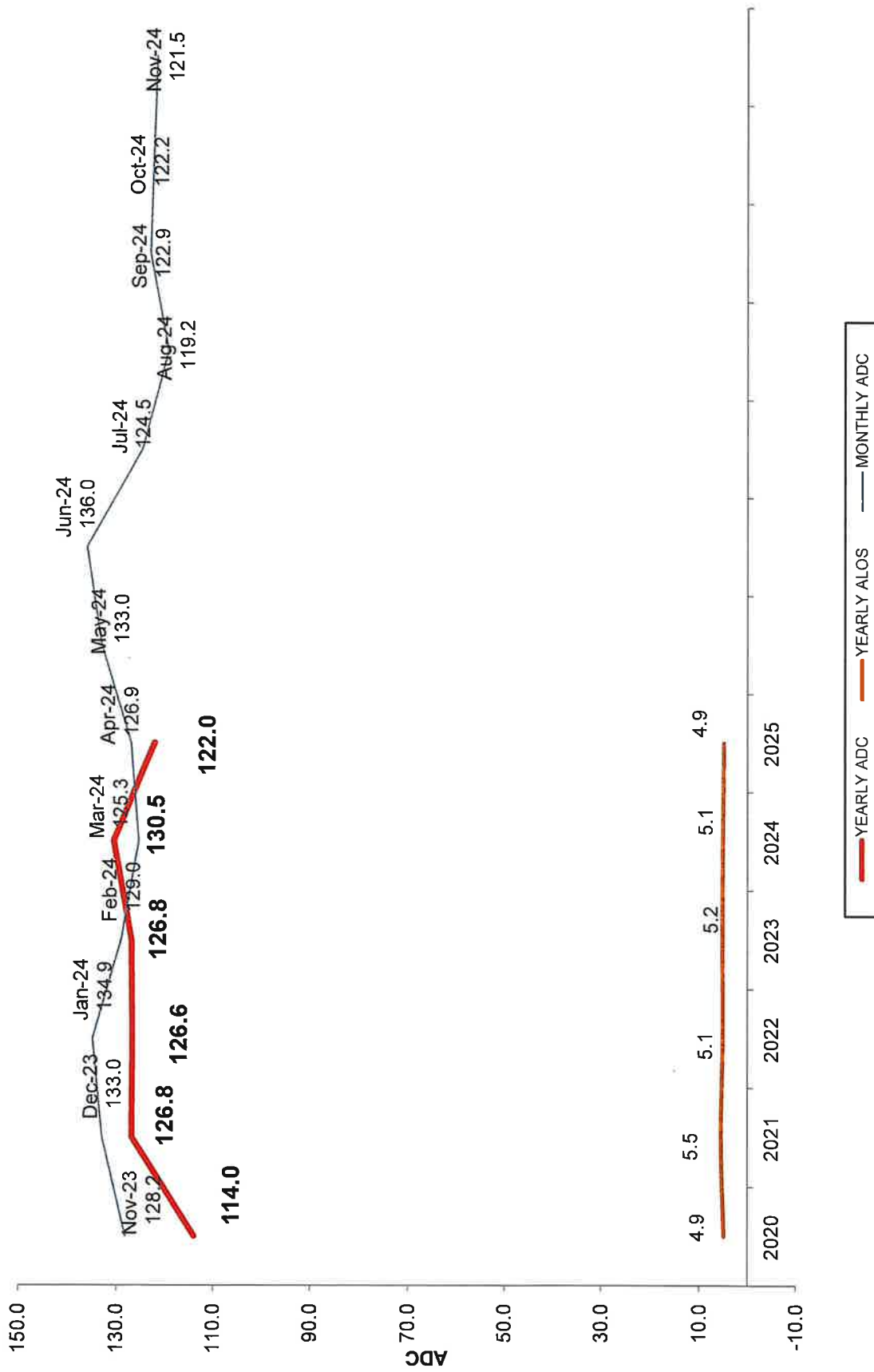


FINANCIAL STATEMENTS

NOVEMBER 30, 2024

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**NATIVIDAD
STATISTICAL REPORT
November 30, 2024**

	Month-To-Date					STAFFED BEDS	Year-To-Date			
	09-24	10-24	11-24	Budget			Budget	Current	Prior Yr	%
PT DAYS BY SERVICE										
										CY/PT
1	180	236	275	225	NICU	15	1,148	1,231	1,130	8.94%
2	1,698	1,687	1,672	1,864	Med/Surg	57	9,507	8,306	9,626	-13.71%
3	185	232	220	197	ICU	10	1,006	1,011	1,027	-1.56%
4	75	121	98	85	Peds	12	433	510	413	23.49%
5	781	800	754	745	Acute Rehab	28	3,799	3,919	3,813	2.78%
6	290	293	255	304	OB/Gyn	27	1,549	1,482	1,591	-6.85%
7	3,209	3,369	3,274	3,420	TOTAL ACUTE	149	17,442	16,459	17,600	-6.48%
8	477	420	372	438	Psychiatric	19	2,234	2,204	2,229	-1.12%
9	3,686	3,789	3,646	3,858	TOTAL DAYS	168	19,676	18,663	19,829	-5.88%
10	280	237	244	296	Nursery	18	1,508	1,372	1,557	-11.88%
AVERAGE DAILY CENSUS										
11	80.9	82.9	84.0	89.2	Acute	121	89.2	82.0	90.1	-8.99%
12	26.0	25.8	25.1	24.8	Acute Rehab	28	24.8	25.6	24.9	2.81%
13	15.9	13.5	12.4	14.6	Psychiatric	19	14.6	14.4	14.6	-1.37%
14	122.9	122.2	121.5	128.6	TOTAL	168	128.6	122.0	129.6	-5.86%
15	9.3	7.6	8.1	9.9	Nursery	18	9.9	9.0	10.2	-11.76%
PERCENTAGE OF OCCUPANCY										
16	66.9%	68.5%	69.4%	73.7%	Acute		73.7%	67.8%	74.5%	-9.0%
17	92.9%	92.1%	89.6%	88.6%	Acute Rehab		88.6%	91.4%	88.9%	2.8%
18	83.7%	71.1%	65.3%	76.8%	Psychiatric		76.8%	75.8%	76.8%	-1.4%
19	73.2%	72.7%	72.3%	76.5%	TOTAL		76.5%	72.6%	77.1%	-5.9%
20	51.7%	42.2%	45.0%	55.0%	Nursery		55.0%	50.0%	56.7%	-11.8%
ADMISSIONS										
21	644	635	635	645	Acute		3,289	3,253	3,382	-3.81%
22	50	65	58	57	Acute Rehab		293	286	294	-2.72%
23	45	46	49	49	Psychiatric		248	232	254	-8.66%
24	739	746	742	751	TOTAL		3,830	3,771	3,930	-4.05%
25	169	155	155	182	Nursery		928	869	954	-8.91%
26	177	165	164	191	Deliveries		972	921	993	-7.25%
DISCHARGES										
27	588	600	570	612	Acute		3,122	3,037	3,231	-6.00%
28	56	64	57	58	Acute Rehab		294	287	297	-3.37%
29	48	51	44	49	Psychiatric		252	234	254	-7.87%
30	692	715	671	719	TOTAL		3,667	3,558	3,782	-5.92%
31	149	136	140	167	Nursery		850	795	867	-8.30%
AVERAGE LENGTH OF STAY										
32	5.0	5.1	4.9	5.1	Acute(Hospital wide no babies)		5.1	4.9	5.0	-2.00%
33	15.6	12.3	13.0	13.0	Acute Rehab		13.0	13.7	13.0	5.38%
34	2.7	2.5	2.5	2.6	OB/Gyn		2.6	2.5	2.6	-3.85%
35	10.6	9.1	7.6	9.0	Psychiatric		9.0	9.5	8.8	7.95%
36	1.7	1.5	1.6	1.6	Nursery		1.6	1.6	1.6	0.00%
OUTPATIENT VISITS										
37	4,759	5,236	4,841	5,097	Emergency Room		25,993	24,900	25,564	-2.60%
38	396	393	400	406	ER Admits		2,071	1,981	2,109	-6.07%
39	53.6%	52.7%	53.9%	54.1%	ER Admits as a % of Admissions		54.1%	52.5%	53.7%	-2.11%
40	131	134	126	123	Trauma Cases		627	674	678	-0.59%
41	6,853	7,500	6,531	6,330	Clinic Visits		32,282	35,784	32,547	9.95%
ANCILLARY PROCEDURES BILLED										
42	53,091	56,574	51,765	54,213	Lab Tests		276,486	272,146	277,972	-2.10%
43	4,410	5,136	4,674	4,370	Radiology Procedures		22,287	23,402	22,808	2.60%
44	248	273	234	234	MRI Procedures		1,194	1,278	1,219	4.84%
45	114	62	72	96	Nuclear Med Procedures		491	485	467	3.85%
46	1,302	1,415	1,261	1,265	Ultrasound Procedures		6,450	6,766	6,581	2.81%
47	2,611	3,000	2,816	2,487	CT Scans		12,684	14,224	11,156	27.50%
48	376	425	412	408	Surgeries		2,082	2,082	2,146	-2.98%
49	7.74	7.85	7.78	7.59	FTE'S PER AOB		7.59	7.82	7.34	6.54%
50	1,454.0	1,448.8	1,435.3	1,433.2	TOTAL PAID FTE'S		1,433.2	1,441.0	1,395.2	3.28%
51	5,632	5,723	5,535	5,661	ADJUSTED PATIENT DAYS		28,873	28,172	29,073	-3.10%

*ER Admits do not include LDED beginning JUL23.

NATIVIDAD
STATEMENT OF REVENUES AND EXPENSES IN NET ASSETS-TREND-NORMALIZED
FOR FY2025

	JUL-24	AUG-24	SEP-24	OCT-24	NOV-24	DEC-24	JAN-25	FEB-25	MAR-25	APR-25	MAY-25	JUN-25	YTD
R E V E N U E													
Patient Revenue:													
1													
2	82,094,747	74,798,102	70,490,020	81,279,287	74,341,473								383,003,630
3	5,988,048	5,984,959	5,124,160	5,905,050	4,259,055								27,161,272
4	43,890,366	39,882,209	39,920,578	44,456,890	40,722,816								208,972,860
	132,073,161	120,665,270	115,534,758	131,541,228	119,323,344								619,137,761
Deductions from revenue													
5	97,901,711	93,101,614	88,215,883	101,094,003	90,481,957								470,795,169
6	6,854,066	1,230,033	3,350,022	1,477,542	2,472,285								15,183,947
7	51,412	39,812	104,588	178,138	133,645								507,595
8	104,607,189	94,371,459	91,670,493	102,749,683	93,087,887								486,486,710
9	27,465,972	26,293,812	23,864,285	28,791,545	26,235,457								132,651,051
10	20.80%	21.79%	20.65%	21.89%	21.99%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	21.43%
11	7,867,497	8,367,497	8,767,497	7,867,497	7,867,497								40,737,485
Total Government Funding													
Other Operating Revenue:													
12	123,369	123,369	123,369	139,971	123,369								633,448
13	395,833	395,833	395,833	395,833	605,833								2,189,165
14	78,083	75,418	76,570	76,570	76,570								383,212
15	458,382	484,966	1,116,688	467,526	530,992								3,058,554
16	1,055,667	1,079,586	1,712,460	1,079,901	1,366,765								6,264,378
17	36,389,136	35,740,895	34,344,222	37,738,943	35,439,719								179,652,914
TOTAL REVENUE													
EXPENSE													
Salaries, Wages & Benefits													
18	19,858,546	20,428,057	20,025,959	21,003,792	20,191,044								101,607,399
19	854,294	978,710	777,450	1,035,195	1,192,805								4,838,454
20	5,446,733	5,433,098	5,611,408	5,234,561	5,393,289								27,119,089
21	3,450,731	3,243,958	3,111,935	3,542,191	3,085,146								16,433,962
22	3,364,090	3,356,052	3,184,571	3,706,251	3,459,626								17,070,589
23	422,523	553,273	494,677	485,407	501,719								2,467,800
24	430,279	418,860	403,145	403,546	345,019								2,000,849
25	21,234	21,234	21,234	55,495	55,495								174,693
26	963,054	956,840	986,377	1,103,698	989,599								4,999,567
27	498,104	462,607	363,482	538,687	456,819								2,319,698
28	35,409,589	35,852,668	34,980,237	37,118,823	35,670,561								179,031,899
29	979,546	(111,794)	(636,015)	620,120	(230,842)								621,015
NET INCOME(LOSS)													
Normalization for Extraordinary Items													
30													-
31													-
32													-
33													-
34	\$ 979,546	\$ (111,794)	\$ (636,015)	\$ 620,120	\$ (230,842)	\$	\$	\$	\$	\$	\$	\$	\$ 621,015
CAPITAL CONTRIBUTIONS													
35													-
36													-
CHANGE IN NET ASSETS													
37	\$ 979,546	\$ (111,794)	\$ (636,015)	\$ 620,120	\$ (230,842)	\$	\$	\$	\$	\$	\$	\$	\$ 621,015

NATIVIDAD STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS AS OF NOVEMBER 30, 2024

	CURRENT MONTH			YEAR - TO - DATE		
	Actual	Budget	Variance fav. (unfav) \$ VAR. % VAR	Actual	Budget	Variance fav. (unfav) \$ VAR. % VAR
R E V E N U E						
Patient Revenue:						
1	\$ 74,341,473	\$ 78,756,799	(4,415,326) (5.6)	\$ 383,003,630	\$ 401,659,700	\$(18,656,070) (4.6)
2	4,259,055	5,545,270	(1,286,215) (23.2)	27,161,272	28,280,870	(1,119,598) (4.0)
3	40,722,816	39,404,244	1,318,572 3.3	208,972,860	200,961,651	8,011,209 4.0
4	119,323,344	123,706,313	(4,382,969) (3.5)	619,137,761	630,902,221	(11,764,460) (1.9)
5	90,481,957	94,535,812	(4,053,855) 4.3	470,795,169	482,132,645	(11,337,476) 2.4
6	2,472,285	3,358,934	(886,649) 26.4	15,183,947	17,130,565	(1,946,618) 11.4
7	133,645	80,640	53,005 (65.7)	507,595	411,264	(96,331) (23.4)
8	93,087,887	97,975,386	(4,887,499) 5.0	486,486,710	499,674,474	(13,187,764) 2.6
9	26,235,457	25,730,927	504,530 2.0	132,651,051	131,227,747	1,423,304 1.1
10	21.99%	20.80%		21.43%	20.80%	
11	7,867,497	7,867,497	-	40,737,485	39,337,465	1,400,000 3.56
Total Government Funding						
12	123,369	127,601	(4,232) (3.3)	633,448	638,005	(4,557) (0.7)
13	605,833	395,833	210,000 53.1	2,189,165	1,979,165	210,000 10.6
14	76,570	78,083	(1,513) (1.9)	363,212	390,415	(27,203) (6.9)
15	530,992	456,118	74,874 16.4	3,058,554	2,290,590	767,964 33.5
16	1,336,765	1,059,635	277,130 26.2	6,264,378	5,298,175	966,203 18.2
17	35,439,719	34,658,059	781,660 2.3	179,652,914	175,863,407	3,789,507 2.2
Other Operating Revenue:						
18	20,191,044	20,410,116	(219,072) 1.1	101,607,399	103,459,119	(1,851,720) 1.8
19	1,192,805	555,616	637,189 (114.7)	4,838,454	2,833,643	(2,004,811) (70.8)
20	5,393,289	5,411,760	(18,471) 0.3	27,119,089	27,290,619	(171,530) 0.6
21	3,085,146	3,051,192	33,954 (1.1)	16,433,962	15,483,765	(950,197) (6.1)
22	3,459,626	2,772,724	686,902 (24.8)	17,070,589	14,140,907	(2,929,682) (20.7)
23	501,719	442,418	(59,301) (13.4)	2,467,600	2,212,090	(255,510) (11.6)
24	345,019	350,247	(5,228) (1.5)	2,000,849	1,786,254	(214,595) (12.0)
25	55,495	36,025	19,470 (54.0)	174,693	183,725	(9,032) 4.9
26	989,598	1,059,412	(69,814) 6.6	4,999,567	5,403,011	(403,444) 7.5
27	456,819	475,590	(18,771) 3.9	2,319,698	2,425,512	(105,814) 4.4
28	35,670,561	34,565,100	1,105,461 (3.2)	179,031,989	175,218,645	(3,813,254) (2.2)
29	(230,842)	92,959	(323,801) (348.3)	621,015	644,762	(23,747) (3.7)
30						
31						
32						
33						
34	(230,842)	92,959	(323,801) (348.3)	\$ 621,015	\$ 644,762	\$(23,747) (3.7)
EXPENSE						
Salaries, Wages & Benefits						
18	20,191,044	20,410,116	(219,072) 1.1	101,607,399	103,459,119	(1,851,720) 1.8
19	1,192,805	555,616	637,189 (114.7)	4,838,454	2,833,643	(2,004,811) (70.8)
20	5,393,289	5,411,760	(18,471) 0.3	27,119,089	27,290,619	(171,530) 0.6
21	3,085,146	3,051,192	33,954 (1.1)	16,433,962	15,483,765	(950,197) (6.1)
22	3,459,626	2,772,724	686,902 (24.8)	17,070,589	14,140,907	(2,929,682) (20.7)
23	501,719	442,418	(59,301) (13.4)	2,467,600	2,212,090	(255,510) (11.6)
24	345,019	350,247	(5,228) (1.5)	2,000,849	1,786,254	(214,595) (12.0)
25	55,495	36,025	19,470 (54.0)	174,693	183,725	(9,032) 4.9
26	989,598	1,059,412	(69,814) 6.6	4,999,567	5,403,011	(403,444) 7.5
27	456,819	475,590	(18,771) 3.9	2,319,698	2,425,512	(105,814) 4.4
28	35,670,561	34,565,100	1,105,461 (3.2)	179,031,989	175,218,645	(3,813,254) (2.2)
29	(230,842)	92,959	(323,801) (348.3)	621,015	644,762	(23,747) (3.7)
NET INCOME(LOSS)						
29	(230,842)	92,959	(323,801) (348.3)	621,015	644,762	(23,747) (3.7)
CAPITAL CONTRIBUTIONS						
30						
31						
32						
33						
34	(230,842)	92,959	(323,801) (348.3)	\$ 621,015	\$ 644,762	\$(23,747) (3.7)

**NATIVIDAD
STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS PER ADJUSTED PATIENT DAY
AS OF NOVEMBER 30, 2024**

	CURRENT MONTH				YEAR - TO - DATE				
	Actual	Budget	Variance fav. (unfav)		Actual	Budget	Variance fav. (unfav)		
			\$ VAR.	% VAR			\$ VAR.	% VAR	
	5,535	5,661	(126)	-2.2%	28,172	28,674	(702)	-2.4%	29,073
REVENUE	ADJUSTED PATIENT DAYS								
1 Patient Revenue:									
1 Inpatient	13,431	13,911	(480)	(3.5)%	13,595	13,911	(315)	-2.3%	13,556
2 Pro Fees	769	979	(210)	(21.4)	964	979	(15)	(1.6)	966
3 Outpatient	7,357	6,960	397	5.7	7,418	6,960	458	6.6	6,784
4 Total Patient Revenue	21,558	21,851	(293)	(1.3)	21,977	21,850	127	0.6	21,337
Deductions from revenue									
5 Contractual Deductions	16,347	16,698	351	2.1	16,712	16,698	(14)	(0.1)	16,133
6 Bad Debt	447	593	147	24.7	539	593	54	9.2	616
7 Unable to Pay	24	14	(10)	(69.5)	18	14	(4)	(26.5)	15
8 Total Contractual Discounts	16,818	17,305	488	2.8	17,269	17,305	37	0.2	16,764
9 Net Patient Revenue	4,740	4,545	195	4.3	4,709	4,545	164	3.6	4,573
10 As a percent of Gross Revenue	21.99%	20.80%			21.43%	20.80%			21.43%
11 Total Government Funding	1,421	1,390	32	2.3	1,446	1,362	84	6.1	1,287
Other Operating Revenue:									
12 Rent Income	22	23	(0)	(1.1)	22	22	0	1.8	21
13 Interest Income	109	70	40	56.5	78	69	9	13.4	97
14 NMF Contribution	14	14	0	0.3	14	14	0	0.6	12
15 Other Income	96	81	15	18.6	109	79	29	36.9	73
16 Total Other Operating Revenue	242	187	54	29.0	222	183	39	21.2	203
17 TOTAL REVENUE	9,403	6,122	281	4.6	6,377	6,091	286	4.7	6,064
EXPENSE									
18 Salaries, Wages & Benefits	3,648	3,605	(43)	(1.2)	3,607	3,583	(24)	(0.7)	3,311
19 Registry	216	98	(117)	(119.6)	172	98	(74)	(75.0)	160
20 Phys/Residents SWB & Contract Fees	974	956	(18)	(1.9)	963	945	(17)	(1.8)	896
21 Purchased Services	557	539	(18)	(3.4)	583	536	(47)	(8.6)	585
22 Supplies	625	490	(135)	(27.6)	606	490	(116)	(23.7)	557
23 Insurance	91	78	(12)	(16.0)	88	77	(11)	(14.3)	74
24 Utilities and Telephone	62	62	(0)	(0.8)	71	62	(9)	(14.8)	67
25 Interest Expense	10	6	(4)	(57.6)	6	6	0	2.5	5
26 Depreciation & Amortization	179	187	8	4.5	177	187	10	5.2	177
27 Other Operating Expense	83	84	1	1.8	82	84	2	2.0	94
28 TOTAL EXPENSE	6,445	6,105	(339)	(5.6)	6,355	6,068	(287)	(4.7)	5,925
29 NET INCOME(LOSS)	(42)	16	(58)	(354.0)	22	22	(0)	(1.3)	139
30 CAPITAL CONTRIBUTIONS									
31 County Contribution	-	-	-	-	-	-	-	-	-
32	-	-	-	-	-	-	-	-	-
33	-	-	-	-	-	-	-	-	-
34 \$	(42)	16	(58)	(354)	22	22	(0)	(1.3)	139

**NATIVIDAD
BALANCE SHEET
AS OF NOVEMBER 30, 2024**

	CURRENT MONTH			YEAR - TO - DATE			
	BEGINNING	ENDING	INC/(DEC)	BEGINNING	ENDING	INC/(DEC)	% CHG.
1	\$ 84,387,398	\$ 103,582,528	\$ 19,195,131	\$ 265,963,829	\$ 103,582,528	\$ (162,381,301)	(61.1) %
2	21,083,667	20,583,667	(500,000)	24,483,667	20,583,667	(3,900,000)	(15.9)
3	70,269,587	76,331,738	6,072,151	70,460,875	76,331,738	5,870,863	8.3
4	44,863,455	60,391,224	15,727,769	33,282,851	60,391,224	27,108,372	81.4
5	6,549,527	6,678,572	129,046	6,011,511	6,678,572	667,062	11.1
6	10,410,089	10,617,514	207,425	5,194,447	10,617,514	5,423,067	104.4
7	237,353,723	278,185,243	40,831,521	405,397,180	278,185,243	(127,211,936)	(31.4)
8	366,793,337	367,828,630	1,035,294	364,631,448	367,828,630	3,197,183	0.9
9	(250,508,745)	(251,498,344)	(989,598)	(246,588,952)	(251,498,344)	(4,909,391)	(2.0)
10	116,284,591	116,330,287	45,696	118,042,495	116,330,287	(1,712,208)	(1.5)
11	301,853,139	267,076,639	(34,774,500)	141,959,148	267,076,639	125,119,491	88.1
12	\$ 655,491,453	\$ 661,594,169	\$ 6,102,716	\$ 665,398,823	\$ 661,594,169	\$ (3,804,654)	(0.6) %
13	29,345,748	32,528,360	3,182,612	27,569,119	32,528,360	4,959,241	18.0
14	11,432,417	14,444,027	3,011,610	16,528,848	14,444,027	(2,084,821)	(12.6)
15	73,819,779	73,319,637	(500,141)	79,377,334	73,319,637	(6,057,697)	(7.6)
16	4,475,737	4,475,737	-	4,475,737	4,475,737	230,131	5.4
17	19,834,842	20,529,137	694,295	17,251,837	20,529,137	3,277,300	19.0
18	138,908,523	145,296,898	6,388,375	144,372,744	145,296,898	324,154	0.2
19	2,288,915	2,234,097	(54,817)	2,508,183	2,234,097	(274,086)	(10.9)
20	-	-	-	-	-	-	-
21	8,889,212	8,889,212	-	13,364,949	8,889,212	(4,475,737)	(33.5)
22	11,178,127	11,123,310	(54,817)	15,873,133	11,123,310	(4,749,823)	(29.9)
23	504,552,946	504,552,946	-	497,629,368	504,552,946	6,923,577	1
24	851,857	621,015	(230,842)	6,923,577	621,015	(6,302,562)	(91.0)
25	505,404,803	505,173,961	(230,842)	504,552,946	505,173,961	621,015	0.1
26	\$ 655,491,453	\$ 661,594,169	\$ 6,102,716	\$ 665,398,823	\$ 661,594,169	\$ (3,804,654)	(0.6) %
						(0)	

**NATIVIDAD
STATE AND COUNTY RECEIVABLES
AS OF 11/30/24**

BALANCE SHEET	<u>Beq. Balance</u>	<u>Accruals</u>	<u>Prior Years Final Rec'n</u>	<u>IGTs Transferred</u>	<u>Received</u>	<u>End. Balance</u>
				<u>Out</u>		
Medi-Cal Waiver (DSH + SNCP)	-	5,937,500		14,893,359	(22,537,633)	\$ (1,706,773)
Physician SPA	-	208,335			(505,970)	\$ (297,635)
Rate Range IGT-CCAH- AB 915	8,910,234 745,727	6,666,665 1,379,165		11,196,533		\$ 26,773,432 \$ 2,124,892
Medical GME	-	416,665		827,391	(1,090,260)	\$ 153,796
Medical HPE	-	104,165			(157,389)	\$ (53,224)
Family First-COVID 19 SB1732	- -	1,166,665			(24,795)	\$ (24,795)
Hospital Fee	-	416,665			(244,565)	\$ 922,100
MCMC EPP	9,269,945	6,666,665		7,904,703	(1,033,014)	\$ (616,349)
MCMC QIP	13,024,643	13,750,000			(18,869,468)	\$ 4,971,845
GOVERNMENT RECEIVABLES	31,950,549	36,712,490	-	34,821,986	(44,463,094)	\$ 59,021,931
Accrued Donations	16,738	384,364			(356,004)	\$ 45,098
Office Buildings	(8,374)	633,448			(365,505)	\$ 259,568
Miscellaneous Receivable	135,539	582,174			(613,182)	\$ 104,531
Probation	-	514,763			(397,835)	\$ 116,928
UCSF & TOURO University	25,900	81,725			(82,225)	\$ 25,400
Interest Accrued	(1)	2,189,165			(3,023,037)	\$ (833,873)
Health Department Watsonville	162,500 1,000,000	840,115			(350,976)	\$ 651,639 \$ 1,000,000
OTHER RECEIVABLES	1,332,302	5,225,754	-	-	(5,188,764)	\$ 1,369,292
STATE/COUNTY RECEIVABLES	\$ 33,282,851	\$ 41,938,244	\$ -	\$ 34,821,986	\$ (49,651,857)	\$ 60,391,224

P & L	YTD NOV-24
Medi-Cal DSH /SNCP	\$ 5,937,500
Physician SPA	\$ 208,335
AB915	\$ 1,379,165
SB 1732	\$ 1,166,665
HPE	\$ 104,165
Esperanza Care	\$ (208,335)
HD Residency Support	\$ (208,335)
MCMC EPP	\$ 6,666,665
MCMC QIP	\$ 13,750,000
Hospital Fee	\$ 416,665
Medi-Cal GME	\$ 416,665
CARES Act Fund Aid	\$ 3,900,000
Family First C-19 Response-FMAP Enhance-	\$ -
Rate Range IGT-CCAH-	\$ 6,666,665
Medicare Bi-Weekly Payment	\$ 541,665
GOVERNMENT FUNDING INCOME	\$ 40,737,485

**NATIVIDAD
STATEMENT OF CASH FLOWS
AS OF NOVEMBER 30, 2024**

CURRENT MONTH		YEAR - TO - DATE
1	\$ 84,387,398	CASH AT BEGINNING OF PERIOD \$ 265,963,829
2		FROM OPERATIONS:
3	(230,842)	NET INCOME/(LOSS) 621,015
4	-	NET INCOME ADJ - PRIOR YEAR -
5	989,598	DEPRECIATION/AMORT \$ 4,909,391
6	<u>758,756</u>	<u>5,530,407</u>
7		CHANGES IN WORKING CAPITAL:
8	(6,072,151)	ACCOUNTS RECEIVABLE (5,870,863)
	500,000	FUND AID STIMULUS 3,900,000
9	(15,727,769)	STATE/COUNTY RECEIVABLE (27,108,372)
10	(336,470)	PREPAID EXPENSE & INVENTORY (6,090,129)
11	3,182,612	ACCRUED PAYROLL 4,959,241
12	3,011,610	ACCOUNTS PAYABLE (2,084,821)
13	(500,141)	MCARE/MEDICAL LIABILITIES (6,057,697)
15	-	SHORT TERM DEBT 230,131
16	694,295	ACCRUED LIABILITIES 3,277,300
17	<u>(15,248,015)</u>	<u>NET (DECREASE)/INCREASE (34,845,210)</u>
18		CAPITAL ADDITIONS:
19	(1,035,294)	PP&E ADDITIONS (3,197,183)
20	-	NBV OF ASSETS DISPOSED -
21	<u>(1,035,294)</u>	<u>TOTAL CAPITAL (Use of Cash) (3,197,183)</u>
22		FINANCING ACTIVITY:
23	(54,817)	LONG TERM BOND DEBT (4,749,823)
24	34,774,500	OTHER ASSETS (125,119,491)
25	-	INVESTMENTS -
26	<u>34,719,683</u>	<u>TOTAL FINANCING (129,869,314)</u>
27	<u>19,195,131</u>	<u>INC./(DEC.) IN CASH BALANCE (162,381,301)</u>
28	<u>\$ 103,582,528</u>	<u>CASH BALANCE - END OF PERIOD \$ 103,582,528</u>

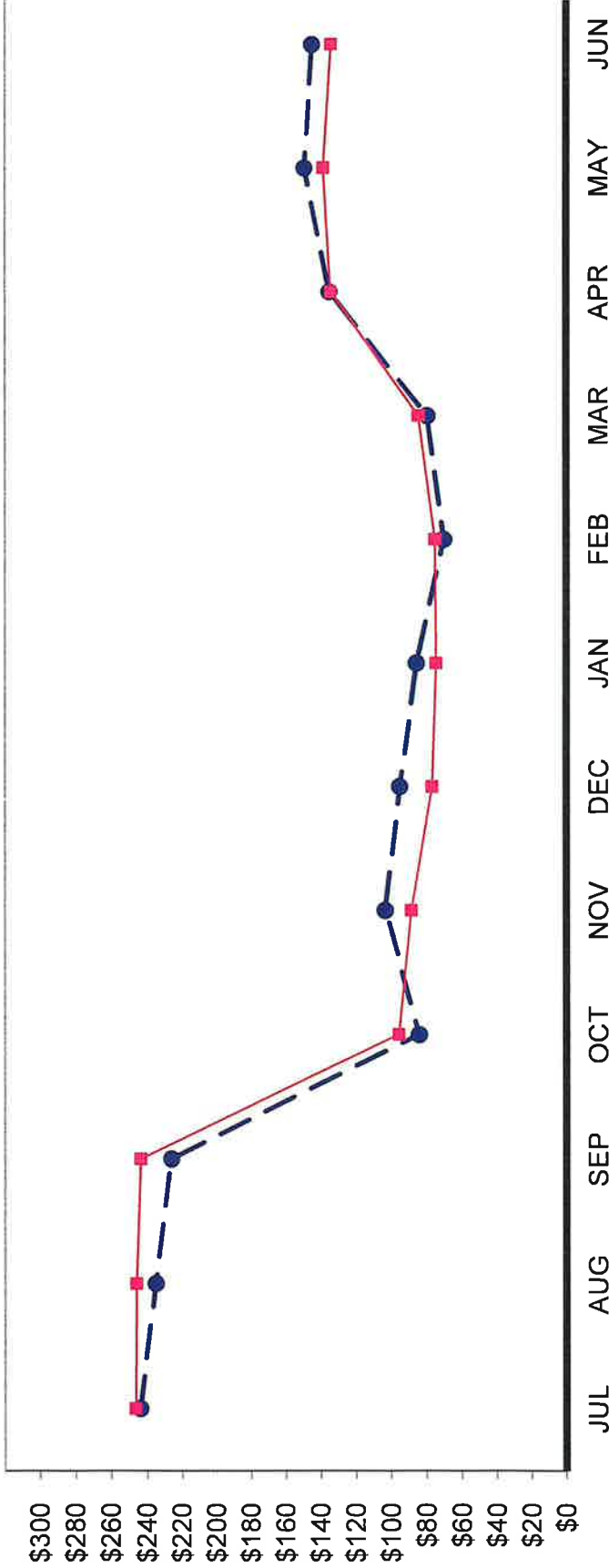
**NATIVIDAD
RECONCILIATION OF GOVERNMENT FUNDING
FISCAL YEAR 2025**

	<u>BDGT-25</u>	<u>ESTIMATE FY2025</u>	<u>Variance to Budget</u>
01 Medi-Cal DSH Waiver (GPP)	\$ 14,250,000	\$ 14,250,000	\$ -
02 Physician SPA	\$ 500,000	\$ 500,000	-
03 EPP	16,000,000	\$ 16,000,000	-
04 QIP	33,000,000	\$ 33,000,000	-
05 AB915	3,310,000	\$ 3,310,000	-
06 SB1732	2,800,000	\$ 2,800,000	-
07 CCAH Rate Range	16,000,000	\$ 16,000,000	-
08 HPE	250,000	\$ 250,000	-
09 Family First Corona Virus Response	-	\$ -	-
10 Esperanza Care Outside Purchased Service	(500,000)	\$ (500,000)	-
11 HD Residency Support	(500,000)	\$ (500,000)	-
12 Medi-Cal GME	1,000,000	\$ 1,000,000	-
13 CARES Act Fund Aid	6,000,000	\$ 7,400,000	1,400,000
14 Medicare Bi-Weekly Payments	1,300,000	\$ 1,300,000	-
15 Provider Fee	1,000,000	\$ 1,000,000	-
	<u>\$ 94,410,000</u>	<u>\$ 95,810,000</u>	<u>\$ 1,400,000</u>



Cash Flow Performance Fiscal Year 2024 (in Millions)

—●— YTD Projections
 —■— BUDGET 2024



Months	ACTUAL		ESTIMATE											
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	ESTIMATE	ESTIMATE
YTD	243.9	235.1	226.2	84.4	103.6	95.4	85.7	70.4	79.8	135.2	149.5	145.2		
BDGT	246.4	245.8	243.4	95.6	88.5	77.0	74.5	75.3	84.6	134.4	138.4	134.2		
Variance	(2.5)	(10.7)	(17.2)	(11.2)	15.1	18.4	11.2	(4.8)	(4.8)	0.8	11.0	11.0		

CREDENTIALS REPORT

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

NAME	SPECIALTY / SERVICE	NOTES	PROCTOR	APPOINTMENT PERIOD	RECOMMEND
Carter, Rebecca, MD	Neonatal Medicine / Pediatrics		Dr. Smith	01/10/2025 – 01/01/2027 Temporary Privileges: 11/01/2024 – 01/10/2025	Srv Dir: 10/31/2024
Imperial, Eutiquio D., MD	Anesthesia / Anesthesia	PENDING: DUES, ACLS	Dr. Shah	01/10/2025 – 01/01/2027 Temporary Privileges: 01/02/2024 – 01/10/2025	Srv Dir: 10/22/2024
Karasek, Lauren, FNP-C	Sexual Assault Forensic Examiner / Emergency Medicine	PENDING: TB	Dr. Burke	01/10/2025 – 01/01/2027 Temporary Privileges: 11/01/2024 – 01/10/2025	Srv Dir: 10/30/2024
Marble, Mary E., DNP, ACNP	Acute Care Nurse Practitioner / Trauma		Dr. Di Stante	01/10/2025 – 01/01/2027 Temporary Privileges: 11/01/2024 – 01/10/2025	Srv Dir: 10/28/2024

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
Adams, Marina M., MD	Neonatal-Perinatal Medicine / Pediatrics		Active	02/01/2025 – 02/01/2027	Srv Dir: 10/28/2024
Benninghoven, Pamela A., ACNP-BC	Acute Care Nurse Practitioner / Trauma		Advanced Practice Professional	02/01/2025 – 02/01/2027	Srv Dir: 10/23/2024

Chew, Victoria W., MD	Family Medicine w/ OB / Family Medicine		Active	02/01/2025-02/01/2027	Srv Dir: 10/25/2024
Chiang, Peter C., DDS	Pediatric Dentistry / Surgical Specialties		Active	02/01/2025-02/01/2027	Srv Dir: 10/23/2024
Cushing, Blair L., DO	Family Medicine / Family Medicine	PENDING: Flu	Active	02/01/2025-02/01/2027	Srv Dir: 10/25/2024
Flemming, David R., MD	Urology / Surgical Specialties	Urology Proctor Extension Request	Provisional	02/01/2025-02/01/2027	Srv Dir: 10/23/2024
Fowler, Jr., Marting J., DO	Teleneurology / Medical Specialties	PENDING: Dues	Courtesy	02/01/2025-02/01/2027	Srv Dir: 10/25/2024
Garcia-Rojas, Xavier, MD	Teleradiology / Radiology		Courtesy	02/01/2025-02/01/2027	Srv Dir: 10/30/2024
Gram, Kelly B., MD	Family Medicine / Family Medicine	PENDING: Flu	Active	02/01/2025-02/01/2027	Srv Dir: 10/25/2024
Harris III, Charles R., MD	Family Medicine / Family Medicine	PENDING: TB	Active	02/01/2025-02/01/2027	Srv Dir: 10/25/2024
Hollis, Richard K., DO	Teleradiology / Radiology		Courtesy	02/01/2025-02/01/2027	Srv Dir: 10/30/2024
Karlin, David S., MD	Teleradiology / Radiology		Courtesy	02/01/2025-02/01/2027	Srv Dir: 10/30/2024
Mrelashvili, Davit, MD	Teleneurology / Medical Specialties	PENDING: Dues	Courtesy	02/01/2025-02/01/2027	Srv Dir: 10/25/2024
Petersen, Lucille L., CRNA	Certified Registered Nurse Anesthetist / Anesthesia		Advanced Practice Professional	02/01/2025-02/01/2027	Srv Dir: 10/22/2024
Quezada Liuti, Jorge Emilio, MD	Pediatric Cardiology / Pediatrics	PENDING: TB	Active	02/01/2025-02/01/2027	Srv Dir: 10/28/2024
Snyder, Orrenzo B., MD	Urology / Surgical Specialties	PENDING: CA DEA - Waiver executed CLOSED LAWSUIT PREVIOUSLY REPORTED NOW CLOSED 1/29/2020 - \$635,000: full and final settlement 10/2023. No admission of liability. Injury to ureter during stone removal procedure resulting in loss of kidney. Provider failed to reappoint, lapsed 10/1/24. This is a reinstatement. Temporaries requested for Urology coverage 12/21/24	Provisional	01/10/2025 - 01/01/2027 Temporary Privileges: 11/01/2024 - 01/10/2025	Srv Dir: 10/28/2024
Vigil, Valerie A., MD	Emergency Medicine / Emergency Medicine		Active	02/01/2025-02/01/2027	Srv Dir: 10/25/2024

INITIAL FPPE / RELEASE FROM PROCTORING: The following practitioner(s) have completed their basic and/or advanced procedure proctoring requirements.	
NAME	SPECIALTY / SERVICE
DeZure, Chandani P., MD	Neonatal-Perinatal Medicine / Pediatrics
Lee, Jane S., MD	Neonatal-Perinatal Medicine / Pediatrics
Steurer, Martina A., MD	Neonatal-Perinatal Medicine / Pediatrics
Strutner, John L., MD	Internal Medicine Hospitalist / Medical Specialties

PRIVILEGES / PRACTICE PREROGATIVES

Pediatric Core Privileges proctor complete
Neonatal Medicine Core Privileges proctor complete
Neonatal Medicine Core Privileges proctor complete
Internal Medicine Core proctor complete

CATEGORY CHANGES OUTSIDE OF REAPPOINTMENT: The following practitioner(s) category or status were changed as described.			
NAME	SPECIALTY / SERVICE LINE	CURRENT / NEXT	REASON
Ebenhoech, Adelheid T., MD	Family Medicine / Family Medicine	Provisional / Active Ambulatory	Proctor completed
DeAugustinis, Karolina P., MD	Emergency Medicine / Emergency Medicine	Provisional / Active	Proctor completed
DeAugustinis, Matthew L., MD	Emergency Medicine / Emergency Medicine	Provisional / Active	Proctor completed

NAME	REASON	EFFECTIVE DATE
Ebenhoech, Adelheid T., MD	Proctor completed	11/08/2024
DeAugustinis, Karolina P., MD	Proctor completed	11/08/2024
DeAugustinis, Matthew L., MD	Proctor completed	11/08/2024

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
Velasco, Victor S., MD	OBGYN / OBGYN	ADD: Stent placement only	Dr. Chadler
Volpe, Katherine A., MD	OBGYN / OBGYN	CORRECTION: Stent placement only	Dr. Chadler

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
Acosta Marleny A., MD	Family Medicine OB Fellow / Family Medicine	Voluntary Resignation – Completion of OB Fellowship	08/22/2024
Ajoc, Jose G Jr., MD	Family Medicine Hospitalist / Family Medicine	Voluntary Resignation	10/01/2024
Bath, Harneet S., MD	Internal Medicine Hospitalist / Medical Specialties	Voluntary Resignation	10/01/2024

Campos, Eva R., DO	Family Medicine OB Fellow / Family Medicine	Voluntary Resignation – Completion of OB Fellowship	09/20/2024
Jordan, Adrian E., MD	Family Medicine Hospitalist / Family Medicine	Voluntary Resignation	10/01/2024
Leone, Marina, MD	OB Fellow / Family Medicine	Voluntary Resignation	10/17/2024
Lin, Bruce Horng J., MD	Interventional Radiology / Radiology	Voluntary Resignation – Failure to Reappoint	02/01/2025
Turk, David B., MD	PM&R / Medical Specialties	Voluntary Resignation	10/03/2024
Wilcox, George E., MD	Pathology / Pathology	Voluntary Resignation	12/13/2024

RELEASE FROM ADVANCED PROCEDURE TEACHING / TRAINING: The following Advanced Practice Professional(s) have completed their advanced procedure teaching/training requirements in the following privileges as per MSP008-4. They are eligible to apply for these practice prerogatives.			
NAME	SPECIALTY	SERVICE	REASON
None			RECOMMEND

TRAUMA NURSE PRACTITIONER ADVANCED PROCEDURE TEACHING / TRAINING: The following Trauma Nurse Practitioner(s) meet the qualifications and request to participate in the Advanced Procedure Teaching / Training, MSP008-4.			
NAME	PROCEDURE		
Marble, Mary E., DNP, ACNP	Central venous catheter placement, Chest Tube insertion, Chest Tube removal, Clearance of C-Spine, Closed reduction of fracture/dislocation, Endotracheal intubation, FAST ultrasound, Supervision of Flex/ex. C-spine radiographs, Procedural Sedation		

NEONATAL NURSE PRACTITIONER ADVANCED PROCEDURE TEACHING / TRAINING: The following Neonatal Nurse Practitioner(s) meet the qualifications and request to participate in the Advanced Procedure Teaching / Training, MSP008-5.			
NAME	PROCEDURE		
None			

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