



October 10, 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 HEALTH¹** will be held **MONDAY, OCTOBER 14, 2024, AT 4:30 P.M., DOWNING RESOURCE CENTER, ROOM 117, CEO CONFERENCE ROOM, SALINAS VALLEY HEALTH MEDICAL CENTER, 450 E. ROMIE LANE, SALINAS, CALIFORNIA.** (*Visit <https://www.salinasvalleyhealth.com/~/about-us/healthcare-district-information-reports/board-of-directors/board-committee-meetings-virtual-link/> 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, OCTOBER 14, 2024, 4:30 P.M.
DOWNING RESOURCE CENTER, ROOM 117, CEO CONFERENCE ROOM**

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

(Visit [SalinasValleyHealth.com/virtualboardmeeting](https://www.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 September 16, 2024 (CABRERA)

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

4. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Lior Taich, MD, (ii) Contract Terms for Dr. Taich's Recruitment Agreement, and (iii) Contract Terms for Dr. Taich's Urology Professional Services Agreement

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

5. Adjournment

The next Personnel, Pension and Investment Committee Meeting is scheduled for **Monday, November 11, 2024 at 4:30 p.m.**

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

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 SEPTEMBER 16, 2024**

Committee Member Attendance:

Voting Members Present: **Juan Cabrera**, Chair; **Catherine Carson**, Vice-Chair, **Michelle Childs**, CHRO, and **Glenn Berry, M.D.**, Medical Staff Member;

Voting Members Absent: Augustine Lopez, CFO;

Advisory Non-Voting Members Present: Tim Albert, M.D., CCO, Allen Radner, M.D., President/CEO, and Gary Ray, CLO;

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

Victor Rey arrived at 4:38 p.m.

1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Juan Cabrera called the meeting to order at 4:30 p.m. in the Downing Resource Center, Rooms A, B, & C.

2. PUBLIC COMMENT: None

3. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF AUGUST 12, 2024

Approve the minutes of the August 12, 2024 Personnel, Pension, and Investment Committee meeting. The information was included in the Committee packet.

PUBLIC COMMENT: None

MOTION:

Upon motion by Committee Vice-Chair Carson, and second by Committee Member Dr. Berry, the minutes of the August 12, 2024 Personnel, Pension and Investment Committee were approved as presented.

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

Noes: None;

Abstentions: None;

Absent: Lopez.

Motion Carried

4. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF (i) FINDINGS SUPPORTING RECRUITMENT OF DIVYA KISHORE, M.D., (ii) CONTRACT TERMS FOR DR. KISHORE'S RECRUITMENT AGREEMENT, AND (iii) CONTRACT TERMS FOR DR.

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

KISHORE'S MAMMOGRAPHY AND DIAGNOSTIC IMAGING PROFESSIONAL SERVICES AGREEMENT

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, M.D., 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. A full report was included in the packet

PUBLIC COMMENT: None

COMMITTEE COMMENTS: Dr. Radner commented this is a huge organizational challenge. This is a strong candidate.

MOTION:

Upon motion by Committee Vice-Chair Carson, and second by Committee Member Dr. Berry, the Personnel, Pension, and Investment Committee recommends Board of Directors approval of:

1. The Findings Supporting Recruitment of Divya Kishore, M.D.:
 - 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.

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

Noes: None;

Abstentions: None;

Absent: Lopez.

Motion Carried

5. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF CONTRACT TERMS MARYAM JALALI, M.D.'S PEDIATRICS PROFESSIONAL SERVICES AGREEMENT

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, M.D., 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. A full report was included in the packet.

PUBLIC COMMENT: None

COMMITTEE COMMENTS: None

MOTION:

Upon motion by Committee Vice-Chair Carson and second by Committee member Childs, the Personnel, Pension, and Investment Committee recommends Board of Directors approval of the Contract Terms of the Pediatrics Professional Services Agreement for Maryam Jalali, M.D.:

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

Noes: None;

Abstentions: None;

Absent: Lopez.

Motion Carried

6. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF (i) FINDINGS SUPPORTING RECRUITMENT OF BENJAMIN BERTHET, D.O., (ii) CONTRACT TERMS FOR DR. BERTHET'S RECRUITMENT AGREEMENT, AND (iii) CONTRACT TERMS FOR DR. BERTHET'S INTERNAL MEDICINE AND PEDIATRICS PROFESSIONAL SERVICES AGREEMENT

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. A full report was included in the packet.

MOTION:

Upon motion by Committee member Childs and second by Committee member Dr. Berry, the Personnel, Pension, and Investment Committee recommends Board of Directors approval of:

1. The Findings Supporting Recruitment of Benjamin Berthet, D.O.:
 - 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.

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

Noes: None;

Abstentions: None;

Absent: Lopez.

Motion Carried

7. ADJOURNMENT

There being no other business, the meeting was adjourned at 4:42 p.m. The next Personnel, Pension, and Investment Committee Meeting is scheduled for **Monday, October 14, 2024, at 4:30 p.m.**

Juan Cabrera, 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 Lior Taich, MD, (ii) Contract Terms for Dr. Taich's Recruitment Agreement, and (iii) Contract Terms for Dr. Taich's Urology Professional Services Agreement**

Executive Sponsor: Tim Albert, MD, Chief Clinical Officer
Gary Ray, Chief Legal Officer

Date: October 14, 2024

Executive Summary

In consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment of a physician specializing in **urology** as a recruiting priority for the Medical Center's service area. Based on the Medical Staff Development Plan, completed by ECG Management Group in January 2023, the specialty of Urology is recommended as a top priority for recruitment. Furthermore, Salinas Valley Health Clinics (SVHC) continues to expand its Urology program, which includes adding a urological oncologist to perform robotic surgery cases.

The recommended Physician, **Lior Taich, MD**, received his Doctor of Medicine degree from New York Medical College in 2018. Dr. Taich attended Cedars-Sinai Medical Center for both his general surgery and urology residencies. He recently completed his Urological Oncology Fellowship at City of Hope Cancer Center. Dr. Taich is trained in robotic surgeries, holds a current California Medical License and plans to join SVH Clinics 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, 48 weeks per year; one week of which can be allocated to continuing medical education (CME).
- **Base Compensation**: \$575,000 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 \$69.00 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.
 - ❖ Four weeks (20 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. Taich 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. Taich to SVH Clinics has been identified as a need for recruitment while also providing additional resources and coverage for the SVH Urology practice.

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 Lior Taich, MD,**
 - That the recruitment of a urologist 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. Taich; and**
3. **The Contract Terms of the Urology Professional Services Agreement for Dr. Taich.**

Attachments

- Curriculum Vitae for Lior Taich, MD

Lior Benyamin Taich

Curriculum Vitae

Education

B.A. || University of California Santa Barbara ||2009 - 2013||

- Majors: Biology, Psychology
- Graduated with Honors

M.D. || New York Medical College ||2014 - 2018||

- Dean's Honors 2017: Best Research by Medical Student at NYMC

Internship || Cedars-Sinai Medical Center || General Surgery Intern ||2018 – 2019||

Residency || Cedars-Sinai Medical Center || Urology Resident ||2019 – 2023||

Fellowship || City of Hope Cancer Center || Urologic Oncology Fellow ||2023 – Present||

- Anticipated Graduation Date: 07/2024

Licensure

California State Medical License

License Number: A167387

Professional Experience

||2011-2012|| **Laboratory Assistant** || UCSB Neuroscience Research Institute

- Performed vascular surgeries on rats to analyze models of cocaine addiction
- Administered cocaine and various other injections to rats
- Assisted with Micro Dialysis
- Sliced rat brains for staining and histological analysis

||2012-2013|| **Mental Health Peer** || UCSB Counseling and Psychological Services

- Assessed psychological state of undergraduate and graduate students seeking assistance
- Provided one-on-one drop-in counseling to distressed students
- Served as member of Mental Health Panel; Responsible for organizing events for > 500 attendees regarding mental health education and suicide prevention

||2012-2014|| **Organic Chemistry and Science Tutor** || Private Business

- Tutored organic chemistry, biology, and neuroscience with an emphasis on conceptual understanding
- Facilitated students' improvement by multiple letter grades
- Organize structured lesson plans for individual and group sessions

Professional Activities

Cedars-Sinai Medical Center

||2020-2021|| **Housestaff Executive Committee Representative** || Cedars-Sinai GME

- Addressed logistic concerns pertaining to the urology residency program
- Assisted in establishing guidelines for COVID-19 scheduling modifications

Publications

Research Papers:

1. **Taich L***, Dallas K*, Kuhlmann P, Rogo-Gupta L, Eilber K, Anger JT, Scott V. Supracervical Hysterectomy is Protective Against Mesh Complications after Minimally Invasive Abdominal

Sacrocolpopexy: A Population-Based Cohort Study of 12,189 Patients. *The Journal of Urology*, Vol. 207,3 (2022): 669-676. doi:10.1097/JU.0000000000002262

2. **Taich L**, Zhao H, Stock SR, Howard LE, De Hoedt AM, Terris MK, Amling CL, Kane CJ, Cooperberg MR, Aronson WJ, Klaassen Z, Polascik TJ, Vidal AC, Freedland SJ. Radium-223 Utilization Patterns and Outcomes in Clinical Practice. *Urol Pract*. 2022 Sep;9(5):405-413. doi: 10.1097/UPJ.0000000000000316. Epub 2022 Jun 8. PMID: 37145712.
3. Masterson J, Zhao H, **Taich L**, Naser-Tavakolian A, Johnson J, Najjar R, Kim I, Gupta A. Robotic Bilateral Nephrectomy for Large Polycystic Kidney Disease *BJU International*, 2023 Jun 24. doi.org/10.1002/bco2.263

Reviews:

4. **Taich L**, Zhao H, Cordero C, Anger JT. New paradigms in the management of recurrent urinary tract infections. *Curr Opin Urol*. 2020 Nov;30(6):833-837. doi: 10.1097/MOU.0000000000000823. PMID: 32941258.

Editorials:

5. **Taich L**, Freedland SJ. Expert Comment: Trend for Stage and Grade Group of Prostate Cancer in the US. Practice Update. 2021 March.

Papers in Preparation (Research Completed):

6. **Taich L**, Dallas K, Zhao H, Naser-Tavakolian A, Kuhlmann P, Scott V, Eilber K, Anger JT. Reoperation Rate and Risk Factors after Artificial Urinary Sphincter Placement in a Large Population Based Cohort. TBD.
7. **Taich L**, Naser-Tavakolian A, Kuhlmann P, Daskivich T. Risk Factors for AKI after Pre-Operative Stent Placement. TBD.

Abstracts:

8. **Taich L**, Zeffren, M., Choudhury, M. Effect of duration of symptoms on orchiectomy rates in testicular torsion in patients under 25: important prognostic trends. 2017, March 21st, Annual Medical Student Research Forum, Valhalla, NY.
9. Souders C, **Taich L**, Jensen S, Houman J, Moradzadeh A, Nassiri N, Eilber K, Anger J. Transvaginal Mesh Safety Reporting Trends for Slings and Prolapse Mesh: Are We getting Better? 2018, May 18th, American Urological Association.
10. **Taich L**, Lin G, Amling C, Aronson W, Cooperberg M, Rivera L, Kane C, Klassen Z, Terris M, Freedland J. Halsteadian View of Prostate Cancer: Does Removing More Nodes at Radical Prostatectomy Affect Biochemical Recurrence? 2022, May 16th, American Urological Association.

ADJOURNMENT