



# **Finance Committee Meeting 2024**

**April 12, 2024**



## **Finance Committee Meeting**

**Friday, April 12, 2024**

**8:30 AM**

**NATIVIDAD ROOM**

**1ST FLOOR, BUILDING 200**

### **AGENDA**

#### **Participation in meetings**

**While the Natividad Finance Committee meeting room remains open, members of the public may participate in this Natividad Finance Committee 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: 961 7495 4866 when prompted. You will then enter the Password: 590310 when prompted.**

**Or, to attend the Finance Committee meeting by Zoom computer audio at:**

**<https://natividad.zoom.us/j/96174954866?pwd=cGVUcEJTTU53aGsyd0tJbDRibUttQT09>**

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- 1. Submit your comments in writing via email to the Natividad Finance Committee 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, please indicate in the subject line the Committee date and agenda number. Comments received by the 2:00 p.m. Thursday deadline will be distributed to the Committee and will be placed in the record at the Committee meeting.**

**Or**

- 2. You may make public comment by joining through ZOOM at one of the phone numbers or clicking the ZOOM link above. You will be placed in the meeting as an attendee; when you are ready to make a public comment if joined by computer audio, please select the "Raise your Hand" option on the Zoom screen; and by phone please push #9 on your keypad.**

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

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

TO ADDRESS THE COMMITTEE ON A SPECIFIC ITEM ON THE AGENDA: When the Chair calls for public comment on a specific 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. 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.)

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

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

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

**PLEASE NOTE: IF ALL PARTICIPATING COMMITTEE 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.**

**Call to Order**

**Marcia Atkinson, Chair**

**Roll Call**

**Agenda Additions/Corrections**

**Noemi Breig**

**Public Comments (Limited 3 minutes per speaker)**

This portion of the meeting is reserved for persons to address the Natividad Finance Committee on any matter not on this agenda but under the jurisdiction of the Committee. Committee 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 Committee at a future meeting.

**Approval of Minutes**

1. Approve the Minutes of March 8, 2024 Finance Committee. *Pages 7-13*

**Consent Items**

2. Approve for consideration by the NMC Board of Trustees the Items in Attachment A. *Pages 14-46*

**Scheduled Items/Discussion Items**

3. Receive and Approve February 2024 Financial Report. *Pages 47-59*

**Daniel Leon, CFO**

**Adjournment**

**NEXT FINANCE COMMITTEE MEETING  
FRIDAY, MAY 10, 2024 AT 8:30 A.M.  
NATIVIDAD ROOM  
1<sup>ST</sup> Floor, Building 200**

NOTE: Any individual may request a copy of the agenda, or a copy of all the documents constituting the agenda packet of any meeting of the Natividad Medical Center Finance Committee as required by the Ralph M. Brown Act, Section 54954.1. Upon receipt of a written request, The clerk to the Natividad Medical Center Finance Committee shall cause the requested materials to be mailed at the time the agenda is posted pursuant to Section 54954.2 and 54956. Any request for mailed copies of agendas or agenda packets shall be valid for the calendar year in which it is filed and must be renewed following January 1 of each year. If requested, the agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the American with Disabilities Act of 1990 (42 USC Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals requesting a disability-related modification or accommodation, including auxiliary aids or services, may contact Natividad Medical Center Hospital Administration at 831.755-4185. These requests may be made by a person with disability who requires a modification or accommodation in order to participate in the public meeting.



**Finance Committee Meeting**  
**Friday, April 12, 2024**  
**Consent Items**

**Attachment A**

<p><b>1.</b> <i>Pages 14-15</i></p>	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-14059) with Waltz Creative LLC for marketing and graphic design services, extending the agreement an additional one (1) year period (August 1, 2024 through July 31, 2025) for a revised full agreement term of August 1, 2018 through July 31, 2025, and adding \$225,000 for a revised total agreement amount not to exceed \$1,850,000.</p>
<p><b>2.</b> <i>Pages 16-17</i></p>	<ol style="list-style-type: none"> <li>a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Gallagher Benefit Services Inc for Classification and Base Compensation Study services at NMC for an amount not to exceed \$50,000 with an agreement term April 1, 2024 through March 31, 2025.</li> <li>b. Approve the NMC’s Chief Executive Officer’s recommendation to accept non-standard indemnification, insurance, limitations on liability, other insurance requirements, County records and limitations on damages provisions within the agreement.</li> <li>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% (\$5,000) of the original cost of the agreement per each amendment, for total contract liability of (\$65,000).</li> </ol>
<p><b>3.</b> <i>Pages 18-19</i></p>	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the Agreement (A-14274) with Visual Net Design (VND) for website update and web hosting services at NMC; adding \$100,000 to the payable amount for a revised total Agreement amount not to exceed \$522,880, and no change to the scope of work or the Agreement term (May 1, 2018 through April 30, 2025).</p>
<p><b>4.</b> <i>Pages 20-21</i></p>	<ol style="list-style-type: none"> <li>a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with CortiCare, Inc. for remote monitoring of electroencephalograms (EEG) services at NMC’s Cardiopulmonary and Neuro-diagnostic department; extending the Agreement an additional one (1) year period (April 20, 2025 through April 19, 2026) for a revised full Agreement term of April 20, 2022 through April 19, 2026, and adding \$250,000 for a revised total Agreement amount not to exceed \$450,000.</li> <li>b. Authorize the Chief Executive Officer for NMC or his designee to execute up to (3) future amendments which do not significantly alter the scope of work and each of which does not exceed 10% (\$10,000) of the original cost of the Agreement, for a revised total agreement amount not to exceed \$480,000.</li> </ol>
<p><b>5.</b> <i>Pages 22-23</i></p>	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with Pinnacle Healthcare Consulting LLC for physician fair market value analysis and consulting services, extending the agreement an additional two (2) year period (January 1, 2025 through December 31, 2026) for a revised full agreement term of January 1, 2022 through December 31, 2026, and adding \$350,000 for a revised total agreement amount not to exceed \$550,000.</p>

<p><b>6.</b> <i>Pages 24-25</i></p>	<p>a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-16600) with Jackson Physician Search, LLC for recruitment and placement of physician services, extending the agreement an additional two (2) year period (October 1, 2024 through September 30, 2026) for a revised full agreement term of October 1, 2022 through September 30, 2026, and adding \$600,000 for a revised total agreement amount not to exceed \$900,000.</p> <p>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% (\$10,000) of the original cost of the agreement per each amendment, for total contract liability of (\$910,000).</p>
<p><b>7.</b> <i>Pages 26-27</i></p>	<p>a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Utilization Management Coordinator classification as indicated in Attachment A effective May 4, 2024; and</p> <p>b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.</p>
<p><b>8.</b> <i>Pages 28-29</i></p>	<p>a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Medical Unit Clerk classification as indicated in Attachment A effective May 4, 2024; and</p> <p>b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.</p>
<p><b>9.</b> <i>Pages 30-31</i></p>	<p>a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Pharmacy Informaticist classification as indicated in Attachment A effective May 4, 2024; and</p> <p>b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.</p>
<p><b>10.</b> <i>Pages 32-33</i></p>	<p>a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Laboratory Informaticist classification as indicated in Attachment A effective May 4, 2024; and</p> <p>b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.</p>
<p><b>11.</b> <i>Pages 34-35</i></p>	<p>a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer-Per Diem, Clinical Laboratory Scientist-Per Diem, Nuclear Medicine Technologist-Per Diem, Nurse Practitioner III-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated in Attachment A effective May 4, 2024; and</p> <p>b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.</p>
<p><b>12.</b> <i>Pages 36-37</i></p>	<p>a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement (A-14387) with Thai Lan N Tran MD Inc. to provide general and critical care surgical services, extending the term by twenty-four months (July 1, 2024 to June 30, 2026) for a revised full agreement term of June 1, 2019 to June 30, 2026 and adding \$1,000,000 for a revised not to exceed amount of \$2,165,000 in the aggregate; and</p> <p>b. Authorize the CEO or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$65,000) of the original contract amount and do not increase the total contract amount above \$2,230,000.</p>

<p><b>13.</b> <i>Pages 38-39</i></p>	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Amendment No. 4 to the Agreement (A-15495) with Huffmaster Crisis Response, Inc. for nurse and allied professional staffing services in the event of an emergent staffing crisis at NMC, to add \$40,000 for a revised total agreement amount not to exceed \$5,941,988, until the conclusion of the staffing need.</p>
<p><b>14.</b> <i>Pages 40-41</i></p>	<p>Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute renewal &amp; amendment No. 5 to the agreement (A-13817) with CALSTAR Air Medical Services LLC, for patient transfer coordination and facilitation services, extending the agreement an additional five (5) year period (February 28, 2023 through February 27, 2028) for a revised full agreement term of December 15, 2014 through February 27, 2028, and adding \$750,000 for a revised total agreement amount not to exceed \$1,585,000.</p>
<p><b>15.</b> <i>Pages 42-43</i></p>	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 3 to the agreement (A-14931) with The Center for Case Management for interim leadership, consulting, and subject matter expert services, extending the agreement an additional one (1) year period (August 18, 2025 through August 17, 2026) for a revised full agreement term of August 18, 2020 through August 17, 2026, and adding \$100,000 for a revised total agreement amount not to exceed \$500,000.</p>
<p><b>16.</b> <i>Pages 44-45</i></p>	<p>a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement (A-14417) with Boris H. Borazjani MD, Inc. to provide acute care surgical services, extending the term by twelve months (July 1, 2025 to June 30, 2026) for a revised full agreement term of July 1, 2019 to June 30, 2026, but with no change to the aggregate not to exceed amount of \$1,100,000; and</p> <p>b. Authorize the CEO or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$50,000) of the original contract amount of the original contract amount and do not increase the total contract amount above \$1,150,000.</p>
<p><b>17.</b> <i>Pages 46</i></p>	<p>Dissolve the Natividad Board of Trustees (BOT) ad hoc committee (“Committee”) on exploring options for Natividad to affiliate with one or more healthcare provider entities.</p>



**Finance Committee Meeting**  
**Friday, March 8, 2024**  
**8:30 AM**  
**NATIVIDAD ROOM**  
**1ST FLOOR, BUILDING 200**  
**MINUTES**

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**Board Members:** Marcia Atkinson, Dr. Charles Harris, Dr. Marc Tunzi

**Absent:** Mitch Winick

**NMC Staff/County:** Andrea Rosenberg, Daniel Leon, Nancy Buscher, Ari Entin, Jeanne-Ann Balza, Cher Krause

**Call to Order**

**Marcia Atkinson, Chair**

**Roll Call**

*Present*

*Marcia Atkinson*

*Dr. Marc Tunzi*  
*Dr. Charles Harris*

*Absent*

*Mitch Winick*

**Agenda Additions/Corrections**

**Noemi Breig**

**Public Comments (Limited 3 minutes per speaker)**

This portion of the meeting is reserved for persons to address the Natividad Finance Committee on any matter not on this agenda but under the jurisdiction of the Committee. Committee 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 Committee at a future meeting.

**Approval of Minutes**

1. Approve the Minutes of February 9, 2024 Finance Committee.

***MOTION:***      *Motion to approve the minutes of February 9, 2024, Finance Committee Meeting moved by Dr. Charles Harris, seconded by Dr. Marc Tunzi, and approved unanimously.*

**Consent Items**

2. Approve for consideration by the NMC Board of Trustees the Items in Attachment A.

***MOTION:***      *Motion to approve Consent Item 2 for consideration by the NMC Board of Trustees, Attachment A, item 1 through 13, moved by Dr. Charles Harris, seconded by Dr. Marc Tunzi and approved unanimously.*

**Scheduled Items/Discussion Items**

3. Review and approve for consideration by the NMC Board of Trustees the following request which is in the final stages of negotiation:
  - a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute a End-User License Agreement (EULA) with CommonWell Health Alliance for Meditech services at no cost with an agreement term April 1, 2024 through March 31, 2025.
  - b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard insurance, limitations on liability, and limitations on damages provisions within the agreement. **(Ari Entin)**

***MOTION:***      *Motion to approve Scheduled, item 3, for consideration by the NMC Board of Trustees, moved by Dr. Charles Harris, seconded by Dr. Marc Tunzi, and approved unanimously.*

4. Review and approve for consideration by the NMC Board of Trustees the following request which is in the final stages of negotiation:
  - a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Monterey Anesthesia Professionals using the County approved agreement template subject to negotiation with the awarded bidder, pursuant to the Request for Proposal (RFP) #9600-87 for Anesthesia Services, with an initial Agreement term of April 1, 2024 through March 31, 2027 including the option to extend for two (2) additional one (1) year periods, and with a total agreement amount not to exceed \$34,500,000.
  - b. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute

up to two amendments to extend the Agreement for two (2) additional one (1) year periods as per the Agreement provided there is no significant change to the scope of work. **(Dr. Craig Walls)**

**MOTION:** *Motion to approve Scheduled, item 4, for consideration by the NMC Board of Trustees, moved by Dr. Charles Harris, seconded by Dr. Marc Tunzi, and approved unanimously.*

5. Receive and Approve January 2024 Financial Report.

**Daniel Leon, CFO**

**MOTION:** *Motion to accept the January 2024 Financial Report moved by Dr. Charles Harris, seconded by Dr. Marc Tunzi, and approved unanimously.*

**Adjournment at 8:45 AM**

*Recorded by Noemi Breig*



**Finance Committee Meeting**  
**Friday, March 8, 2024**  
**Consent Items**  
**MINUTES**  
**Attachment A**

<b>1.</b>	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-16212) with Corepoint Health, LLC d.b.a. Rhapsody for software product and support services, with no change to the agreement term of March 5, 2016 through March 4, 2026, and adding \$10,970 for a revised total agreement amount not to exceed \$659,307.</p>
<b>2.</b>	<p>a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Gartner, Inc. for subscription-based access to information technology research services at NMC for an amount not to exceed \$334,600 with an agreement term April 1, 2024 through March 31, 2027.</p> <p>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% (\$33,460) of the original cost of the agreement per each amendment, for total contract liability of (\$368,060).</p>
<b>3.</b>	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 7 to the agreement (A-13517) with Healthcare Coding and Consulting Services, LLC for U.S.-based remote medical record coding and consulting services with no change to the term of Agreement (August 22, 2016 through August 21, 2024) and adding \$225,000 for a revised total agreement amount not to exceed \$4,530,000.</p>
<b>4.</b>	<p>a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Second Amendment to the Professional Services Agreement (A-15194) with The Regents of the University of California on behalf of the University of California, San Francisco, School of Medicine, Department of Pediatrics (UCSF) to provide neonatology services extending the term by twelve months (April 1, 2024 to March 31, 2025) for a revised full agreement term of April 1, 2021 to March 31, 2025, and adding \$450,000 for a revised total not to exceed amount of \$1,500,000 in the aggregate; and</p> <p>b. Authorize the CEO or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than ten percent 10% (\$70,000) of the original contract amount and do not increase the total contract amount above \$1,570,000.</p>
<b>5.</b>	<p>a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Pomphrey Consulting, LLC for trauma registrar staffing services at NMC for an amount not to exceed \$250,000 with an agreement term retroactive to March 1, 2024 through February 28, 2025.</p> <p>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% (\$25,000) of the original cost of the agreement per each amendment, for total contract liability of (\$275,000).</p>

6.	<p>Authorize the Acting County Counsel to execute an Amendment No. 2 to Agreement for Specialized Attorney Services (“Agreement”) with the Law Offices of Kelly Wachs, P.C., for independent consulting and legal services with respect to employment-based immigration law matters for Natividad Medical Center, adding \$100,000 for a total contract liability of \$310,000 with no change to the term April 10, 2021, through June 30, 2026.</p>
7.	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-16146) with Locumtenens.com, LLC for recruitment and assignment of physicians services, extending the agreement an additional one(1) year period (August 26, 2024 through August 25, 2025) for a revised full agreement term of August 26, 2022 through August 25, 2025, and adding \$4,300,000 for a revised total agreement amount not to exceed \$7,000,000.</p>
8.	<ul style="list-style-type: none"> <li>a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Hospital Decision Support Analyst and Hospital Decision Support Manager classifications as indicated in Attachment A effective March 23, 2024; and</li> <li>b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.</li> </ul>
9.	<p>Authorize payment of \$450,000 to Medical Information Technology, Inc. (MEDITECH), for cost of annual routine maintenance services on the various MEDITECH electronic health record software system modules implemented at Natividad Medical Center in the amount not to exceed \$425,837, and for cost of new interfaces and enhancements in the amount of \$24,163, for the period of July 01, 2024 through June 30, 2025 and subject to the terms and conditions of the parties’ Healthcare Information System Software Agreement dated July 19, 2004.</p>
10.	<ul style="list-style-type: none"> <li>a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Second Amendment to Professional Services Agreement (A-15735) with Kyle A. Graham, M.D. to provide obstetrics and gynecological services, extending the term by twenty-four (24) months (April 1, 2024 to March 31, 2026) for a revised full agreement term of April 1, 2020 to March 31, 2026, but with no change to the not to exceed amount of \$200,000; and</li> <li>b. Authorize the Interim 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; do not exceed 10% (\$10,000) of the original contract amount and do not increase the total contract amount above \$210,000.</li> </ul>
11.	<ul style="list-style-type: none"> <li>a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute the Professional and Call Coverage Services Agreement with Access TeleCare California, P.C. to provide tele-neurology services, for an amount not to exceed \$500,000 for the period April 1, 2024 to March 31, 2026; and</li> <li>b. Authorize the Chief Executive Officer 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% (\$50,000) of the original contract amount and do not increase the total contract amount above \$550,000.</li> </ul>
12.	<p>Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 9 to the agreement (A-13241) with Mission Linen Supply pursuant to the Request for Proposal (RFP) #9600-65 for linen processing services, extending the agreement an additional one (1) year period (July 1, 2024 through June 30, 2025) for a revised full agreement term of July 1, 2016 through June 30, 2025, and adding \$650,000 for a revised total agreement amount not to exceed \$4,625,000;</p>
13.	<ul style="list-style-type: none"> <li>a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Tuition.io, Inc for student loan wellness and public loan forgiveness</li> </ul>

benefit administration services at NMC for an amount not to exceed \$55,400 with an agreement term retroactive to March 1, 2024 through February 29, 2028.

- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard indemnification provisions within the agreement.

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

**Waltz Creative LLC Amendment No. 4**

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

## **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-14059) with Waltz Creative LLC for marketing and graphic design services, extending the agreement an additional one (1) year period (August 1, 2024 through July 31, 2025) for a revised full agreement term of August 1, 2018 through July 31, 2025, and adding \$225,000 for a revised total agreement amount not to exceed \$1,850,000.

## **..Report**

### **RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the agreement (A-14059) with Waltz Creative LLC for marketing and graphic design services, extending the agreement an additional one (1) year period (August 1, 2024 through July 31, 2025) for a revised full agreement term of August 1, 2018 through July 31, 2025, and adding \$225,000 for a revised total agreement amount not to exceed \$1,850,000.

### **SUMMARY/DISCUSSION:**

Waltz Creative LLC, a local marketing and graphic design firm based in San Juan Bautista, brings a diverse wealth of experience and skills for marketing design services. Services include but not limited to designing the hospital's newsletter, flyers, rack cards and brochures, print and digital ads, website, social media posts, educational materials and compliance projects, and the patient handbook.

NMC will work closely with Waltz Creative LLC in the design and implementation of projects in order to best serve NMC's objectives. This will include providing information, increasing awareness, promoting brand identity, and providing marketing support.

NMC is requesting approval to extend the agreement with Waltz Creative LLC for an additional one (1) year period through July 31, 2025, to allow services to continue, with increase in funds for the additional year for service.

### **OTHER AGENCY INVOLVEMENT:**

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

### **FINANCING:**

The cost for this amendment No. 4 is \$225,000 of which \$22,500 is included in the FY 2024-25 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

This agreement is for a variety of marketing and graphic design services to support the achievement of strategic growth goals of key clinical services and improved patient experience goals.

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

Prepared by: Hillary Fish, Director of Marketing & Community Relations, 783-2693

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

Attachments:

- Waltz Creative LLC Amendment 4
- Waltz Creative LLC Renewal and Amendment 3
- Waltz Creative LLC Amendment 2
- Schipper Design LLC Amendment 1
- Schipper Design LLC Agreement, awarded per RFP #9600-79

Attachments on file with the Clerk of the Board



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

**Gallagher Benefit Services Inc**

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

## **..Title**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Gallagher Benefit Services Inc for Classification and Base Compensation Study services at NMC for an amount not to exceed \$50,000 with an agreement term April 1, 2024 through March 31, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard indemnification, insurance, limitations on liability, other insurance requirements, County records and limitations on damages 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% (\$5,000) of the original cost of the agreement per each amendment, for total contract liability of (\$65,000).

## **..Report**

### **RECOMMENDATION:**

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

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute an agreement with Gallagher Benefit Services Inc for Classification and Base Compensation Study services at NMC for an amount not to exceed \$50,000 with an agreement term April 1, 2024 through March 31, 2025.
- b. Approve the NMC's Chief Executive Officer's recommendation to accept non-standard indemnification, insurance, limitations on liability, other insurance requirements, County records and limitations on damages 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% (\$5,000) of the original cost of the agreement per each amendment, for total contract liability of (\$65,000).

### **SUMMARY/DISCUSSION:**

Natividad is recommending approval of an agreement with Gallagher & Associates for services to include but not be limited to conducting base wage studies, reclassification studies, developing new classifications, and conducting Fair Labor Standards Act (FLSA) audits for employees and classifications within the hospital. Gallagher & Associates has a proven track record with the County of Monterey and other California public agencies for various types of human resource and classification work.

### **OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this Agreement as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The Agreement has also been reviewed and approved by NMC's Finance Committee and Board of Trustees on April 12, 2024.

**FINANCING:**

The cost for this Agreement is \$65,000 of which \$50,000 which is included in the FY 23-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

**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 and Human Services
- Infrastructure
- Public Safety

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

Attachments:  
Gallagher Benefit Services Inc. Agreement

Attachments on file with the Clerk of the Board

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

**Visual Net Design Amendment No. 4**

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

## **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 4 to the Agreement (A-14274) with Visual Net Design (VND) for website update and web hosting services at NMC; adding \$100,000 to the payable amount for a revised total Agreement amount not to exceed \$522,880, and no change to the scope of work or the Agreement term (May 1, 2018 through April 30, 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 amendment No. 4 to the Agreement (A-14274) with Visual Net Design (VND) for website update and web hosting services at NMC; adding \$100,000 to the payable amount for a revised total Agreement amount not to exceed \$522,880, and no change to the scope of work or the Agreement term (May 1, 2018 through April 30, 2025).

### **SUMMARY/DISCUSSION:**

Natividad Medical Center (NMC) is recommending that the current agreement for website hosting and support services with Visual Net Design (VND) be maintained by adding the necessary to continue services. In an effort to reach our target audience, NMC currently has an English and a Spanish website that are distinct and separate. The approval of this agreement will ensure that the websites provide up-to-date and accurate information related to services offered, contact information, and general information on healthcare-related matters, which the organization feels is important to our community.

### **OTHER AGENCY INVOLVEMENT:**

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

### **FINANCING:**

The cost for this Amendment No. 4 is \$100,000 of which \$100,000 is included in the Fiscal Year 2023-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

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

This amendment allows for the seamless continuation of internal and external website hosting services resulting in a website with up-to-date information. Additionally, it will ensure that we are meeting the regulatory requirements under the Americans with Disabilities Act (ADA). Thus, promoting access to equitable opportunities for health choices and health environments in collaboration with communities.

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

Prepared by: Janine Bouyea, Human Resources Administrator, 783-2701

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

**Attachments:**

Visual Net Design Amendment No. 4

Visual Net Design Amendment No. 3

Visual Net Design Amendment No. 2

Visual Net Design Amendment No. 1

Visual Net Design Agreement

Attachments on file with the Clerk of the Board

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

**CortiCare, Inc. Amendment No. 2**

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

## **..Title**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with CortiCare, Inc. for remote monitoring of electroencephalograms (EEG) services at NMC's Cardiopulmonary and Neuro-diagnostic department; extending the Agreement an additional one (1) year period (April 20, 2025 through April 19, 2026) for a revised full Agreement term of April 20, 2022 through April 19, 2026, and adding \$250,000 for a revised total Agreement amount not to exceed \$450,000.
- b. Authorize the Chief Executive Officer for NMC or his designee to execute up to (3) future amendments which do not significantly alter the scope of work and each of which does not exceed 10% (\$10,000) of the original cost of the Agreement, for a revised total agreement amount not to exceed \$480,000.

## **..Report**

### **RECOMMENDATION:**

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

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with CortiCare, Inc. for remote monitoring of electroencephalograms (EEG) services at NMC's Cardiopulmonary and Neuro-diagnostic department; extending the Agreement an additional one (1) year period (April 20, 2025 through April 19, 2026) for a revised full Agreement term of April 20, 2022 through April 19, 2026, and adding \$250,000 for a revised total Agreement amount not to exceed \$450,000.
- b. Authorize the Chief Executive Officer for NMC or his designee to execute up to (3) future amendments which do not significantly alter the scope of work and each of which does not exceed 10% (\$10,000) of the original cost of the Agreement, for a revised total agreement amount not to exceed \$480,000.

### **SUMMARY/DISCUSSION:**

Corticare provides a remote monitoring service for electroencephalograms (EEG). An electroencephalogram (EEG) is a test that measures electrical activity in the brain using small, metal discs (electrodes) attached to the scalp. Brain cells communicate via electrical impulses and are active all the time, even during asleep. This activity shows up as wavy lines on an EEG recording. NMC's EEG tech will place and connect all electrodes to the patient and EEG system to initiate monitoring and observation of the patient via camera as requested by NMC physicians. This allows clinicians to access while using a secured interface ID and password to view live their patient and EEG waveform. Once study is completed, if requested as a "STAT read" the physician will have a 1-hour turnaround time for EEG interpretation. As NMC's acuities increase and population, so does our trauma and EEG studies. Although trauma neuro and seizure cases have fluctuated over the last few years, they have increased steadily more recently. In order to meet increased demand for EEG services, NMC is requesting an amendment to revise this contract by adding \$250,000 through April 2026.

**OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 2 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 2 has also been reviewed and approved by NMC’s Finance Committee on April 12, 2024, and by its Board of Trustees on April 12, 2024.

**FINANCING:**

The cost for this Amendment No. 2 is \$250,000 of which \$60,000 which is included in the FY 2023-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement provide NMC with the additional support it needs to be able to provide reliable and 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: Rod Ramirez,  
Cardiopulmonary and Neuro-diagnostic Director, (831) 772-7654  
Approved by: Charles R. Harris, Chief Executive Officer, (831) 783-2553

Attachments:  
CortiCare, Inc. Amendment 1  
CortiCare, Inc. Agreement

Attachments on file with the Clerk of the Board

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

**Pinnacle Healthcare Consulting, LLC /Amendment No. 2**

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

## **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with Pinnacle Healthcare Consulting LLC for physician fair market value analysis and consulting services, extending the agreement an additional two (2) year period (January 1, 2025 through December 31, 2026) for a revised full agreement term of January 1, 2022 through December 31, 2026, and adding \$350,000 for a revised total agreement amount not to exceed \$550,000.

## **..Report**

### **RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement with Pinnacle Healthcare Consulting LLC for physician fair market value analysis and consulting services, extending the agreement an additional two (2) year period (January 1, 2025 through December 31, 2026) for a revised full agreement term of January 1, 2022 through December 31, 2026, and adding \$350,000 for a revised total agreement amount not to exceed \$550,000.

### **SUMMARY/DISCUSSION:**

Pinnacle Healthcare Consulting, LLC supports the analysis of Fair Market Value (FMV) for physician compensation in compliance with state and federal guidelines. This agreement supplies in depth analysis in hard to recruit positions allowing NMC to negotiate physician contracts based on data analysis to comparable salaries in similar market areas.

### **OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No.2 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 2 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on April 12, 2024.

### **FINANCING:**

The cost for this amendment No. 2 is \$350,000 of which \$60,000 is included in the FY 2023-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

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

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

\_\_\_ Economic Development

\_\_\_ Administration

- Health and Human Services
- Infrastructure
- Public Safety

Prepared by: Jeanne-Ann Balza, Director of Physician Services, 783-2506

Approved by: Charles R. Harris, Chief Executive Officer, 783-2551

**Attachments:**

Pinnacle Healthcare Consulting, LLC Amendment 2

Pinnacle Healthcare Consulting, LLC Amendment 1

Pinnacle Healthcare Consulting, LLC Agreement

Attachments on file with the Clerk of the Board



**MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

**Jackson Physician Search, LLC Amendment No. 2**

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

**..Title**

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-16600) with Jackson Physician Search, LLC for recruitment and placement of physician services, extending the agreement an additional two (2) year period (October 1, 2024 through September 30, 2026) for a revised full agreement term of October 1, 2022 through September 30, 2026, and adding \$600,000 for a revised total agreement amount not to exceed \$900,000.
- 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% (\$10,000) of the original cost of the agreement per each amendment, for total contract liability of (\$910,000).

**..Report**

**RECOMMENDATION:**

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

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 2 to the agreement (A-16600) with Jackson Physician Search, LLC for recruitment and placement of physician services, extending the agreement an additional two (2) year period (October 1, 2024 through September 30, 2026) for a revised full agreement term of October 1, 2022 through September 30, 2026, and adding \$600,000 for a revised total agreement amount not to exceed \$900,000.
- 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% (\$10,000) of the original cost of the agreement per each amendment, for total contract liability of (\$910,000).

**SUMMARY/DISCUSSION:**

Jackson Physician Search is a national organization that specializes in permanent recruitment of physician and advanced practice professionals. NMC utilizes their services to recruit qualified physicians to fill vacancies in multiple difficult to recruit medical specialties necessary for the successful operation of the hospital. NMC wishes to amend its existing agreement with Jackson Physician Search so that they can continue to provide the same services without interruption.

**OTHER AGENCY INVOLVEMENT:**

The Office of County Counsel has reviewed and approved this amendment No. 2 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The amendment No. 2 has also been reviewed and approved by NMC’s Finance Committee and by its Board of Trustees on April 12, 2024.

**FINANCING:**

The cost for this amendment No. 2 is \$600,000, of which \$300,000 is included in FY 2023-2024 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

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

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

Prepared by: Jeanne-Ann Balza, Director of Physician Services, 783-2506  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2551

**Attachments:**

- Jackson Physician Search, LLC Amendment 2
- Jackson Physician Search, LLC Amendment 1
- Jackson Physician Search, 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 Appendix A to adjust the salary range of the Utilization Management Coordinator classification as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**..Report**

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Utilization Management Coordinator classification as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Utilization Management Coordinator classification was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County’s Compensation Philosophy last updated in January 2023.

The base wage analysis of the County’s hospital comparable agencies found that based on the duties performed, the Utilization Management Coordinator classification was matched to five (5) of the six (6) hospital comparable agencies: Alameda Health System, Salinas Valley Health, Santa Clara Valley Medical Center, Contra Costa Regional Medical Center and San Mateo Medical Center. After thorough analysis of the data available at the time of the study, it was determined that no comparable match was made at Hazel Hawkins. The Utilization Management Coordinator classification is approximately 30.29% 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 Utilization Management Coordinator classification would need to be adjusted by approximately 30.29% at top step in order to align with the labor market average.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The salary and benefits increased costs for the current positions (2.0 FTE filled) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$16,651 and then \$108,233 annually thereafter. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

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

Attachments:  
Attachment A  
Resolution

**..Title**

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Medical Unit Clerk classification as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**..Report**

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Medical Unit Clerk classification as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Medical Unit Clerk classification was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were recruitment difficulties and to check for salary alignment with the hospital comparable agencies identified in the County’s Compensation Philosophy last updated in January 2023.

The base wage analysis of the County’s hospital comparable agencies found that based on the duties performed, the Medical Unit Clerk classification was matched to five (5) of the six (6) hospital comparable agencies: Alameda Health System, Salinas Valley Health, Santa Clara Valley Medical Center, Hazel Hawkins and San Mateo Medical Center. After thorough analysis of the data available at the time of the study, it was determined that no comparable match was made at Contra Costa Regional Medical Center. The Medical Unit Clerk classification is approximately 13.77% 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 Medical Unit Clerk classification would need to be adjusted by approximately 13.77% 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 recommendation.

FINANCING:

The salary and benefits increased costs for the current positions (29.6 FTE filled) budgeted for the remainder of Fiscal Year 2023-24 is approximately \$76,627 and then \$249,036 annually thereafter. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

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

Attachments:

Attachment A  
Resolution

**..Title**

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Pharmacy Informaticist classification as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**..Report**

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Pharmacy Informaticist classification as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Pharmacy Informaticist classification was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were to check for salary alignment with the County’s comparable agencies identified in the County’s Compensation Philosophy.

The base wage analysis of the County’s hospital comparable agencies found that based on the duties performed, the Pharmacy Informaticist classification was matched to four (4) of the six (6) hospital comparable agencies: Alameda Health System, Contra Costa Regional Medical Center, Salinas Valley Health and Santa Clara Valley Medical Center. After a thorough review and analysis of available data, no comparable matches were identified at Hazel Hawkins or San Mateo Medical Center. The Pharmacy Informaticist classification is approximately 7.62% 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 Pharmacy Informaticist classification would need to be adjusted by approximately 7.62% 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 no salary and benefits costs associated with this action as there are no positions currently budgeted in Fiscal Year 2023-24. For future years, the funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

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

Attachments:

Attachment A

Resolution



**..Title**

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Laboratory Informaticist classification as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**..Report**

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary range of the Laboratory Informaticist classification as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

A base wage compensation study of the Laboratory Informaticist classification was requested by Natividad Medical Center (NMC) administrative staff. The reasons cited for the request were to check for salary alignment with the County's comparable agencies identified in the County's Compensation Philosophy.

The base wage analysis of the County's hospital comparable agencies found that based on the duties performed, the Laboratory Informaticist classification was matched to three (3) of the six (6) hospital comparable agencies: Alameda Health System, Contra Costa Regional Medical Center and Santa Clara Valley Medical Center. After a thorough review and analysis of available data, no comparable matches were identified at Hazel Hawkins, Salinas Valley Health or San Mateo Medical Center. The Laboratory Informaticist classification is approximately 13.77% 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 Laboratory Informaticist classification would need to be adjusted by approximately 13.77% 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 no salary and benefits costs associated with this action as there are no positions currently budgeted in Fiscal Year 2023-24. For future years, the funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

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

Attachments:

Attachment A

Resolution

**..Title**

Adopt Resolution to:

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer-Per Diem, Clinical Laboratory Scientist-Per Diem, Nuclear Medicine Technologist-Per Diem, Nurse Practitioner III-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

**..Report**

RECOMMENDATION:

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

- a. Amend Personnel Policies and Practices Resolution No. 98-394 Appendix A to adjust the salary ranges of the Cardiac Sonographer-Per Diem, Clinical Laboratory Scientist-Per Diem, Nuclear Medicine Technologist-Per Diem, Nurse Practitioner III-Per Diem, Occupational Therapist-Per Diem, Pharmacist-Per Diem, Physical Therapist-Per Diem, Radiologic Technologist-Per Diem, Respiratory Care Practitioner-Per Diem, Sonographer-Per Diem and Surgical Technician-Per Diem classifications as indicated in Attachment A effective May 4, 2024; and
- b. Direct the Human Resources Department to implement the changes in the Advantage Human Resources Management (HRM) System.

SUMMARY/DISCUSSION:

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

In an effort to realign with current market trends to remain competitive and continue to recruit, retain and appropriately compensate per diem employees, Natividad recommends adjusting the salary ranges for the above listed per diem classifications.

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:

The salary and benefits increase for Natividad Budget Unit 9600-8142 - Fund 451 - Appropriation Unit NMC001 for the remainder of FY 2023-24 is approximately \$7,682 and then \$49,932 annually thereafter. The funding for personnel costs is provided by NMC's enterprise fund comprised of patient services revenues received from commercial insurance, state, and federal government agencies. This action does not impact the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

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

Attachments:  
Attachment A  
Resolution

## MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

### Thai Lan N Tran MD Third Amendment

#### **..Title**

a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement (A-14387) with Thai Lan N Tran MD Inc. to provide general and critical care surgical services, extending the term by twenty-four months (July 1, 2024 to June 30, 2026) for a revised full agreement term of June 1, 2019 to June 30, 2026 and adding \$1,000,000 for a revised not to exceed amount of \$2,165,000 in the aggregate; and

b. Authorize the CEO or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$65,000) of the original contract amount and do not increase the total contract amount above \$2,230,000.

#### **..Report**

##### RECOMMENDATION:

It is recommended that the Board of Supervisors:

a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement with Thai Lan N Tran MD Inc. to provide general and critical care surgical services, extending the term by twenty-four months (July 1, 2024 to June 30, 2026) for a revised full agreement term of June 1, 2019 to June 30, 2026 and adding \$1,000,000 for a revised not to exceed amount of \$2,165,000 in the aggregate; and

b. Authorize the CEO or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$65,000) of the original contract amount and do not increase the total contract amount above \$2,230,000.

##### SUMMARY/DISCUSSION:

Natividad received its designation as the Level II Trauma Center for Monterey County in January 2015. The American College of Surgeons requires critical care surgeons to be available in-house with a 15-minute response time for Level II Trauma Centers. In order to provide 24/7 care, it is necessary to maintain a core team of quality surgeons made up of employed and independent contract physicians to provide daily call coverage in the Emergency Department and follow-up care to patients in the Intensive Care Unit.

Natividad would like to enter into an agreement with Thai Lan Tran MD, a board-certified fellowship trained trauma surgeon to provide general and critical care surgical services as part of the comprehensive trauma services required for a Level II Trauma Center. Dr. Tran will participate in the on-call panel and will be paid a daily rate for the coverage services, which may increase due to availability and the need for coverage, but the rate of pay for services remains the same. NMC has obtained an independent opinion of fair market value supporting the payment terms of this Agreement.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The cost of this Amendment is \$1,000,000. The total not to exceed amount of this Agreement is \$2,165,000. The actual cost is contingent upon Dr. Tran's participation in the call panel which may fluctuate based on her availability. Natividad has agreements with multiple providers to ensure sufficient coverage of the trauma services where the total expenditure will not exceed \$1,300,000 annually which is included in Fiscal Year 2023/2024 Adopted Budget. The remaining balance will be budgeted in subsequent fiscal years. There is no impact to the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Attachments:

- Third Amendment
- Second Amendment
- First Amendment
- Agreement

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

### **Amendment No. 4 to the Huffmaster Crisis Response, Inc. Agreement**

#### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Amendment No. 4 to the Agreement (A-15495) with Huffmaster Crisis Response, Inc. for nurse and allied professional staffing services in the event of an emergent staffing crisis at NMC, to add \$40,000 for a revised total agreement amount not to exceed \$5,941,988, until the conclusion of the staffing need.

#### **..Report**

#### **RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute Amendment No. 4 to the Agreement (A-15495) with Huffmaster Crisis Response, Inc. for nurse and allied professional staffing services in the event of an emergent staffing crisis at NMC, to add \$40,000 for a revised total agreement amount not to exceed \$5,941,988, until the conclusion of the staffing need.

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

Huffmaster Crisis Response, Inc. is a nationally recognized healthcare staffing agency, providing emergency staffing and strike staffing solutions to healthcare clients, including hospitals. By providing clinical personnel during an emergent situation, hospitals can continue their vital operations during these situations.

At times NMC has experienced extreme census increases, a large number of resignations, had extreme difficulty with recruiting experienced specialty staff, and a minimum of a two-week compliance requirement for traditional travel staff. All of this threatens NMC's ability to meet its licensure requirements and nursing and allied professional to patient staff ratios in hospital units. NMC is committed to patient safety and having an emergent staffing agency puts NMC in the best position to continue patient care and not be forced to cancel procedures and divert emergency cases to other hospitals due to staffing concerns. Amending the existing agreement with Huffmaster Crisis Response, Inc. to include emergent short-term staffing crisis situations will continue ensure that NMC is able to provide appropriate staffing levels of nurses and allied professionals to meet the healthcare needs of its patients.

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

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

**FINANCING:**

The cost for this Amendment No. 4 is \$40,000, which is included in the FY2023-24 Adopted Budget

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement contribute to assisting NMC in the care and treatment of patients.

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

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

Approved by: Charles R. Harris, Chief Executive Officer, 783-2551

Attachments:

- Amendment No. 4 to HuffMaster Agreement
- Amendment No. 3 to HuffMaster Agreement
- Amendment No. 2 to HuffMaster Agreement
- Amendment No. 1 to HuffMaster Agreement
- Agreement with HuffMaster Crisis Response, Inc.

Attachments on file with the Clerk of the Board



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

### **CALSTAR Air Medical Services LLC Renewal & Amendment No. 5 Legistar Number:**

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#### **..Title**

Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute renewal & amendment No. 5 to the agreement (A-13817) with CALSTAR Air Medical Services LLC, for patient transfer coordination and facilitation services, extending the agreement an additional five (5) year period (February 28, 2023 through February 27, 2028) for a revised full agreement term of December 15, 2014 through February 27, 2028, and adding \$750,000 for a revised total agreement amount not to exceed \$1,585,000.

#### **..Report**

#### **RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center or his designee to execute renewal & amendment No. 5 to the agreement (A-13817) with CALSTAR Air Medical Services LLC, for patient transfer coordination and facilitation services, extending the agreement an additional five (5) year period (February 28, 2023 through February 27, 2028) for a revised full agreement term of December 15, 2014 through February 27, 2028, and adding \$750,000 for a revised total agreement amount not to exceed \$1,585,000.

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

The CALSTAR Air Medical Services, LLC (“CALSTAR”) patient transfer coordination and facilitation services involves coordinating and recording all incoming and outgoing emergency requests for patient consult or transfer. These requests are typically initiated by physicians in circumstances where patients need transfer to the appropriate level of care (either into or out of Natividad Medical Center). When a treating physician deems that there is a medical necessity for a patient to receive care not available at the sending facility, then that patient is transferred to a higher level of care.

This service is crucial for Natividad Medical Center as it provides a single point of contact (telephone exchange) for both physicians calling into Natividad Medical Center to transfer a patient to us as well as Natividad Medical Center physicians calling out to find an appropriate destination that has the staffing and expertise to receive a patient who needs a service that Natividad Medical Center cannot provide. The coordination and recording of multiple calls that need to occur in rapid fashion to save life and limb is a specialized.

#### **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 renewal and amendment No. 5 has also been reviewed and approved by Natividad Medical Center’s Finance Committee and by its Board of Trustees on April 12, 2024.

**FINANCING:**

The cost for this renewal and amendment No. 5 is \$247,500 of which \$40,000 which is included in the FY 2023-24 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The CALSTAR transfer service provides all incoming and outgoing requests for patient consult or transfer; place patients with an admitting physician and consulting physician; verify bed availability; and coordinate transport. The service adheres to the physician's declaration of medical necessity to ensure proper levels of care and patient placement are met, whether inbound to NMC or outbound to an appropriate receiving facility.

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

Prepared by: Craig Walls, Chief Medical Officer, 783-2521  
Julie Ramirez, Trauma Program Manager, 772-7350  
Approved by: Charles R. Harris, Chief Executive Officer, 783-2553

- Attachments:
- CALSTAR Air Medical Services Renewal & Amendment No. 5
  - CALSTAR Air Medical Services Renewal & Amendment No. 4
  - CALSTAR Air Medical Services Renewal & Amendment No. 3
  - CALSTAR Air Medical Services Renewal & Amendment No. 2
  - CALSTAR Air Medical Services Amendment No. 1
  - CALSTAR Air Medical Services Agreement

Attachments on file with the Clerk of the Board

**MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT**

**The Center for Case Management No. Amendment 3**

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

**..Title**

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 3 to the agreement (A-14931) with The Center for Case Management for interim leadership, consulting, and subject matter expert services, extending the agreement an additional one (1) year period (August 18, 2025 through August 17, 2026) for a revised full agreement term of August 18, 2020 through August 17, 2026, and adding \$100,000 for a revised total agreement amount not to exceed \$500,000.

**..Report**

**RECOMMENDATION:**

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or his designee to execute amendment No. 3 to the agreement (A-14931) with The Center for Case Management for interim leadership, consulting, and subject matter expert services, extending the agreement an additional one (1) year period (August 18, 2025 through August 17, 2026) for a revised full agreement term of August 18, 2020 through August 17, 2026, and adding \$100,000 for a revised total agreement amount not to exceed \$500,000.

**SUMMARY/DISCUSSION:**

The Center for Case Management provides leaders and experts in the industry of hospital utilization management and social services. Case Management is essential in the improvement of hospital performance from reduction of readmission risks, reduction of denied and avoidable days, to the improvement of patient outcomes through coordination of care. Utilization review, risk management, and quality assurance are key functions that require unique skills, experience, and expertise.

**OTHER AGENCY INVOLVEMENT:**

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

**FINANCING:**

The cost for this amendment No. 3 is \$100,000 of which \$50,000 is included in the FY 2024-25 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

The services rendered in this agreement provide efficient management of hospital’s resources and improve patient outcomes through coordination of care within the community.

- Economic Development
- Administration

Health and Human Services

Infrastructure

Public Safety

Prepared by: Craig Walls, Chief Medical Officer, 783-2521

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

Attachments:

The Center for Case Management Amendment 3

The Center for Case Management Renewal and Amendment 2

The Center for Case Management Amendment 1

The Center for Case Management Agreement

Attachments on file with the Clerk of the Board

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

### **Boris H. Borazjani MD, Inc., Third Amendment**

#### **..Title**

a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement (A-14417) with Boris H. Borazjani MD, Inc. to provide acute care surgical services, extending the term by twelve months (July 1, 2025 to June 30, 2026) for a revised full agreement term of July 1, 2019 to June 30, 2026, but with no change to the aggregate not to exceed amount of \$1,100,000; and

b. Authorize the CEO or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$50,000) of the original contract amount of the original contract amount and do not increase the total contract amount above \$1,150,000.

#### **..Report**

##### **RECOMMENDATION:**

It is recommended that the Board of Supervisors:

a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or his designee to execute the Third Amendment to the Professional and Call Coverage Services Agreement (A-14417) with Boris H. Borazjani MD, Inc. to provide acute care surgical services, extending the term by twelve months (July 1, 2025 to June 30, 2026) for a revised full agreement term of July 1, 2019 to June 30, 2026, but with no change to the aggregate not to exceed amount of \$1,100,000; and

b. Authorize the CEO or his designee to sign up to three (3) future amendments to this agreement where the total amendments do not significantly change the scope of work, do not cause an increase of more than 10% (\$50,000) of the original contract amount of the original contract amount and do not increase the total contract amount above \$1,150,000.

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

Natividad received its designation as the Level II Trauma Center for Monterey County in January 2015. The American College of Surgeons requires acute critical care surgeons to be available in-house with a 15-minute response time for Level II Trauma Centers. In order to provide 24/7 care, it is necessary to maintain a core team of quality surgeons made up of employed and independent contract physicians to provide daily call coverage in the Emergency Department and follow-up care to patients in the Intensive Care Unit.

Natividad would like to enter into an agreement with Boris H. Borazjani MD, Inc., for which Dr. Borazjani, a board-certified fellowship trained trauma surgeon provides general and critical care surgical services as part of the comprehensive trauma services required for a Level II Trauma Center. Dr. Borazjani will participate in the on-call panel and will be paid a daily rate for the coverage services, which may increase due to availability and the need for coverage, but the rate of pay for services remains the same. NMC has obtained an independent opinion of fair market value supporting the payment terms of this Agreement.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

There is no cost for this amendment. The total not to exceed amount of this agreement is \$1,100,000. The actual cost is contingent upon Dr. Borazjani's participation in the call panel which may fluctuate based on his availability. Natividad has agreements with multiple providers to ensure sufficient coverage of the trauma services where the total expenditure will not exceed \$1,300,000 annually which is included in Fiscal Year 2023/2024 adopted budget. The remaining balance will be budgeted in subsequent fiscal years. There is no impact to the General Fund.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Attachments:

- Third Amendment
- Second Amendment
- First Amendment
- Agreement

**NATIVIDAD MEDICAL CENTER  
BOARD OF TRUSTEES**

**April 12, 2024 MEETING  
ITEM NO. \_\_**

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**..Title**

Dissolve the Natividad Board of Trustees (BOT) ad hoc committee (“Committee”) on exploring options for Natividad to affiliate with one or more healthcare provider entities.

**..Report**

**RECOMMENDATION:**

It is recommended that the Natividad Board of Trustees:

Dissolve the BoT’s ad hoc committee (“Committee”) on exploring options for Natividad to affiliate with one or more healthcare provider entities.

**SUMMARY/DISCUSSION:**

On August 14, 2020, the Natividad Board of Trustees appointed an ad hoc committee of four members of the Board of Trustees (less than a quorum) to work with Natividad staff on exploring options for Natividad to affiliate with one or more healthcare provider entities for the Board’s consideration. The committee served this limited purpose, acted only in an advisory capacity, was not subject to the posting and notice requirements of the Brown Act, and did not meet on a fixed schedule set by the Board. The specific task of the Committee having been concluded, staff seeks dissolution of the Committee.

**OTHER AGENCY INVOLVEMENT:**

County Counsel has reviewed this board report.

**FINANCING:**

There is no financial impact to the General Fund.

**BOARD OF SUPERVISORS STRATEGIC INITIATIVES:**

This activity supports promoting access to equitable opportunities for health choices and health environments in collaboration with communities.

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

Prepared and Approved by: Charles R. Harris, M.D., Chief Executive Officer, 783-2504

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Charles R. Harris, M.D., Chief Executive Officer

Attachments: (none)



# FINANCIAL STATEMENTS

FEBRUARY 29, 2024

03/26/24



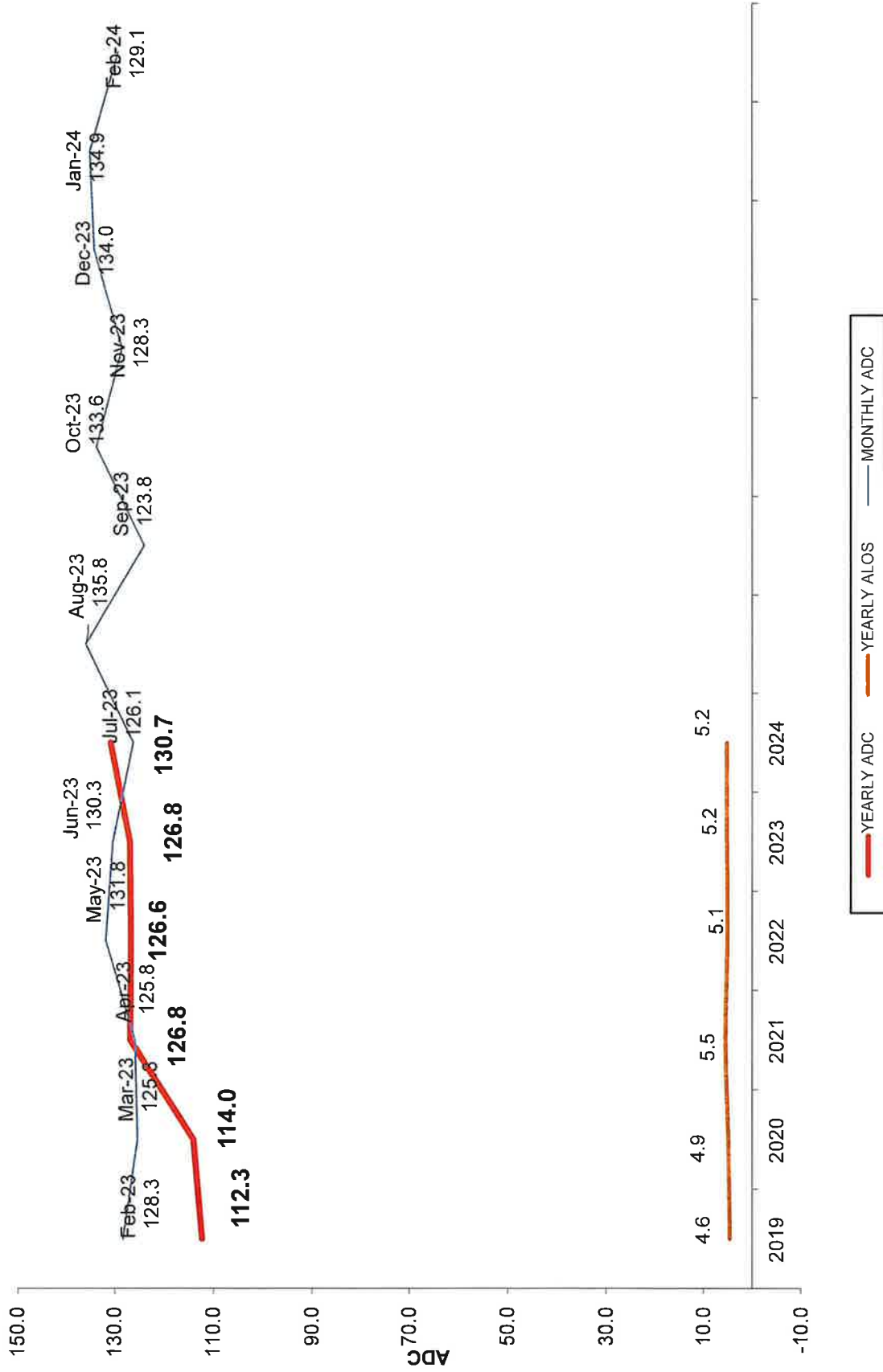


## **FINANCIAL STATEMENTS**

**FEBRUARY 29, 2024**

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**NATIVIDAD**  
**STATISTICAL REPORT**  
**February 29, 2024**

Month-To-Date					Year-To-Date					
12-23	01-24	02-24	Budget		Budget	Current	Prior Yr	%		
<b>PT DAYS BY SERVICE</b>					<b>STAFFED BEDS</b>					<b>CY/PY</b>
1	267	287	238	193	NICU	15	1,624	1,922	1,580	21.65%
2	1,963	2,138	1,770	1,854	Med/Surg	57	15,601	15,457	15,725	-1.70%
3	218	194	173	192	ICU	10	1,613	1,612	1,637	-1.53%
4	115	74	88	100	Peds	12	837	689	833	-17.29%
5	776	775	724	726	Acute Rehab	28	6,109	6,121	6,268	-2.35%
6	295	296	305	279	OB/Gyn	27	2,349	2,486	2,354	5.61%
7	3,634	3,764	3,298	3,344	TOTAL ACUTE	149	28,133	28,287	28,397	-0.39%
8	520	417	445	252	Psychiatric	19	2,123	3,611	2,232	61.78%
9	4,154	4,181	3,743	3,596	TOTAL DAYS	168	30,255	31,898	30,629	4.14%
10	278	274	280	281	Nursery	18	2,362	2,389	2,339	2.14%
<b>AVERAGE DAILY CENSUS</b>										
11	92.2	96.4	88.8	90.3	Acute	121	90.3	90.8	91.1	-0.33%
12	25.0	25.0	25.0	25.0	Acute Rehab	28	25.0	25.1	25.8	-2.71%
13	16.8	13.5	15.3	8.7	Psychiatric	19	8.7	14.8	9.2	60.87%
14	134.0	134.9	129.1	124.0	TOTAL	168	124.0	130.7	126.0	3.73%
15	9.0	8.8	9.7	9.7	Nursery	18	9.7	9.8	9.6	2.08%
<b>PERCENTAGE OF OCCUPANCY</b>										
16	76.2%	79.7%	73.4%	74.6%	Acute		74.6%	75.0%	75.3%	-0.3%
17	89.3%	89.3%	89.3%	89.3%	Acute Rehab		89.3%	89.6%	92.1%	-2.7%
18	88.4%	71.1%	80.5%	45.8%	Psychiatric		45.8%	77.9%	48.4%	60.9%
19	79.8%	80.3%	76.8%	73.8%	TOTAL		73.8%	77.8%	75.0%	3.7%
20	50.0%	48.9%	53.9%	53.9%	Nursery		53.9%	54.4%	53.3%	2.1%
<b>ADMISSIONS</b>										
21	651	653	654	600	Acute		5,051	5,316	5,135	3.52%
22	59	53	58	54	Acute Rehab		451	467	467	0.00%
23	49	56	51	40	Psychiatric		340	410	344	19.19%
24	759	762	763	694	TOTAL		5,842	6,193	5,946	4.15%
25	176	178	174	173	Nursery		1,455	1,482	1,442	2.77%
26	190	188	184	177	Deliveries		1,489	1,555	1,548	0.45%
<b>DISCHARGES</b>										
27	613	616	632	580	Acute		4,880	5,060	4,941	2.41%
28	60	58	55	54	Acute Rehab		454	471	471	0.00%
29	52	50	52	40	Psychiatric		334	408	339	20.35%
30	725	724	739	674	TOTAL		5,668	5,939	5,751	3.27%
31	167	152	168	161	Nursery		1,355	1,354	1,345	0.67%
<b>AVERAGE LENGTH OF STAY</b>										
32	5.5	5.5	4.9	5.2	Acute(Hospital wide no babies)		5.2	5.2	5.2	0.00%
33	13.2	14.6	12.5	13.5	Acute Rehab		13.5	13.1	13.4	-2.24%
34	2.5	2.8	2.9	2.6	OB/Gyn		2.6	2.6	2.6	0.00%
35	10.6	7.4	8.7	6.2	Psychiatric		6.2	8.8	6.5	35.38%
36	1.6	1.5	1.6	1.6	Nursery		1.6	1.6	1.6	0.00%
<b>OUTPATIENT VISITS</b>										
37	4,940	4,574	4,442	4,756	Emergency Room		40,016	40,026	39,348	1.72%
38	396	395	388	378	ER Admits		3,177	3,302	4,292	-23.07%
39	52.2%	51.8%	50.9%	54.4%	ER Admits as a % of Admissions		54.4%	53.3%	72.2%	-26.13%
40	5,809	6,575	6,519	5,631	Clinic Visits		47,377	51,586	47,033	9.68%
<b>ANCILLARY PROCEDURES BILLED</b>										
41	55,580	57,507	52,286	50,815	Lab Tests		427,550	443,345	427,564	3.69%
42	4,157	4,442	4,275	3,718	Radiology Procedures		31,281	35,682	31,375	13.73%
43	225	236	244	255	MRI Procedures		2,142	1,924	2,043	-5.82%
44	129	118	82	99	Nuclear Med Procedures		837	796	850	-6.35%
45	1,249	1,350	1,269	1,158	Ultrasound Procedures		9,745	10,449	9,945	5.07%
46	2,481	2,551	2,331	1,888	CT Scans		15,882	20,208	15,432	30.95%
47	371	433	435	344	Surgeries		2,891	3,385	2,924	15.77%
48	7.34	7.09	7.40	7.56	FTE'S PER AOB		7.56	7.32	7.60	-3.68%
49	1,392.1	1,393.4	1,399.7	1,349.7	TOTAL PAID FTE'S		1,349.7	1,395.0	1,374.9	1.46%
50	5,879	6,091	5,487	5,175	ADJUSTED PATIENT DAYS		43,538	46,520	43,963	5.82%

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

	JUL-23	AUG-23	SEP-23	OCT-23	NOV-23	DEC-23	JAN-24	FEB-24	MAR-24	APR-24	MAY-24	JUN-24	YTD
<b>R E V E N U E</b>													
<b>Patient Revenue:</b>													
1	75,625,124	81,181,440	75,600,355	94,990,765	76,534,937	82,070,923	77,660,888	72,610,591					626,475,023
2	4,930,938	5,547,977	6,135,118	6,498,508	5,846,986	4,720,352	6,399,055	6,673,901					46,752,835
3	36,720,170	39,152,144	39,736,950	41,449,259	40,180,023	36,033,165	38,399,344	36,931,604					308,612,659
4	117,476,232	125,887,561	121,472,423	132,938,632	122,571,946	122,824,440	122,459,287	116,216,095					981,840,517
<b>Deductions from revenue</b>													
5	89,537,030	94,105,959	91,652,157	101,057,942	92,694,258	94,299,536	93,216,687	90,853,382					747,416,930
6	3,902,355	4,451,253	3,433,666	3,200,210	2,924,570	2,103,918	2,933,334	583,772					23,533,278
7	32,434	16,002	100,784	104,233	169,465	57,622	13,981	49,231					543,752
8	93,471,819	98,573,214	95,186,807	104,362,384	95,788,293	96,461,076	96,164,002	91,486,366					771,493,961
9	24,004,414	27,308,347	26,285,616	28,576,148	26,783,653	26,363,364	26,295,285	24,729,730					210,346,557
10	20.43%	21.69%	21.64%	21.50%	21.85%	21.46%	21.47%	21.28%	0.00%	0.00%	0.00%	0.00%	21.42%
11	7,172,655	7,172,655	7,733,219	7,672,655	7,672,655	7,672,655	7,672,656	7,672,655					60,441,805
<b>Total Government Funding</b>													
<b>Other Operating Revenue:</b>													
12	126,949	118,418	122,684	122,684	122,684	122,684	122,684	122,684					981,470
13	563,942	563,396	563,942	563,942	563,942	576,011	563,942	563,942					4,525,059
14	60,000	60,000	60,000	90,000	67,500	67,500	336,037	75,030					816,067
15	462,213	475,332	401,705	335,474	461,827	532,041	423,752	435,485					3,527,831
16	1,213,104	1,217,147	1,148,331	1,112,100	1,215,952	1,300,236	1,446,415	1,197,141					9,850,427
17	32,390,173	35,698,149	35,167,166	37,360,903	35,672,261	35,336,255	35,414,357	33,599,526					280,638,788
<b>TOTAL REVENUE</b>													
<b>E X P E N S E</b>													
<b>Salaries, Wages &amp; Benefits</b>													
18	18,420,876	19,260,639	19,435,892	19,785,987	19,349,089	19,688,286	19,412,622	19,792,605					155,146,015
19	1,009,571	968,009	946,882	866,300	821,592	843,228	910,554	710,903					7,107,038
20	4,994,564	5,108,351	5,491,614	5,298,878	5,142,542	5,128,010	5,763,135	5,355,080					42,282,164
21	3,049,135	3,239,769	3,410,518	3,792,206	3,538,386	3,511,019	3,460,840	3,081,841					27,073,714
22	2,911,489	3,204,107	3,085,841	3,514,114	3,570,515	3,461,198	3,232,346	3,268,453					26,148,063
23	408,031	408,857	408,444	389,519	533,878	424,399	423,489	428,544					3,425,160
24	390,173	379,992	430,712	408,583	331,107	377,075	359,257	339,141					3,016,040
25	37,914	37,914	37,914	21,234	21,234	21,234	21,234	21,234					219,913
26	1,042,305	998,590	1,004,521	1,073,360	1,026,709	1,027,572	1,018,847	1,059,792					6,251,656
27	461,297	691,908	446,204	569,987	558,594	478,019	518,536	670,965					4,396,510
28	32,625,344	34,298,137	34,698,544	35,740,167	34,893,657	34,980,049	35,120,858	34,728,517					277,065,273
29	(235,172)	1,400,012	468,622	1,620,735	778,604	376,206	293,498	(1,128,991)					3,573,515
<b>NET INCOME(BEFORE)</b>													
<b>Normalization for Extraordinary Items</b>													
30	-	-	-	-	-	-	-	-					-
31	-	-	-	-	-	-	-	-					-
32	-	-	-	-	-	-	-	-					-
33	-	-	-	-	-	-	-	-					-
34	-	-	-	-	-	-	-	-					-
35	(235,172)	1,400,012	468,622	1,620,735	778,604	376,206	293,498	(1,128,991)					3,573,515
<b>CAPITAL CONTRIBUTIONS</b>													
36	-	-	-	-	-	-	-	-					-
37	-	-	-	-	-	-	-	-					-
<b>CHANGE IN NET ASSETS</b>													
38	(235,172)	1,400,012	468,622	1,620,735	778,604	376,206	293,498	(1,128,991)					3,573,515

**NATIVIDAD**  
**STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS**  
**AS OF FEBRUARY 29, 2024**

	CURRENT MONTH				YEAR-TO-DATE				
	Actual	Budget	Variance fav. (unfav)		Actual	Budget	Variance fav. (unfav)		
			\$ VAR.	% VAR			\$ VAR.	% VAR	
									Prior Yr
<b>R E V E N U E</b>									
<b>Patient Revenue:</b>									
1	\$ 72,610,591	\$ 73,692,276	\$ (1,081,685)	(1.5)	\$ 626,475,023	\$ 620,031,553	\$ 6,443,470	1.0	\$ 609,537,992
2	6,873,901	6,199,121	474,780	7.7	46,752,835	52,158,055	(5,405,220)	(10.4)	48,910,614
3	36,931,604	35,072,400	1,859,204	5.3	308,612,659	295,091,891	13,520,768	4.6	286,649,900
4	116,216,095	114,963,797	1,252,298	1.1	981,840,517	987,281,499	(5,440,982)	(0.6)	945,098,506
<b>Deductions from Revenue</b>									
5	90,853,362	87,997,116	(2,856,246)	(3.2)	747,416,930	740,389,539	(7,027,391)	(0.9)	722,178,207
6	583,772	2,920,212	2,336,440	80.0	23,533,278	24,570,080	(1,036,782)	(4.2)	21,275,221
7	49,231	79,129	29,898	37.8	543,752	665,780	(122,028)	(18.3)	904,081
8	91,486,366	90,996,457	(489,909)	(0.5)	771,493,961	765,625,379	(5,868,582)	(0.8)	744,357,509
9	24,729,730	23,967,340	762,390	3.2	210,346,557	201,666,120	8,680,437	4.3	200,740,997
10	21.28%	20.85%			21.42%	20.85%			21.24%
11	7,672,655	6,659,860	1,012,795	15.2	60,441,805	53,278,880	7,162,925	13.44	67,437,406
<b>Total Government Funding</b>									
12	122,684	126,917	(4,233)	(3.3)	981,470	1,015,336	(33,866)	(3.3)	986,304
13	563,942	245,833	318,109	129.4	4,525,059	1,966,664	2,558,395	130.1	2,639,951
14	75,030	60,000	15,030	25.1	816,067	480,000	336,067	70.0	480,000
15	435,485	440,889	(5,404)	(1.2)	3,527,831	3,527,179	652	0.0	3,298,933
16	1,197,141	873,639	323,502	37.0	9,850,427	6,989,179	2,861,248	40.9	7,405,188
17	33,599,526	31,500,839	2,098,687	6.7	280,638,788	261,924,179	18,714,609	7.1	275,583,591
<b>TOTAL REVENUE</b>									
18	19,792,605	18,010,213	(1,782,392)	(9.9)	155,146,015	149,225,173	(5,920,842)	(4.0)	139,883,153
19	710,903	726,409	(15,506)	(2.1)	7,107,038	6,111,853	(995,185)	(16.3)	16,834,459
20	5,355,080	4,986,739	368,341	(7.4)	42,282,164	40,772,367	(1,509,797)	(3.7)	39,004,362
21	3,081,841	2,732,875	348,966	(12.8)	27,073,714	22,646,892	(4,426,822)	(19.5)	24,484,912
22	3,268,453	2,603,637	(664,816)	(25.5)	26,148,063	21,906,492	(4,241,571)	(19.4)	24,460,846
23	428,544	372,870	(55,674)	(14.9)	3,425,160	2,982,980	(442,200)	(14.8)	2,953,444
24	339,141	382,551	43,410	11.3	3,016,040	3,218,696	(202,656)	6.3	3,052,441
25	21,234	46,955	25,721	54.8	219,913	395,071	(175,158)	44.3	351,034
26	1,059,752	1,085,414	(25,662)	(2.4)	8,251,656	9,132,457	(880,801)	9.6	8,608,218
27	670,965	409,706	(261,259)	(63.8)	4,395,510	3,447,272	(948,238)	(27.5)	3,796,285
28	34,728,517	31,367,369	(3,371,148)	(10.8)	277,065,273	259,839,233	(17,226,040)	(6.6)	263,429,154
29	(1,128,991)	143,470	(1,272,461)	(886.9)	3,573,515	2,084,946	1,488,569	71.4	12,154,437
30									
<b>CAPITAL CONTRIBUTIONS</b>									
31	-	-	-	-	-	-	-	-	-
32	-	-	-	-	-	-	-	-	-
33	-	-	-	-	-	-	-	-	-
34	(1,128,991)	143,470	(1,272,461)	(886.9)	3,573,515	2,084,946	1,488,569	71.4	12,154,437
<b>% CHANGE IN NET ASSETS</b>									
County Contribution									
<b>% CHANGE IN NET ASSETS</b>									

**STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS PER ADJUSTED PATIENT DAY  
AS OF FEBRUARY 29, 2024**

**NATIVIDAD**

	CURRENT MONTH			YEAR -TO -DATE		
	Actual	Budget	Variance fav. (unrfav) \$ VAR. % VAR	Actual	Budget	Variance fav. (unrfav) \$ VAR. % VAR
	5,487	5,175	312 6.0%	46,520	43,538	2,982 6.8%
<b>REVENUE</b>						
<b>ADJUSTED PATIENT DAYS</b>						
1	\$ 13,234	\$ 14,241	\$ (1,007) (7.1)%	\$ 13,467	\$ 14,241	\$ (774) -5.4%
2	1,216	1,198	18 1.5	1,005	1,198	(193) (16.1)
3	6,731	6,778	(47) (0.7)	6,634	6,778	(144) (2.1)
4	21,182	22,217	(1,035) (4.7)	21,106	22,217	(1,111) (5.0)
<b>Patient Revenue:</b>						
5	16,559	17,006	446 2.6	16,066	17,006	939 5.5
6	106	564	458 81.1	506	564	58 10.4
7	9	15	6 41.3	12	15	4 23.6
8	16,675	17,585	911 5.2	16,584	17,585	1,001 5.7
9	4,507	4,632	(124) (2.7)	4,522	4,632	(110) (2.4)
10	21,28%	20.85%		21.42%	20.85%	
11	1,398	1,287	111 8.7	1,299	1,224	76 6.2
<b>Total Government Funding</b>						
12	22	25	(2) (8.6)	21	23	(2) (9.5)
13	103	48	55 116.4	97	45	52 115.3
14	14	12	2 17.9	18	11	7 59.1
15	79	85	(6) (6.8)	76	81	(5) (6.4)
16	218	169	49 29.2	212	161	51 31.9
17	6,124	6,088	36 0.6	6,033	6,016	17 0.3
<b>Other Operating Revenue:</b>						
18	3,607	3,481	127 (3.6)	3,335	3,427	92 2.7
19	130	140	11 7.7	153	140	(12) (8.8)
20	976	964	12 (1.3)	909	936	28 2.9
21	562	528	34 (6.4)	562	520	(62) (11.9)
22	596	503	93 (18.4)	562	503	(59) (11.7)
23	78	72	6 (8.4)	74	69	(5) (7.5)
24	62	74	12 16.4	65	74	9 12.3
25	4	9	5 57.3	5	9	4 47.9
26	193	210	17 7.9	177	210	32 15.4
27	122	79	43 (43) (54.5)	94	79	(15) (19.3)
28	6,330	6,060	(270) (4.5)	5,966	5,968	12 0.2
29	(206)	28	(234) (842.2)	77	48	29 60.4
30						
<b>NET INCOME(LOSS)</b>						
31	-	-	-	-	-	-
32	-	-	-	-	-	-
33	-	-	-	-	-	-
34	(206)	28	(234) (942)%	77	48	29 60.4%
<b>EXPENSE</b>						
<b>Salaries, Wages &amp; Benefits</b>						
18	3,607	3,481	127 (3.6)	3,335	3,427	92 2.7
19	130	140	11 7.7	153	140	(12) (8.8)
20	976	964	12 (1.3)	909	936	28 2.9
21	562	528	34 (6.4)	562	520	(62) (11.9)
22	596	503	93 (18.4)	562	503	(59) (11.7)
23	78	72	6 (8.4)	74	69	(5) (7.5)
24	62	74	12 16.4	65	74	9 12.3
25	4	9	5 57.3	5	9	4 47.9
26	193	210	17 7.9	177	210	32 15.4
27	122	79	43 (43) (54.5)	94	79	(15) (19.3)
28	6,330	6,060	(270) (4.5)	5,966	5,968	12 0.2
29	(206)	28	(234) (842.2)	77	48	29 60.4
30						
<b>CAPITAL CONTRIBUTIONS</b>						
31	-	-	-	-	-	-
32	-	-	-	-	-	-
33	-	-	-	-	-	-
34	(206)	28	(234) (942)%	77	48	29 60.4%

**NATIVIDAD  
BALANCE SHEET  
AS OF FEBRUARY 29, 2024**

	CURRENT MONTH			YEAR - TO - DATE		
	BEGINNING	ENDING	INC/(DEC)	BEGINNING	ENDING	INC/(DEC)
1	\$ 122,887,571	\$ 118,437,104	\$ (4,450,467)	\$ 162,833,635	\$ 118,437,104	\$ (44,396,531)
2	27,983,667	27,483,667	(500,000)	30,483,667	27,483,667	(3,000,000)
3	69,892,196	68,261,206	(1,630,991)	53,884,336	68,261,206	14,376,870
4	89,074,991	131,300,012	42,225,021	52,592,486	131,300,012	78,707,527
5	5,942,360	5,853,606	(88,755)	5,412,718	5,853,606	440,887
6	9,383,464	13,030,242	3,646,778	4,987,292	13,030,242	8,042,951
7	325,164,251	364,365,837	39,201,587	310,194,134	364,365,837	54,171,703
8	361,058,607	362,353,537	1,294,930	357,940,947	362,353,537	4,412,590
9	(241,489,887)	(242,513,708)	(1,023,821)	(234,499,704)	(242,513,708)	(8,014,004)
10	119,568,720	119,839,829	271,110	123,441,243	119,839,829	(3,601,414)
11	205,748,467	157,420,507	(48,327,949)	220,778,493	157,420,507	(63,357,985)
12	\$ 650,481,427	\$ 641,626,174	\$ (8,855,253)	\$ 654,413,870	\$ 641,626,174	\$ (12,787,696)
13	28,016,969	21,494,248	(6,522,721)	24,660,888	21,494,248	(3,166,640)
14	7,796,387	7,603,887	(192,500)	15,778,848	7,603,887	(8,174,960)
15	83,134,835	82,634,835	(500,000)	85,508,835	82,634,835	(2,873,999)
16	4,245,606	4,245,606	-	4,003,251	4,245,606	242,355
17	15,841,383	15,389,867	(451,517)	13,093,690	15,389,867	2,296,177
18	139,035,180	131,368,443	(7,666,737)	143,045,511	131,368,443	(11,677,068)
19	2,782,269	2,727,452	(54,817)	3,165,990	2,727,452	(438,538)
20	-	-	-	17,610,555	-	(17,610,555)
21	13,364,949	13,364,949	-	20,776,545	13,364,949	(7,411,596)
22	16,147,219	16,092,402	(54,817)	16,092,402	16,092,402	-
23	490,591,814	490,591,814	-	475,812,463	490,591,814	14,779,352
24	4,707,214	3,573,515	(1,133,699)	14,779,352	3,573,515	(11,205,836)
25	495,299,028	494,165,330	(1,133,699)	490,591,814	494,165,330	3,573,516
26	\$ 650,481,427	\$ 641,626,174	\$ (8,855,253)	\$ 654,413,870	\$ 641,626,174	\$ (12,787,696)
			(1.4)%			(2.0)%
			(2.0)			(2.0)
			(2.0)			(2.0)
			(0.3)			(2.5)
			(24.1)			(75.8)
			(0.2)			0.7
			(1.4)%			(2.0)%

**NATIVIDAD  
STATE AND COUNTY RECEIVABLES  
AS OF 2/29/24**

<b>BALANCE SHEET</b>	<u>Req. Balance</u>	<u>Accruals</u>	<u>Prior Years Final Rec'n</u>	<u>IGTs</u>	<u>Payments</u>	<u>End. Balance</u>
Medi-Cal Waiver (DSH + SNCP)	1,224,882	9,533,331	240,122	23,318,222	(31,938,379)	2,378,178
Physician SPA	-	333,333				333,333
Rate Range IGT-CCAH- AB 915	11,664,000	9,332,000		13,178,534		34,174,534
Medical GME	-	666,664		1,086,864	(2,757,509)	(1,003,981)
Medical HPE	40,955	200,000			(367,998)	(127,044)
Family First-COVID 19 SB1732	22,930	333,336			(555,345)	(199,079)
Hospital Fee	(3)	1,866,664			(2,910,146)	(1,043,482)
MCMC EPP	14,000,000	666,664		13,652,948	(15,586,490)	22,333,122
MCMC QIP	24,000,000	10,266,664		21,906,674		68,573,338
<b>GOVERNMENT RECEIVABLES</b>	<b>50,952,764</b>	<b>58,412,224</b>	<b>240,122</b>	<b>73,143,242</b>	<b>(54,115,867)</b>	<b>128,632,485</b>
Accrued Donations	755,683	525,060			(1,346,480)	(65,737)
Office Buildings	(43,583)	987,506			(973,508)	(29,584)
Miscellaneous Receivable	53,622	825,152			(1,031,552)	(152,779)
Probation	-	767,020			(554,702)	212,318
UCSF & TOURO University	-	63,917			(48,500)	15,417
Interest Accrued	-	4,525,059			(3,145,810)	1,379,249
Health Department	-	1,315,586			(1,006,942)	308,644
Watsonville	1,000,000					1,000,000
<b>OTHER RECEIVABLES</b>	<b>1,765,722</b>	<b>9,009,299</b>	<b>-</b>	<b>-</b>	<b>(8,107,494)</b>	<b>2,667,528</b>
<b>STATE/COUNTY RECEIVABLES</b>	<b>\$ 52,718,486</b>	<b>\$ 67,421,523</b>	<b>\$ 240,122</b>	<b>\$ 73,143,242</b>	<b>\$ (62,223,361)</b>	<b>\$ 131,300,012</b>

<b>P &amp; L</b>	<b>YTD FEB-24</b>
Medi-Cal DSH /SNCP	\$ 9,533,331
Physician SPA	\$ 333,333
AB915	2,546,904
SB 1732	1,866,664
HPE	200,000
Esperanza Care	(1,666,672)
HD Residency Support	(333,336)
MCMC EPP	10,266,664
MCMC QIP	22,666,664
Hospital Fee	666,664
Medical GME	666,664
CARES Act Fund Aid	3,000,000
Family First C-19 Response-FMAP Enhance-	333,336
Rate Range IGT-CCAH-	9,332,000
Medicare Bi-Weekly Payment	1,029,589
<b>GOVERNMENT FUNDING INCOME</b>	<b>\$ 60,441,805</b>



# NATIVIDAD

## STATEMENT OF CASH FLOWS

### AS OF FEBRUARY 29, 2024

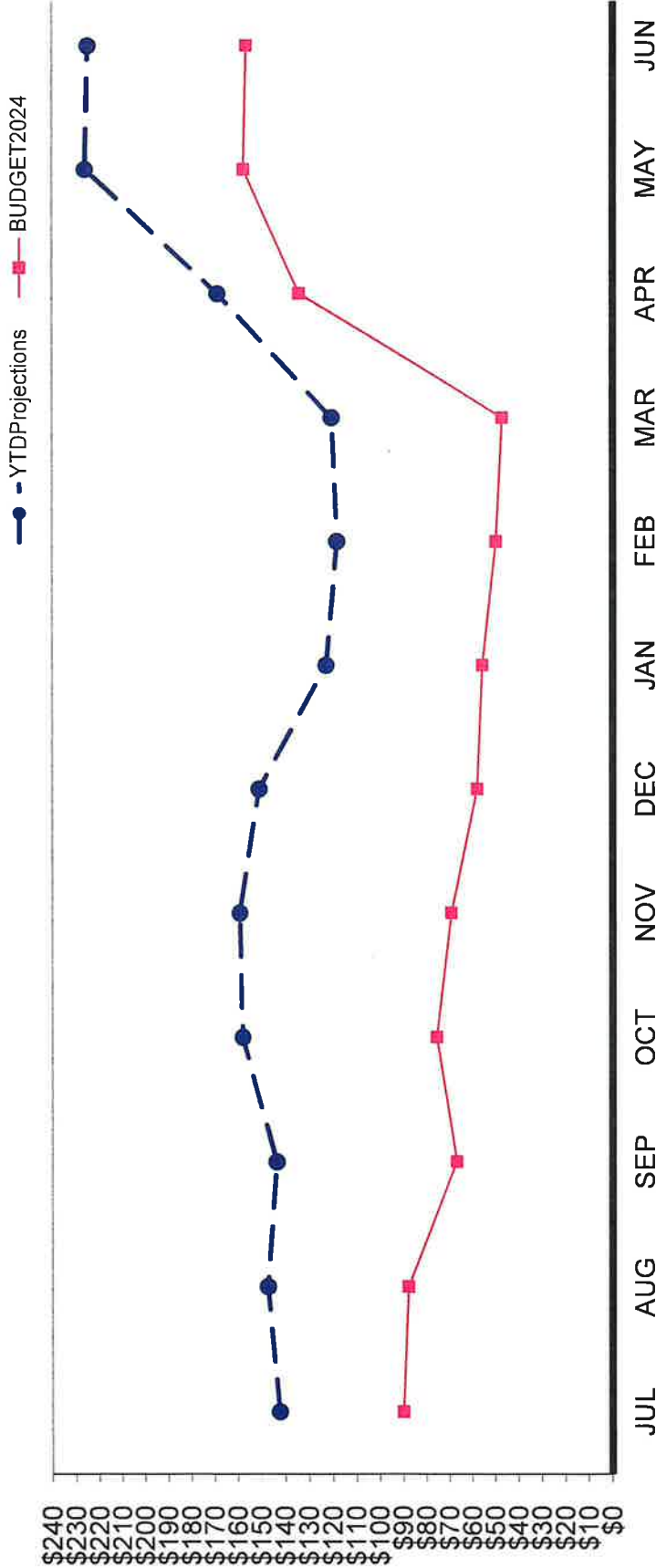
	CURRENT MONTH		YEAR - TO - DATE
1	\$ 122,887,571	CASH AT BEGINNING OF PERIOD	\$ 162,833,635
2		FROM OPERATIONS:	
3	(1,133,699)	NET INCOME/(LOSS)	3,573,515
4	-	NET INCOME ADJ - PRIOR YEAR	-
5	1,023,821	DEPRECIATION/AMORT	\$ 8,014,004
6	(109,878)	SUBTOTAL	11,587,519
7		CHANGES IN WORKING CAPITAL:	
8	1,630,991	ACCOUNTS RECEIVABLE	(14,376,870)
	500,000	FUND AID STIMULUS	3,000,000
9	(42,225,021)	STATE/COUNTY RECEIVABLE	(78,707,527)
10	(3,558,024)	PREPAID EXPENSE & INVENTORY	(8,483,838)
11	(6,522,721)	ACCRUED PAYROLL	(3,166,640)
12	(192,500)	ACCOUNTS PAYABLE	(8,174,960)
13	(500,000)	MCARE/MEDICAL LIABILITIES	(2,873,999)
15	-	SHORT TERM DEBT	242,355
16	(451,517)	ACCRUED LIABILITIES	2,296,177
17	(51,318,791)	NET (DECREASE)/INCREASE	(110,245,302)
18		CAPITAL ADDITIONS:	
19	(1,294,930)	PP&E ADDITIONS	(4,412,590)
20	-	NBV OF ASSETS DISPOSED	-
21	(1,294,930)	TOTAL CAPITAL (Use of Cash)	(4,412,590)
22		FINANCING ACTIVITY:	
23	(54,817)	LONG TERM BOND DEBT	(4,684,144)
24	48,327,949	OTHER ASSETS	63,357,985
25	-	INVESTMENTS	-
26	48,273,132	TOTAL FINANCING	58,673,842
27	(4,450,467)	INC./(DEC.) IN CASH BALANCE	(44,396,531)
28	\$ 118,437,104	CASH BALANCE - END OF PERIOD	\$ 118,437,104

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

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



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



Months	ACTUAL		ACTUAL		ACTUAL		ACTUAL		ESTIMATE		ESTIMATE	
	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun
YTD	142	147	144	158	159	151	123	118	121	169	226	225
BDGT	90	88	67	76	69	58	56	50	47	134	158	157
Variance	52	60	77	82	90	93	67	69	73	35	68	68

NATIVIDAD  
CASH FORECAST  
FISCAL YEAR 2024

	ACTUAL JUL	ACTUAL AUG	ACTUAL SEP	ACTUAL OCT	ACTUAL NOV	ACTUAL DEC	ACTUAL JAN	ACTUAL FEB	ESTIMATE MAR	ESTIMATE APR	ESTIMATE MAY	ESTIMATE JUN	Total YTD
Beginning Balance	162,833,635	142,308,392	147,388,355	143,606,166	158,054,997	159,390,551	140,919,763	122,878,278	118,422,446	120,721,257	169,063,672	226,084,005	162,833,635

**CASH RECEIPTS**

Patient Revenues (incl pro fees and lab cap)	21,808,531	26,184,631	22,199,687	29,390,787	24,048,348	15,638,476	30,751,652	26,405,739	24,857,027	24,857,027	24,857,027	24,857,027	295,855,959
Provider Fee									250,000	-	-	250,000	500,000
RR IGT CCAH									-	-	28,861,128	-	28,861,128
Stimulus - Family First Response COVID19-SHORT DOYLE		83,251	267,896	10,480	82,092		66,473	-	-	-	-	-	510,191
HPE			97,974	200,726		58,118	1,262,503	-	-	1,616,238	862,019	862,019	4,954,219
Foundation Donations	494,657	40,685	68,272	15,045	43,054		69,298	-	25,000	25,000	25,000	25,000	467,998
Mcal Waiver FY 22-23/GPP		11,658,646			16,663,872			150,307	60,000	60,000	60,000	60,000	1,447,215
Fund Aid			500,000	500,000	500,000	500,000	500,000	500,000	-	-	-	-	3,000,000
SB1732			315,901					2,594,244	2,453,478	-	-	-	5,363,623
HEALTH DEPARTMENT REIMB		132,985		311,241	167,122		278,423	-	139,646	139,646	139,646	139,646	1,448,354
MCAL GME	388,091	501,055		1,093,751		774,612			250,000	-	-	-	3,257,909
AB915									-	-	-	3,820,000	3,820,000
Rent Income	23,345	23,345	321,362	93,696	144,672	122,184	123,184	115,684	123,592	123,592	123,592	123,592	1,461,837
QIP										33,441,014	33,441,014		66,882,027
EPP				15,586,490					18,196,509				33,782,999
Phys SPA			173,021										173,021
IGT Sub-Fund Transfer In/(Out)		6,206,776		10,710,273				48,261,199					65,178,248
Fund 404 Transfer		897,959	55,034	68,048	12,779	100,720	25,140	63,885	854,476	1,206,590	614,476	1,801,004	5,700,110
Interest Income						1,705,349		1,440,461	737,499	-	-	737,499	4,620,808
Miscellaneous Revenue	269,493	1,398,558	687,981	432,981	401,620	360,214	857,718	305,138	-	-	-	-	4,713,700
Total Cash Receipts	22,984,117	47,127,890	24,687,128	58,706,842	42,063,559	19,259,672	34,329,586	83,279,495	47,947,226	81,879,411	88,983,900	32,925,785	584,174,612

**CASH DISBURSEMENTS**

Purchased Services and Supplies	8,337,656	8,848,094	9,830,316	14,066,528	9,211,616	17,834,249	16,797,988	10,625,072	9,507,829	9,507,829	9,507,829	9,507,829	133,582,835
Rate Range Assessment Fee CY22								1,870,676					1,870,676
Rate Range IGT CY22								11,114,825					11,114,825
Rate Range IGT CY21								193,033					193,033
IGT MEDICAL GME	325,968	86,140		332,488			342,267	-					1,132,161
GPP	7,552,884			10,377,786			5,387,552	-	13,262,181				36,580,403
PNPP SFY12-13		240,122											240,122
IGT EPP		6,206,776						7,446,172					13,652,948
IGT QIP								21,906,674					21,906,674
GPP Transfer to HD/BH (3 FYs)							1,603,047	-					1,603,047
Building Lease / Rental Equipment	194,125								190,159	184,021	190,159	184,021	942,485
Unfunded Actuarial Liability (UAL) Annual Allocation								13,948,989					13,948,989
COP Principal & Interest Payments					4,541,347					536,790			5,078,137
Payroll and Benefits	18,086,256	25,062,168	18,110,256	18,453,600	18,475,269	18,360,499	27,588,729	19,050,488	20,885,906	20,885,906	20,885,906	20,885,906	246,732,886
Workers Comp Allocation					4,909,589								4,909,589
Property Insurance					1,476,025								1,476,025
Liability Insurance					1,839,738								1,839,738
COWCAP	4,933,569	21,561											4,955,130
Data Processing	1,010,147					1,103,120	220,583	220,583	297,516	297,516	297,516	297,516	3,744,496
Pension Fund Transfer to County	3,066,755												3,066,755
Capital Expenses Fund 404		897,959	55,034	68,048	12,779	100,720	25,140	63,885	854,476	1,206,590	614,476	1,801,004	5,700,110
Capital Expenditures		685,106	473,712	959,561	261,642	331,873	405,765	1,294,930	650,348	918,345	467,682	1,370,758	7,819,722
Total Cash Disbursements	43,509,360	42,047,927	28,469,318	44,258,011	40,728,006	37,730,460	52,371,071	87,735,326	45,648,415	33,536,996	31,963,568	34,047,033	532,090,788

Increase/(Decrease) (20,525,243) 5,079,963 (3,782,190) 14,448,831 1,335,554 (18,470,788) (18,041,485) (4,455,831) 2,298,811 48,342,415 57,020,332 (1,121,248) 52,083,824

Ending Cash Fund 451 142,308,392 147,388,355 143,606,166 158,054,997 159,390,551 140,919,763 122,878,278 118,422,446 120,721,257 169,063,672 226,084,005 224,962,757 214,917,459

(+) Cash In Transit 10,177,223

(+) Petty Cash and CC 16,984 8,381 9,913 10,341 22,659 9,326 9,294 14,658

Ending Cash as per 6/L 142,325,376 147,396,736 143,616,079 158,065,338 159,413,209 151,106,311 122,887,571 118,437,104 120,721,257 169,063,672 226,084,005 224,962,757

**Fund 404**

Beginning Balance 64,093,731 64,093,731 63,195,772 63,140,738 63,072,690 63,059,910 62,959,191 62,934,050 62,870,166 62,015,689 60,809,100 60,194,624

Transfer In from Fund 451 - (897,959) (55,034) (68,048) (12,779) (100,720) (25,140) (63,885) (854,476) (1,206,590) (614,476) (1,801,004)

Transfer Out fund 404 - - - - - - - - - - - - - - -

Capital Expenditures 64,093,731 63,195,772 63,140,738 63,072,690 63,059,910 62,959,191 62,934,050 62,870,166 62,015,689 60,809,100 60,194,624 58,393,620

Ending Cash Fund 451 & 404 206,402,122 210,584,127 206,746,903 221,127,687 222,450,461 203,878,953 185,812,328 181,292,612 182,736,947 229,872,772 286,278,629 283,356,377