



September 11, 2024

TO: Legal Counsel

News Media

Salinas Californian

El Sol

Monterey County Herald

Monterey County Weekly

KION-TV

KSBW-TV/ABC Central Coast

KSMS/Entravision-TV

The next regular meeting of the **PERSONNEL, PENSION AND INVESTMENT COMMITTEE - COMMITTEE OF THE WHOLE** of **SALINAS VALLEY HEALTH**¹ will be held **MONDAY, SEPTEMBER 16, 2024, AT 4:30 P.M., DOWNING RESOURCE CENTER, ROOMS A, B, & C, SALINAS VALLEY HEALTH MEDICAL CENTER, 450 E. ROMIE LANE, SALINAS, CALIFORNIA.** (Visit [SalinasValleyHealth.com/virtualboardmeeting](https://www.SalinasValleyHealth.com/virtualboardmeeting) for Public Access Information).

A handwritten signature in black ink, appearing to read "Allen Radner".

Allen Radner, MD
President/Chief Executive Officer

Committee Voting Members: **Juan Cabrera**, Chair, **Catherine Carson**, Vice Chair; **Michelle Childs**, Chief Human Resources Officer; **Augustine Lopez**, Chief Financial Officer; **Glenn Berry, MD**, Medical Staff Member.

Advisory Non-Voting Members: Tony Redmond, Community Member, Executive Team Members.

**PERSONNEL, PENSION AND INVESTMENTS COMMITTEE
COMMITTEE OF THE WHOLE
SALINAS VALLEY HEALTH¹**

**MONDAY, SEPTEMBER 16, 2024, 4:30 P.M.
DOWNING RESOURCE CENTER, ROOMS A, B, & C**

**Salinas Valley Health Medical Center
450 E. Romie Lane, Salinas, California**

(Visit SalinasValleyHealth.com/virtualboardmeeting for Public Access Information)

AGENDA

1. Call to Order / Roll Call

2. Public Comment

This opportunity is provided for members of the public to make a brief statement, not to exceed three (3) minutes, on issues or concerns within the jurisdiction of this District Board, which are not otherwise covered under an item on this agenda.

3. Approve Minutes of the Personnel, Pension and Investment Committee Meeting of August 12, 2024 (CABRERA)

- Motion/Second
- Public Comment
- Action by Committee/Roll Call Vote

4. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Divya Kishore, MD, (ii) Contract Terms for Dr. Kishore's Recruitment Agreement, and (iii) Contract Terms for Dr. Kishore's Mammography and Diagnostic Imaging Professional Services Agreement

- Staff Report
- Committee Questions to Staff
- Public Comment
- Committee Discussion/Deliberation
- Motion/Second
- Action by Committee/Roll Call Vote

5. Consider Recommendation for Board Approval of Contract Terms Maryam Jalali, MD's Pediatrics Professional Services Agreement

- Staff Report
- Committee Questions to Staff

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

- Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote
6. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Benjamin Berthet, DO, (ii) Contract Terms for Dr. Berthet’s Recruitment Agreement, and (iii) Contract Terms for Dr. Berthet’s Internal Medicine and Pediatrics Professional Services Agreement
- Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote
7. Adjournment

The next Personnel, Pension and Investment Committee Meeting is scheduled for **Monday, October 14, 2024 at 4:30 p.m.**

This Committee meeting may be attended by Board Members who do not sit on this Committee. In the event that a quorum of the entire Board is present, this Committee shall act as a Committee of the Whole. In either case, any item acted upon by the Committee or the Committee of the Whole will require consideration and action by the full Board of Directors as a prerequisite to its legal enactment.

The Committee packet is available at the Committee Meeting, at <https://www.salinasvalleyhealth.com/about-us/healthcare-district-information-reports/board-of-directors/meeting-agendas-packets/2024/>, and in the Human Resources Department of the District located at 611 Abbott Street, 2nd Floor, Salinas, California, 93901. All items appearing on the agenda are subject to action by the Committee.

Requests for a disability related modification or accommodation, including auxiliary aids or services, in order to attend or participate in a meeting should be made to the Board Clerk during regular business hours at 831-759-3050. Notification received 48 hours before the meeting will enable the District to make reasonable accommodations.

CALL TO ORDER
ROLL CALL

(Chair to call the meeting to order)

PUBLIC COMMENT



**DRAFT SALINAS VALLEY HEALTH¹
PERSONNEL, PENSION AND INVESTMENT COMMITTEE
COMMITTEE OF THE WHOLE
MEETING MINUTES AUGUST 12, 2024**

Committee Member Attendance:

Voting Members Present: Catherine Carson, Vice-Chair, Augustine Lopez, CFO, Michelle Childs, CHRO, and Glenn Berry, MD, Medical Staff Member;

Voting Members Absent: Juan Cabrera, Chair;

Advisory Non-Voting Members Present Via Teleconference: Tony Redmond, Clement Miller, COO;

Other Board Members Present, Constituting Committee of the Whole: Via Teleconference: Juan Cabrera and Victor Rey.

Juan Cabrera attended as a non-voting member via teleconference, arriving at 12:02 p.m.

1. CALL TO ORDER/ROLL CALL

A quorum was present and Vice-Chair Catherine Carson called the meeting to order at 12:00 p.m. in the Heart Center Teleconference Room.

2. PUBLIC COMMENT: None

3. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF JULY 15, 2024

Approve the minutes of the July 15, 2024 Personnel, Pension, and Investment Committee meeting. The information was included in the Committee packet.

PUBLIC COMMENT: None

MOTION:

Upon motion by Committee Member Childs, and second by Committee Member Dr. Berry, the minutes of the July 15, 2024 Personnel, Pension and Investment Committee were approved as presented.

Ayes: Vice Chair Carson, Childs, Lopez, and Dr. Berry;

Noes: None;

Abstentions: None;

Absent: Chair Cabrera.

Motion Carried

4. REVIEW INVESTMENT PERFORMANCE FOR QUARTER ENDING JUNE 30, 2024 OF SVMHS'S 403 (B) PLAN, 457 PLAN AND EMPLOYEE PENSION PLAN

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

Augustine Lopez, CFO, Scott Cleveland, Controller, and Andy Scalia and Sean Grzyb of Creative Planning Retirement Services presented a report on the Investment Performance for Quarter Ending June, 2024 of SVMHS's 403(b) Plan, 457 Plan and Employee Pension Plan.

Economic Review: The economy continues solid pace of growth, anchored by the strength in the consumer. The manufacturing PMI signaled 6 consecutive months of growth to start 2024, after 8 months without growth. Employment while still at historical lows, the labor market showed signs of cooling during the quarter. The unemployment rate ticked up during the quarter, and new jobless claims continue to trend higher. Inflation moderated in Q2 but continues to run above the Fed's 2% target. While inflation has come a long way since its peak above 9% in 2022, the last 1-2% may take more time than expected. **Interest Rates:** The Fed's policy rate remained unchanged in the quarter, but rates across the curve increased modestly as market participants pushed back their expectations for rate cuts by the Fed. Markets were mixed during the quarter. U.S. large cap and emerging markets experienced gains from continued A.I. optimism, but interest rate sensitive markets like small caps and real estate declined. Also reviewed were asset class trends, fixed income/bond index and changes, capital trends and preservation, scoring Vanguard performance, benchmark analysis and expectations, and plan performance. A summary was provided of prior decisions, money market vs. stable value performance/yield, liquidity, plan sponsorship vs. individual investor process, and participant notice is required.

- Assets by Plan Review
 - 403(b): \$142 million
 - 457(b): \$24 million
 - Pension Plan: \$485 million

A full report was included in the packet.

CONSIDER RECOMMENDATION FOR BOARD OF DIRECTORS APPROVAL TO REMOVE THE TRANSAMERICA GUARANTEED INVESTMENT ACCOUNT AND TRANSFER ASSETS TO THE VANGUARD FEDERAL MONEY MARKET FUND FOR SVMHS'S 403 (B) PLAN AND 457 PLAN

PUBLIC COMMENT: None

COMMITTEE COMMENTS: Vanguard actually owns the securities. How many participants in the plan? Creative Planning will provide. Creative Planning team has done a great job. The notice to employees provides notice of the change and explains the opportunity for a different investment.

MOTION:

Upon motion by Committee member Dr. Berry and second by Committee member Lopez, the Personnel, Pension, and Investment Committee recommends Board of Directors approval to remove the Transamerica guaranteed investment account and transfer assets to the Vanguard federal money market fund for SVMHS' 403 (b) plan and 457 plan, pending final fee negotiations and legal review.

Ayes: Vice Chair Carson, Childs, Lopez, and Dr. Berry;

Noes: None;

Abstentions: None;

Absent: Chair Cabrera.

Motion Carried

5. HUMAN RESOURCES METRICS

Robert Anderson, Human Resources Manager presented on HR Metrics FY24. A full report was included in the packet. The following was reviewed:

- Headcount is 2,205 employees with 1544 hours worked as FTE.
- Overall turnover (benefited) was 8.8% vs. the 11.10% CHA industry trend.
- Benefited RN turnover was 8.4%.
- Historical first-year turnover was 15.34% year to date (terminations, non-clinical, clinical).
- First-year turnover by type and reasons (benefited).
- New Grad retention rate and turnover.
- Traveler Count.
- Leaves (Unique/FTE Lost/Lost Days).
- Evaluation Timeliness.

COMMITTEE COMMENTS: Have trends been established on reasons for turnover? There will be more information available through the new data from Workday and Press Ganey. HR is working on reporting to show which the position a traveler is filling. Tracking leaves is performed internally. Dr. Radner discussed the concern about age of some of our staff and planning for their retirements. HR is gathering data as part of this planning.

6. WORKPLACE VIOLENCE – CY 2024

Jill Peralta-Cuellar, BSN, PHN, COEE, Director Employee Health, stated the report includes July 2024 which is not in CY 2024 and this will be corrected. Ms. Peralta-Cuellar reported on Workplace Violence (WPV) for Calendar Year 2024 including incidents, injuries, reportable incidents, incidents by shift, WPV incidents vs. Code Grey (security responds), trends, resources available, and workers' compensation benefits, and resources. Focus for the coming year was reviewed, e.g. training, incident review, drills, bedside staff involvement in education. A full corrected report will be uploaded to the Board portal and public packet.

COMMITTEE COMMENTS: An example of WPV that is not a code grey is an altered mentation (confused) patient scratching a provider. Ms. Peralta-Cuellar reported a Code WPV is being discussed. Is there an Ethics committee that might be involved to help resolve issues? SVH uses telemedicine, outside consulting for ethics evaluation and internally Social Services. All WPV incidents are reviewed in morning huddle. There is signage in the ED that SVH is a safe place, no violence will be accepted. Ms. Peralta-Cuellar was requested to provide a breakdown to PPIC of WPV incidents to look at trending which might identify triggers.

7. ADJOURNMENT

There being no other business, the meeting was adjourned at 1:21 p.m. The next Personnel, Pension, and Investment Committee Meeting is scheduled for **Monday, September 16, 2024, at 12:00 p.m.**

Catherine Carson, Vice-Chair
Personnel Pension and Investment Committee

Board Paper: Personnel, Pension and Investment Committee

Agenda Item: **Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Divya Kishore, MD, (ii) Contract Terms for Dr. Kishore's Recruitment Agreement, and (iii) Contract Terms for Dr. Kishore's Mammography and Diagnostic Imaging Professional Services Agreement**

Executive Sponsor: Orlando Rodriguez, MD, SVH Clinics Chief Medical Officer
Gary Ray, Chief Legal Officer

Date: September 9, 2024

Executive Summary

In consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment of a radiologist specializing in **Mammography and Diagnostic Imaging** as a recruiting priority for SVH's service area. The current volumes of required diagnostic and breast imaging reads and mammography procedures require adding radiologists to the group. Increasing on-site radiologist coverage will decrease the demand for remote, after-hours reading services. Furthermore, the recent resignation of a full-time breast-imaging radiologist has emphasized the need for additional mammography coverage.

The recruited physician, **Divya Kishore, MD**, attended Harvard College for her undergraduate degree and received her Doctor of Medicine degree from Emory University School of Medicine in 2019. After completing her transitional year residency at Wellstar Kennestone Hospital, Dr. Kishore returned to Emory University for her Diagnostic Radiology Residency and Breast Imaging Fellowship. Dr. Kishore will be completing her training next summer and will join SVH Clinics in September 2025.

Terms and Conditions of Agreements

The proposed physician recruitment requires the execution of two types of agreements:

1. **Professional Services Agreement** Essential Terms and Conditions:

The proposed professional services agreement includes the following terms:

- **Professional Services Agreement (PSA)**. Physician will be contracted under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics. Pursuant to California law, the physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
- **Schedule**. Physician shall provide full-time radiologist services to SVH patients forty scheduled weeks per year five days per week in an SVH Facility during normal business hours. This schedule includes coverage either on-site or remote one-half day each on Saturday and Sunday of every fifth weekend for Diagnostic Radiology Services.
- **Compensation**.
 - ❖ Base compensation of \$625,000 per year
 - ❖ Extra shift compensation for shifts worked in excess of the schedule set forth above in the amount of \$3,125.00 per one day shift, prorated at the amount of \$390.00 per hour in the event you work less than a full shift.
- **Professional Liability Insurance**. Professional liability is provided through BETA Healthcare Group.

- **Benefits.** Physician will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for physician and qualified dependents. Premiums are projected based on 15% of SVH cost.
 - ❖ Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403(b) plan that vests after three years. This contribution is capped at the limits set by Federal law.
 - ❖ Continuing Medical Education (CME) annual stipend in the amount of \$2,400 paid directly to physician and reported as 1099 income.
- 2. **Recruitment Agreement** that provides a recruitment incentive of \$50,000 which is structured as forgivable loan over two years of service.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment:

The recruitment of Dr. Kishore is aligned with our strategic priorities for the service, quality, and growth pillars. We continue to develop Salinas Valley Health Clinics infrastructure that engages our physicians in a meaningful way, promotes efficiencies in care delivery and creates opportunities for expansion of services. This investment provides a platform for growth that can be developed to better meet the needs of the residents of our District by opening up access to care regardless of insurance coverage or ability to pay for services.

Pillar/Goal Alignment:

Service People Quality Finance Growth Community

Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Kishore to SVH Clinics has been identified as a need for recruitment while also providing additional resources and coverage for the SVH radiology service line.

The compensation proposed in these agreements have been reviewed against published industry benchmarks to confirm that the terms contemplated are fair market value and commercially reasonable.

Recommendation

Salinas Valley Health Administration requests that the Personnel, Pension and Investment Committee recommend to the Salinas Valley Health Board of Directors approval of the following:

1. **The Findings Supporting Recruitment of Divya Kishore, MD:**
 - That the recruitment of a mammography and diagnostic imaging radiologist to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
 - That the recruitment benefits and incentives the hospital proposes for this recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
2. **The Contract Terms of the Recruitment Agreement for Dr. Kishore; and**
3. **The Contract Terms of the Mammography and Diagnostic Imaging Professional Services Agreement for Dr. Kishore.**

Attachments: Curriculum Vitae for Divya Kishore, MD

DIVYA KISHORE, MD

EDUCATION

Emory University School of Medicine, Atlanta, GA, 2020-2024
Diagnostic Radiology Resident, Clinical Education Track

Wellstar Kennestone Hospital, Marietta, GA, 2019-2020
Transitional Year Resident

Emory University School of Medicine, Atlanta, GA, 2015-2019
MD, Medicine

Harvard College, Cambridge, MA, 2009-2013
Bachelor of Arts in History and Science, High Honors

WORK EXPERIENCE

Beth Israel Deaconess Medical Center, Department of Neurology, Boston, MA, *Clinical Research Assistant I*, 2014- 2015
Collected and analyzed data for a study investigating the effects of obstructive sleep apnea and CPAP treatment on sleep-enhanced memory consolidation, as well as the role of the ApoE-e4 gene, for an NIH-funded research study.

Trinity Partners, LLC, *Associate Consultant*, Waltham, MA, 2013-2014
Conducted quantitative and qualitative market research for multiple projects to identify unmet medical needs. I worked with teams to forecast drug concept sales using data analytics, and recommend business solutions to clients, which included pharmaceutical companies and medical device manufacturers.

EDUCATION AND MENTORSHIP EXPERIENCES

Clinical Education Track, Department of Radiology Residency

- Deliver introductory lectures to first year radiology residents and medical students
- Created introductory modules on radiographic interpretation for third year medical students
- Work with faculty advisors to design a new radiology curriculum for medical students, including interactive, case-based experiences

5th Annual Medical Student Teaching Competition Finalist, Emory University, 2018

- Awarded audience-elected “Lightbulb Moment” award for excellence in teaching
- Delivered 8-minute presentation on medication-assisted therapy for opioid addiction
- Invited to deliver talk to Emory’s internal medicine residents

Peer Mentor, Endocrine and Reproductive Systems Module, Emory University, 2018

- Led problem-based learning sessions for second-year medical students

Emory Radiology Virtual Textbook Project, Emory University, 2018

- Worked with Dr. Fred Bertino to compile radiology teaching cases, edit and consolidate case files designed to teach pathology and basic imaging to medical students

Volunteer Tutor, Beth Israel Deaconess Medical Center, 2014-2015

- Tutored employees enrolled in Introductory Biology and English Reading and Writing for Non-native Speakers courses, Bunker Hill Community College

Peer Advising Fellow, Eagle Peer Advisor, Harvard College, 2010-2013

- Served as a personal and academic mentor to 6-8 freshmen each year, worked on a team of advisors to serve as a resource to a larger group of 18-30 freshmen
- Chosen as one of 8 student leaders of the Peer Advising Program (known as “Eagles”) chosen to mentor and lead trainings for 189 Peer Advisors, and improve advising resources available to freshmen

- Served on committees alongside faculty to plan College's Opening Days and award prizes to distinguished faculty members, and interviewed candidates for a College Resident Dean position

PUBLICATIONS

Kishore, D.; Horny, Michal.; Rosenkrantz, A.B.; Hemingway, J.; Hughes, D.R.; Duszak, R. *State-Level Variation in Inferior Vena Cava Filter Utilization Across Medicare and Commercially Insured Populations*. American Journal of Roentgenology. 2019; 212:1385-1392.

Trofimova, A.; **Kishore, D.;** Urquia, L.; Tewkesbury, G.; Duszak, R.; Levy, Matthew.; Kadom, N. *Imaging Utilization in Children with Headaches: Current Status and Opportunities for Improvement*. Journal of the American College of Radiology. 2020; Vol 17. Iss. 5, P574-583.

Tharp, K.; Santavicca, S.; Hughes, D.R.; **Kishore, D.;** Banja, J.D.; Duszak, R. Jr. *Characteristics of Radiologists Serving as Medical Malpractice Expert Witnesses for Defense Versus Plaintiff*. Journal of the American College of Radiology. 2022; Vol 19. Iss.7, P807-813.

Cunningham, T. J.; **Kishore, D.;** Guo, M.; Igue, M.; Malhotra, A.; Stickgold, R.; & Djonlagic, I. (2022). The Effect of Obstructive Sleep Apnea on Sleep-Dependent Emotional Memory Consolidation. *Annals of the American Thoracic Society*, 10.1513/AnnalsATS.202204-315OC. Advance online publication.

HONORS AND AWARDS

Internal Medicine Outstanding Quality Improvement/Patient Safety Project for 2019-2020, "Releasing Orders for Boarded Patients in the Emergency Department", Wellstar Kennestone Hospital, 2020

"Lightbulb Moment" Award, 5th Annual Medical Student Teaching Competition Finalist, Emory University, 2018

Senior Honors Thesis, "*Apricots, Cancer, and the Politics of Choice: The Laetrile Controversy*", on Cancer Treatment Trial and FDA Policy; Thesis Grade: Magna Cum Laude Plus, 2013

George H. Handelman Prize for leadership in undergraduate House Life, Harvard College 2013

ORAL PRESENTATIONS

D Kishore. *Apricots, Cancer, and the Politics of Choice: The Laetrile Controversy*. J. Willis Hurst Annual Symposium 2016, Emory University, Atlanta, GA.

POSTER PRESENTATIONS

Kishore D, Parikh A, Riedesel E, Richer E. *SARS COV-2 in Children: Review of Imaging Findings*. International Pediatric Radiology Congress Annual Meeting 2021, Rome, Italy.

Kishore D, Tuburan S, Hamlin S, Christie R, Herr K. *Timely and Relevant: Innovating Daily Resident Feedback With an Integrated System Form Application*. Association of University Radiologists Annual Meeting 2021, Virtual.

Kishore D, Horny M, Hughes D, Rosenkrantz A, Duszak, R. *Declining Utilization of IVC Filters: State Level Commercial Claims Perspectives from 2009-2015*. American College of Radiology Annual Meeting 2018, Washington, DC.

Kishore, D, Hughes, D, Rosenkrantz, A, Duszak, R. *State Level Variation in IVC Filter Utilization in the Medicare Population from 2005-2015: National Trends Do Not Tell the Whole Story*. American College of Radiology Annual Meeting 2018, Washington, DC.

D Kishore, D Liu, J Cheeley. *A Case of Erythroderma in a Patient Under Duress: Staph, Plaquenil and DRESS*. Southern Hospital Medicine Conference 2017, New Orleans, LA.

D Kishore. *Apricots, Cancer, and the Politics of Choice: The Laetrile Controversy*. American Association for the History of Medicine Annual Meeting 2017, Nashville, TN.

Kishore D, Guo M, Igue M, Malhotra A, Stickgold R, Djonlagic I. Beth Israel Deaconess Medical Center, Boston, MA. *The Effect of Sleep Apnea on Emotional Memory*. SLEEP Annual Meeting 2015, Seattle, WA.

Tucker MA, Williams J, Tartaglia J, **Kishore D**, Stickgold R. Harvard Medical School, Boston, MA, USA. *Does Sleep Really Benefit Insight Formation?* SLEEP Annual Meeting 2012, Boston, MA.

ABSTRACTS

Tharp K, Santavicca S, **Kishore D**, Hughes D, Duszak R. *Characteristics of Radiologist Expert Witnesses Serving for Defense vs. Plaintiff*. American Roentgen Ray Society Annual Meeting 2022, New Orleans, LA.

D Kishore, L Urquia, K Kim, A Trofimova, N Kadom. *Radiographs in Pediatric Headache*. ASNR Annual Meeting 2017, Long Beach, CA.

L Urquia, **D Kishore**, K Kim, A Trofimova, N Kadom. *CT Imaging for Pediatric Headache*. ASNR Annual Meeting 2017, Long Beach, CA.

A Trofimova, K Kim, **D Kishore**, L Urquia, N Kadom. *Headache Imaging in Children: When and How?* ASNR Annual Meeting 2017, Long Beach, CA.

K Kim, L Urquia, **D Kishore**, A Trofimova, N Kadom. *Issues with determining appropriateness of MR imaging in pediatric headache*. ASNR Annual Meeting 2017, Long Beach, CA.

BLOG POSTS/ONLINE PUBLICATIONS

"Nobody Left", 55 Words, *Emory Medicine Magazine*, January 5, 2018. <http://emorymedicinemagazine.emory.edu/issues/2018/winter/briefs/fifty-five-words/index.html>

"Research Subjects", *Doctors Who Create*, May 5, 2015. <http://www.doctorswhocreate.com/research-subjects/>

LEADERSHIP POSITIONS

Society of Skeletal Radiology, Resident Scholar, 2022

- Selected to serve as a resident representative for the Society of Skeletal Radiology.
- Awarded scholarship to attend the 2022 annual SSR meeting, and participate in hands-on ultrasound training sessions.
- Create educational syllabi on a range of topics to serve as a resource for residents and medical students.

ACR Education Subcommittee, Representative, 2021

- Collaborate with residents across the country to create a consortium of student-level cases with recorded read-outs for medical students, with the goal of increasing engagement on radiology rotations and augmenting the reading room 'shadowing' experience.

Post-COVID Innovation Task Force, Resident Representative, Clinical Subcommittee, 2021

- Collaborate with faculty and staff to examine how the Department of Radiology will adapt to clinical, staffing, and education challenges that arose in the COVID-19 pandemic.

Emory University School of Medicine:

Emory Radiology Interest Group, President, 2018-2019

- Served as a liaison between the Department of Radiology and Emory's medical student body.
- Worked with department faculty and staff to design the first annual "Introduction to Radiology" event for incoming medical students.
- Managed outreach for the 2018 Annual Medical Student Symposium (attended by 40 medical students across Georgia) by connecting with faculty and students from neighboring Georgia schools.

Student Representative, Diversity and Inclusion Committee, Emory University Department of Radiology, 2018-2019

M3 Representative, Mosaic Initiative, 2017-2019

- Worked with members of each medical school class, surgery residents, and faculty advisors to create a program that aims to bolster student resilience, destigmatize mental health issues, and connect students to mental health resources.
- Crafted IRB protocol to study effects of Mosaic programming on student mental health.

Co-President, American Medical Association's Emory University Chapter, 2016-2017.

- Represented Emory student body during AMA leadership site visits and in AMA student chapter legislation.
- Worked with Emory's Healthcare Innovation Program to review student seed grants.
- Organized and moderated discussions with visiting lecturers, including deans from Stanford and Duke University, on topics including geriatric care, quality improvement, and trends in medical education.

Lister Society Council Small Group Representative, 2015-2019

- Elected as small group representative to Society Student Government. Planned and moderated guest lecture by Pulitzer-Prize winning playwright for discussion on terminal illness and physician-patient relationship.

Harvard College:

EAGLE Peer Advisor, Harvard College Advising Programs Office, 2011–2013 (8 selected from all Peer Advisors to lead advising training, address freshmen's parents, and conduct interviews for selection to the program).

Harvard College Peer Advising Fellow, 2010–2013 (mentor to incoming freshmen).

The Seneca, Inc., Member, 2011-2013 (group dedicated to women's issues and outreach; membership by invitation).

Harvard Student Mental Health Liaison 2009-2011 (Led freshman workshops on mental health issues; connected students to mental health resources).

Harvard College in Asia Program, Vice Chair of Conference Committee 2010-2011 (planned week-long conference on "Global Healthcare: Changing Landscapes"; attended conference at Hong Kong University to study Hong Kong healthcare system).

Harvard Dharma, Discussion Chair, 2010–2011 (Hindu Philosophical Organization).

COMMUNITY SERVICE

- Spear-headed school-wide cold weather clothing drive for Clarkston Community Clinic patients, November 2016.
- Volunteered at a number of student-run clinics, including Harriet Tubman Women's clinic, Clarkston Community Clinic, and Open Door Community clinic, 2015 – 2016.
- Volunteer tutor for Beth Israel Deaconess Medical Center employees enrolled in Introductory Biology and English Reading and Writing for Non-native Speakers courses, Bunker Hill Community College, 2014 – 2015.
- Volunteer, "Pets as Therapy" program at Cambridge Rehabilitation and Nursing Center, 2011- 2013.

SKILLS

- Proficient with Microsoft Excel
- CITI trained for Social and Behavioral Research, Biomedical Research
- BLS and ACLS certified

HOBBIES/PERSONAL INTERESTS

Vinyasa yoga, baking, gardening.

Board Paper: Personnel, Pension and Investment Committee

Agenda Item: **Consider Recommendation for Board Approval of Contract Terms Maryam Jalali, MD's Pediatrics Professional Services Agreement**

Executive Sponsor: Orlando Rodriguez, MD, SVH Clinics Chief Medical Officer
Gary Ray, Chief Legal Officer

Date: September 9, 2024

Executive Summary

In consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment and retention of physicians specializing in **Pediatrics** as a priority for SVH's service area. Based on the Medical Staff Development Plan, completed by ECG Management Group in January 2023, pediatrics specialties were recommended as top priorities for recruitment. Recruiting and retaining pediatricians will continue to support hospital call coverage for the well-newborn, and pediatric hospital call panels.

Maryam Jalali, MD, has been a member of Salinas Valley Health Medical Staff providing pediatric services in her private practice since 1996. Dr. Jalali is certified by the American Board of Pediatrics and holds an active California license. Dr. Jalali plans to close her private practice and join SVH PrimeCare in November 2024.

Terms and Conditions of Agreements

The proposed physician recruitment requires the execution of two types of agreements:

1. **Professional Services Agreement**. Essential Terms and Conditions:

- **Professional Services Agreement (PSA)**. Physician will be contracted under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics. Pursuant to California law, the physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
- **Term**: PSA is for a term of two years, with annual compensation reported on an IRS W-2 Form.
- **Full-Time Schedule**. Physician will be scheduled to provide physician services to clinic patients on a full-time basis, 46 weeks per year; one week of which can be allocated to continuing medical education (CME).
- **Base Compensation**: \$275,000 per year.
- **Productivity Compensation**: To the extent it exceeds the base salary, physician is eligible for work Relative Value Units (wRVU) productivity compensation at a \$51.00 wRVU conversion factor.
- **Professional Liability Insurance**. Professional liability is provided through BETA Healthcare Group.
- **Benefits**. Physician will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for physician and qualified dependents. Premiums are projected based on 15% of SVH cost.
 - ❖ Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403(b) plan that vests after three years. This contribution is capped at the limits set by Federal law.
 - ❖ Six weeks (30 days) of time off each calendar year.
 - ❖ Continuing Medical Education (CME) annual stipend in the amount of \$2,400 paid directly to physician and reported as 1099 income.

**Meeting our Mission, Vision, Goals
Strategic Plan Alignment:**

The addition of Dr. Jalali to SVH Clinics is aligned with our strategic priorities the service, quality, and growth pillars. We continue to develop Salinas Valley Health Clinics infrastructure that engages our physicians in a meaningful way, promotes efficiencies in care delivery and creates opportunities for expansion of services. This investment provides a platform for growth that can be developed to better meet the needs of the residents of our District by improving access to care regardless of insurance coverage or ability to pay for services.

Pillar/Goal Alignment:

Service **People** **Quality** **Finance** **Growth** **Community**

Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Jalali to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for SVH PrimeCare.

The compensation proposed in these agreements have been reviewed against published industry benchmarks to confirm that the terms contemplated are fair market value and commercially reasonable.

Recommendation

Salinas Valley Health Administration requests that the Personnel, Pension and Investment Committee recommend to the Salinas Valley Health Board of Directors approval of the Contract Terms of the Pediatrics Professional Services Agreement for Maryam Jalali, MD.

Attachments: Curriculum Vitae for Maryam Jalali, MD

MARYAM JALALI, M.D.
FAAP

POST GRADUATE TRAINING

EHS Christ Hospital/University of Illinois

Department of Pediatrics
4440 W. 95th Street, Oak Lawn, IL 60453

July, 1995 to July,
1996
Pediatric Residency

Third Year

Martin Luther King/Drew Medical Center

Department of Pediatrics
12021 S. Wilmington Ave., Los Angeles, CA 90059

June, 1993. to June. 1995
Pediatric
Internship/Residency

University of California, Irvine

Dept. of Internal Medicine, Div. of Nephrology
101 City Drive South, Orange, CA 92668

Nov 1992-May 1993
Fellowship Research

MEDICAL EDUCATION

University of Health Sciences--Antigua, West Indies

MD. 8/1987-9/1991

UNDERGRADUATE EDUCATION

University of Missouri, Columbia

Post-graduate work In Pharmacology-PhD Program

Medical Technology Program, Board certified 1983-1987

LICENSURE AND CERTIFICATION

1996-to present

American Board of Pediatrics
California Licensure. Physician and Surgeon 1996 to present
Certification: American Society of Clinical Pathologists

HONORS AND AFFILIATIONS

American Academy of Pediatrics
American Board of pediatrics
Lamda Tau, National Medical Technology Honor Society
International Student Grant Recipient, University of Missouri-Columbia

EMPLOYMENT

Salinas Valley Pediatric associates

221 E. Romie Ln. Salinas, CA 93901 8/2005 to present

Salinas Pediatric Medical Group, Inc. 8/15/1996 to 7/2005

505 E. Romje Lane, Suite K Salinas, Ca 93901

University of Missouri-Columbia

Medical Technologist, Hematology Laboratory 1986-1987

Laboratory Technician, Phlebotomist 1984 to 1986

Participations in Committees at SVH to present

QI committee /pediatrics

Education committee

Vice chair pediatrics

Chair of pediatrics

Credential committee

PEG/physician electronic medical record governance committee

Board Paper: Personnel, Pension and Investment Committee

Agenda Item: **Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Benjamin Berthet, DO, (ii) Contract Terms for Dr. Berthet's Recruitment Agreement, and (iii) Contract Terms for Dr. Berthet's Internal Medicine and Pediatrics Professional Services Agreement**

Executive Sponsor: Orlando Rodriguez, MD, SVH Clinics Chief Medical Officer
Gary Ray, Chief Legal Officer

Date: September 9, 2024

Executive Summary

In consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment of physicians specializing in **Internal Medicine and Pediatrics** as a recruiting priority for SVH's service area. Based on the Medical Staff Development Plan, completed by ECG Management Group in January 2023, primary care and pediatrics specialties were recommended as top priorities for recruitment. Recruiting an internal medicine and pediatrics physician will provide additional hospital call coverage for well-newborn, and pediatric hospital call panels as well as increase primary care clinic access at SVH PrimeCare.

The recommended physician, **Benjamin Berthet, DO**, received his Doctor of Osteopathic Medicine degree in 2019 from AT Still University in Arizona. In June 2024, Dr. Berthet completed his Internal Medicine and Pediatrics residency training at the University of South Florida Morsani Program in Tampa, Florida. Dr. Berthet, a California native raised in Los Gatos, will be relocating to Monterey County where his retired parents reside and will join SVH PrimeCare in January 2025.

Terms and Conditions of Agreements

The proposed physician recruitment requires the execution of two types of agreements:

1. **Professional Services Agreement**. Essential Terms and Conditions:

- **Professional Services Agreement (PSA)**. Physician will be contracted under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics. Pursuant to California law, the physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
- **Term**: PSA is for a term of two years, with annual compensation reported on an IRS W-2 Form.
- **Full-Time Schedule**. Physician will be scheduled to provide physician services to clinic patients on a full-time basis, 46 weeks per year; one week of which can be allocated to continuing medical education (CME).
- **Base Compensation**: \$300,000 per year.
- **Productivity Compensation**: To the extent it exceeds the base salary, physician is eligible for work Relative Value Units (wRVU) productivity compensation at a \$51.00 wRVU conversion factor.
- **Professional Liability Insurance**. Professional liability is provided through BETA Healthcare Group.
- **Benefits**. Physician will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for physician and qualified dependents. Premiums are projected based on 15% of SVH cost.
 - ❖ Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403(b) plan that vests after three years. This contribution is capped at the limits set by Federal law.
 - ❖ Six weeks (30 days) of time off each calendar year.
 - ❖ Continuing Medical Education (CME) annual stipend in the amount of \$2,400 paid directly to physician and reported as 1099 income.

2. **Recruitment Agreement** that provides a recruitment incentive of \$50,000, which is structured as forgivable loan over two years of service.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment:

The recruitment of Dr. Berthet is aligned with our strategic priorities the service, quality, and growth pillars. We continue to develop Salinas Valley Health Clinics infrastructure that engages our physicians in a meaningful way, promotes efficiencies in care delivery and creates opportunities for expansion of services. This investment provides a platform for growth that can be developed to better meet the needs of the residents of our District by improving access to care regardless of insurance coverage or ability to pay for services.

Pillar/Goal Alignment:

Service People Quality Finance Growth Community

Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Berthet to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for SVH PrimeCare.

The compensation proposed in these agreements have been reviewed against published industry benchmarks to confirm that the terms contemplated are fair market value and commercially reasonable.

Recommendation

Salinas Valley Health Administration requests that the Salinas Valley Health Board of Directors approve of the following:

1. **The Findings Supporting Recruitment of Benjamin Berthet, DO:**
 - That the recruitment of Internal Medicine and Pediatrics to Salinas Valley Health Clinics is in the best interest of the public health of the communities served by the District; and
 - That the recruitment benefits and incentives the hospital proposes for this recruitment are necessary in order to attract and relocate an appropriately qualified physician to practice in the communities served by the District;
2. **The Contract Terms of the Recruitment Agreement for Dr. Berthet; and**
3. **The Contract Terms of the Internal Medicine and Pediatrics Professional Services Agreement for Dr. Berthet.**

Attachments: Curriculum Vitae for Benjamin Berthet, DO

Benjamin Berthet, DO

EDUCATION

University of South Florida Morsani College of Medicine *Tampa, FL*

- Residency, Internal Medicine/Pediatrics, 2020-2024
 - Tampa General Hospital, James A. Haley VA, Moffitt Cancer Center, Johns Hopkins All Children's

A.T. Still University, School of Osteopathic Medicine in Arizona (ATSU-SOMA) *Mesa, AZ*

- Doctor of Osteopathy, 2020
- Fellowship, Pre-Doctoral Osteopathic Teaching, 2019

University of California, San Diego *La Jolla, CA*

- Bachelor of Science in Physiology and Neuroscience, 2014

RESEARCH EXPERIENCE

Research Associate *01/2021-Present Tampa, FL*

“Osteopathic Manipulative Treatment in Permanent Atrial Fibrillation: A Pilot Study”

- Initiated and developed a pilot study to examine the effect of OMT on permanent atrial fibrillation in coordination with a cardiologist and his research team at the James A. Haley VA

Principal Investigator *08/2018-04/2019 Mesa, AZ*

“Case Report: Self-reversal of Haglund's deformity with optimization of pelvis alignment”

- Resolution of Achilles tendinitis with Haglund's deformity using OMT alternative to surgery

Principal Investigator *A.T. Still University, SOMA, 08/2016-05/2017 Portland, OR*

“Using Resilience Training Curriculum in High School Students To Reduce The Consequences of Adversity”

- Designed and delegated eight medical students to teach resilience skills to high school students to prevent and reduce consequences of Adverse Childhood Experiences (ACEs)

Laboratory Associate *Salk Institute, 09/2011-06/2014 La Jolla, CA*

- Designed, programmed and analyzed theoretical neuroscience experiments on how visual receptive fields change with context

PUBLICATIONS

Author, *Similar Differences*, 2017

- 360-page book examining cross-cultural individual and collective thought and behavior. Dual Finalist for Multicultural Non-Fiction in the 2018 International Book Awards and 2018 Best Book Awards

AMA Medical Education Innovation, 2015

- Abstract after leading an inter-professional team to design and submit Patient Inspired Education to optimize medical education delivery

POSTERS AND ORAL PRESENTATIONS

Using Resilience Training Curriculum in High School Students To Reduce The Consequences of Adversity *AZ*

- Oral Presentation National Association of Community Health Centers (NACHC) CHI Fall 2017

- Poster Presentation NACHC CHI Fall 2017 and AOMA Conference, Spring 2017

Interprofessional Education Collaborative Case: Human Healthcare System

AZ

- Collaboratively designed a Human Healthcare System model as a communication model
- Oral Presentation ATSU Fall 2015 with recognition for patient-centered care and presentation

LEADERSHIP

Citizens Anonymous: Bettering our selves and communities in 12 Steps, 2019

AZ

- Developing a new, 12-step program as a ~20-hour curriculum combining healthier social understanding with osteopathy to help people cope with the stress of 21st Century society

Academic Writing Intern for Osteopathic Family Physician Journal, 2018

- Performing academic peer review of submitted articles and assist in selecting articles for publication

D.O. Day at the Hill (2016) and State Legislature (2016, 2019)

Washington D.C. & Phoenix, AZ

- Advocated medical policy to State and National Senators and House Representatives

Interprofessional curriculum, Trauma-Informed Care and ACEs, 2017

Portland, OR

- Adapted a curriculum to present at ATSU-SOMA for interprofessional development

Innovative Challenge, 2017

Portland, OR

- Advancing Care for Patients living with metastatic breast cancer. Designed Ensemble, a therapeutic online community for metastatic breast cancer patients

Betty Ford Center Summer Institute for Medical Students, 2016

Center City, MN

- Shadowed patients with addiction through recovery and attended daily lectures for a week

TEACHING EXPERIENCE

Residency, Teaching

- Presented 9 case conferences and board reviews

Fellowship, Teaching and OMM

- Created, prepared, and delivered lectures to 1st year medical students on Fascia, Science and Art of Osteopathy, Visceral OMM, and Autonomic OMM, and a 10-podcast series on OMM basics
- Treated own patient panel and worked with four other DOs with their patients
- Interprofessional discussion mediator between DO, PA, PT, Admissions Departments, and students for shared room use
- Hosted review and tutoring sessions
- Process improvement for overall course and Powerpoint organization
- Reviewed osteopathic texts and Harvard basic science modules as they pertain to OMM
- Interprofessional educator of osteopathy to PA program

Point-of-Care-Ultrasound

- Practiced in 5 Faculty Development courses and led 20+ sessions for 1st-year medical students

FELLOWSHIP COURSES IN OSTEOPATHIC MANIPULATIVE MEDICINE

- Biodynamics Pediatrics (24 hours)
- Biodynamics Phases 1 and 3 (48 hours)

- American Academy of Osteopathy Convocation (5 day conference)
- Biodynamics Anatomy 101 (24 hours)
- Introduction to Cranial (40 hours)
- Biodynamics Pediatrics (30 hours)

Events

- 2020-2023, Refugee Clinic, Dover Clinic (Migrant workers), Wimauma Clinic (Migrant workers), Lifestyle Medicine and Food as Medicine course
- 2019, HopeFest Phoenix (Screenings), Arizona, Japanese Friendship Garden (Gardening)
- 2018, Tzu Chi Health Fair (OMM), Arizona
- 2017, Binational Health Fair (Screenings), Oregon, Homeless shelter (Serving food), Oregon, High school student advising, Elementary student presentation, Alaska
- 2016, 8-week CBT Fall Prevention Course to seniors, Adelante Health Clinic Fair (Screenings), Arizona
- 2015, 4-weekly CHF lifestyle counseling, ACT Kids Health Fair Arizona, Pre-med mock MMI, Arizona
- 2014, 2-month village medical assistant & private school teacher grades 1-10 in Amarapura, Nepal
- 2012, 1-week village primary care under physician supervision in May Pen, Jamaica

AWARDS

- COSGP Translating Osteopathic Understanding into Community Health 50 hours, 2016
- Student Osteopathic Medical Association New Member Scholarship for vision, 2015

PROFESSIONAL MEMBERSHIPS

- Florida Osteopathic Medical Association
- Hillsborough County Medical Association
- National Med-Peds Residents Association
- American Academy of Pediatrics Sections on Med-Peds and Osteopathic Pediatricians
- American College of Physicians
- American College of Osteopathic Internists
- American Osteopathic Association

CONFERENCES

- 2022, 2023: Osteopathic Medical Education Conference
- 2019: Northeast Regional Med-Peds Conference, American Academy of Osteopathy Convocation
- 2018: Northwest Regional PCA Fall Conference for Primary Care, Osteopathic Medical Education Conference, Warrior Spirit: Calling Upon the Ancestors to Heal Historical Trauma Conference
- 2017: Arizona Osteopathic Medical Association, National Association for Community Health Centers Community Health Institute
- 2016: Northwest Regional PCA Fall Conference for Primary Care, Osteopathic Physicians and Surgeons of Oregon, Arizona Osteopathic Medical Association

LANGUAGES

- English (fluent), French (fluent)

HOBBIES

- Exploring the outdoors by hiking, running, or biking, frisbee, traveling, movies, several genres of music, keeping up with current events, socializing with friends

ADJOURNMENT