



Board of Trustees

Meeting 2026

February 6, 2026



NMC Board of Trustees Meeting

Friday, February 6, 2026

9:00 AM

NATIVIDAD ROOM

1st Floor, Building 200

AGENDA

For information on The Ralph M. Brown Act: Open Meetings please click on the link below:

https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?division=2.&chapter=9.&part=1.&lawCode=GOV&title=5

Participation in meetings

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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: **997 1458 6659** when prompted.

You will then enter the Password: **357857** when prompted.

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

<https://natividad.zoom.us/j/99714586659?pwd=eOGMO2v98LZKvpoSaATloNNTiEU5zc.1>

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Reunión de la Junta Directiva de NMC

Viernes, 6 de febrero 2026
9:00 AM
NATIVIDAD ROOM
1^{er} Piso, Edificio 200
AGENDA

Para obtener información sobre la Ley Ralph M. Brown: reuniones públicas, haga clic en la siguiente enlace:

https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?division=2.&chapter=9.&part=1.&lawCode=GOV&title=5

Podrá participar en la reunión

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

1. Podrá asistir a la reunión en persona; o,
2. Podrá participar a través de ZOOM. Para participar por ZOOM, únase por llamada telefónica a cualquiera de los siguientes números:

+1 971 247 1195 US (Portland)
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+1 720 928 9299 US (Denver)

Ingrese el número de ID de la reunión: 997 1458 6659 cuando se le solicite.

Luego, ingrese la contraseña: 357857 cuando se le solicite.

O, para asistir a la reunión del Consejo directivo de Natividad mediante audio por Zoom en:
<https://natividad.zoom.us/j/99714586659?pwd=eOGMO2v98LZKvp0SaATIoNNTiEU5zc.1>

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

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

O

2. Puede hacer un comentario público uniéndose a través de ZOOM a uno de los números telefónicos o haciendo clic en el enlace de ZOOM de arriba. Será colocado en la reunión como asistente; cuando esté listo para hacer un comentario público, si se unió por audio de la computadora, seleccione la opción "Levantar la mano" en la pantalla de Zoom; y por teléfono, presione #9 en su teclado.
 - a. Si los miembros del público desean presentar documentos o presentaciones de PowerPoint durante su presentación, deben enviar los documentos antes de las 2:00 p.m. del jueves previo a la reunión a Natividadpubliccomments@natividad.com. (Si envía las presentaciones después de la fecha límite, el personal hará su mejor esfuerzo, pero no puede garantizar que los materiales estén disponibles para ser presentados en la reunión del Comité).

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

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

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

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

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

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

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

1. **Call to Order**

2. **Roll Call**

3. **Pledge of Allegiance**

4. **Additions and Corrections by Clerk** *Page 1-10 – Board Clerk*

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

5. **Minutes**

- Approve the Minutes of January 9, 2026 Board of Trustees Meeting. *Page 11-21*

6. **Board Comments**

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

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board of Trustees. Board members may respond briefly to statements made or questions posed. They may ask a question for clarification; make a referral to staff for factual information, or request staff to report back to the Board at a future meeting.

8. **Consent Calendar**

Approve the following policies, procedures, rules, and regulations:

8a. Policies/Procedures/Forms/Manuals (listed and available upon request)

Policies/Manuals/Order Sets

New

- DIAG-1412 Venipuncture
- DIAG-xxxx Iodinated Contrast Premedication Protocols

No Changes

- 1:9050 Forensic Patient Care
- 7:0750 Accepting Orders for Hospital Outpatient Services from Non-Privileged Providers
- 3:1600 Adverse Drug Events
- CARD-0018 Administration of Routine Therapy
- EVS-2000 Electrical Safety
- EVS-2001 Equipment Condition and Safety
- EVS-2004 Hazardous Materials and Waste
- EVS-2007 Key Control
- EVS-2011 Selection of Equipment

- EVS-2103 Dress Code
- EVS-2501 Rules and Regulations
- EVS-2505 Cleaning Cart Set-Up
- EVS-2507 Cleaning Central Service Department
- EVS-2518 Clean Linen Room Cleaning
- EVS-2531 Cleaning Acute Rehabilitation Service Dept.
- EVS-2543 Floor Finishing
- EVS-2544 Floor Sealing
- EVS-2545 Floor Stripping
- EVS-2559 Cleaning Waste Containers
- EVS-2560 Cleaning Water Fountains
- EVS-2563 Wet Vacuuming
- LIB-8750 Library Mission and Performance Standards
- LIB-8760 Library Services
- LIB-8770 Linkages with other Libraries
- LIB-8780 Continuing Professional Education
- LIB-8790 Selection and Retention of Library Resources
- LIB-8800 Organization Of and Access to Library Resources
- LIB-8810 Quality Improvement Plan for the Library
- MSP001-3 Temporary Privileges
- MSP001-4 Temporary Disaster Privileges
- MSP001-5 Reinstatement
- MSP001-6 Credentials Files of Practitioners
- MSP001-9 Proctoring Policy
- MSP001-13 Medical Staff and Advanced Practice Clinician New Provider Orientation Policy
- MSP001-14 Verification or Renewals
- MSP001-15 Expedited Credentialing
- MSP001-16 Medical Clearance of Patients with Psychiatric Complaints in the Emergency Department
- MSP003-1 Supervision of Residents
- MSP003-2 Legibility of Medical Record Entries
- MSP003-3 Medical Staff Funds Source and Allocation
- MSP003-5 Emergency Use of an Investigational Drug, Biologic Product, or Medical Device
- MSP004-2 Practitioner Code of Conduct
- MSP004-3 Conflict of Interest for Medical Staff
- MSP005-1 Medical Staff Peer Review
- MSP008-1 Identifying Appropriate Specialty to Treat and Handle Patients
- MSP008-4 Trauma Nurse Practitioner Advanced Procedure Teaching Training
- MSP008-5 Neonatal Nurse Practitioner Advanced Procedure Teaching Training
- MSP008-6 Emergency Medicine Physician Assistant, Nurse Practitioner, Advanced Procedure Teaching Training
- MSP009-1 CME Content Validation
- MSP009-2 CME Cultural & Linguistic Competency
- MSP009-3 CME Honorarium & Reimbursement
- MSP009-9 CME Enduring Materials

Revised

- Patient Safety & Risk Management Plan
- 1:0035 ICU Patient Management Guidelines Utilizing the ABCDEF Bundle
- 1:0080 Hypoglycemia Management for the Non-Pregnant Adult
- 1:100 Acuity Staff
- 1:1100 Resuscitation Orders
- 1:4200 Code Blue Response Team
- 1:4213 Telemedicine Neurological Consult
- 2:100 Admission Policy
- 3:1150 Pharmacy & Therapeutics Conflicts-of-Interest
- 3:2020 Standard IV Compounds
- 3:2220 Guidelines for Inpatient Management of Opioid Use Disorder with Buprenorphine
- 3:5700 Parental Nutrition (TPN PPN) per Pharmacy Protocol
- 3:7797 Sterile Compounding
- 3:8500 Parenteral Nutrition Adult (TPN PPN)
- 6:0700 Registration and Referrals
- 6:4200 Computerized Physician Order Entry
- 7:0350 Provision of Physician On Call Coverage
- 8:6024 Secure Messaging
- ADMIT-0021 Cash Balancing Admit / Admitting Daily Cash Log
- DIA-1003 Diabetes Education Center
- DIA-1005 Diabetes Education Center Program Services
- DIA-1007 Processes for Patient-Defined Behavior-Change Goals and Continuous Quality Improvement
- EVS-2010 Safety
- EVS-2104 Vacation Request
- EVS-2583 Perioperative Environmental Cleaning Procedure
- MSP001-1 Credentialing and Privileging of Medical Staff and Advanced Practice Professionals Staff
- MSP001-17 Medical Staff Dues Fees
- PHARM-4100 Clinical Pharmacist Responsibilities
- PHARM-4110 Pharmacy Technicians' Duties

Retire

- 1:9327 Guidelines for Responding to Request for Potentially Inappropriate Treatment

Additions for Joint Conference

- 4.4000b HICS Forms & Instructions
- 4.4000c HICS Org Chart
- 4:4213 Code Yellow – Hazardous Material Spill
- 4:4102 Emergency Hotline Number – Code 800
- 4:4101 Emergency Telephone Number
- 5:0525 Healthcare Observation Program
- 5:0550 Employee Job Transfer/Status Change

- 5:0750 Use of Arrest and Conviction Records When Considering Employment or Assignment of Hospital Staff
- 5:1300 Professional Appearance Guidelines
- 4:2951 Lost and Found
- 1:0220 Patient Valuables; Safe Restitution
- Order Sets Mushroom Toxicity
- Order Set NICU Cooms+Jaundice

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

8b. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Thai Lan N Tran MD Inc., Page 22-23 (CONSENT)

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the Fifth 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, 2026 to June 30, 2028) for a revised full agreement term of June 1, 2019 to June 30, 2028 and adding \$1,800,000 for a revised not to exceed amount of \$4,515,000 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 \$4,580,000.

8c. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with AG Infectious Diseases, A Medical Corporation, Page 24-25 (CONSENT)

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the First Amendment to the Professional and Call Coverage Services Agreement with AG Infectious Diseases, A Medical Corporation to provide infectious disease services extending the term by twenty-four (24) months (October 1, 2026 to September 30, 2028) for a revised full agreement term of January 23, 2025 to September 30, 2028, and adding \$500,000 for a revised total not to exceed amount of \$700,000 in the aggregate; and
- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$720,000.

8d. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Hayvenhurst Infectious Diseases Consultants, Inc., Page 26-27 (CONSENT)

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the First Amendment to the Professional and Call Coverage Services Agreement with Hayvenhurst Infectious Diseases Consultants, Inc. to provide infectious disease services extending the term by twenty-four (24) months (October 1, 2026 to September 30, 2028) for a revised full agreement term of November 1, 2024 to September 30, 2028, and adding \$500,000 for a revised total not to exceed amount of \$700,000 in the

aggregate; and

- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$720,000.

8e. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement for Lena Nerjis Malik M.D., Page 28-29 (CONSENT)

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or their designee to execute the Fifth Amendment to the Professional Services Agreement (A-15734) with Lena Nerjis Malik M.D. to provide pediatric hospitalist services, extending the term by twenty-four months (April 1, 2026 to March 31, 2028) for a revised full agreement term of July 1, 2017 to March 31, 2028; and
- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or their designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$10,000) of the original contract amount and do not increase the total contract amount above \$310,000.

8f. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with RGTACS INC PROFESSIONAL CORPORATION, Page 30-31 (CONSENT)

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the Second Amendment to the Professional and Call Coverage Services Agreement with RGTACS INC PROFESSIONAL CORPORATION, a California professional corporation dba RGTACS INC., to provide general and acute care surgical services, extending the term by 24 months, but with no change to the Board approved not to exceed amount of \$500,000; 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$520,000.

8g. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Quality Assurance Services, Inc., Page 32-33 (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute Renewal and Amendment No. 2 to the non-standard agreement (A-14980) with Quality Assurance Services, Inc., for radiation physics and performance testing of radiology equipment services at NMC, extending the agreement for an additional two (2) year period (January 1, 2026 through December 31, 2027) for a revised full agreement term of January 1, 2021 through December 31, 2027, and adding \$70,841 for a revised total agreement amount not to exceed \$254,393.

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

- a. December 2025 YTD Financial Reports *Page 34-46*

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

- a. Legislative Update

11. Receive Oral Report from Natividad Chief of Staff – *Dr. Valerie Vigil, COS*
12. Receive Oral Report from Natividad Chief Nursing Officer – *Nancy Buscher, CNO*

13. **Closed Session Public Comment**

Closed Session may be held at the conclusion of the Board's Regular Agenda, or at any time during the course of the meeting, before or after the scheduled time, announced by the Chairperson of the Board. The public may comment on Closed Session items prior to the Board's recess to Closed Session.

The Board Recesses for Closed Session Agenda Items

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

- a. Pursuant to Health and Safety Code Section 1461, Evidence Code Section 1157, and in accordance with Government Code Section 54954.5, the Board will receive Medical Quality Assurance Reports.
- b. Pursuant to Government Code section 54956.9(d)(2), the Board will confer with legal counsel regarding one matter of significant exposure to litigation.

The Board Reconvenes to Open Session on Public Agenda Items

15. **Accept and approve November 2025 Updated Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.** *Page 47*

16. **Accept and approve January 2026 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.** *Page 48-52*

17. **Upcoming Board of Trustees Meetings for 2026** *Page 53*

Adjournment

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Natividad Room
1st Floor, Building 200**



NMC Board of Trustees Meeting

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Reunión de la Junta Directiva de NMC

**Viernes, 9 de enero 2026
9:00 AM**

**NATIVIDAD ROOM
1^{er} Piso, Edificio 200**

Actas de la reunión

Para obtener información sobre la Ley Ralph M. Brown: reuniones públicas, haga clic en la siguiente enlace:

https://leginfo.legislature.ca.gov/faces/codes_displayText.xhtml?division=2.&chapter=9.&part=1.&lawCode=GOV&title=5

Podrá participar en la reunión

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

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

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

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

Ingrese el número de ID de la reunión: 922 6419 9047 cuando se le solicite.

Luego, ingrese la contraseña: 337935 cuando se le solicite.

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

<https://natividad.zoom.us/j/92264199047?pwd=bT4yx0B3balDfgtpMGzIU8IOPJRRiD.1>

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

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

O

2. Puede hacer un comentario público uniéndose a través de ZOOM a uno de los números telefónicos o haciendo clic en el enlace de ZOOM de arriba. Será colocado en la reunión como asistente; cuando esté listo para hacer un comentario público, si se unió por audio de la computadora, seleccione la opción "Levantar la mano" en la pantalla de Zoom; y por teléfono, presione #9 en su teclado.
 - a. Si los miembros del público desean presentar documentos o presentaciones de PowerPoint durante su presentación, deben enviar los documentos antes de las 2:00 p.m. del jueves previo a la reunión a Natividadpubliccomments@natividad.com. (Si envía las presentaciones después de la fecha límite, el personal hará su mejor esfuerzo, pero no puede garantizar que los materiales estén disponibles para ser presentados en la reunión del Comité).

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

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

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

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

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

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

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

Board of Trustees: Manuel Osorio, Simon Salinas, Dr. Charles Harris, Jacqueline Cruz, Libby Downey, and Supervisor Chris Lopez

Absent: Marcia Atkinson, Dr. Valerie Vigil, Sonia De La Rosa, and Mitch Winick

NMC Staff/County: Stacey Saetta, Daniel Leon, Ari Entin, Dr. Craig Walls, Janine Bouyea, Andrea Rosenberg, Nancy Buscher, Cher Krause, Jennifer Williams, Jeanne-Ann Balza, Tammy Perez, Hillary Fish, Bryan Shields, and Noemi Breig

1. **Call to Order**

2. **Roll Call**

Present

*Manuel Osorio
Dr. Charles Harris
Jacqueline Cruz
Libby Downey
Supervisor Chris Lopez
Simon Salinas*

Absent

*Marcia Atkinson
Dr. Valerie Vigil
Sonia De La Rosa
Mitch Winick*

3. **Pledge of Allegiance**

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

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

5. **Minutes**

- Approve the Minutes of November 7, 2025 Board of Trustees Meeting.

MOTION: *Motion to approve the minutes of November 7, 2025, Board of Trustees Meeting, by Jacqueline Cruz, seconded by Manuel Osorio, and approved unanimously.*

6. **Board Comments**

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

- ***Bryan Shields with Nor Cal Carpenters Union made a comment regarding item 8c. Angeles Contractor Inc.***

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board of Trustees. Board members may respond briefly to statements made or questions posed. They may ask a question for clarification; make a referral to staff for factual information, or request staff to report back to the Board at a future meeting.

8. **Consent Calendar**

Approve the following policies, procedures, rules, and regulations:

8a. Policies/Procedures/Forms/Manuals (listed and available upon request)

Policies/Manuals/Order Sets

New

- x-xxxx Clinic Transfer Guidelines
- ED-1430 Consult Guidelines

No Changes

- 6:0650 Declaration of Incomplete Medical Record
- 6:1000 Health Information Management
- 6:4100 Administrative Authentication of Transcribed Reports
- BUS-1000 Accountability/control of Revenues
- BUS-1001 Accounts to be Held from Bad Credit
- BUS-1002 Admitting Cash Balancing
- BUS-1004 Write Off Procedure for Patient Accounts
- BUS-1005 Medically Indigent Adults (MIA)
- BUS-1006 Billing Change Request
- BUS-1007 Cash Receipts
- BUS-1008 Incoming Payments
- BUS-1009 Credit Balances
- BUS-1010 Deposits/Posting Cash
- BUS-1011 Faxing
- BUS-1012 Incorrect Mailing Address
- BUS-1013 Employee Early/Late Policy
- BUS-1014 Medicare Bad Debt
- BUS-1015 NMG Medical Insurance
- BUS-1016 Patient Account Follow-up
- BUS-1017 Patient Complaints
- BUS-1018 Discount for Payment-in-Full (PIF)
- BUS-1019 Private Pay Discount
- BUS-1020 Referring Private Pay Accounts to Early-Out Debt
- BUS-1021 Secondary Billing
- BUS-1022 Small Balance Write-Off

- BUS-1023 (Conflict of Interest) Staff Members and their Relatives Accounts
- BUS-1024 Unidentified Cash
- BUS-1025 Zero Payment Policy
- BUS-1026 Audit Policy
- BUS-1027 Processing Share-of-Cost for Medi-Cal
- DIET-1004 Alternative Food Choices
- DIET-1026 Fire Safety
- TPMG-008 Orthopedic Trauma Practice Management
- TPMG-010 Rib Fracture Management
- TPMG-012 Traumatic Brain Injury
- TPMG-013 Venous Thromboembolism Treatment in Traumatic Brain Injury
- TPMG-015 Neurosurgical Trauma Contingency
- TPMG-016 Tracheostomy Practice Management
- LDU-6005 Amniocentesis

Revised

- Supplemental Diet Manual
- DIET-1058 Food Service
- DIET-1098 Patient Card File
- EVS-2583 Perioperative Environmental Cleaning Procedure
- GME-9006 Supervision Policy
- OR-7038 OR/PACU Surgical Skin Antisepsis Preparation
- OR-7040 OR Count Surgical Services
- ED-1310 Initiation of Buprenorphine in the Emergency Department
- ED-1395 Stroke Screening in the ED
- ED-1405 Stroke Assessment and Initial Nursing Management Protocol
- PERI-6520 NICU/MIU/PEDS Care Seat Challenge
- WCS-1 Maternal Sepsis Guidelines
- LDU-6000 Admission to the Labor & Delivery
- LDU-6085 Induction of Labor
- LDU-6115 Operative Vaginal Delivery
- LDU-6150 Shoulder Dystocia
- LDU-6180 Videotaping and Still Photography in Labor and Delivery
- LDU-6190 Post Anesthesia Care Unit (PACU)

Retire

- SP-7500 Bariatrics Lap Band Adjustments

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

8b. * Approve for Submission to the Monterey County Board of Supervisors the Following Assembly Bill (AB) 1882 Annual Update, (CONSENT)

Receive annual update on the status of compliance with the Structural Performance Category ratings of the buildings on the Natividad Medical Center campus, and on the services provided in each building, as required by Assembly Bill (AB) 1882 (Chapter 584), Statutes of 2022 until compliance with the seismic safety standards outlined in the Alfred E. Alquist Hospital Facilities Seismic Safety Act of 1983 is achieved.

8c. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Angeles Contractor Inc., (CONSENT) ITEM CONTINUED

- a. Authorize the Chief Executive Officer at Natividad Medical Center (NMC) or a designee to award a construction agreement in the amount of \$4,768,885 to Angeles Contractor Inc., the lowest responsible and responsive base bidder, for the Natividad Medical Center Medical-Surgical 3 Renovation Project; and
- b. Approve the NMC's Chief Executive Officer's recommendation to accept the Performance Bond and Payment Bond executed and submitted by Angeles Contractor Inc.; and
- c. Approve and authorize the Chief Executive Officer for Natividad Medical Center or a designee to execute the construction contract and, subject to the requirements of the Public Contract Code, approve change orders that do not exceed 10 percent of the original contract amount and do not materially alter the scope of work.

MOTION: *Motion to continue contract item 8c, for further discussion, moved by Supervisor Chris Lopez, seconded by Dr. Charles Harris, and approved unanimously.*

8d. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Comtel Systems Technology, Inc., (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute a standard agreement with Comtel Systems Technology, Inc for software maintenance and repair to the Rauland Nurse Call system services at NMC for an amount not to exceed \$395,597 with an agreement term February 1, 2026 through January 31, 2031.

8e. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement for Net Health Systems, Inc., (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute renewal and amendment No. 10 to the agreement (A-13298) with Net Health Systems, Inc. for rehabilitation documentation software and licenses, extending the agreement an additional two (2) year period (December 1, 2025 through November 30, 2027) for a revised full agreement term of August 31, 2016 through November 30, 2027 and adding \$175,807 for a revised total agreement amount not to exceed \$856,424.

8f. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Wolters Kluwer Health, Inc., (CONSENT)

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute a retroactive Order No. 1264842, applying the terms and conditions of the parties Master Subscription Agreement (A-14570) between the County of Monterey and Wolters Kluwer Health, Inc. (WKH) for the provision of nursing education online tools, subscriptions, licenses, and maintenance support services at NMC for the term of November 27, 2025 through January 31, 2029, and adding \$264,716 for a revised total agreement amount not to exceed \$687,675.

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

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute renewal and amendment No. 5 to the agreement (A-14537) with MD Buyline, Inc., a symplr company for subscription and consulting services, extending the agreement an additional 1 year period January 3, 2026 through January 2, 2027 for a revised full agreement term of January 3, 2018 through January 2, 2027, and adding \$25,859 for a revised total agreement amount not to exceed \$250,229.

8h. * Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Hooper, Lundy & Bookman PC, (CONSENT)

- a. Authorize the County Counsel to execute a standard agreement with Hooper, Lundy & Bookman PC, for legal services with respect to healthcare matters, for a maximum County obligation of \$900,000 for a term Date Fully Executed through December 31, 2028; and
- b. Authorize the County Counsel to execute up to three (3) future amendments that do not exceed 10% (\$90,000) of the original agreement, do not significantly change the scope of services, and do not increase the total not to exceed amount over \$990,000.

MOTION: Motion to approve Policies/Procedures/Forms/Manuals and contract items 8a-8b and 8d-8h, moved by Supervisor Chris Lopez, seconded by Simon Salinas, and approved unanimously.

9. Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with RL Datix Safety Institute, which is in the final stages of negotiation, (Tammy Perez)

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute a retroactive Nonstandard Participation and Confidentiality Agreement with RL Datix Safety Institute (“PSO”) to enable NMC to participate in the RL Datix Safety Institute, a federally certified Patient Safety Organization (PSO), to confidentially share patient safety and quality data and receive legally protected analytics and insights to improve patient care at no cost for the term of December 10, 2025 through December 9, 2026.
- b. Approve the NMC’s Chief Executive Officer’s recommendation to accept non-standard provisions within the agreement.

MOTION: Motion to approve Scheduled Item 9, moved by Simon Salinas, seconded by Jacqueline Cruz, and approved unanimously.

10. Approve for Submission to the Monterey County Board of Supervisors the Following Agreement with Healing HealthCare Company, LLC, which is in the final stages of negotiation, (Janine Bouyea)

- a. Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute a retroactive agreement between the County of Monterey and Healing HealthCare Company, LLC for the provision of C.A.R.E Channel programming for broadcasting services for Natividad Medical Center, an amount not to exceed \$10,445 for the term of January 1, 2026 through December 31, 2026; and
- b. Approve the NMC’s Chief Executive Officer’s recommendation to accept non-standard, insurance, and limitations on liability provisions within the agreement.

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

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

- a. October 2025 YTD Financial Reports
- b. November 2025 YTD Financial Reports

MOTION: *Motion to accept the October 2025 and November 2025 Financial Reports, moved by Simon Salinas, seconded by Supervisor Chris Lopez, and approved unanimously.*

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

- a. Legislative Update

13. **Nominate and recommend to the Board of Supervisors the Governance and Nominating Committee's recommended nominee for appointment to the Natividad Board of Trustees for a First, One-Year Term, effective upon appointment.** – Simon Salinas

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

MOTION: *Motion to nominate and recommend to Board of Supervisors the Initial Appointment of Sandra D'Arrigo, New Member to the Board of Trustees, moved by Libby Downey, seconded by Jacqueline Cruz, and approved unanimously.*

14. **Report from Governance and Nominating Committee on 2025 Proposed Revisions to Natividad Medical Center (Continued from November 7, 2025 BOT Meeting)** – Simon Salinas

- a. Consider and approve 2025 revisions to the 2017 Natividad Medical Center (“NMC”) Bylaws presented at the November 7, 2025 BOT meeting;
- b. Submit revised NMC Bylaws for final approval by the Board of Supervisors.

MOTION: *Motion to approve the 2025 Revisions to the 2017 Natividad Medical Center (NMC) Bylaws proposed by the Governance Committee with the following modifications:*

- *To REVISE the membership of the Governance and Nominating Committee to expressly include the Chair, the CEO, the Chief of the Medical Staff, and to add TWO appointed members; AND*
- *To ADD “nursing experience at the chief nursing officer or similarly senior level” to the qualifications for appointed members of the Board of Trustees, without changing the number of Board members; AND*
- *To SUBMIT the revised NMC Bylaws for final approval by the Board of Supervisors.*

Motion moved by Jacqueline Cruz, seconded by Supervisor Chris Lopez, Abstained by Libby Downey, and approved by the rest of the board.

15. Receive Oral Report from Natividad Chief Nursing Officer – Nancy Buscher, CNO

16. Closed Session Public Comment

Closed Session may be held at the conclusion of the Board's Regular Agenda, or at any time during the course of the meeting, before or after the scheduled time, announced by the Chairperson of the Board. The public may comment on Closed Session items prior to the Board's recess to Closed Session.

The Board Recesses for Closed Session Agenda Items

17. Closed Session under Government Code Section 54950

Pursuant to Health and Safety Code Section 1461, Evidence Code Section 1157, and in accordance with Government Code Section 54954.5, the Board will receive Medical Quality Assurance Reports.

The Board Reconvenes to Open Session on Public Agenda Items

18. Accept and approve November 2025 Credentials Report from Medical Staff Office relating to appointment of medical staff and allied health professionals.

MOTION: *Motion to accept the report on November 2025 Credentials Report, moved by Supervisor Chris Lopez, seconded by Simon Salinas, and approved unanimously.*

Adjournment: With no other business before the Board, the meeting was adjourned at 11:38 am

Recorded by Noemi Breig

MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

Thai Lan N Tran MD Fifth Amendment

..Title

- a.Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the Fifth 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, 2026 to June 30, 2028) for a revised full agreement term of June 1, 2019 to June 30, 2028 and adding \$1,800,000 for a revised not to exceed amount of \$4,515,000 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 \$4,580,000.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a.Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the Fifth 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, 2026 to June 30, 2028) for a revised full agreement term of June 1, 2019 to June 30, 2028 and adding \$1,800,000 for a revised not to exceed amount of \$4,515,000 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 \$4,580,000.

SUMMARY/DISCUSSION:

NMC 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 \$1,800,000. The total not to exceed amount of this Agreement is \$4,515,000. 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 \$1,800,000 annually which is included in Fiscal Year 2025/2026 Adopted Budget. The remaining balance will be budgeted in subsequent fiscal years. Funding will be provided from NMC's Enterprise Fund 451-9600-6608.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The services rendered in this agreement 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:

- Fifth Amendment
- Fourth Amendment
- Third Amendment
- Second Amendment
- First Amendment
- Agreement

MONTEREY COUNTY BOARD OF SUPERVISORS

AG Infectious Diseases, A Medical Corporation First Amendment

..Title

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the First Amendment to the Professional and Call Coverage Services Agreement with AG Infectious Diseases, A Medical Corporation to provide infectious disease services extending the term by twenty-four (24) months (October 1, 2026 to September 30, 2028) for a revised full agreement term of January 23, 2025 to September 30, 2028, and adding \$500,000 for a revised total not to exceed amount of \$700,000 in the aggregate; and
- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$720,000.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the First Amendment to the Professional and Call Coverage Services Agreement with AG Infectious Diseases, A Medical Corporation to provide infectious disease services extending the term by twenty-four (24) months (October 1, 2026 to September 30, 2028) for a revised full agreement term of January 23, 2025 to September 30, 2028, and adding \$500,000 for a revised total not to exceed amount of \$700,000 in the aggregate; and
- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$720,000.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) must arrange for care and treatment of hospitalized patients as well as patients who present to the emergency department in need of medical care in the specialty of infectious diseases, which focuses on the diagnosis, treatment, and prevention of infections. NMC maintains an agreement with AG Infectious Diseases, A Medical Corporation through which Aric Gregson, M.D., a board-certified physician, provides infectious disease call coverage.

NMC seeks to amend the agreement to ensure Dr. Gregson can continue providing these services without interruption. AG Infectious Diseases, A Medical Corporation is compensated at a contracted rate for services rendered under the agreement. While service volumes may fluctuate based on coverage demands, the contracted rate remains unchanged. NMC has obtained an independent fair market value opinion supporting the payment terms of the agreement.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The cost of this Amendment is \$500,000. The total cost of this Agreement is \$700,000 for the period January 23, 2025 to September 30, 2028. The actual cost is contingent upon Dr. Gregson's participation in the call panel which may fluctuate based on their availability. Natividad has agreements with multiple providers to ensure sufficient coverage of the services where the total expenditure will not exceed \$262,800 annually which is included in Fiscal Year 2025/2026 Adopted Budget. Funding will be provided from NMC's Enterprise Fund 451-9600-6608.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Attachments:

First Amendment
Agreement

Attachments on File at the Clerk of the Board

MONTEREY COUNTY BOARD OF SUPERVISORS

Hayvenhurst Infectious Diseases Consultants, Inc. First Amendment

..Title

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the First Amendment to the Professional and Call Coverage Services Agreement with Hayvenhurst Infectious Diseases Consultants, Inc. to provide infectious disease services extending the term by twenty-four (24) months (October 1, 2026 to September 30, 2028) for a revised full agreement term of November 1, 2024 to September 30, 2028, and adding \$500,000 for a revised total not to exceed amount of \$700,000 in the aggregate; and
- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$720,000.

..Report

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the First Amendment to the Professional and Call Coverage Services Agreement with Hayvenhurst Infectious Diseases Consultants, Inc. to provide infectious disease services extending the term by twenty-four (24) months (October 1, 2026 to September 30, 2028) for a revised full agreement term of November 1, 2024 to September 30, 2028, and adding \$500,000 for a revised total not to exceed amount of \$700,000 in the aggregate; and
- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$720,000.

SUMMARY/DISCUSSION:

Natividad Medical Center (NMC) must arrange for care and treatment of hospitalized patients as well as patients who present to the emergency department in need of medical care in the specialty of infectious diseases, which focuses on the diagnosis, treatment, and prevention of infections. NMC maintains an agreement with Hayvenhurst Infectious Diseases Consultants, Inc. through which Alan Nazarian, M.D., a board-certified physician, provides infectious disease call coverage.

NMC seeks to amend the agreement to ensure Dr. Nazarian can continue providing these services without interruption. Hayvenhurst Infectious Diseases Consultants, Inc. is compensated at a contracted rate for services rendered under the agreement. While service volumes may fluctuate based on coverage demands, the contracted rate remains unchanged. NMC has obtained an independent fair market value opinion supporting the payment terms of the agreement.

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

The cost of this Amendment is \$500,000. The total cost of this Agreement is \$700,000 for the period November 1, 2024 to September 30, 2028. The actual cost is contingent upon Dr. Nazarian's participation in the call panel which may fluctuate based on their availability. Natividad has agreements with multiple providers to ensure sufficient coverage of the services where the total expenditure will not exceed \$262,800 annually which is included in Fiscal Year 2025/2026 Adopted Budget. Funding will be provided from NMC's Enterprise Fund 451-9600-6608.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Attachments:

First Amendment
Agreement

Attachments on File at the Clerk of the Board

MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

Lena Nerjis Malik M.D., Fifth Amendment

TITLE:

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or their designee to execute the Fifth Amendment to the Professional Services Agreement (A-15734) with Lena Nerjis Malik M.D. to provide pediatric hospitalist services, extending the term by twenty-four months (April 1, 2026 to March 31, 2028) for a revised full agreement term of July 1, 2017 to March 31, 2028; and
- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or their designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$10,000) of the original contract amount and do not increase the total contract amount above \$310,000.

RECOMMENDATION:

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or their designee to execute the Fifth Amendment to the Professional Services Agreement (A-15734) with Lena Nerjis Malik M.D. to provide pediatric hospitalist services, extending the term by twenty-four months (April 1, 2026 to March 31, 2028) for a revised full agreement term of July 1, 2017 to March 31, 2028; and
- b. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or their designee to sign up to three (3) future amendments to this Agreement where the total amendments do not significantly change the scope of work, do not exceed 10% (\$10,000) of the original contract amount and do not increase the total contract amount above \$310,000.

SUMMARY/DISCUSSION:

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

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

OTHER AGENCY INVOLVEMENT:

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

FINANCING:

There is no cost to this Amendment. The total cost of this Agreement is \$300,000 for the period July 1, 2017 to March 31, 2028. The actual cost is contingent upon Dr. Malik's participation in

the call panel, which may fluctuate based on their availability. Natividad has agreements with multiple providers to ensure sufficient coverage of the services. \$50,000 is included in Fiscal Year 2025/2026 Adopted Budget. Funding will be provided from NMC's Enterprise Fund 451-9600-6608.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Attachments:

Fifth Amendment
Fourth Amendment
Third Amendment
Second Amendment
First Amendment
Agreement

Attachments on file at the Clerk of the Board

MONTEREY COUNTY BOARD OF SUPERVISORS BOARD REPORT

RGTACS, Inc., Second Amendment

..Title

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the Second Amendment to the Professional and Call Coverage Services Agreement with RGTACS INC PROFESSIONAL CORPORATION, a California professional corporation dba RGTACS INC., to provide general and acute care surgical services, extending the term by 24 months, but with no change to the Board approved not to exceed amount of \$500,000; 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$520,000.

..Report

RECOMMENDATION:

- a. Authorize the Chief Executive Officer (CEO) for Natividad Medical Center (NMC) or a designee to execute the Second Amendment to the Professional and Call Coverage Services Agreement with RGTACS INC PROFESSIONAL CORPORATION, a California professional corporation dba RGTACS INC., to provide general and acute care surgical services, extending the term by 24 months, but with no change to the Board approved not to exceed amount of \$500,000; 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% (\$20,000) of the original contract amount and do not increase the total contract amount above \$520,000.

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 amend its agreement with RGTACS, Inc., for which Dr. Ginwalla, 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. Ginwalla 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 NMC'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 \$500,000. The actual cost is contingent upon Dr. Ginwalla's participation in the call panel which may fluctuate based on availability. Natividad has agreements with multiple providers to ensure sufficient coverage of the trauma services where the total expenditure will not exceed \$1,800,000 annually which is included in Fiscal Year 2025/2026 Adopted Budget. The remaining balance will be budgeted in subsequent fiscal years. Funding will be provided from NMC's Enterprise Fund 451-9600-6608.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

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

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

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

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

Attachments:

Second Amendment

First Amendment

Assignment & Assumption Agreement

Agreement

MONTEREY COUNTY BOARD OF SUPERVISORS **BOARD REPORT**

Quality Assurance Services, Inc. Renewal and Amendment No. 2

Legistar Number: _____

..Title

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute Renewal and Amendment No. 2 to the non-standard agreement (A-14980) with Quality Assurance Services, Inc., for radiation physics and performance testing of radiology equipment services at NMC, extending the agreement for an additional two (2) year period (January 1, 2026 through December 31, 2027) for a revised full agreement term of January 1, 2021 through December 31, 2027, and adding \$70,841 for a revised total agreement amount not to exceed \$254,393.

..Report

RECOMMENDATION:

It is recommended the Board of Supervisors:

Authorize the Chief Executive Officer for Natividad Medical Center (NMC) or a designee to execute Renewal and Amendment No. 2 to the non-standard agreement (A-14980) with Quality Assurance Services, Inc., for radiation physics and performance testing of radiology equipment services at NMC, extending the agreement for an additional two (2) year period (January 1, 2026 through December 31, 2027) for a revised full agreement term of January 1, 2021 through December 31, 2027, and adding \$70,841 for a revised total agreement amount not to exceed \$254,393.

SUMMARY:

Quality Assurance Services, Inc. (QAS) is a company that provides board certified Medical Diagnostic Physicists that perform evaluations and testing of equipment found in the Radiology department. Natividad Medical Center's Radiology Department is required per Joint Commission and CDPH to have at least annually performance testing evaluations on radiographic, magnetic resonance imaging equipment (MRI), computed tomography (CT) equipment, ultrasound and nuclear medicine equipment by a qualified medical physicist who is board certified by the American Board of Radiology in the field of Medical Diagnostic Physics. The performance testing evaluation shall include the required elements identified by Joint Commission and American College of Radiology.

DISCUSSION:

Natividad Medical Center has two CT scanners, one MRI scanner, one Fluoroscopy, four x-ray machines, four x-ray portables, three radiographic fluoroscopic c-arms, one mini c-arm radiographic, one bone scanning machine, one nuclear medicine gamma camera, one Mammography x-ray unit, and four ultrasound units requiring annual testing by the physicist. In addition, the nuclear medicine and ultrasound units are required to be tested twice a year.

Any new equipment, relocation of equipment, or major repairs of equipment need performance testing evaluations completed prior to using on patients. It is a requirement for us to meet regulatory standards, in order to continue services.

Natividad Medical Center Radiology does monitor QAS for contract deliverables on the following items.

- Certification of the Physicist

- Annual and Bi-Annual testing
- Completion of performance evaluation report and corrective actions included in the report
- Inclusion of Joint Commission Standards, and ACR standards that are required elements in the performance evaluation testing report.

OTHER AGENCY INVOLVEMENT:

The Office of County Counsel has reviewed and approved this renewal and amendment No. 2 as to form, and the Auditor-Controller has reviewed and approved as to payment provisions. The renewal and amendment No. 2 has also been reviewed and approved by NMC's Finance Committee and by its Board of Trustees on February 6, 2026.

FINANCING:

The cost for this renewal and amendment No. 2 is \$70,841 of which \$35,421 is included in the FY 2025-26 Adopted Budget. Amounts for remaining years of the agreement will be included in those budgets as appropriate. There is no impact on the General Fund with this action.

BOARD OF SUPERVISORS STRATEGIC PLAN GOALS SECTION:

To protect patients and staff and to ensure full compliance with state regulations and accreditation requirements, the hospital utilizes a qualified third-party medical physics company to perform state-regulated medical physics services. These specialized experts independently test and verify the safety, accuracy, and performance of medical imaging and radiation therapy equipment through required inspections, measurements, and quality assurance evaluations. This independent oversight ensures radiation is delivered only as intended, minimizes institutional risk, and supports the hospital's commitment to the highest standards of safety, quality, and trust in patient care.

- Well-Being and Quality of Life
- Sustainable Infrastructure for Present and Future
- Safe and Resilient Communities
- Diverse and Thriving Economy
- Administrative

Prepared by: Eric Estrada, Director of Diagnostic Imaging, 772-7616

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

Attachment(s):

- Board Report
- Quality Assurance Services, Inc. Renewal and Amendment No. 2
- Quality Assurance Services, Inc. Renewal and Amendment No. 1
- Quality Assurance Services, Inc. Agreement

Attachments on file with the Clerk of the Board

FINANCIAL STATEMENTS

DECEMBER 31, 2025

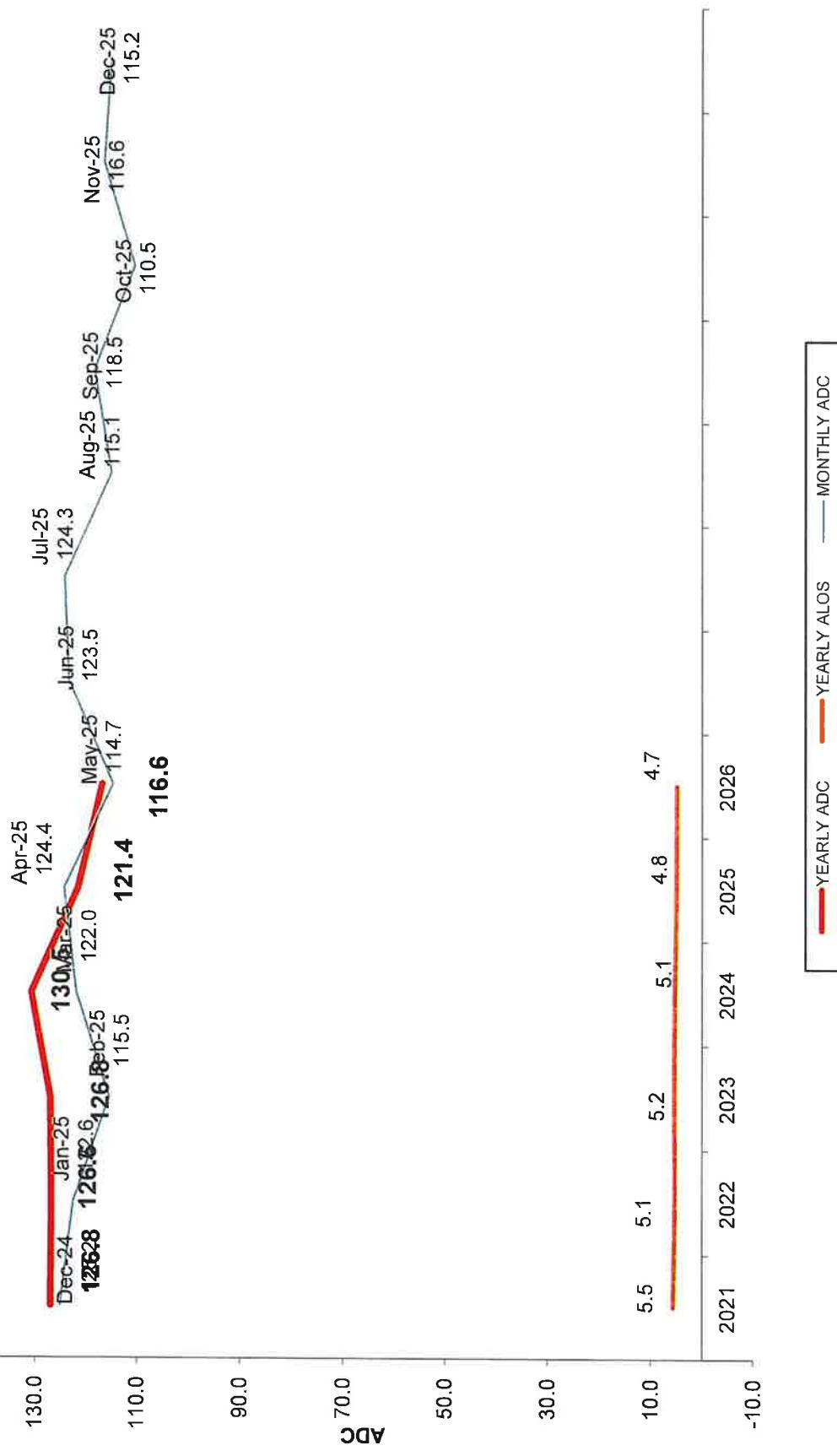
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FINANCIAL STATEMENTS

DECEMBER 31, 2025

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NATIVIDAD
STATISTICAL REPORT
December 31, 2025

Month-To-Date				Year-To-Date					
10-25	11-25	12-25	Budget	Budget	Current	Prior Yr	%	CY/PY	
1 203	212	281	261	NICU	15	1,549	1,235	1,482	-16.57%
2 1,572	1,619	1,549	1,775	Med/Surg	57	10,537	9,838	10,094	-2.54%
3 181	156	187	209	ICU	10	1,241	1,072	1,191	-9.99%
4 59	87	66	105	Peds	12	623	377	594	-36.53%
5 794	765	740	843	Acute Rehab	28	5,004	4,689	4,774	-1.78%
6 267	255	292	311	OB/Gyn	27	1,845	1,661	1,766	-5.95%
7 3,076	3,094	3,115	3,504	TOTAL ACUTE	149	20,800	18,872	19,901	-5.17%
8 350	404	456	464	Psychiatric	19	2,752	2,575	2,633	-2.20%
9 3,426	3,498	3,571	3,968	TOTAL DAYS	168	23,552	21,447	22,534	-4.82%
10 243	244	230	285	Nursery	18	1,692	1,571	1,622	-3.14%
AVERAGE DAILY CENSUS									
11 73.6	77.6	76.6	85.8	Acute	121	85.8	77.1	82.2	-6.20%
12 25.6	25.5	23.9	27.2	Acute Rehab	28	27.2	25.5	25.9	-1.54%
13 11.3	13.5	14.7	15.0	Psychiatric	19	15.0	14.0	14.3	-2.10%
14 110.5	116.6	115.2	128.0	TOTAL	168	128.0	116.6	122.5	-4.82%
15 7.8	8.1	7.4	9.2	Nursery	18	9.2	8.5	8.8	-3.41%
PERCENTAGE OF OCCUPANCY									
16 60.8%	64.1%	63.3%	70.9%	Acute		70.9%	63.7%	67.9%	-6.2%
17 91.4%	91.1%	85.4%	97.1%	Acute Rehab		97.1%	91.1%	92.5%	-1.5%
18 59.5%	71.1%	77.4%	78.9%	Psychiatric		78.9%	73.7%	75.3%	-2.1%
19 65.8%	69.4%	68.6%	76.2%	TOTAL		76.2%	69.4%	72.9%	-4.8%
20 43.3%	45.0%	41.1%	51.1%	Nursery		51.1%	47.2%	48.9%	-3.4%
ADMISSIONS									
21 632	648	636	689	Acute		4,089	3,861	3,922	-1.56%
22 56	50	59	61	Acute Rehab		365	351	350	0.29%
23 57	49	51	50	Psychiatric		295	314	283	10.95%
24 745	747	746	800	TOTAL		4,750	4,526	4,555	-0.64%
25 159	142	146	180	Nursery		1,070	987	1,026	-3.80%
26 167	152	158	191	Deliveries		1,135	1,040	1,088	-4.41%
DISCHARGES									
27 608	586	560	640	Acute		3,798	3,511	3,653	-3.89%
28 55	50	65	61	Acute Rehab		362	360	347	3.75%
29 52	45	52	51	Psychiatric		301	313	289	8.30%
30 715	681	677	752	TOTAL		4,451	4,184	4,289	-2.45%
31 146	136	130	165	Nursery		980	912	940	-2.98%
AVERAGE LENGTH OF STAY									
32 4.6	4.7	4.8	5.0	Acute(Hospital wide no babies)		5.0	4.7	4.9	-4.08%
33 14.2	15.3	12.5	13.7	Acute Rehab		13.7	13.4	13.6	-1.47%
34 2.6	2.7	3.3	2.6	OB/Gyn		2.6	2.7	2.5	8.00%
35 6.1	8.2	8.9	9.3	Psychiatric		9.3	8.2	9.3	-11.83%
36 1.5	1.7	1.6	1.6	Nursery		1.6	1.6	1.6	0.00%
OUTPATIENT VISITS									
37 4,921	4,592	4,542	5,173	Emergency Room		30,704	28,949	30,317	-4.51%
38 419	428	393	432	ER Admits		2,564	2,454	2,448	0.25%
39 56.2%	57.3%	52.7%	54.0%	ER Admits as a % of Admissions		54.0%	54.2%	53.7%	0.89%
40 269	222	231	135	Trauma Cases		803	1,357	809	67.74%
41 8,305	6,643	7,352	7,469	Clinic Visits		44,333	46,373	42,530	9.04%
ANCILLARY PROCEDURES BILLED									
42 57,491	53,001	54,494	56,071	Lab Tests		332,807	331,822	326,567	1.61%
43 4,862	4,190	4,744	4,854	Radiology Procedures		28,813	27,626	27,960	-1.19%
44 306	265	279	263	MRI Procedures		1,558	1,699	1,513	12.29%
45 97	96	133	105	Nuclear Med Procedures		621	624	597	4.52%
46 1,560	1,383	1,357	1,416	Ultrasound Procedures		8,403	8,627	8,092	6.61%
47 3,344	3,023	2,975	2,974	CT Scans		17,654	18,618	17,150	8.56%
48 444	357	427	429	Surgeries		2,544	2,421	2,477	-2.26%
49 8.02	7.76	7.84	7.51	PAID FTEs PER AOB		7.51	7.81	7.80	0.13%
50 7.03	6.50	6.49	6.59	PROD FTEs PER AOB		6.59	6.74	6.80	-0.88%
51 1,391.5	1,379.5	1,370.1	1,444.3	TOTAL PAID FTEs		1,444.3	1,397.8	1,439.7	-2.91%
52 1,220.3	1,154.6	1,134.3	1,266.6	TOTAL PROD FTEs		1,266.6	1,206.5	1,255.6	-3.92%
53 5,380	5,330	5,419	5,958	ADJUSTED PATIENT DAYS		35,365	32,923	33,960	-3.05%

STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS-TREND-NORMALIZED

FOR FY2026

	JUL-25	AUG-25	SEP-25	OCT-25	NOV-25	DEC-25	JAN-26	FEB-26	MAR-26	APR-26	MAY-26	JUN-26	YTD
REVENUE													
Patient Revenue:													
1 Inpatient	77,615,311	66,551,124	72,649,437	72,534,970	68,482,103	75,353,239							433,186,185
2 Pro Fees	8,864,986	6,886,188	7,322,644	6,864,053	5,565,058	6,898,975							42,171,887
3 Outpatient	43,352,257	41,472,767	42,964,899	45,190,279	38,777,564	42,556,796							254,354,561
4 Total Patient Revenue	129,872,556	114,860,079	122,936,979	124,409,302	112,824,726	124,009,010							729,712,632
Deductions from revenue:													
5 Contractual Deductions	98,567,895	89,190,623	94,062,551	95,740,980	85,503,101	94,980,632							557,985,782
6 Bad Debt	3,381,834	2,737,230	3,464,645	2,058,639	3,134,462	3,665,396							18,442,206
7 Unable to Pay	232,825	127,823	218,328	288,234	130,075	179,706							1,187,981
8 Total Contractual Discounts	102,202,554	92,055,677	97,745,524	98,988,853	88,767,639	98,725,733							577,595,980
Net Patient Revenue	27,669,983	22,804,402	25,191,455	26,310,449	24,057,987	26,083,277							152,116,632
9 As a percent of Gross Revenue	21.31%	19.85%	20.49%	21.15%	21.32%	20.90%							20.65%
10 Total Government Funding	8,506,581	8,506,581	8,506,581	8,506,581	8,506,581	8,506,581							51,039,466
11 Other Operating Revenue:													
12 Rent Income	134,419	134,419	134,419	134,419	134,419	134,419							1,158,518
13 Interest Income	850,000	1,500,000	1,650,000	850,000	1,563,000	1,020,000							7,373,000
14 NMF Contribution	79,673	79,673	79,673	79,673	79,673	79,673							478,038
15 Other Income	506,953	1,886,394	775,102	866,510	788,048	738,456							5,571,462
16 Total Other Operating Revenue	1,571,045	3,610,486	2,639,194	2,289,750	2,516,568	1,983,976							14,581,019
17 TOTAL REVENUE	37,747,808	34,921,469	36,337,230	37,076,780	35,080,236	36,573,834							217,737,157
EXPENSE													
18 Salaries, Wages & Benefits	22,305,813	21,818,944	21,627,794	21,431,723	20,844,172	21,854,073							130,082,520
19 Registry	526,470	417,239	660,274	555,898	481,856	413,563							3,035,298
20 Phys/Residents SWIB & Contract Fees	5,487,262	5,388,777	5,613,278	5,701,528	5,388,684	5,686,471							33,218,000
21 Purchased Services	3,308,799	2,817,234	3,244,882	3,516,543	3,169,062	3,014,166							19,170,866
22 Supplies	3,089,231	3,131,088	3,288,984	3,672,706	3,097,862	3,400,914							19,610,767
23 Insurance	578,180	578,301	581,487	578,180	585,005	578,180							3,489,332
24 Utilities and Telephone	458,048	435,986	541,481	459,185	420,660	370,417							2,685,787
25 Interest Expense	55,495	55,495	55,495	55,495	36,847	36,847							277,026
26 Depreciation & Amortization	1,022,078	984,008	980,598	975,560	986,710	984,803							5,913,759
27 Other Operating Expense	553,027	424,302	503,201	578,894	484,618	405,048							2,959,091
28 TOTAL EXPENSE	37,164,403	36,151,386	37,247,436	37,487,082	35,280,579	36,901,379							220,442,245
29 NET INCOME(LOSS)	383,205	(1,229,916)	(910,206)	(410,282)	(210,343)	(327,545)							(2,705,088)
Normalization for Extraordinary Items													
30													
31													
32													
33 Total Extraordinary Items													
34 NET INCOME BEFORE Extraordinary Items													
	\$ 383,205	\$ (1,229,916)	\$ (910,206)	\$ (410,282)	\$ (210,343)	\$ (327,545)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (2,705,088)
35 CAPITAL CONTRIBUTIONS													
36 County Contribution													
37 CHANGE IN NET ASSETS													

NATIVIDAD
STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS
AS OF DECEMBER 31, 2025

PAGE 4 OF 11 PAGES

NATIVIDAD
STATEMENT OF REVENUES AND EXPENSES & CHANGES IN NET ASSETS PER ADJUSTED PATIENT DAY
AS OF DECEMBER 31, 2025

	CURRENT MONTH			YEAR-TO-DATE		
	Actual		Budget	\$ 5,958	Revenue	
						% VAR.
1	\$ 13,906	\$ 13,640	\$ 266	2.0 %	Patient Revenue:	-9.1%
2	1,273	923	350	38.0	Impatient Pro Fees	
3	7,854	7,304	550	7.5	Outpatient	
4	23,033	21,867	1,166	5.3	Total Patient Revenue	
5	17,510	16,646	(864)	(5.2)	Contractual Deductions	
6	676	539	(138)	(28.6)	Bad Debt	
7	33	19	(14)	(73.5)	Unable to Pay	
8	18,220	17,204	(1,016)	(5.9)	Total Contractual Discounts	
9	4,814	4,663	151	3.2	Net Patient Revenue	
10	20.90%	21.32%			As a percent of Gross Revenue	
11	1,570	1,428	142	10.0	Total Government Funding	
					1,550	1,443
						107
						7.4
						1,431
12	27	23	4	16.4	Other Operating Revenue:	
13	188	112	76	68.2	Rent Income	
14	15	13	1	10.0	Interest Income	
15	136	87	49	56.5	NMF Contribution	
16	366	235	131	55.5	Other Income	
17	6,750	6,326	424	6.7	Total Other Operating Revenue	
					6,614	6,344
						205
						86.1
						260
						6,317
18	4,033	3,669	(364)	(9.9)	EXPENSE	
19	76	95	19	19.6	Salaries, Wages & Benefits	
20	1,050	925	(124)	(13.4)	Registry	
21	585	580	(5)	(0.9)	PhysResidents WB & Contract Fees	
22	628	586	(42)	(7.1)	Purchased Services	
23	107	90	(16)	(18.3)	Supplies	
24	68	58	(11)	(18.6)	Insurance	
25	7	7	1	7.7	Utilities and Telephone	
26	182	185	3	1.8	Interest Expense	
27	75	84	10	11.3	Depreciation & Amortization	
28	6,810	6,279	(531)	(8.5)	Other Operating Expense	
29	(60)	47	(107)	(228.7)	TOTAL EXPENSE	
					6,696	6,299
						397
						(6.3)
						6,321
30					NET INCOME(LOSS)	
					(82)	46
						(128)
						(280.4)
31	-	-	-	-	-	-
32	-	-	-	-	-	-
33	-	-	-	-	County Contribution	-
34	\$ (60)	\$ 47	\$ (107)	\$ (228.7)	% CHANGE IN NET ASSETS	\$ (280.4) % \$ (4)
					\$ (82)	\$ 46
					\$ (128)	\$ (280.4)

**BALANCE SHEET
AS OF DECEMBER 31, 2025**

	BEGINNING	CURRENT MONTH	ENDING	INC/(DEC)	% CHG.	
1	\$ 126,374,294	\$ 139,861,720	\$ 13,487,426	10.7	%	
2	57,018,317	57,726,053	707,736	1.2		CASH
3	53,200,374	52,863,750	(336,624)	(0.6)		ACCOUNTS RECEIVABLE NET
4	7,043,084	7,261,930	218,847	3.1		STATE/COUNTY RECEIVABLES
5	12,201,955	11,900,566	(301,389)	(2.5)		INVENTORY
6	255,838,025	269,614,020	13,775,995	5.4		PREPAID EXPENSE
						TOTAL CURRENT ASSETS
7	380,740,408	384,017,851	3,277,443	0.9		PROPERTY, PLANT & EQUIPMENT
8	(261,895,440)	(262,880,244)	(984,803)	(0.4)		LESS: ACCUMULATED DEPRECIATION
9	118,844,968	121,137,607	2,292,639	1.9		NET PROPERTY, PLANT & EQUIPMENT
10	278,844,555	254,587,478	(24,257,077)	(8.7)		OTHER ASSETS
11	\$ 653,527,548	\$ 645,339,105	(\$8,188,443)	(1.3)	%	TOTAL ASSETS
12	43,419,652	38,264,678	(5,154,974)	(11.9)		CURRENT LIABILITIES
13	16,707,505	14,540,688	(2,166,817)	(13.0)		ACCRUED PAYROLL
14	46,950,023	47,029,140	79,117	0.2		ACCOUNTS PAYABLE
15	4,722,104	4,722,104	-	-		MCARE/MEDICAL LIABILITIES
16	12,541,447	11,978,041	(563,406)	(4.5)		CURRENT PORTION OF DEBT
17	124,340,732	116,534,651	(7,806,081)	(6.3)		OTHER ACCRUALS
						TOTAL CURRENT LIABILITIES
18	1,576,291	1,521,474	(54,817)	(3.5)		LONG TERM LIABILITIES
19	-	-	-	-		L/T ACCRUED LIABILITIES
20	4,167,108	4,167,108	-	-		UN EARNED CONTRIBUTIONS
21	5,743,399	5,688,582	(54,817)	(1.0)		LONG TERM PORTION OF C.O.P'S
						TOTAL LONG TERM DEBT
22	525,820,961	525,820,961	-	-		FUND BALANCES
23	(2,377,543)	(2,705,088)	(327,545)	13.8		ACCUMULATED FUND
24	523,443,417	523,115,872	(327,545)	(0.1)		CHANGE IN NET ASSETS
25	\$ 653,527,548	\$ 645,339,105	\$ 18,188,443	(1.3)	%	TOTAL FUND BALANCES
						TOTAL LIAB. & FUND BALANCES

	BEGINNING	YEAR - TO - DATE	ENDING	INC/(DEC)	% CHG.
	\$ 111,731,438	\$ 139,861,720	\$ 28,130,282		25.2 %
	62,531,577	57,726,053	(4,805,523)		(7.7)
	23,419,477	52,863,750	29,444,273		125.7
	5,646,922	7,261,930	1,615,008		28.6
	4,957,730	11,900,566	6,942,836		140.0
	208,287,145	269,614,020	61,326,875		29.4
	(257,679,703)	(262,880,244)	(5,200,540)		(2.0)
	116,800,486	121,137,607	4,337,121		3.7
	318,681,632	254,587,478	(64,094,155)		(20.1)
	\$ 643,769,263	\$ 645,339,105	\$ 1,569,842		0.2 %
	30,523,768	38,264,678	7,740,909		25.4
	11,989,306	14,540,688	2,551,382		21.3
	46,779,782	47,029,140	249,358		0.5
	4,475,737	4,722,104	246,367		5.5
	13,440,120	11,978,041	(1,462,079)		(10.9)
	107,208,713	116,534,651	9,325,938		8.7
	1,850,377	1,521,474	(328,903)		(17.8)
	-	-	-		-
	8,889,212	4,167,108	(4,722,104)		(53.1)
	10,739,589	5,688,582	(5,051,007)		(47.0)
	523,564,157	525,820,961	2,256,803		0
	2,256,803	(12,705,088)	(4,961,892)		(219.9)
	525,820,961	523,115,872	(2,705,089)		(0.5)
	\$ 643,769,263	\$ 645,339,105	\$ 1,569,842		0.2 %

**NATIVIDAD
STATE AND COUNTY RECEIVABLES
AS OF 12/31/25**

BALANCE SHEET	<u>Beg. Balance</u>	<u>Accruals</u>	<u>IGTs</u> <u>Transferred Out</u>	<u>Received</u>	<u>End. Balance</u>
Medi-Cal Waiver (DSH + SNCP)	0	7,500,000	16,521,958	(24,574,270)	(552,312)
Physician SPA	0	624,990		(530,474)	94,516
Rate Range IGT-CCAH-AB915	8,399,050	8,000,000	13,703,165		30,102,215
	1,513,573	1,489,500			3,003,073
Medi-Cal GME	0	500,000	926,678	(2,101,311)	(674,633)
Medi-Cal HPE	0	125,000		(5,288)	119,712
SB1732	258,770	1,400,000		(174,011)	1,484,759
Hospital Fee	0	500,000			500,000
MCMC EPP	9,721,361	10,500,000	10,207,712	(19,546,112)	10,882,962
MCMC QIP	2,318,142	20,000,000	12,344,564	(32,840,663)	1,822,043
GOVERNMENT RECEIVABLES	22,210,896	50,639,490	53,704,077	(79,772,129)	46,782,334
Accrued Donations	26,169	484,088		(267,687)	242,570
Office Buildings	78,361	1,182,767		(778,715)	482,412
Miscellaneous Receivable	77,489	2,603,853		(1,484,024)	1,197,319
Probation	313	703,470		(623,395)	80,388
UCSF & TOURO University	26,250	67,200		(59,850)	33,600
Interest Accrued	0	7,373,000		(4,622,063)	2,750,937
Health Department	0	905,817		(611,627)	294,190
Watsonville	1,000,000				1,000,000
OTHER RECEIVABLES	1,208,581	13,320,195	0	(8,447,360)	6,081,416
STATE/COUNTY RECEIVABLES	23,419,477	63,959,685	53,704,077	(88,219,490)	52,863,750

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	<u>YTD</u> <u>DEC-25</u>
Medi-Cal Waiver (DSH + SNCP)	\$ 7,500,000
Physician SPA	\$ 624,990
Rate Range IGT-CCAH-	\$ 8,000,000
AB915	\$ 1,489,500
Medi-Cal GME	\$ 500,000
Medi-Cal HPE	\$ 125,000
SB1732	\$ 1,400,000
Hospital Fee	\$ 500,000
MCMC EPP	\$ 10,500,000
MCMC QIP	\$ 20,000,000
HD Residency Support	\$ (250,002)
Medicare Bi-Weekly Payment	\$ 649,998
GOVERNMENT FUNDING INCOME	\$ 51,039,486

NATIVIDAD
STATEMENT OF CASH FLOWS
AS OF DECEMBER 31, 2025

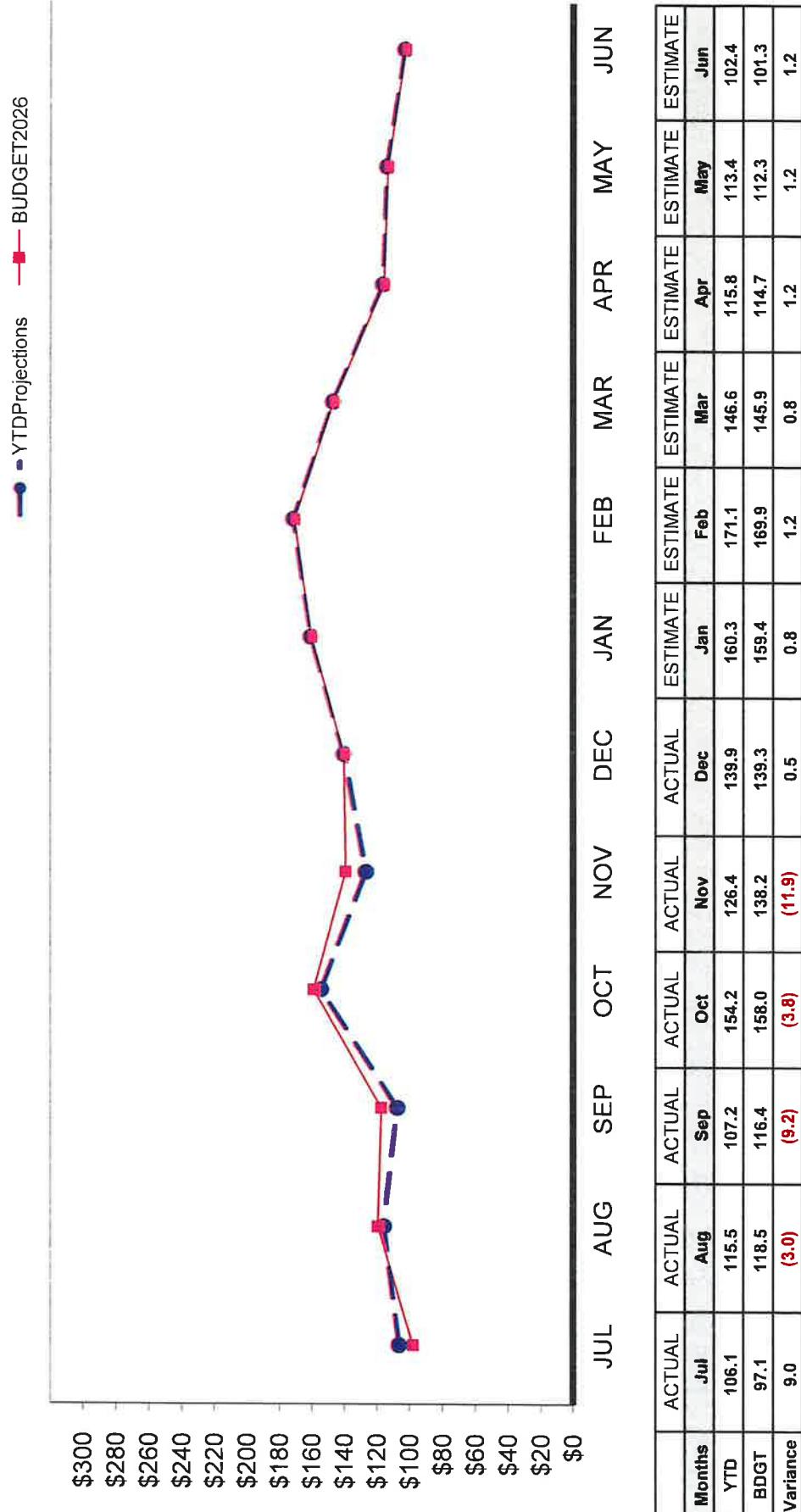
	CURRENT MONTH		YEAR - TO - DATE
1	\$ 126,374,294	CASH AT BEGINNING OF PERIOD	\$ 111,731,438
2		FROM OPERATIONS:	
3	(327,545)	NET INCOME/(LOSS)	(2,705,088)
4	-	NET INCOME ADJ - PRIOR YEAR	-
5	<u>984,803</u>	DEPRECIATION/AMORT	<u>\$ 5,200,540</u>
6	<u>657,258</u>	SUBTOTAL	<u>2,495,452</u>
7		CHANGES IN WORKING CAPITAL:	
8	(707,736)	ACCOUNTS RECEIVABLE	4,805,523
9	336,624	STATE/COUNTY RECEIVABLE	(29,444,273)
10	82,542	PREPAID EXPENSE & INVENTORY	(8,557,844)
11	(5,154,974)	ACCRUED PAYROLL	7,740,909
12	(2,166,817)	ACCOUNTS PAYABLE	2,551,382
13	79,117	MCARE/MEDICAL LIABILITIES	249,358
15	-	SHORT TERM DEBT	246,367
16	<u>(563,406)</u>	ACCRUED LIABILITIES	<u>(1,462,079)</u>
17	<u>(8,094,650)</u>	NET (DECREASE)/INCREASE	<u>(23,870,656)</u>
18		<u>CAPITAL ADDITIONS:</u>	
19	(3,277,443)	PP&E ADDITIONS	(9,537,662)
20	<u>-</u>	NBV OF ASSETS DISPOSED	<u>-</u>
19	<u>-</u>		<u>-</u>
21	<u>(3,277,443)</u>	TOTAL CAPITAL (Use of Cash)	<u>(9,537,662)</u>
22		<u>FINANCING ACTIVITY:</u>	
23	(54,817)	LONG TERM BOND DEBT	(5,051,007)
24	24,257,077	OTHER ASSETS	64,094,155
25	<u>-</u>	INVESTMENTS	<u>-</u>
26	<u>24,202,260</u>	TOTAL FINANCING	<u>59,043,148</u>
27	<u>13,487,426</u>	INC./DEC.) IN CASH BALANCE	<u>28,130,282</u>
28	<u>\$ 139,861,720</u>	CASH BALANCE - END OF PERIOD	<u>\$ 139,861,720</u>

NATIVIDAD**RECONCILIATION OF GOVERNMENT FUNDING**
FISCAL YEAR 2026

		<u>BDGT-26</u>	<u>ESTIMATE</u>	<u>Variance to</u>
			<u>FY2026</u>	<u>Budget</u>
01	Medi-Cal DSH Waiver (GPP)	\$ 15,000,000	\$ 15,000,000	\$ -
02	Physician SPA	\$ 1,250,000	\$ 1,250,000	\$ -
03	EPP	\$ 17,000,000	\$ 17,000,000	\$ -
04	EPP: 25% Add-On	\$ 4,000,000	\$ 4,000,000	\$ -
05	QIP	\$ 40,000,000	\$ 40,000,000	\$ -
06	AB915	\$ 2,979,000	\$ 2,979,000	\$ -
07	SB1732	\$ 2,800,000	\$ 2,800,000	\$ -
08	CCAH Rate Range	\$ 16,000,000	\$ 16,000,000	\$ -
09	HPE	\$ 250,000	\$ 250,000	\$ -
10	Reserved for future use	\$ -	\$ -	\$ -
11	Reserved for future use	\$ -	\$ -	\$ -
12	HD Residency Support	\$ (500,000)	\$ (500,000)	\$ -
13	Medi-Cal GME	\$ 1,000,000	\$ 1,000,000	\$ -
14	Reserved for future use	\$ -	\$ -	\$ -
15	Medicare Bi-Weekly Payments	\$ 1,300,000	\$ 1,300,000	\$ -
16	Provider Fee	\$ 1,000,000	\$ 1,000,000	\$ -
		<hr/> \$ 102,079,000	<hr/> \$ 102,079,000	<hr/> \$ -



Cash Flow Performance Fiscal Year 2026 (in Millions)



NATIVIDAD
CASH FORECAST
FISCAL YEAR 2026

	ACTUAL JUL	ACTUAL AUG	ACTUAL SEP	ACTUAL OCT	ACTUAL NOV	ACTUAL DEC	ESTIMATE JAN	ESTIMATE FEB	ESTIMATE MAR	ESTIMATE APR	ESTIMATE MAY	ESTIMATE JUN	Total YTD
Beginning Balance	111,731,438	106,104,156	115,462,344	107,225,359	154,213,671	126,365,735	133,739,096	160,286,817	171,076,988	146,640,397	115,833,968	113,405,540	111,731,438
CASH RECEIPTS													
Patient Revenues (incl pro fees and lab cop)	27,741,846	28,055,872	25,580,389	31,236,818	17,852,349	20,204,173	31,390,605	23,931,036	27,719,526	29,134,215	27,352,494	25,248,464	315,447,788
Short-Doyle payments		1,426,320	599,397	2,884,187		295,973	1,602,158	52,612	1,706,429	-	1,009,594	-	9,578,671
Provider Fee							-	-	419,346	-	-	-	365,526
Rate-Range CY24							31,888,260	-	-	-	-	-	784,572
Hospital Presumptive Eligibility			5,288				-	-	195,672	-	-	-	31,888,260
Foundation Donations	73,997	53,344	20,890	80,451	16,360	22,644	118,232	63,531	394,348	187,601	83,357	52,592	1,137,347
Medi-Cal Waiver CY25 (GPP)	12,341,010			3,716,860		8,516,400	-	1,549,445	-	24,610,185	-	-	50,733,900
Medi-Cal Waiver CY25 (GPP) - DSH cuts				5,725,810		(5,725,810)	-	-	-	(14,194,002)	-	-	(14,194,002)
SB1732			174,011				-	2,511,549	-	-	-	-	2,685,560
Health Department Reimb							268,055	138,077	-	242,176	-	-	144,556
Medi-Cal GME		1,056,808				1,044,503	-	-	882,551	-	882,551	-	3,866,413
Medi-Cal Cost Report FY19 settlement	3,083,580						-	-	-	-	-	-	3,083,580
PI4 - FYE 6/30/11					3,222,152		-	8,683,539	-	-	-	-	11,905,691
Medicare Cost Report settlement	398,119		96,316	97,928	92,119		-	-	-	-	-	-	684,482
CCAH CalAIM Incentive Payments			150,554				150,544	-	-	336,392	-	-	637,490
CCAH Workforce Recruitment Grant			102,776				-	-	-	-	-	-	102,776
AB915							-	-	-	-	-	-	
Rent Income	93,356	17,310	93,356	188,160	339,008	23,279	126,503	126,503	126,503	127,003	126,553	126,993	1,514,524
QIP				32,840,663			-	-	-	32,332,930	-	-	65,173,593
EPP				19,545,865	246		-	-	-	24,771,711	-	-	44,317,823
Physician Services	55,295	66,111	50,276	58,737	463,250	192,514							886,184
Physician SPA		410,707				119,767	-	-	-	-	841,489	-	1,371,963
CCAH Quality Incentive Program (HQIP)		799,500				766,350	-	-	-	-	-	-	1,565,850
CCAH Specialty Care Incentive (SCI)		650				1,250	-	-	-	25,208	-	-	139,535
Capital Expenditures	300,430						-	-	-	-	-	-	439,965
IGT Sub-Fund Transfer In/(Out)	463,339	30,849,477	8,224,757	463,339		19,428,975	1,240,417	25,254,689	7,003,087	463,339	-	-	93,391,420
Fund 404 Transfer	459,385	4,279,913	190,021	618,328	4,825,236	602,689	306,908	-	-	-	-	-	11,282,479
Interest Income			4,622,063			-	3,334,993	-	3,334,993	-	3,334,993	-	14,627,040
Miscellaneous Revenue	294,964	139,656	346,481	1,106,688	247,646	6,238,234	416,520	585,957	437,415	237,410	574,821	531,111	11,156,904
Total Cash Receipts	44,147,388	63,796,343	39,612,104	103,009,309	22,857,268	56,045,606	67,803,983	66,538,838	38,886,877	101,579,161	33,158,793	30,339,943	667,775,614
CASH DISBURSEMENTS													
Purchased Services and Supplies	12,670,196	11,553,377	9,175,844	16,546,008	6,361,193	7,133,196	(15,574)	9,438,083	34,013,729	106,781,276	12,424,190	12,008,382	238,089,899
Rate Range Assessment Fee CY24					2,112,309		-	-	-	-	-	-	2,112,309
Rate Range IGT CY24					11,590,856		-	-	-	-	-	-	11,590,856
HD Residency Support			125,000				125,000	-	-	-	-	-	250,000
IGT Medi-Cal GME	463,339			463,339			463,339	-	-	463,339	-	-	1,853,397
IGT M-Cal Waiver CY25 (GPP)	8,297,201		8,224,757		5,725,810		777,078	-	16,546,105	-	-	-	39,570,952
IGT M-Cal Waiver CY25 (GPP) - DSH cuts							-	(9,543,018)	-	-	-	-	(9,543,018)
IGT EPP		10,207,712					-	13,097,432	-	-	-	-	23,305,144
IGT QIP		12,344,564					-	12,157,257	-	-	-	-	24,501,820
PI4 - FYE 6/30/11			6,444,304			-	-	-	-	-	-	-	6,444,304
PI4 - FYE 6/30/12 - SNCP Overpayment				273,280			-	-	-	-	-	-	273,280
Unfunded Actuarial Liability (UAL) Annual Allocation							17,747,153	-	-	-	-	-	17,747,153
COP Principal & Interest Payments			4,808,633			-	-	335,411	-	-	-	-	5,144,043
Payroll and Benefits	20,922,200	20,332,468	20,522,011	20,519,661	20,095,836	29,538,715	21,858,711	20,349,356	21,858,711	21,355,590	21,858,711	21,355,590	260,567,561
Workers Comp Allocation			5,572,265				-	-	-	-	-	-	5,572,265
Property Insurance	14,177		2,317,130				-	-	-	-	-	-	2,331,307
General Liability Ins - Non Recoverable			691,259				-	-	-	-	-	-	691,259
General Liability Ins - Recoverable			1,194,511				-	-	-	-	-	-	1,194,511
Professional Liability Ins	502,177			780,122			-	-	-	-	-	-	1,282,299
Cyber Insurance	24,736						-	-	-	-	-	-	24,736
COWCAP	4,402,626						-	-	-	-	-	-	4,402,626
Data Processing						1,632,102	266,991	266,876	-	533,849	533,889	532,859	3,766,565
NMC Solar - Engle		35		300	900	7,090,790	-	-	-	-	-	-	9,104,479
SB1732							-	-	-	210,363	-	-	210,363
Transfer From 451 to IGT			5,262,471			-	-	-	-	-	-	-	5,262,471
Capital Expenditures	793,160		151,311	797,879	4,818,299	3,277,443	33,564	439,663	112,531	3,041,174	770,432	-	14,235,456
Total Cash Disbursements	48,089,813	54,438,155	47,849,089	56,020,997	50,705,203	48,672,246	41,256,263	55,748,666	63,323,468	132,385,590	35,587,221	43,001,310	677,078,021
Increase/(Decrease)	(3,942,425)	9,358,188	(8,236,985)	46,988,312	(27,847,935)	7,373,361	26,547,721	10,790,171	(24,436,591)	(30,806,429)	(2,428,428)	(12,661,367)	(9,302,407)
Ending Cash Fund 451	107,789,014	115,462,344	107,225,359	154,213,671	126,365,735	133,739,096	160,286,817	171,076,988	146,640,397	115,833,968	113,405,540	100,744,174	102,429,031
(+) Cash In Transit	(1,684,858)					6,114,065							1,684,858
(+) Petty Cash and CC	8,559	8,559	8,559	8,559	8,559	8,559	8,559	8,559	8,559	8,559	8,559	8,559	
Ending Cash as per G/L	106,112,715	115,470,903	107,233,918	154,222,230	126,374,294	139,861,720	160,295,376	171,085,547	146,648,956	115,842,527	113,014,099	102,437,590	
Fund 404													
Beginning Balance	177,393,776	177,393,776	176,934,391	172,654,478	172,464,457	171,846,129	167,020,893	166,418,204	166,111,296	166,111,296	166,111,296	166,111,296	
Transfer Out fund 404	-	(459,385)	(4,279,913)	(190,021)	(618,328)	(4,825,236)	(602,689)	(306,908)	-	-	-	-	
Capital Expenditures													
Ending Cash Fund 404	177,393,776	176,934,391	172,654,478	172,464,457	171,846,129	167,020,893	166,418,204	166,111,296	166,111,296	166,111,296	166,111,296	166,111,296	
Ending Cash Fund 451 & 404	285,182,789	292,396,735	279,879,838	326,678,128	298,211,865	300,759,989	326,705,022	337,188,285	312,751,694	281,945,265	279,516,837	266,855,470	

CREDENTIALS REPORT

Corrected Reappointment dates

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

NAME	SPECIALTY / SERVICE	NOTES	STATUS	REAPPOINTMENT PERIOD	RECOMMEND
Acuna, Miguel A., MD	Psychiatry / Psychiatry		Active	02/01/2026 – 02/01/2028	Srv Dir: 10/27/2025
Aharonian, Artin, MD	Teleradiology / Radiology		Courtesy	02/01/2026 – 02/01/2028	Srv Dir: 10/27/2025
Haberlach, Marissa J., DO	Emergency Medicine / Emergency Medicine		Active	02/01/2026 – 02/01/2028	Srv Dir: 10/30/2025
Hartnett, Kathleen S., NNP-BC	Neonatal Nurse Practitioner / Pediatrics		Advanced Practice Professional	02/01/2026 – 02/01/2028	Srv Dir: 10/30/2025
Hartung, Claire J., MD	Family Medicine w/ OB / Family Medicine		Active	02/01/2026 – 02/01/2028	Srv Dir: 10/26/2025
Henault, Emerald N., PA-C	Physician Assistant Emergency Medicine / Emergency Medicine		Advanced Practice Professional	02/01/2026 – 02/01/2028	Srv Dir: 10/30/2025
Nuwer, Marc R., MD	Intraoperative Neuromonitoring / Medical Specialties		Courtesy	02/01/2026 – 02/01/2028	Srv Dir: 10/25/2025
Romans, Helena K., AGPCNP-BC	Adult-Gerontology Primary Care Nurse Practitioner / Surgical Specialties		Advanced Practice Professional	02/01/2026 – 02/01/2028	Srv Dir: 10/28/2025
Sakopoulos, Andreas G., MD	Vascular Surgery / Surgical Specialties		Courtesy	02/01/2026 – 02/01/2028	Srv Dir: 10/28/2025
Underwood, Amelia, PA-C	Physician Assistant / Family Medicine		Provisional	02/01/2026 – 02/01/2028	Srv Dir: 10/28/2025
Ursu, Stefan, MD, PhD	Psychiatry / Psychiatry		Active	02/01/2026 – 02/01/2028	Srv Dir: 10/26/2025
Watson, Charlene D., NNP-BC	Neonatal Nurse Practitioner / Pediatrics		Advanced Practice Professional	02/01/2026 – 02/01/2028	Srv Dir: 10/30/2025

CREDENTIALS REPORT

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

NAME	SPECIALTY / SERVICE	NOTES	PROCTOR	APPOINTMENT PERIOD	RECOMMEND
Cary, Patrick, MD	Emergency Medicine / Emergency Medicine		Dr. Burke	02/06/2026 – 02/01/2028	Srv Dir: 12/05/2025
Hendershot, Wade, DPM	Podiatry / Surgical Specialties		Dr. Di Stante	02/06/2026 – 02/01/2028	Srv Dir: 12/10/2025
Huipe, Maribel, PA-C	Emergency Medicine Physician Assistant / Emergency Medicine		Dr. Burke	02/06/2026 – 02/01/2028 Temporary Privileges: 01/05/2026 – 02/06/2026	Srv Dir: 12/10/2025
Le, Min, MD	Pulmonary / Critical Care / Medical Specialties		Dr. Medawar	02/06/2026 – 02/01/2028	Srv Dir: 12/21/2025
Yeang, Calvin, MD	Cardiology / Medical Specialties		Dr. Medawar	02/06/2026 – 02/01/2028 Temporary Privileges: 01/05/2026 – 02/06/2026	Srv Dir: 12/05/2025

NAME	SPECIALTY	SERVICE	REASON	TIMEFRAME	RECOMMEND
None					

LOCUMS TENENS: The following practitioner(s) were granted Temporary privileges to fulfill an important patient care, treatment, service need and to see only the patients of the practitioner for whom he/she is providing locum tenens services.

NAME	SPECIALTY	NOTES
None		

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

NAME	SPECIALTY / SERVICE	NOTES	STATUS	REAPPOINTMENT PERIOD	RECOMMEND
Burckhard, Braden A., MD	Ophthalmology / Surgical Specialties		Provisional to Active	03/01/2026 – 03/01/2028	Srv Dir: 12/05/2025
Hotchkiss, John H., MD	Teleradiology / Radiology		Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025

Hwang, Janice J., MD	Teleradiology / Radiology	Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025
Ishizue, Kenneth K., MD	Orthopedic Surgery / Surgical Specialties	Active to Affiliate	03/01/2026 – 03/01/2028	Srv Dir: 12/05/2025
Jani, Atul N., MD	General Surgery / Surgical Specialties	Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/10/2025
Junqueira, Heloisa S., MD	Pediatric Hospitalist / Pediatrics	Active	03/01/2026 – 03/01/2028	Srv Dir: 12/09/2025
Keselman, Inna, MD	Intraoperative Neuromonitoring / Medical Specialties	Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/05/2025
Kopec, Marcin A., MD	Teleradiology / Radiology	Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025
Krivan, David W., MD	Anesthesiology / Anesthesia	Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025
Lotan, Roi M., MD	Teleradiology / Radiology	Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025
Olaes, Karen L., MD	Emergency Medicine / Emergency Medicine	Active	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025
Plotz, Zachary J., MD	Teleradiology / Radiology	Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025
Ramirez, Julie A., AGACNP-BC	Acute Care Nurse Practitioner / Trauma	Advanced Practice Professional	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025
Sandhu, Simranjit S., DPM	Podiatry / Surgical Specialties	Provisional to Active	03/01/2026 – 03/01/2028	Srv Dir: 12/16/2025
Thomson, Matthew J., MD	Teleradiology / Radiology	Courtesy	03/01/2026 – 03/01/2028	Srv Dir: 12/08/2025

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

NAME	SPECIALTY / SERVICE	PRIVILEGES / PRACTICE PREROGATIVES
Bristow, Anna K., WHNPs-BC	SART / Emergency Medicine	SART Pediatric core proctor complete
Dalal, Aparna R., MD	Anesthesiology / Anesthesia	Anesthesia core proctor complete
Papathomás, Daphne C., MD	OBGYN / OBGYN	VBAC proctor complete
Purrier, Sheryl A., MD	Neonatology / Pediatrics	Neonatal core proctor complete
Santaniello, Elizabeth C., FNP-BC	SART / Emergency Medicine	SART Adult core proctor complete
Solomon, Christina G., MD	OBGYN / OBGYN	OB Core proctor complete
Taylor, Elizabeth L., CNM	SART / Emergency Medicine	SART Adult core proctor complete

Williams, Chloe M., MD	OBGYN	OB Core, VBAC and Advanced Laparoscopic Procedure proctor
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CATEGORY CHANGES OUTSIDE OF REAPPOINTMENT: The following practitioner(s) category or status were changed as described.

NAME	SPECIALTY / SERVICE LINE	CURRENT / NEXT	REASON	EFFECTIVE DATE
Ebenhoech, Adelheid T., MD	Family Medicine / Family Medicine	Active Ambulatory to LOA	Leave of Absence	01/06/2026 – 03/31/2026

PRIVILEGE CHANGES OUTSIDE OF REAPPOINTMENT: The following practitioner(s) have requested an increase or decrease of privileges. An increase in privileges shall be granted for the remainder of the current appointment period.

NAME	SPECIALTY / SERVICE	REQUEST	PROCTOR
Marble, Mary E., DNP	Acute Care Nurse Practitioner / Trauma	Chest Tube Insertion, Chest Tube Removal, Clearance of C-Spine, FAST Ultrasound	Dr. Di Stante
Lu, Yan, ACNP-BC	Acute Care Nurse Practitioner / Trauma	Chest Tube Insertion	Dr. Di Stante

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

NAME	SPECIALTY / SERVICE	REASON	EFFECTIVE DATE
Bey, Thomas M., MD	Interventional Radiology / Radiology	Voluntary Resignation	03/01/2026
Cobb, Katie J., PA-C	Emergency Medicine Physician Assistant / Emergency medicine	Voluntary Resignation	02/01/2026
Drake, Macarthur Jr., MD	Teleradiology / Radiology	Voluntary Resignation	02/01/2026
Elsevier, Hannah C., MD	Orthopedic Surgery / Surgical Specialties	Voluntary Resignation	12/05/2025
Feng, Chengyuan, MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Floyd, Amanda C., MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Fowler Jr., Martin J., DO	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Grimm, Laurel J., MD	Family Medicine / Family Medicine	Voluntary Resignation	01/27/2026
Han, Jennifer, MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Heide, Aaron C., MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Horvath, Susanna E., MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Iqbal, Arshad M., MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025

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Kincaid, Ada J., MD	Emergency Medicine / Emergency Medicine	Voluntary Resignation	03/24/2025
Le, Catherine T., MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Loeb, Charles A., MD	Urology / Surgical Specialties	Voluntary Resignation / Failure to provide Liability Coverage	12/02/2025
Macias, Edward F., EdD, MSW	Clinical Psychology / Psychiatry	Retired	01/30/2025
Manchec, Barbara, MD	Teleradiology / Radiology	Voluntary Resignation	11/06/2025
Morillo-Hernandez A., MD	Family Medicine / Family Medicine	Voluntary Resignation	01/02/2026
Mrelashvili, Davit, MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Rabbani, Omid, MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Rapoport, Yul, DO	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Samuels, Todd L., MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Sanders, Timothy A., MD	Neonatal-Perinatal Medicine / Pediatrics	Voluntary Resignation	10/03/2025
Shen, Jason Y., MD	Teleneurology / Medical Specialties	Voluntary Resignation / Termination of contracted group	12/05/2025
Tung, Christie E., MD	Teleneurology / Medical Specialties	Voluntary Resignation	11/20/2025
Zanevchic, Carolina, MD	Family Medicine Hospitalist / Family Medicine	Voluntary Resignation	12/10/2025

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

NAME	SPECIALTY	SERVICE	REASON	RECOMMEND
Marble, Mary E., DNP	Acute Care Nurse Practitioner	Trauma	Chest Tube Insertion, Chest Tube Removal, Clearance of C-Spine, FAST Ultrasound	Approved
Lu, Yan, ACNP-BC	Acute Care Nurse Practitioner / Trauma	Trauma	Chest Tube Insertion	Approved
None				

NAME	PROCEDURE
None	

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

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

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



PROPOSED
NMC Board of Trustees Meeting
2026 Meeting Dates

Natividad Room
1st Floor, Building 200
1441 Constitution Blvd. Salinas, CA 93906

Regular Board of Trustees Committee meetings take place the first Friday monthly at 9:00 am in the Natividad Room, and via Zoom and Teleconference, unless otherwise notified. All cancellations and Special meetings scheduled are subject to Brown Act.

Friday, January 9, 2026

Friday, February 6, 2026

Friday, March 6, 2026

Friday, April 3, 2026

Friday, May 1, 2026

Friday, June 5, 2026

Friday, July 10, 2026

Friday, August 7, 2026

Friday, September 4, 2026

Friday, October 2, 2026

Friday, November 6, 2026

December: NO MEETING