



# **Board of Trustees Meeting 2023**

## **February 10, 2023**





# NMC Board of Trustees Regular Meeting

Friday, February 10, 2023

9:00 AM

\*\*\* VIDEO CONFERENCE / TELEPHONIC MEETING \*\*\*

## AGENDA

### IMPORTANT NOTICE Regarding COVID 19

In accordance with the State of Emergency proclaimed by Governor Newsom on March 4, 2020, Executive Order N-29-20 issued by Governor Newsom on March 17, 2020 and the Recommendation Regarding Social Distancing Including Remote Meetings of Legislative Bodies, issued by the Monterey County Health Officer on September 22, 2021, Natividad Medical Center (“Natividad”) Board of Trustees meetings will be held entirely by Zoom. There will be no physical location for these meetings. Committee Members shall participate in the meeting by Zoom.

To participate in this Natividad Board of Trustees meeting, the public are invited to observe and address the Committee via Zoom.

The meeting will be conducted via teleconference using the Microsoft Zoom program. This gives the public two options. The public may attend the meeting by phone. Or, the public may attend and observe the Zoom meeting via computer audio.

To participate by phone call any of these numbers below:

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

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

You will then enter the Password: **668499** when prompted.

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

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

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.

1. If a member of the public wishes to comment on a particular agenda item, the public is strongly encouraged to submit their comments in writing via email to the Natividad Board of Trustees at [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com) by 2:00 p.m. on the Thursday prior to the Committee meeting. To assist Natividad staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line. Comments received by the 2:00 p.m. Thursday deadline will be distributed to the Committee and will be placed in the record.

2. Members of the public wishing to comment on a specific agenda item while the matter is being heard may participate by any of the following means:
  - a. When the Chair calls for public comment on an agenda item, the Secretary of the Committee 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.
  - b. If speakers or other members of the public have documents they wish to distribute to the Committee for an agenda item, they are encouraged to submit such documents by 2:00 p.m. on Tuesday before the meeting to: [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com). To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line.
  - c. If members of the public want to present documents/Power Point presentations while speaking, they should submit the document by 2:00 p.m. on Thursday before the meeting at [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com) (If submitted after that deadline, staff will make best efforts, but cannot guarantee, to make it available to present at the Committee meeting.)
  - d. While the matter is being heard, a member of the public may submit a comment via email, preferably limited to 250 words or less, to the Secretary of the Committee at [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com). To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line. If the comment is received prior to close of public comment on an agenda item, every effort will be made to read the comment into the record, but some comments may not be read out loud due to time limitations or length of the comment (if the comment exceeds 250 words). Comments received prior to the close of the public comment period on an agenda item will be made part of the record for that item.
3. Members of the public who wish to make a general public comment for items not on the day's agenda may submit their comment via email, preferably limited to 250 words or less, to the Secretary of the Committee at [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com). The Committee date and "general comment" should be indicated in the subject line. The comment will be placed in the record for the meeting, and every effort will be made to read the comment into the record at the appropriate time on the agenda.
4. Individuals with disabilities who desire to request a reasonable accommodation or modification to observe or participate in the meeting may make such request by sending an email to [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com). The request should be made no later than noon on the Wednesday prior to the Committee meeting in order to provide time for Natividad to address the request.
5. The Chair and/or Secretary may set reasonable rules as needed to conduct the meeting in an orderly manner.

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

1. **Call to Order**
2. **Roll Call**
3. **Pledge of Allegiance**
4. **Additions and Corrections by Clerk** *Page 1-6 – Board Clerk*  
*The Clerk of the Board of Trustees will announce agenda corrections and proposed additions, which may be acted on by the Board as provided in Sections 54954.2 of the California Government Code.*
5. **Minutes**
  - Approve the Minutes of January 13, 2023 Board of Trustees Meeting and January 13, 2023 Special Board of Trustees Meeting. *Page 7-20*
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)

***No Changes***

- DIET-1000 Food Safety (HACCP)
- DIET-1001 Ware Washing and Sanitizing
- DIET-1005 Approved Vendors
- DIET-1007 Batch Cooking
- DIET-1008 Biohazard Waste
- DIET-1009 Body Mechanics
- DIET-1022 Dented Cans
- DIET-1024 Department Disaster Communication
- DIET-1025 Department Leadership
- DIET-1028 Dispensing Ice
- DIET-1030 Dress/Uniform Policy
- DIET-1038 Equipment Maintenance, Repair and Cleaning Policy
- DIET-1043 Food Preparation & Service Procedures
- DIET-1044 Food Production Tally
- DIET-1070 Patient Menu Selection
- DIET-1071 Patient Menus with Approval Letter
- DIET-1078 Preparation of Cold Foods
- DIET-1079 Preparation of Hot Food
- PHAR-3140 Patient Controlled Substances
- 3:0500 Periprocedural Management with Antithrombotic Therapy
- 3:0510 Pharmacy Management of Stress Ulcer Prophylaxis in Critically Ill Patients

- 3:1650 “Stop Orders” on Drugs
- 3:5600 Aminoglycoside Antibiotic Pharmacy Protocol

***Revised Policies***

- DIET-1011 Cafeteria Meal Service Hours
- DIET-1019 Cooking Meats
- DIET-1021 Food Cooling Procedure
- DIET-1023 Department Communication & Meetings
- DIET-1027 Dishwasher Considerations
- DIET-1029 Document Control
- DIET-1040 Expired/Recalled Products
- PHAR-5400 Addition of New Users to Pyxis
- 3:0505 IV to PO Medication Conversion
- 3:1200 Sterile Compounding
- 3:1700 Anticoagulation Policy
- 3:7810 Medication Ordering/Prescribing
- 3:7880 Emergency Medication Kits
- 3:9500 Antipyretics for Pediatric Patients

***Order Sets***

***Revised***

- PEDS Emergency Infusion

***New***

- ED Pediatric Sedation RSI Medications
- ED PEDS Asthma
- NMC Diaper Rash Protocol
- ED Pediatric Respiratory Holding Orders FOSC

**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 Agreement with Focus One Solutions, LLC, Page 21-22 (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 10 to the agreement (A-13506) with Focus One Solutions, LLC for a Healthcare Vendor Management System pursuant to the Request for Proposal (RFP) # 9600-62, adding \$8,000,000 for a revised total agreement amount not to exceed \$77,563,000 with no change to the agreement term April 19, 2017 through June 30, 2023.

**8c. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Integra LifeSciences Sales LLC, Page 23-24 (CONSENT)**

- Authorize the Chief Executive Officer for Natividad or his designee to execute an agreement with Integra LifeSciences Sales LLC for IntegraLink Protection (ILP) Plus service & preventive maintenance at NMC for an amount not to exceed \$92,898 with an agreement term March 1, 2023 through February 29, 2028.
- Approve the Natividad Chief Executive Officer’s recommendation to accept non-standard

insurance provisions within the agreement.

8d. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Dietitian Aide, Page 25-26 (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Dietitian Aide classification as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

8e. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Dietitian and Supervising Dietitian, Page 27-28 (CONSENT)**

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Dietitian and Supervising Dietitian classifications as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

8f. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with James F. Lija, M.D., Page 29-30 (CONSENT)**

- a. Authorize the Chief Executive Officer for Natividad or his designee to execute the Fourth Amendment to the Professional Services Agreement (A-13538) with James F. Lija, M.D. dba Bay Area Gynecology Oncology to provide gynecology oncology and urology gynecology services, extending the term by twelve months (April 1, 2023 to March 31, 2024) for a revised full agreement term of February 1, 2018 to March 31, 2024, and adding \$350,000 for a revised total not to exceed amount of \$1,510,000 in the aggregate; and
- b. Authorize the Chief Executive Officer for Natividad 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 and do not cause an increase of more than ten percent 10% (\$41,000) of the original contract amount.

9. **AB 361 Findings for Continued Remote Meetings - Stacy Saetta, Chief Deputy County Counsel**

- a. Consider finding, pursuant to AB 361, that the COVID-19 pandemic state of emergency declared by Governor Newsom is still in effect; the Natividad Medical Center ("Natividad") Board of Trustees has reconsidered the circumstances of the state of emergency; and the Monterey County Health Officer continues to recommend social distancing measures for meetings of the legislative bodies.
- b. Provide direction to staff.

10. **Remote Attendance via Video-Conference by Members of Public. – Stacy Saetta, Chief Deputy County Counsel**

- a. Consider whether to authorize remote attendance via video-conference by members of the public at future meetings of the Natividad Board of Trustees and its Committees following termination of the Governor's COVID-19 State of Emergency, anticipated to occur on February 28, 2023.
- b. Provide direction to staff.

11. **Remote Attendance by Trustees at Board of Trustees Meetings and BoT Committee Meetings.** – *Stacy Saetta, Chief Deputy County Counsel*
  - a. Consider whether or not, and how, to permit remote attendance by trustees of the Natividad Board of Trustees (“BoT”) at meetings of the BoT and BoT Committees pursuant to AB 2449.
  - b. Provide direction to staff.
12. **Accept Oral Report from Natividad Chief Financial Officer** – *Daniel Leon, CFO*
  - a. December 2022 YTD Financial Reports *Page 31-43*
13. **Receive Oral Report from Natividad Chief Executive Officer** - *Dr. Charles Harris, CEO*
14. **Receive Oral Report from Natividad Chief Nursing Officer and Natividad Assistant Administrator** - *Nancy Buscher, CNO and Janine Bouyea, Assistant Administrator*
  - a. Nursing Recruitment and Staffing
15. **Receive Oral Report from Natividad Chief of Staff** – *Dr. Marc Tunzi, COS*
  - a. Third Year Resident – Dr. Joaquin Charles
16. **Closed Session Public Comment**  
*The public may comment on Closed Session items prior to the Board's recess to Closed Session.*
17. **Recess to 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
18. **Reconvene on Public Agenda Items**
19. **Accept and approve January 2023 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.** *Page 44-45*

### **Adjournment**

**Next Board of Trustees Meeting**  
**Friday, March 10, 2023**  
**9:00 AM**  
**Natividad Room**  
**1<sup>st</sup> Floor, Building 200**





# NMC Board of Trustees Regular Meeting

Friday, January 13, 2023

9:00 AM

\*\*\* VIDEO CONFERENCE / TELEPHONIC MEETING \*\*\*

## MINUTES

### IMPORTANT NOTICE Regarding COVID 19

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

**Board of Trustees:**     In person: Dr. Charles Harris, Manuel Osorio  
                                      Via Zoom: Dr. Marc Tunzi, Libby Downey, Supervisor Chris Lopez, Sonia De La Rosa, Simon Salinas, Bettye Saxon, and Mitch Winick

**Absent:**                     Marcia Atkinson and Fernando Elizondo

**NMC Staff/County:**     Stacy Saetta, Daniel Leon, Andrea Rosenberg, Nancy Buscher, Dr. Craig Walls, Jennifer Williams, Ari Entin, Tammy Perez, Cher Krause, Dewayne Woods, Jennifer Lusk, Jeanne-Ann Balza, Rebecca Adams, Noemi Breig

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

1. **Call to Order**

2. **Roll Call**

*Present*

*Dr. Marc Tunzi  
Libby Downey  
Dr. Charles Harris  
Supervisor Chris Lopez  
Sonia De La Rosa  
Manuel Osorio  
Simon Salinas  
Bettye Saxon  
Mitch Winick*

*Absent*

*Marcia Atkinson  
Fernando Elizondo*

3. **Pledge of Allegiance**

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

• *None*

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

5. **Minutes**

- Approve the Minutes of November 10, 2022 Board of Trustees Meeting.

*MOTION: Motion to approve the minutes of November 10, 2022 Board of Trustees Meeting, by Libby Downey, seconded by Simon Salinas, and approved by the following vote*

*Roll call vote taken pursuant to Government Code 54953:*

*Dr. Marc Tunzi: AYE  
Libby Downey: AYE  
Dr. Charles Harris: AYE  
Supervisor Chris Lopez: AYE  
Sonia De La Rosa: AYE  
Manuel Osorio: AYE  
Simon Salinas: AYE  
Bettye Saxon: AYE  
Mitch Winick: AYE*

*Absent*

*Marcia Atkinson  
Fernando Elizondo*

**6. Board Comments**

- *Libby Downey thank you and welcome new CAO, Sonia De La Rosa.*
- *Supervisor Chris Lopez thank you for wonderful patient care in L&D department.*
- *Sonia De La Rosa introduced herself and gave update on the Storm Watch in Monterey County.*

**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)**

- List of qualified nurses, US Guided Peripheral Intravenous (USGPIV) Insertion
- Institutional Review Board Policies – Retire (260 pages only TOC included)
- CME – Commercial Grants & Exhibits – Retire
- CME – Joint Providership – Retire
- CME – Regularly Schedules Series (RSS) – Retire
- CME – Content Validation
- CME – Enduring Materials
- CME – Honorarium & Reimbursement
- CME – Cultural Linguistic Competency
- MSP001-17 Medical Staff Dues Fees
- MSP004-2 Practitioner Code of Conduct
- MSP008-4 TNP Advanced Procedure Teaching Training
- MSP006-1 OB Consultation - Retire

***New Policies***

- PED-7185 IV Magnesium Sulfate for Status Asthmaticus
- SPC-0001 Hot Pack/Hydrocollator/Thermalator Treatment & Cleaning

***No Changes***

- IC-150 Infection Prevention Education for Staff
- IC-310 Active Surveillance Testing for Methicillin-Resistant Staphylococcus aureus
- IC-358 Management of Clean and Soiled Linen
- DIET-1002 Maintenance of Thermometers
- PED-7060 Evacuation of Pediatrics
- PED-7065 Gastric Gavage
- PED-7070 Gastric Washing
- PED-7075 General Nursing Assessment
- PED-7095 Medication Administration
- PED-7105 Parent Advisory Committee
- PED-7108 Pediatric Admissions
- PED-7115 Pediatric Emergencies
- PED-7130 Safety Concerns
- PED-7135 Security on the Pediatric Unit
- PED-7155 Transfer of Patient to Other Facility
- 1:9275 Guidelines for Organ Donation after Circulatory Death

- OR-7049 Handling of Autologous Bone Skull Flaps

### ***Revised Policies***

- 3:2110 Pain Screening, Assessment, and Management Policy
- IC-230 Proper Use, Cleaning, and Sanitizing of Ice Machines
- IC-320 Multidrug-Resistant Organisms
- NICU-6950 IV Therapy
- NICU-6970 Pain Assessment and Management – Neonatal
- NICU-6981 Peripherally Inserted Central Catheter: RN Insertion
- NICU-6988 Transport Training
- PED-7050 Department Plan for Competency
- PED-7100 Neurological Assessments
- PED-7145 Shift Responsibilities
- 1:0460 Patient Valuables & Belongings
- 1:1125 Passy Muir Valve Policy and Procedure
- 1:3400 Post-Mortem Care (Non-Fetal)
- 1:4220 Rapid Response Team
- 1:4250 Administration of Blood and Blood Products
- 1:4255 Blood Product and Special Considerations for a Transfusion
- 1:4470 Coroner Death Reporting and Handling of the Decedent
- 2:0200 Pronouncement of Death and Autopsies
- 6:2500 Records Retention, Destruction & Storage
- LDU-6030 Communication of Urgency for Cesarean Section
- LDU-6120 Perinatal Orientation/Training
- NICU-6905 Blood Transfusions: Neonate
- OR-7014 Fetal Monitoring in the Operating Room
- OR-7051 Evicel Fibrin Sealant Storage and Thawing
- PERI-6515 Breastfeeding Establishment and Maintenance
- PERI-6625 Perinatal Bereavement
- PERI-6672 Skin to Skin Policy
- TPMG-017 Venous Thromboembolism Prophylaxis in Trauma Patients

### ***Order Sets***

- Gen End of Life
- IMC Magnesium Sulfate 101322
- MHU Pre-Admission Labs
- TPN per Pharmacy Protocol 100522

### ***COVID Guidelines***

- COVID-0034 SARS-COV-2 Patient Testing Guidelines (*rev. 11.21.22*)
- (RETIRE) COVID-0015 Surgical Services and Cardiology Division COVID-19 Guidelines for Testing, Screening and Tracking

### ***Additions for Joint Conference:***

#### ***Revised***

- 1:0460 Patient Valuables & Belongings
- 4:2951 Lost and Found
- 4:4102 Emergency Hotline Number (Code 800)
- 1:0460 Patient Valuables & Belongings

***No Changes***

- 4:4101 Emergency Telephone Number

***New***

- 1:0220 Patient Valuables; Safe Restitution

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

**8b. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Center for Improvement in Healthcare Quality (CIHQ), (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal and amendment No. 1 to the agreement (A-14503) with Center for Improvement in Healthcare Quality (CIHQ) for on site, Joint Commission mock survey services, extending the agreement an additional one (1) year period (September 20, 2022 through September 19, 2023) for a revised full agreement term of September 20, 2019 through September 19, 2023, and adding \$24,000 for a revised total agreement amount not to exceed \$44,000.

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute renewal & amendment No. 7 to the agreement (A-14083) with Health Management Associates, Inc. for consulting services associated with patient alignment, county ambulatory clinics and health plan member access for Natividad, extending the agreement an additional one (1) year period (January 2, 2023 through January 1, 2024) for a revised full agreement term of January 2, 2017 through January 1, 2024, and adding \$100,000 for a revised agreement amount not to exceed \$480,000 with no changes to the scope of work.

**8d. \* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement for Creekbridge Apartments, (CONSENT)**

- Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute a residential lease agreement with 1701 Independence, LLC dba Creekbridge Apartments for housing of student doctors and resident physicians performing services at NMC for an amount not to exceed \$29,200 with an agreement term February 1, 2023 through January 31, 2024.
- Authorize the Auditor Controller to make lease payments of \$2,425 per month in accordance with the terms of the residential lease agreement.
- Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute three future renewals to the residential lease agreement for three (3) additional twelve (12) month terms under the same general terms and conditions provided there is not a significant increase to the amount of the monthly lease payments, and to make minor revisions to the lease agreements if deemed by the Deputy Purchasing Agent for NMC to be in the best interest of the County to do so, subject to review and approval of County Counsel and County Auditor Controller.
- Approve the NMC Chief Executive Officer's recommendation to accept non-standard indemnification, insurance, limitations on liability, and limitations on damages provisions within the agreement.

- 8e. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement for Champion Medical Technologies, Inc., (CONSENT)**  
Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-14572) with Champion Medical Technologies, Inc. for electronic tissue management software services, extending the agreement an additional three (3) year period (March 1, 2023 through February 28, 2026) for a revised full agreement term of December 10, 2019 through February 28, 2026, and adding \$60,027 for a revised total agreement amount not to exceed \$157,965.
- 8f. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Speech Pathologist, (CONSENT)**  
a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Speech Pathologist classification as indicated in Attachment A; and  
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.
- 8g. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Physical Therapist Helper, (CONSENT)**  
a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Physical Therapist Helper classification as indicated in Attachment A; and  
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.
- 8h. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem, (CONSENT)**  
a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Clinical Laboratory Scientist, Senior Clinical Laboratory Scientist, Supervising Clinical Laboratory Scientist and Clinical Laboratory Scientist-Per Diem classifications as indicated in Attachment A; and  
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.
- 8i. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Resolution for Anesthesia Technician, (CONSENT)**  
a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Anesthesia Technician classification as indicated in Attachment A; and  
b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.
- 8j. **\* Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with the County of Santa Clara-Santa Clara Valley Medical Center, (CONSENT)**  
a. Authorize the Chief Executive Officer (“CEO”) of Natividad Medical Center (“NMC”) to sign the patient transfer agreement with the County of Santa Clara-Santa Clara Valley Medical Center (“SCVMC”) including O Connor Hospital and Saint Louise Regional Hospital, which defines the terms of transferring a patient between NMC and SCVMC for the term of July 1, 2023 through June 30, 2028; and  
b. Approve the NMC Chief Executive Officer’s recommendation to accept non-standard indemnification (Monterey County indemnifies Santa Clara County) and insurance



- (professional liability insurance only; standard limits) provisions within the agreement; and
- c. Authorize execution of additional amendments to the agreement where the amendments do not extend the term and do not significantly alter the risk associated with the parties' duties under the Agreement, subject to review and approval of County Counsel and County Auditor-Controller.

**8k. \*Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Syntellis Performance Solutions, LLC, (CONSENT)**

- a. Ratify execution by the Chief Executive Officer for Natividad Medical Center (NMC) an assumption agreement with Syntellis Performance Solutions, LLC who assumed RelayHealth software services (previously included in the agreement with Change Healthcare) with a term of March 23, 2021 through June 30, 2024 and a total amount not to exceed \$447,744.
- b. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute a restated assumption agreement with Syntellis Performance Solutions, LLC for the assumed RelayHealth software services whereby the total amount of the agreement has been corrected to \$656,858 for the term March 23, 2021 through June 30, 2024.

**8l. \*Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Healthcare Coding and Consulting Services, LLC, (CONSENT)**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 6 to the agreement (A-13517) with Healthcare Coding and Consulting Services, LLC for medical records coding, with no changes to the agreement term of August 22, 2021 through August 21, 2024, and adding \$878,000 for a revised total agreement amount not to exceed \$4,305,000 with no changes to the scope of work.

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

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Neurologic, LLC for Intraoperative Neurophysiological Monitoring services at NMC for an amount not to exceed \$200,000 with an agreement term retroactive January 10, 2023 through January 9, 2026.
- b. Authorize the Chief Executive Officer for NMC 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 ten percent (10%) (\$20,000) of the original cost of the agreement.

***MOTION: Motion to approve Policies/Procedures/Forms/Manuals and contract items 8a-8m moved by Simon Salinas, seconded by Supervisor Chris Lopez, and approved by the following vote***

***Roll call vote taken pursuant to Government Code 54953:***

***Dr. Marc Tunzi: AYE***

***Libby Downey: AYE***

***Dr. Charles Harris: AYE***

***Supervisor Chris Lopez: AYE***

***Sonia De La Rosa: AYE***

***Manuel Osorio: AYE***

***Simon Salinas: AYE***

*Bettye Saxon: AYE*  
*Mitch Winick: AYE*

*Absent*

*Marcia Atkinson*  
*Fernando Elizondo*

9. **Receive Oral Report on the future of teleconferencing and remote meetings** – *Stacy Saetta, Chief Deputy County Counsel*
10. **Accept Oral Report from Natividad Chief Financial Officer** – *Daniel Leon, CFO*
  - a. October 2022 YTD Financial Reports
  - b. November 2022 YTD Financial Reports

**MOTION:** *Motion to accept the October 2022 and November 2022 Financial Reports, moved by Libby Downey, seconded by Dr. Charles Harris, and approved by the following vote*

*Roll call vote taken pursuant to Government Code 54953:*

*Dr. Marc Tunzi: AYE*  
*Libby Downey: AYE*  
*Dr. Charles Harris: AYE*  
*Supervisor Chris Lopez: AYE*  
*Sonia De La Rosa: AYE*  
*Manuel Osorio: AYE*  
*Simon Salinas: AYE*  
*Bettye Saxon: AYE*  
*Mitch Winick: AYE*

*Absent*

*Marcia Atkinson*  
*Fernando Elizondo*

11. **Receive Oral Report from Natividad Chief Executive Officer** - *Dr. Charles Harris, CEO*
12. **Receive Oral Report from Natividad Chief Nursing Officer** - *Nancy Buscher, CNO*
13. **Receive Oral Report from Natividad Chief of Staff** – *Dr. Marc Tunzi, COS*
  - a. Third Year Resident – *Dr. Rebecca Adams*
14. **Closed Session Public Comment**  
*The public may comment on Closed Session items prior to the Board's recess to Closed Session.*
15. **Recess to 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

16. **Reconvene on Public Agenda Items**

17. **Accept and approve November 2022 and December 2022 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.**

***MOTION:***     *Motion to accept the report on November 2022 and December 2022 Credentials Report, moved by Libby Downey, seconded by Bettye Saxon, and approved by the following vote*

***Roll call vote taken pursuant to Government Code 54953:***

***Dr. Marc Tunzi: AYE***  
***Libby Downey: AYE***  
***Dr. Charles Harris: AYE***  
***Supervisor Chris Lopez: AYE***  
***Sonia De La Rosa: AYE***  
***Manuel Osorio: AYE***  
***Simon Salinas: AYE***  
***Bettye Saxon: AYE***  
***Mitch Winick: AYE***

***Absent***

***Marcia Atkinson***  
***Fernando Elizondo***

**Adjournment:** With no other business before the Board, the meeting was adjourned at 10:45 am

***Recorded by Noemi Ferguson***

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**Manuel Osorio, Vice Chair**



## NMC Board of Trustees Special Meeting

Friday January 13, 2023

8:55AM

\*\*\* VIDEO CONFERENCE / TELEPHONIC MEETING \*\*\*

### MINUTES

#### IMPORTANT NOTICE Regarding COVID 19

In accordance with the State of Emergency proclaimed by Governor Newsom on March 4, 2020, Executive Order N-29-20 issued by Governor Newsom on March 17, 2020 and the Recommendation Regarding Social Distancing Including Remote Meetings of Legislative Bodies, issued by the Monterey County Health Officer on September 22, 2021, Natividad Medical Center ("Natividad") Board of Trustees meetings will be held entirely by Zoom. There will be no physical location for these meetings. Committee Members shall participate in the meeting by Zoom.

To participate in this Natividad Board of Trustees meeting, the public are invited to observe and address the Committee via Zoom.

The meeting will be conducted via teleconference using the Microsoft Zoom program. This gives the public two options. The public may attend the meeting by phone. Or, the public may attend and observe the Zoom meeting via computer audio.

To participate by phone call any of these numbers below:

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

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

You will then enter the Password: **668499** when prompted.

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

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

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.

1. If a member of the public wishes to comment on a particular agenda item, the public is strongly encouraged to submit their comments in writing via email to the Natividad Board of Trustees at [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com) by 2:00 p.m. on the Thursday prior to the Committee meeting. To assist Natividad staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line. Comments received by the 2:00 p.m. Thursday deadline will be distributed to the Committee and will be placed in the record.
2. Members of the public wishing to comment on a specific agenda item while the matter is being heard may participate by any of the following means:

- a. When the Chair calls for public comment on an agenda item, the Secretary of the Committee 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.
  - b. If speakers or other members of the public have documents they wish to distribute to the Committee for an agenda item, they are encouraged to submit such documents by 2:00 p.m. on Tuesday before the meeting to: [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com). To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line.
  - c. If members of the public want to present documents/Power Point presentations while speaking, they should submit the document by 2:00 p.m. on Thursday before the meeting at [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com) (If submitted after that deadline, staff will make best efforts, but cannot guarantee, to make it available to present at the Committee meeting.)
  - d. While the matter is being heard, a member of the public may submit a comment via email, preferably limited to 250 words or less, to the Secretary of the Committee at [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com). To assist staff in identifying the agenda item to which the comment relates, the public is requested to indicate the Committee date and agenda number in the subject line. If the comment is received prior to close of public comment on an agenda item, every effort will be made to read the comment into the record, but some comments may not be read out loud due to time limitations or length of the comment (if the comment exceeds 250 words). Comments received prior to the close of the public comment period on an agenda item will be made part of the record for that item.
3. Members of the public who wish to make a general public comment for items not on the day's agenda may submit their comment via email, preferably limited to 250 words or less, to the Secretary of the Committee at [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com). The Committee date and "general comment" should be indicated in the subject line. The comment will be placed in the record for the meeting, and every effort will be made to read the comment into the record at the appropriate time on the agenda.
  4. Individuals with disabilities who desire to request a reasonable accommodation or modification to observe or participate in the meeting may make such request by sending an email to [Natividadpubliccomments@natividad.com](mailto:Natividadpubliccomments@natividad.com). The request should be made no later than noon on the Wednesday prior to the Committee meeting in order to provide time for Natividad to address the request.
  5. The Chair and/or Secretary may set reasonable rules as needed to conduct the meeting in an orderly manner.

**Board of Trustees:** In person: Dr. Charles Harris, Manuel Osorio  
Via Zoom: Dr. Marc Tunzi, Libby Downey, Supervisor Chris Lopez, Sonia De La Rosa, Simon Salinas, Bettye Saxon, and Mitch Winick

**Absent:** Marcia Atkinson and Fernando Elizondo

**NMC Staff/County:** Stacy Saetta, Daniel Leon, Andrea Rosenberg, Nancy Buscher, Dr. Craig Walls, Jennifer Williams, Ari Entin, Tammy Perez, Cher Krause, Dewayne Woods, Jennifer Lusk, Jeanne-Ann Balza, Rebecca Adams, Noemi Breig

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



1. **Call to Order**

2. **Roll Call**

*Present*

*Dr. Marc Tunzi  
Libby Downey  
Dr. Charles Harris  
Supervisor Chris Lopez  
Sonia De La Rosa  
Manuel Osorio  
Simon Salinas  
Bettye Saxon  
Mitch Winick*

*Absent*

*Marcia Atkinson  
Fernando Elizondo*

3. **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.*

4. **AB 361 Findings for Continued Remote Meetings** – Stacy Saetta, Chief Deputy County Counsel

- a. Consider finding, pursuant to AB 361, that the COVID-19 pandemic state of emergency declared by Governor Newsom is still in effect; the Natividad Medical Center (“Natividad”) Board of Trustees has reconsidered the circumstances of the state of emergency; and the Monterey County Health Officer continues to recommend social distancing measures for meetings of the legislative bodies.
- b. Provide direction to staff.

**MOTION:** *Motion to accept the report on the status of AB 361 and the requirements for continued remote meetings, moved by Simon Salinas, seconded by Bettye Saxon, and approved by the following vote*

*Roll call vote taken pursuant to Government Code 54953:*

*Dr. Marc Tunzi: AYE  
Libby Downey: AYE  
Dr. Charles Harris: AYE  
Supervisor Chris Lopez: AYE  
Sonia De La Rosa: AYE  
Manuel Osorio: AYE  
Simon Salinas: AYE  
Bettye Saxon: AYE  
Mitch Winick: AYE*

*Absent Marcia Atkinson*



*Fernando Elizondo*

**Adjournment:** With no other business before the Board, the meeting was adjourned at 9:08 am

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**Manuel Osorio, Vice Chair**

***Recorded by Noemi Ferguson***

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

**Focus One Solutions LLC Amendment No. 10    Legistar Number: \_\_\_\_\_**

### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 10 to the agreement (A-13506) with Focus One Solutions, LLC for a Healthcare Vendor Management System pursuant to the Request for Proposal (RFP) # 9600-62, adding \$8,000,000 for a revised total agreement amount not to exceed \$77,563,000 with no change to the agreement term April 19, 2017 through June 30, 2023.

### **..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. 10 to the agreement (A-13506) with Focus One Solutions, LLC for a Healthcare Vendor Management System pursuant to the Request for Proposal (RFP) # 9600-62, adding \$8,000,000 for a revised total agreement amount not to exceed \$77,563,000 with no change to the agreement term April 19, 2017 through June 30, 2023.

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

Natividad Medical Center utilizes the registry services provided by Focus One Solutions, LLC to staff hard to fill clinical positions in order to meet the hospitals staffing needs to ensure high quality patient care. Focus One Solutions provides NMC a one-stop search agency for nurses and clinical technicians. Focus One has a network of over three dozen independent agencies that provide the needed personnel. NMC uses the registry services to fill positions in the following areas: Emergency department, Intensive Care, Labor and Delivery, Surgery, Neonatal Intensive Care, Behavioral department, Rehabilitation, Physical and Occupational therapy, Radiology, Ultrasound, Interventional Radiology, Clinical Lab and Pharmacy.

Over the past year, the need for additional clinical staff has increased due to the ramifications of the COVID-19 pandemic on the availability of qualified applicants. In addition, Natividad has seen a larger number of resignations and a smaller applicant pool. As a result, additional nurses and other clinical continue to be needed in order to provide high quality care to our community. Natividad would like to add an additional \$8,000,000 to continue to cover service needs at Natividad.

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

The Office of County Counsel reviewed and approved this amendment No. 10 as to form, and the Auditor-Controller reviewed and approved as to payment provisions. The amendment No. 10 was reviewed and approved by NMC's Finance Committee and by its Board of Trustees on February 10, 2023

#### **FINANCING:**

The cost for this Amendment No. 10 is \$8,000,000, all of which will be absorbed in Natividad's FY 21-22 and FY 22-23 Budget.

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

This agreement greatly improves the responsiveness to critical staffing needs at NMC. This agreement ensures that requests for qualified nurses and other clinical staff at NMC are met in a timely manner. This enables NMC to provide high quality patient care thereby improving the health and quality of life for patients and their families.

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

Prepared by: Janine Bouyea, Human Resources Administrator, 831-783-2701  
Approved by: Charles Harris, Chief Executive Officer, 783-2553

### Attachments:

Focus One Solutions Amendment No. 10  
Focus One Solutions Renewal and Amendment No. 9  
Focus One Solutions Amendment No. 8  
Focus One Solutions Amendment No. 7  
Focus One Solutions Amendment No. 6  
Focus One Solutions Amendment No. 5  
Focus One Solutions Amendment No. 4  
Focus One Solutions Amendment No. 3  
Focus One Solutions Amendment No. 2  
Focus One Solutions Amendment No. 1  
Focus One Solutions Agreement per RFP 9600-62

Attachments on file with the Clerk of the Board

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

### **Integra LifeSciences Sales LLC Agreement**

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

#### **..Title**

- a. Authorize the Chief Executive Officer for Natividad or his designee to execute an agreement with Integra LifeSciences Sales LLC for IntegraLink Protection (ILP) Plus service & preventive maintenance at NMC for an amount not to exceed \$92,898 with an agreement term March 1, 2023 through February 29, 2028.
- b. Approve the Natividad Chief Executive Officer's recommendation to accept non-standard insurance provisions within the agreement.

#### **..Report**

#### **RECOMMENDATION:**

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

- a. Authorize the Chief Executive Officer for Natividad or his designee to execute an agreement with Integra LifeSciences Sales LLC for IntegraLink Protection (ILP) Plus service & preventive maintenance at NMC for an amount not to exceed \$92,898 with an agreement term March 1, 2023 through February 29, 2028.
- b. Approve the Natividad Chief Executive Officer's recommendation to accept non-standard insurance provisions within the agreement.

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

The CUSA is a ultrasonic surgical aspirator that can perform fragmentation, irrigation, and aspiration simultaneously. The CUSA is used by Neurosurgeons during Neuro and Spine Surgeries. The CUSA delivers enhanced performance to optimize quick and safe debulking of fibrous tissue. This system gives Neurosurgeons the ability to safely and efficiently achieve better resection, but also for the preservation of passing vessels.

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

The Office of County Counsel has reviewed and approved this agreement as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The agreement has also been reviewed and approved by Natividad's Finance Committee and by its Board of Trustees on February 10, 2023.

#### **FINANCING:**

The cost for this agreement is \$92,898 of which \$6,194 is included in the Fiscal Year 2022-23 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

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

Offering the CUSA technology to our Neurosurgeons gives them the ability to safely resect intracranial tumors by avoiding damage to adjacent brain tissue during the dissection. Traditionally, central nervous system masses have been debulked manually which can lead to iatrogenic trauma, prolonged anesthesia, a larger residual mass burden, and many other unwanted effects. Using the CUSA system helps to solve for these issues therefore providing state of the art care to our patients

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

Prepared by: Wally D. Sayles, Director of Surgical Services, 772-7771  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

Attachments:  
Integra LifeSciences Sales LLC Agreement

Attachments on file with the Clerk of the Board

**..Title**

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Dietitian Aide classification as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

**..Report**

**RECOMMENDATION:**

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary range of the Dietitian Aide classification as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

**SUMMARY/DISCUSSION:**

A base wage compensation study of the Dietitian Aide classification was requested by Natividad administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy approved in December 2021.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the Dietitian Aide classification was matched to two (2) of the six (6) hospital comparable agencies and is approximately 20.71% below the salary mean.

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

Therefore, in accordance with the County's Compensation Philosophy, Natividad recommends adjusting the base wage salary of the Dietitian Aide classification by approximately 20.71% at top step in order to align with the labor market average.

**OTHER AGENCY INVOLVEMENT:**

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

**FINANCING:**

There is a salary increase of approximately \$22,484 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2022-23 Adopted Budget. This action does not impact the General Fund.



BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

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

Attachments:

Attachment A

Resolution

**..Title**

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Dietitian and Supervising Dietitian classifications as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

**..Report**

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 and Appendix A to adjust the salary ranges of the Dietitian and Supervising Dietitian classifications as indicated in Attachment A; and
- b. Direct the Human Resources Department to implement the changes in the Advantage HRM System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Dietitian class series was requested by Natividad administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County's Compensation Philosophy approved in December 2021.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the benchmark classification of Dietitian was matched to five (5) of the six (6) hospital comparable agencies and is approximately 11.47% below the salary mean.

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

Therefore, in accordance with the County's Compensation Philosophy, Natividad recommends adjusting the base wage salary of the Dietitian classification by approximately 11.47% at top step in order to align with the labor market average. Furthermore, it is recommended to adjust the base wage salary of the Supervising Dietitian classification by approximately 11.47% at top step in order to maintain the spread of the series.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

There is a salary increase of approximately \$18,439 as a result of these actions for Natividad Medical Center (Unit 9600) FY 2022-23 Adopted Budget. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

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

Attachments:

Attachment A  
Resolution

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

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

#### **..Title**

- a. Authorize the Chief Executive Officer for Natividad or his designee to execute the Fourth Amendment to the Professional Services Agreement (A-13538) with James F. Lilja, M.D. dba Bay Area Gynecology Oncology to provide gynecology oncology and urology gynecology services, extending the term by twelve months (April 1, 2023 to March 31, 2024) for a revised full agreement term of February 1, 2018 to March 31, 2024, and adding \$350,000 for a revised total not to exceed amount of \$1,510,000 in the aggregate; and
- b. Authorize the Chief Executive Officer for Natividad 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 and do not cause an increase of more than ten percent 10% (\$41,000) of the original contract amount.

#### **..Report**

##### **RECOMMENDATION:**

It is recommended that the Board of Supervisors:

- a. Authorize the Chief Executive Officer for Natividad or his designee to execute the Fourth Amendment to the Professional Services Agreement (A-13538) with James F. Lilja, M.D. dba Bay Area Gynecology Oncology to provide gynecology oncology and urology gynecology services, extending the term by twelve months (April 1, 2023 to March 31, 2024) for a revised full agreement term of February 1, 2018 to March 31, 2024, and adding \$350,000 for a revised total not to exceed amount of \$1,510,000 in the aggregate; and
- b. Authorize the Chief Executive Officer for Natividad 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 and do not cause an increase of more than ten percent 10% (\$41,000) of the original contract amount.

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

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

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

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

FINANCING:

The cost of this Amendment is \$350,000. The total not to exceed amount of this Agreement is \$1,510,000 for the period February 1, 2018 to March 31, 2024 (74 months). \$350,000 is included in the Fiscal Year 2022/2023 Adopted Budget. The remaining balance will be budgeted in subsequent fiscal years. There is no impact to the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

Approved by: Dr. Charles R. Harris, Chief Executive Officer, 783.2553

Attachments:

Fourth Amendment  
Third Amendment  
Second Amendment  
First Amendment  
Agreement

Attachments on file at the Clerk of the Board

# FINANCIAL STATEMENTS

DECEMBER 31, 2022

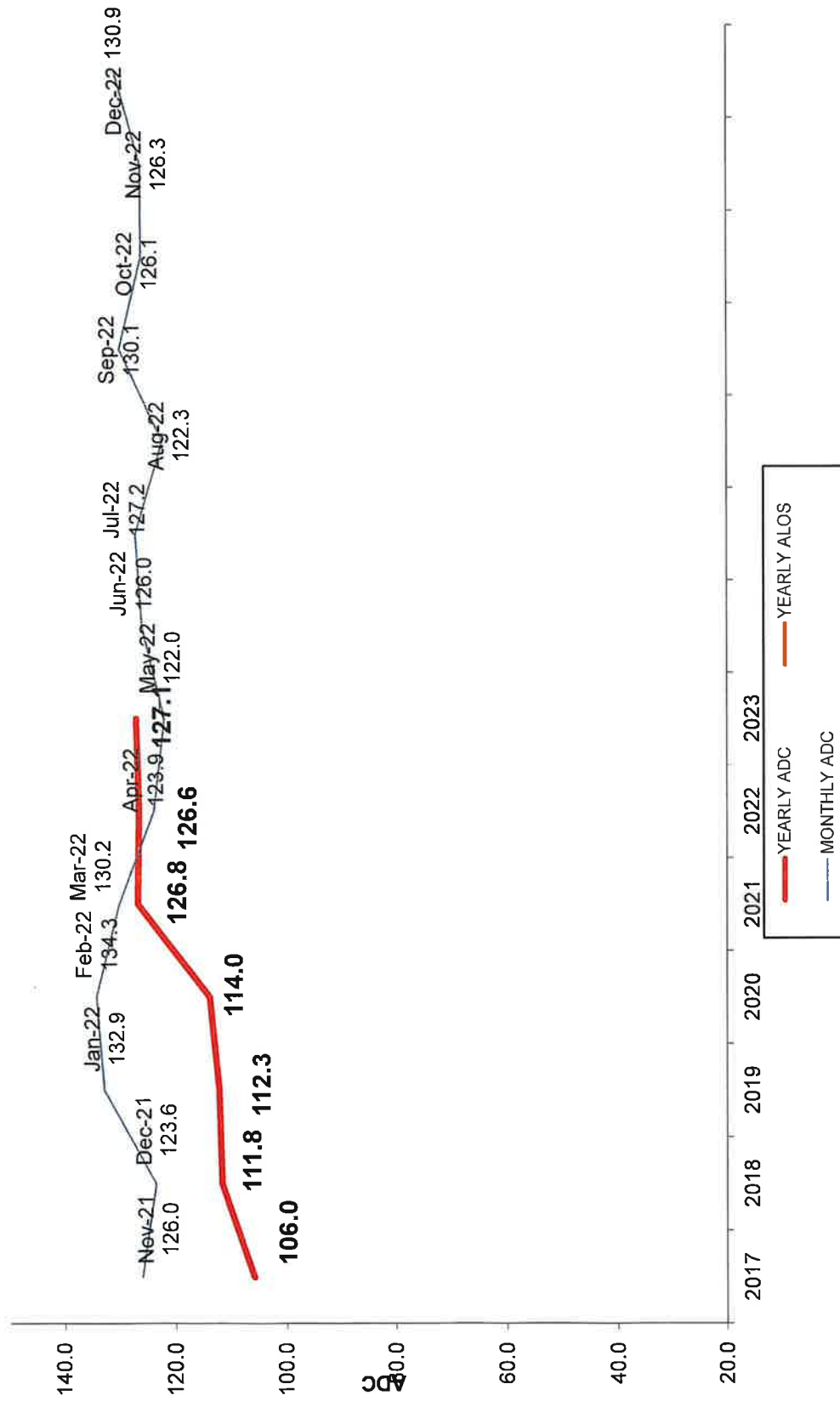


## **FINANCIAL STATEMENTS**

**DECEMBER 31, 2022**

### **I N D E X**

<b><u>PAGE #</u></b>	<b><u>D E S C R I P T I O N</u></b>
<b>1</b>	<b>TOTAL ADC TREND GRAPH - 2017-2023</b>
<b>2</b>	<b>STATISTICAL REPORT</b>
<b>4</b>	<b>STATEMENT OF REVENUES &amp; EXPENSES AND CHANGES IN NET ASSETS TO BUDGET</b>
<b>5</b>	<b>STATEMENT OF REVENUES &amp; EXPENSES AND CHANGES IN NET ASSETS PER APD</b>
<b>6</b>	<b>BALANCE SHEET</b>
<b>7</b>	<b>SCHEDULE OF STATE / COUNTY RECEIVABLES</b>
<b>8</b>	<b>STATEMENT OF CASH FLOWS</b>
<b>9</b>	<b>RECONCILIATION OF GOVERNMENT FUNDING</b>
<b>10</b>	<b>CASH FLOW PERFORMANCE F/Y 22-23 ACTUAL TO BUDGET</b>
<b>11</b>	<b>CASH SCHEDULE FOR F/Y 22-23</b>



**NATIVIDAD  
STATISTICAL REPORT  
DECEMBER 31, 2022**

Month-To-Date					Year-To-Date					
10-22	11-22	12-22	Budget		Budget	Current	Prior Yr	%		
PT DAYS BY SERVICE					STAFFED BEDS	CY/PY				
1	173	206	196	239	NICU	15	1,410	1,255	1,444	-13.09%
2	2,022	1,960	2,156	1,630	Med/Surg	57	9,621	12,067	10,247	17.76%
3	206	115	211	327	ICU	10	1,929	1,247	1,661	-24.92%
4	100	162	135	85	Peds	12	501	647	449	44.10%
5	826	749	801	745	Acute Rehab	28	4,398	4,720	4,444	6.21%
6	325	330	288	325	OB/Gyn	27	1,917	1,816	1,970	-7.82%
7	3,652	3,522	3,787	3,351	TOTAL ACUTE	149	19,776	21,752	20,215	7.60%
8	258	266	271	463	Psychiatric	19	2,733	1,641	2,782	-41.01%
9	3,910	3,788	4,058	3,814	TOTAL DAYS	168	22,509	23,393	22,997	1.72%
10	302	281	283	294	Nursery	18	1,737	1,825	1,774	2.87%
AVERAGE DAILY CENSUS										
11	91.2	92.4	96.3	84.1	Acute	121	83.6	92.6	85.7	8.05%
12	26.6	25.0	25.8	24.0	Acute Rehab	28	23.9	25.7	24.2	6.20%
13	8.3	8.9	8.7	14.9	Psychiatric	19	14.9	8.9	15.1	-41.06%
14	126.1	126.3	130.9	123.0	TOTAL	168	122.3	127.1	125.0	1.68%
15	9.7	9.4	9.1	9.5	Nursery	18	9.4	9.9	9.6	3.13%
PERCENTAGE OF OCCUPANCY										
16	75.4%	76.4%	79.6%	69.5%	Acute		69.1%	76.5%	70.8%	8.1%
17	95.0%	89.3%	92.1%	85.7%	Acute Rehab		85.4%	91.8%	86.4%	6.2%
18	43.7%	46.8%	45.8%	78.4%	Psychiatric		78.4%	46.8%	79.5%	-41.1%
19	75.1%	75.2%	77.9%	73.2%	TOTAL		72.8%	75.7%	76.2%	-0.7%
20	53.9%	52.2%	50.6%	52.8%	Nursery		52.2%	55.0%	53.3%	3.1%
ADMISSIONS										
21	650	666	688	645	Acute		3,810	3,921	3,892	0.75%
22	64	54	58	53	Acute Rehab		312	349	318	9.75%
23	39	38	42	44	Psychiatric		258	263	265	-0.75%
24	753	758	788	742	TOTAL		4,380	4,533	4,475	1.30%
25	192	175	174	178	Nursery		1,050	1,125	1,072	4.94%
26	207	184	185	190	Deliveries		1,122	1,205	1,144	5.33%
DISCHARGES										
27	635	635	659	627	Acute		3,702	3,797	3,787	0.26%
28	65	51	60	55	Acute Rehab		324	351	329	6.69%
29	36	41	41	45	Psychiatric		264	258	270	-4.44%
30	736	727	760	727	TOTAL		4,290	4,406	4,386	0.46%
31	177	156	168	163	Nursery		963	1,048	985	6.40%
AVERAGE LENGTH OF STAY										
32	5.2	5.0	5.1	5.1	Acute(Hospital wide no babies)		5.1	5.2	5.1	1.96%
33	12.9	13.9	13.8	14.1	Acute Rehab		14.1	13.5	14.0	-3.57%
34	2.5	2.9	2.5	2.6	OB/Gyn		2.6	2.5	2.6	-3.85%
35	6.6	7.0	6.5	10.5	Psychiatric		10.6	6.2	10.5	-40.95%
36	1.6	1.6	1.6	1.7	Nursery		1.7	1.6	1.7	-5.88%
OUTPATIENT VISITS										
37	5,112	5,632	5,263	4,542	Emergency Room		26,811	30,785	26,776	14.97%
38	532	546	593	548	ER Admits		3,234	3,291	3,306	-0.45%
39	70.7%	72.0%	75.3%	73.9%	ER Admits as a % of Admissions		73.8%	72.6%	73.9%	-1.73%
40	5,757	5,247	5,800	6,008	Clinic Visits		35,466	34,958	35,308	-0.99%
ANCILLARY PROCEDURES BILLED										
41	53,676	51,742	53,929	54,666	Lab Tests		322,707	325,287	321,257	1.25%
42	3,911	3,868	3,805	3,848	Radiology Procedures		22,716	23,970	22,105	8.44%
43	457	222	224	204	MRI Procedures		1,206	1,637	1,201	36.30%
44	84	112	95	115	Nuclear Med Procedures		678	645	674	-4.30%
45	1,253	1,196	1,247	1,299	Ultrasound Procedures		7,668	7,515	7,634	-1.56%
46	2,202	1,935	1,905	1,915	CT Scans		11,307	12,171	11,257	8.12%
47	367	351	397	372	Surgeries		2,232	2,199	2,212	-0.59%
48	7.54	7.66	7.50	7.19	FTE'S PER AOB		7.23	7.43	7.61	-2.37%
49	1,390.4	1,399.6	1,384.1	1,317.2	TOTAL PAID FTE'S		1,317.2	1,378.5	1,356.7	1.61%
50	5,719	5,483	5,718	5,683	ADJUSTED PATIENT DAYS		33,538	34,127	32,784	4.10%

**STATEMENT OF REVENUES AND EXPENSES AND CHANGES IN NET ASSETS-TREND-NORMALIZED  
FOR FY2023**

	JUL-22	AUG-22	SEP-22	OCT-22	NOV-22	DEC-22	JAN-23	FEB-23	MAR-23	APR-23	MAY-23	JUN-23	YTD
<b>REVENUE</b>													
<b>Patient Revenue:</b>													
1 Inpatient	\$ 81,718,145	\$ 77,902,279	\$ 79,523,914	\$ 78,333,226	\$ 75,984,740	\$ 77,766,419	\$	\$	\$	\$	\$	\$	\$ 471,228,723
2 Pro Fees	3,641,487	3,465,761	4,755,311	4,986,070	3,709,250	6,035,381	-	-	-	-	-	-	26,473,260
3 Outpatient	36,816,405	40,006,865	38,548,609	38,547,113	37,659,196	38,999,327	-	-	-	-	-	-	228,377,515
4 Total Patient Revenue	121,876,037	121,374,905	122,827,834	121,846,409	117,353,186	120,801,127	-	-	-	-	-	-	728,079,498
<b>Deductions from revenue</b>													
5 Contractual Deductions	92,824,795	91,863,813	93,362,949	93,074,417	90,487,408	92,948,916	-	-	-	-	-	-	554,562,097
6 Bad Debt	4,135,680	3,582,657	3,474,041	3,360,575	2,042,247	1,903,544	-	-	-	-	-	-	18,403,744
7 Unable to Pay	74,058	101,418	72,826	78,371	114,030	57,984	-	-	-	-	-	-	498,687
8 Total Contractual Discounts	97,034,533	95,547,888	96,809,816	96,513,363	92,643,685	94,815,444	-	-	-	-	-	-	573,464,528
9 Net Patient Revenue	24,841,505	25,827,218	25,918,018	25,333,046	24,709,501	25,885,683	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	152,614,970
10 As a percent of Gross Revenue	20.38%	21.28%	21.10%	20.79%	21.06%	21.51%							21.02%
<b>Total Government Funding</b>	22,040,564	6,142,406	6,542,406	6,542,406	6,542,406	6,542,406	-	-	-	-	-	-	54,352,594
<b>Other Operating Revenue:</b>													
12 Rent Income	121,586	125,489	122,788	123,288	123,281	123,287	-	-	-	-	-	-	739,729
13 Interest Income	81,000	81,000	142,500	695,141	192,500	192,500	-	-	-	-	-	-	1,384,641
14 NMIF Contribution	60,000	60,000	60,000	60,000	60,000	60,000	-	-	-	-	-	-	380,000
15 Other Income	422,577	369,569	453,849	500,007	328,052	348,870	-	-	-	-	-	-	2,422,924
16 Total Other Operating Revenue	585,163	636,058	776,137	1,378,435	703,843	724,657	-	-	-	-	-	-	4,907,264
<b>TOTAL REVENUE</b>	47,567,232	32,605,682	33,239,561	33,253,688	31,955,750	33,252,746	-	-	-	-	-	-	211,874,858
<b>EXPENSE</b>													
<b>Salaries, Wages &amp; Benefits</b>													
18 Registry	17,705,905	17,388,839	16,907,579	17,586,134	16,699,006	17,856,057	-	-	-	-	-	-	104,143,520
19 Phys/Residents SWB & Contract Fees	1,249,749	1,820,554	2,825,174	2,806,706	2,401,163	2,063,207	-	-	-	-	-	-	13,166,553
20 Purchased Services	4,409,799	4,682,933	4,560,986	4,959,072	4,960,696	5,022,598	-	-	-	-	-	-	28,586,084
21 Supplies	2,964,755	2,910,170	3,017,710	3,138,207	3,030,356	2,876,521	-	-	-	-	-	-	17,937,719
22 Insurance	2,780,482	3,185,791	3,250,784	2,981,740	3,086,093	3,393,424	-	-	-	-	-	-	18,688,324
23 Utilities and Telephone	369,180	369,179	369,180	369,179	369,180	369,180	-	-	-	-	-	-	2,215,078
24 Interest Expense	435,501	443,051	392,416	317,861	314,866	345,748	-	-	-	-	-	-	2,249,433
25 Depreciation & Amortization	53,821	53,821	53,821	37,913	23,566	37,914	-	-	-	-	-	-	260,876
26 Other Operating Expense	1,043,263	1,042,677	1,110,693	1,138,241	1,074,166	1,064,324	-	-	-	-	-	-	6,473,364
27 TOTAL EXPENSE	527,095	448,909	484,081	518,759	447,452	448,527	-	-	-	-	-	-	2,874,823
<b>NET INCOME(LOSS)</b>	31,539,560	32,355,924	32,372,424	33,853,812	32,406,554	33,477,500	-	-	-	-	-	-	196,805,774
29	16,027,672	249,758	267,137	(599,924)	(450,804)	(224,754)	-	-	-	-	-	-	15,269,084
<b>Normalization for Extraordinary Items</b>													
30 State One Time Grant	(15,897,563)	-	-	-	-	-	-	-	-	-	-	-	(15,897,563)
31 Provider Relief Fund	-	-	-	-	-	-	-	-	-	-	-	-	-
32 American Rescue Plan (ARPA) Rural Fund	-	-	-	-	-	-	-	-	-	-	-	-	-
33 Families First C-19 Response	-	-	-	-	-	-	-	-	-	-	-	-	-
34 Total Extraordinary Items	(15,897,563)	-	-	-	-	-	-	-	-	-	-	-	(15,897,563)
<b>NET INCOME BEFORE Extraordinary Items</b>	\$ 130,109	\$ 249,758	\$ 267,137	\$ (599,924)	\$ (450,804)	\$ (224,754)	\$	\$	\$	\$	\$	\$	\$ (628,479)
<b>CAPITAL CONTRIBUTIONS</b>													
36 County Contribution	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>CHANGE IN NET ASSETS</b>	\$ 16,027,672	\$ 249,758	\$ 267,137	\$ (599,924)	\$ (450,804)	\$ (224,754)	\$	\$	\$	\$	\$	\$	\$ 15,269,084

**NATIVIDAD**  
**STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS**  
**AS OF DECEMBER 31, 2022**

CURRENT MONTH					YEAR -TO -DATE				
	Actual	Budget	Variance fav. (unfav)		Actual	Budget	Variance fav. (unfav)		
			\$ VAR.	% VAR			\$ VAR.	% VAR	
R E V E N U E									
Patient Revenue:									
1	\$	77,766,419	\$	76,195,441	\$	471,228,723	\$	452,256,800	
2		6,035,381		4,236,538		26,473,260		25,145,886	
3		36,999,327		33,097,507		228,377,515		196,449,704	
4		120,801,127		113,529,486		726,079,498		673,852,390	
5		92,948,916		84,905,797		554,562,097		503,937,024	
6		1,808,544		4,245,982		18,403,744		25,201,958	
7		57,984		309,450		498,687		1,856,700	
8		94,815,444		89,461,229		573,464,528		530,995,682	
9		25,985,683		24,068,257		152,614,970		142,856,708	
10		21.51%		21.20%		21.02%		21.20%	
11		6,542,406		5,675,869		54,352,594		34,055,214	
12		123,287		125,362		739,729		752,172	
13		192,500		142,500		1,384,641		855,000	
14		60,000		60,000		360,000		360,000	
15		348,870		351,829		2,422,924		2,110,974	
16		724,657		679,691		4,907,294		4,078,146	
17		33,252,746		30,423,817		211,874,858		180,990,068	
18		17,856,057		17,458,890		104,031,650		103,939,204	
19		2,063,207		230,058		13,166,553		1,365,506	
20		5,022,598		4,334,425		28,707,954		25,887,380	
21		2,876,521		3,246,052		17,937,719		19,321,538	
22		3,393,424		2,370,340		18,688,324		14,069,092	
23		369,180		363,448		2,215,078		2,180,688	
24		345,748		351,240		2,249,433		2,084,784	
25		37,914		69,283		275,205		411,266	
26		1,064,324		1,097,205		6,473,364		6,512,434	
27		448,527		418,978		2,860,496		2,486,794	
28		33,477,500		29,939,919		196,605,776		178,258,686	
29		(224,754)		483,898		15,269,082		2,731,382	
30									
31		-		-		-		-	
32		-		-		-		-	
33		-		-		-		-	
34	\$	(224,754)	\$	483,898	\$	15,269,082	\$	2,731,382	

**NATIVIDAD**  
**STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS PER ADJUSTED PATIENT DAY**  
**AS OF DECEMBER 31, 2022**

	CURRENT MONTH				YEAR-TO-DATE			
			Variance fav. (unfav)				Variance fav. (unfav)	
	Actual	Budget	\$ VAR.	% VAR	Actual	Budget	\$ VAR.	% VAR
	5,718	5,684	34	0.6%	34,127	33,538	589	1.8%
	REVENUE				ADJUSTED PATIENT DAYS			
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## AS OF DECEMBER 31, 2022

	YEAR - TO - DATE			% CHG.
	BEGINNING	ENDING	INC/(DEC)	
\$	\$ 148,370,912	\$ 134,315,729	\$ (14,055,183)	(9.5)
	36,483,667	33,483,667	(3,000,000)	-
	59,647,950	52,610,636	(7,037,314)	(11.8)
	16,329,900	33,913,186	15,584,286	85.0
	4,952,512	5,470,799	518,287	10.5
	4,427,180	5,728,177	1,300,997	29.4
	272,211,121	265,522,194	(6,688,927)	(2.5)
	349,940,266	353,129,898	3,189,632	0.9
	(221,774,715)	(228,088,184)	(6,316,469)	(2.8)
	128,168,551	125,041,714	(3,126,837)	(2.4)
	207,658,696	209,010,602	1,351,906	0.7
\$	\$ 608,038,368	\$ 599,574,510	\$ (8,463,858)	(1.4)
	22,873,986	24,601,964	1,727,978	7.6
	16,543,184	18,596,733	2,013,549	12.2
	99,918,834	77,248,893	(22,669,941)	(22.7)
	3,817,583	4,003,251	185,668	4.9
	15,238,853	14,580,811	(658,042)	(4.3)
	158,392,440	138,991,652	(19,400,788)	(12.2)
	3,823,796	3,494,893	(328,903)	(9.4)
	21,613,806	17,610,555	(4,003,251)	(18.5)
	25,437,602	21,105,448	(4,332,154)	(17.0)
	424,208,326	424,208,326	-	-
	-	15,269,084	15,269,084	100.0
	424,208,326	439,477,410	15,269,084	3.6
\$	\$ 608,038,368	\$ 599,574,510	\$ (8,463,858)	(1.4)

**NATIVIDAD  
STATE AND COUNTY RECEIVABLES  
AS OF 12/31/22**

**BALANCE SHEET**

	Req. Balance	Accruals	Reclas and Adj	Prior Years Final Rec'n	Family 1st Corona Response	IGT	Payments	Ending Balance
Medi-Cal Waiver (DSH +SNCP)	\$ 6,296,200	7,150,002				9,661,053	(19,399,717)	3,707,538
Hospital Fee	-	499,998						499,998
Rate Range IGT-CCAH-	2,368,582	5,832,000						8,200,582
MCMC EPP	4,119,907	7,000,002				4,572,394	(14,384,779)	1,307,524
MCMC QIP	3,219,696	11,600,002					(366,684)	14,819,698
SB1732	-	1,399,998						1,033,314
AB 915	-	1,872,720						1,872,720
Medical GME	-	499,998				894,813	(1,618,824)	(224,013)
CARES ACT Funding	180,590				250,002		(478,308)	(47,716)
A/R UCSF & Touro University	-	148,064					(123,065)	24,999
A/R Wee Memorial	199,937	820,530	(272,334)				(527,290)	220,843
A/R Office Buildings	448	787,275					(735,430)	52,293
Medical HPE	(5,589)	150,000					(212,996)	(68,585)
Interest Accrued Positive Cash	-	832,000					(304,500)	527,500
Accrued Donations	949,126	360,000					(715,716)	593,410
A/R Jail-PG&E	-	619,785					(523,246)	96,539
Health Department	-	2,098,017					(1,801,479)	296,538
A/R Watsonville	1,000,000							1,000,000
<b>STATE RECEIVABLES</b>	<b>\$ 18,328,896</b>	<b>\$ 41,670,391</b>	<b>\$ (272,334)</b>	<b>\$ -</b>	<b>\$ 250,002</b>	<b>\$ 15,128,260</b>	<b>\$ (41,192,033)</b>	<b>\$ 33,913,181</b>

**P & L**

	YTD Dec-22
Medi-Cal DSH /SNCP/PHYS SPA	\$ 7,150,002
Rate Range IGT-CCAH-	5,832,000
Esperanza Care	(1,250,000)
Family First C-19 Response-FMAP Enhance-	250,002
Medical GME	499,998
HPE	150,000
Hospital Fee	499,998
MCMC EPP	7,000,002
HD Residency Support	(250,002)
MCMC QIP	11,600,002
AB915	1,872,720
Medicare GME	700,311
CARES Act Fund Aid	3,000,000
SB 1732	1,399,998
<b>GOVERNMENT FUNDING INCOME</b>	<b>\$ 54,352,594</b>



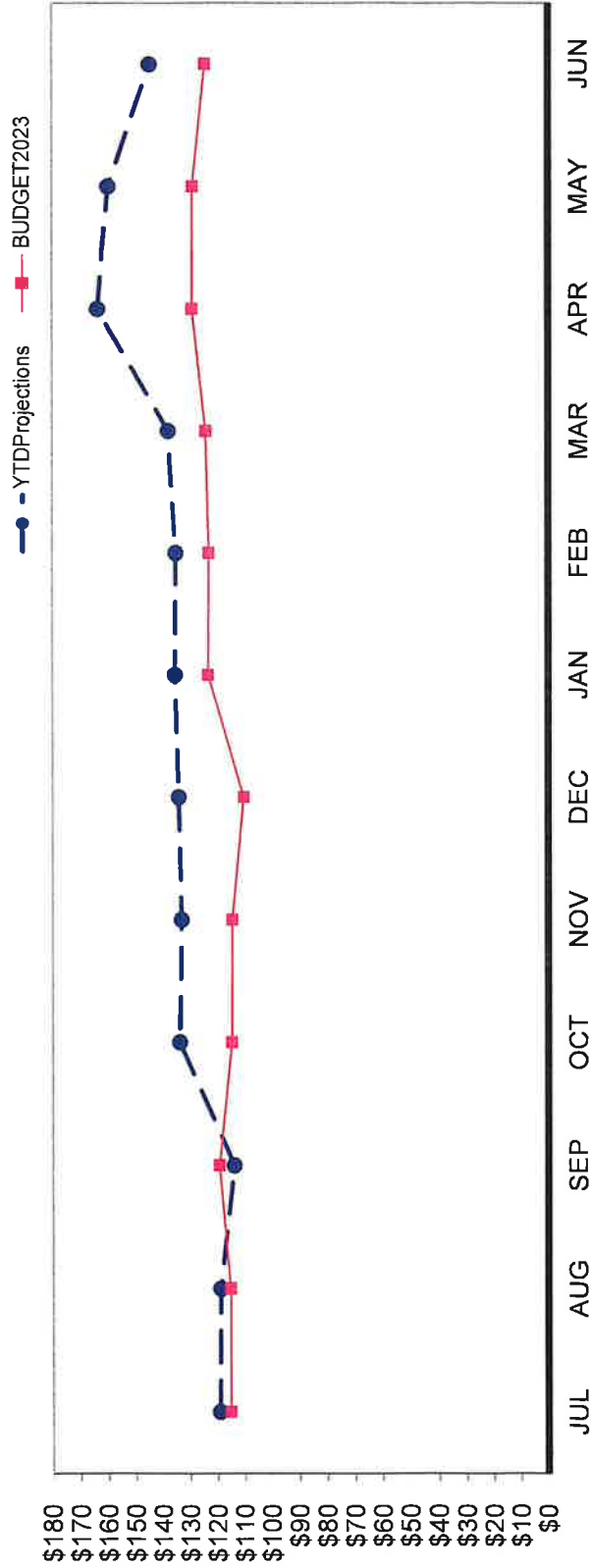
**NATIVIDAD  
STATEMENT OF CASH FLOWS  
AS OF DECEMBER 31, 2022**

	CURRENT MONTH	YEAR - TO - DATE
1	\$ 133,259,854	\$ 148,370,912
2		
3	(224,754)	15,269,083
4	-	-
5	1,064,324	6,316,469
6	839,570	21,585,552
7		
8	1,713,440	7,037,314
9	500,000	3,000,000
10	(4,004,579)	(15,584,286)
11	(149,754)	(1,819,284)
12	1,899,261	1,727,979
13	(1,064,487)	2,013,549
14	(532,379)	(22,669,941)
15	-	185,668
16	2,065,200	(658,042)
17	426,702	(26,767,043)
18		
19	(559,312)	(3,189,632)
20	-	-
21	(559,312)	(3,189,632)
22		
23	(54,817)	(4,332,154)
24	403,732	(1,351,906)
25	-	-
26	348,915	(5,684,060)
27	1,055,875	(14,055,183)
28	\$ 134,315,729	\$ 134,315,729

NATIVIDAD  
RECONCILIATION OF GOVERNMENT FUNDING  
FISCAL YEAR 2023

	<u>BDGT-23</u>	<u>ESTIMATE FY2023</u>	<u>Variance to Budget</u>
	\$	\$	\$
Medi-Cal DSH Waiver	13,500,000	13,500,000	-
EPP	14,000,000	14,000,000	-
QIP	20,000,000	20,000,000	-
Physician SPA	1,300,000	1,300,000	-
AB915	3,745,440	3,745,440	-
SB1732	2,800,000	2,800,000	-
CCAH Rate Range	11,665,000	11,665,000	-
HPE	300,000	300,000	-
Family First Corona Virus Response	500,000	500,000	-
Esperanza Care Outside Purchased Service	(2,500,000)	(2,500,000)	-
HD Residency Support	(500,000)	(500,000)	-
Medicare GME & B/D	1,300,000	1,300,000	-
Medical GME	1,000,000	1,000,000	-
CARES Act Fund Aid	-	6,000,000	6,000,000
State One Time Grant	-	15,897,563	15,897,563
Provider Fee	1,000,000	1,000,000	-
	<u>\$ 68,110,440</u>	<u>\$ 90,008,003</u>	<u>\$ 21,897,563</u>

## Cash Flow Performance Fiscal Year 2023 (in Millions)



	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ACTUAL	ESTIMATE	ESTIMATE	ESTIMATE	ESTIMATE	ESTIMATE	ESTIMATE
Months	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
YTD	119.3	119.0	114.0	133.9	133.3	134.3	135.7	135.4	138.3	163.9	160.1	145.1
BDGT	115.3	115.4	119.5	114.9	114.7	110.4	123.5	123.3	124.4	129.4	129.2	124.7
Variance	4.0	3.6	(5.5)	19.1	18.6	23.9	12.2	12.1	13.9	34.6	30.9	20.4

NATIVIDAD  
CASH FORECAST  
FISCAL YEAR 2023

	ACTUAL JUL	ACTUAL AUG	ACTUAL SEP	ACTUAL OCT	ACTUAL NOV	ACTUAL DEC	ESTIMATE JAN	ESTIMATE FEB	ESTIMATE MAR	ESTIMATE APR	ESTIMATE MAY	ESTIMATE JUN	Total YTD
Beginning Balance	148,361,531	119,287,502	118,958,517	113,989,955	133,937,182	133,245,928	128,652,054	135,685,515	135,420,484	138,235,295	163,900,083	160,085,883	149,361,531
<b>CASH RECEIPTS</b>													
Patient Revenues (incl pro fees and lab cap)	20,444,686	27,944,664	26,227,104	28,442,244	26,564,873	19,975,713	24,500,000	24,500,000	24,500,000	24,500,000	24,500,000	24,500,000	255,619,264
Provider Fee	-	-	-	-	-	-	-	-	-	-	-	-	600,000
IRS 16T CCAH	-	-	-	-	-	-	11,664,000	-	-	-	-	-	11,664,000
Shinilus - Family First Response COVID19-	500,000	600,592	628,113	595,996	584,404	588,984	500,000	500,000	500,000	500,000	500,000	500,000	6,478,309
SHORT DOYLE	-	-	267,896	290,437	52,299	462,463	350,000	350,000	350,000	350,000	350,000	350,000	3,173,185
HPE	-	65,444	-	50,437	-	97,117	25,000	25,000	25,000	25,000	25,000	25,000	382,998
Foundation Donations	126,600	15,377	-	431,293	140,446	-	60,000	60,000	60,000	60,000	60,000	60,000	1,075,716
Meal Waiver FY 22-23/6pp	-	9,154,613	-	8,703,404	-	-	8,700,000	-	-	-	-	-	26,558,017
QIP/EPP	-	-	-	-	-	-	-	-	-	-	-	-	-
SB1732	-	-	366,684	-	-	-	-	-	2,400,000	-	-	-	2,766,684
HEALTH DEPARTMENT RETMB	-	-	-	-	331,379	301,998	125,000	125,000	125,000	125,000	125,000	125,000	1,383,377
MCAL 6ME	-	-	604,947	408,929	-	604,947	250,000	-	250,000	-	-	-	2,118,823
AB919	-	-	-	-	-	-	-	-	-	-	-	-	3,745,000
Rent Income	15,883	163,685	139,560	138,871	91,129	139,566	125,250	125,250	125,250	125,250	125,250	125,250	1,439,360
QIP	-	-	-	-	-	-	-	-	-	-	-	-	26,000,000
EPP	-	-	-	-	-	-	-	-	-	-	-	-	14,384,779
Phys SPA	-	-	145,238	-	-	1,395,762	3,488,548	-	-	4,892,864	4,708,678	-	1,541,700
Fund 404 Transfer	-	251,694	683,673	310,261	364,100	400,666	3,303,494	-	427,500	-	-	-	29,300,000
Interest Income	280,091	243,283	-	897,141	-	-	14,894	14,894	14,894	14,894	14,894	14,894	1,712,141
Miscellaneous Revenue	21,368,260	38,458,732	28,054,311	54,813,592	28,128,630	23,947,335	40,488,827	37,885,693	32,331,198	55,692,748	30,406,822	38,047,042	429,538,129
Total Cash Receipts	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>CASH DISBURSEMENTS</b>													
Purchased Services and Supplies	18,316,649	7,995,319	8,561,637	12,022,193	9,980,126	11,128,945	7,417,272	7,417,272	7,817,272	5,317,272	10,417,272	10,417,272	115,888,500
16T MEDICAL 6ME	814,722	-	-	280,091	-	-	4,700,000	-	-	-	-	-	894,813
6PP CY2022	4,952,577	-	4,708,476	-	-	-	-	8,500,000	-	-	-	-	14,361,053
16T QIP	-	-	-	-	-	-	-	-	-	-	-	-	8,500,000
16T EPP	-	-	-	-	-	-	-	-	-	-	-	-	4,572,394
Building Lease / Rental Equipment	230,974	460,749	242,996	263,060	230,829	209,309	230,829	230,829	230,829	230,829	230,829	230,829	3,012,461
COP Principal & Interest Payments	17,398,527	24,544,928	17,024,968	17,057,853	17,414,929	17,632,894	17,221,431	17,221,431	17,221,431	17,221,431	17,221,431	17,221,431	214,000,000
Payroll and Benefits	-	-	-	-	-	-	-	-	-	-	-	-	842,080
Expenses One	-	54,856	361,938	26,123	345,004	30,834	894,335	997,700	945,317	1,428,867	1,346,648	2,186,080	11,000,000
Workers Comp Allocation	-	-	1,137,442	-	379,047	379,047	-	-	-	-	-	-	1,695,236
COWCAP	4,510,031	-	-	-	-	-	297,984	297,984	297,984	297,984	297,984	297,984	4,810,031
Data Processing	1,018,468	-	-	-	-	-	-	-	-	-	-	-	2,106,252
Pension Fund Transfer to County	3,379,886	-	-	-	-	-	-	-	-	-	-	-	3,379,886
Transfer From 491 to 404 & 16T Fund	-	-	-	-	-	-	-	-	-	-	-	-	15,000,000
Capital Expenses Fund 404	-	251,694	683,673	310,261	364,100	400,666	894,235	3,485,548	3,303,494	4,992,604	4,708,678	7,674,398	13,000,000
Capital Expenditures	-	1,350,157	330,725	445,608	505,151	559,312	894,335	997,700	945,317	1,428,867	1,346,648	2,186,080	27,088,752
Total Cash Disbursements	50,443,289	36,789,717	33,050,873	34,146,395	28,819,856	30,341,208	31,659,385	38,151,744	29,516,308	30,027,560	34,221,021	53,037,973	432,902,708
Increase/(Decrease)	(29,074,029)	(330,885)	(4,986,562)	19,967,227	(691,256)	(6,363,873)	8,833,622	(265,032)	2,814,832	25,664,766	(3,814,189)	(14,980,832)	(3,866,579)
Ending Cash Fund 491	118,287,502	118,958,517	113,959,955	133,937,182	133,245,928	128,892,054	135,685,515	135,420,484	138,235,295	163,900,083	160,085,883	145,094,952	145,094,952
<b>(*) Cash In Transit</b>													
(*) Petty Cash and CC	9,659	11,441	11,750	11,730	13,928	7,441,232	11,425	11,328	17,445	23,669	9,183	8,983	-
Ending Cash as per 6/L	119,297,161	118,967,958	113,971,705	133,948,912	133,259,856	134,315,728	135,696,940	135,431,793	138,252,740	163,924,052	160,095,076	145,103,935	-
<b>Fund 484</b>													
Beginning Balance	67,494,796	67,494,796	67,243,102	66,559,429	66,249,168	65,885,068	65,484,202	62,358,519	58,871,970	55,588,478	50,576,972	45,869,194	-
Transfer In from fund 491	-	-	-	-	-	-	-	-	-	-	-	-	-
Transfer Out fund 404	-	(251,694)	(683,673)	(310,261)	(364,100)	(400,666)	(3,125,883)	(3,485,548)	(3,303,494)	(4,992,604)	(4,708,678)	(7,674,398)	-
Ending Cash Fund 404	67,494,796	67,243,102	66,559,429	66,249,168	65,885,068	65,484,202	62,358,519	58,871,970	55,588,478	50,576,972	45,869,194	38,194,796	-
Ending Cash Fund 491 & 404	186,782,298	186,199,619	180,529,384	200,188,350	199,130,984	192,336,256	188,044,034	184,292,434	193,803,771	214,475,955	205,955,077	183,289,748	-

**CREDENTIALS REPORT OF RECOMMENDED ACTIONS FOR BOARD APPROVAL, February 10, 2023**  
**(Medical Executive Committee Approval Date: January 10, 2023)**

The following practitioners were reviewed for initial appointment, reappointment, changes in staff status (category), additional privilege requests, etc. Membership factors include licensure, DEA, professional liability insurance, staff requirements, etc. Qualitative/quantitative factors include: peer review, performance improvement, clinical activity, privileging, competence, technical skill, behavior, health, medical records, blood review, medication usage, litigation history, utilization and continuity of care.

**INITIAL APPOINTMENTS**

NAME	SPECIALTY / SERVICE	STAFF STATUS	APPOINTMENT PERIOD
Bath, Harneet S., MD	Internal Medicine / Medical Specialties	Provisional	02/10/2023 – 02/01/2025 Temporary Privileges
Flemming, David, MD	Urology / Surgical Specialties	Provisional	02/10/2023 – 02/01/2025
Lin, Bruce Hoang, MD	Interventional Radiology / Radiology	Provisional	2/10/2023 – 02/01/2025
Petersen, Lucille L., CRNA	Nurse Anesthetist / Anesthesia	Provisional	2/10/2023 – 02/01/2025 Temporary Privileges
Vela, Abraham Jr., MD	Family Medicine Hospitalist / Family Medicine	Provisional	2/10/2023 – 02/01/2025 Temporary Privileges

**REAPPOINTMENTS**

NAME	SPECIALTY/SERVICE	STAFF STATUS	REAPPOINTMENT PERIOD
None			

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

NAME	SPECIALTY	Service	RECOMMEND
None			

**CHANGES IN STAFF STATUS:** The following practitioners have been transferred to the appropriate staff category.

NAME	SPECIALTY	SERVICE	CURRENT/REQUESTED	RECOMMEND
None				

**LOCUMS TENENS/TEMPORARY PRIVILEGES:** The following practitioner(s) were granted Temporary privileges.

NAME	SPECIALTY / SERVICE	REASON	DATES	RECOMMEND
Kamel, Kamel M., MD	Family Medicine / Family Medicine	To fulfill an important patient care, treatment, and service need. A currently privileged practitioner will be absent from the organization, and someone is needed to cover the associated patients during the absence (commonly termed locum tenens)	01/13/2023-01/16/2023	Acknowledge
Kar, Rahul, MD	Vascular Surgery / Surgical Services	To fulfill an important patient care, treatment, and service need. A currently privileged practitioner will be absent from the organization, and someone is needed to cover the associated patients	12/20/2022 – 12/26/2022	Acknowledge

		during the absence (commonly termed locum tenens)		
Loja, Melissa N., MD	Vascular Surgery / Surgical Services	To fulfill an important patient care, treatment, and service need. A currently privileged practitioner will be absent from the organization, and someone is needed to cover the associated patients during the absence (commonly termed locum tenens)	12/14/2022-12/19/2022	Acknowledge
<b>REQUEST TO ADD OR AMEND PRIVILEGES:</b> The following practitioners have requested additional privileges and have completed additional training and/or have otherwise met the privilege criteria. Approved privileges shall be granted for the remainder of the current appointment period.				
<b>NAME</b>	<b>SPECIALTY</b>	<b>SERVICE</b>	<b>PRIVILEGE(S) REQUESTED</b>	<b>RECOMMEND</b>
None				
<b>REQUEST FOR LEAVE OF ABSENCE:</b> The following practitioners have requested a Leave of Absence (LOA) in accordance with the Bylaws.				
<b>NAME</b>	<b>SPECIALTY / Service</b>	<b>REASON</b>	<b>TIMEFRAME</b>	<b>RECOMMEND</b>
None				
<b>RESIGNATIONS:</b> The following practitioners 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.				
<b>NAME</b>	<b>SPECIALTY</b>	<b>SERVICE</b>	<b>EFFECTIVE DATE</b>	<b>RECOMMEND</b>
Gray, Gary R., DO	Family Medicine	Family Medicine	11/29/2022	Acknowledge
Rudnick, Nicholas T., MD	Diagnostic Radiology	Radiology	12/23/2022	Acknowledge
Sohal, Ravinder S., MD	Teleradiology	Radiology	12/05/2022	Acknowledge
<b>Nurse Practitioner Teaching /Training:</b> The following NP meet the qualifications and request to participate in the Advanced procedure Teaching / Training, MSP008-4, MSP008-5				
<b>NAME</b>	<b>SPECIALTY / SERVICE</b>	<b>PROCEDURE(S)</b>	<b>RECOMMEND</b>	
None				
<b>RELEASE FROM ADVANCED PROCEDURE TEACHING / TRAINING:</b> The following practitioners have completed their advanced procedure teaching/training requirements in the following privileges as per MSP008-4. They are eligible to apply for these privileges.				
<b>NAME</b>	<b>SPECIALTY</b>	<b>SERVICE</b>	<b>PROCEDURE(S)</b>	<b>RECOMMEND</b>
None				
<b>Emergency Medicine Physician Assistant, Nurse Practitioner ADVANCED PROCEDURE TEACHING AND TRAINING:</b> The following meet the qualifications and request to participate in the Advanced procedure Teaching / Training, MSP008-6				
<b>NAME</b>	<b>SPECIALTY / SERVICE</b>	<b>PROCEDURE(S)</b>	<b>RECOMMEND</b>	
None				
<b>List of Qualified Nurses:</b> The following Nurse(s) have met the competencies to perform the below approved Standardized Procedures:				
<b>STANDARDIZED PROCEDURE</b>	<b>LIST OF QUALIFIED NURSES</b>			<b>RECOMMEND</b>
None				