



September 22, 2023

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 **TUESDAY, SEPTEMBER 26, 2023, AT 12:00 P.M., DOWNING RESOURCE CENTER, CEO CONFERENCE ROOM 117 SALINAS VALLEY HEALTH MEDICAL CENTER, 450 E. ROMIE LANE, SALINAS, CALIFORNIA** or via **TELECONFERENCE** (visit [SalinasValleyHealth.com/virtualboard](https://www.SalinasValleyHealth.com/virtualboard) meeting for Access Information).

A handwritten signature in black ink, appearing to read "Pete Delgado", written in a cursive style.

Pete Delgado
President/Chief Executive Officer

Committee Members: Juan Cabrera, Chair; Catherine Carson, Vice Chair; Pete Delgado, President/CEO; Augustine Lopez, Chief Financial Officer; Michelle Childs, Chief Human Resources Officer; Glenn Berry, MD, Medical Staff Member; Tony Redmond, Community Member

**PERSONNEL, PENSION AND INVESTMENTS COMMITTEE
COMMITTEE OF THE WHOLE
SALINAS VALLEY HEALTHCARE¹**

**TUESDAY, SEPTEMBER 26, 2023, 12:00 P.M.
DOWNING RESOURCE CENTER, CEO CONFERENCE ROOM 117**

**Salinas Valley Health Medical Center
450 E. Romie Lane, Salinas, California
or via Teleconference
(Visit svmh.com/virtualboardmeeting for Access Information)**

AGENDA

1. Call to Order / Roll Call
2. Approve Minutes of the Personnel, Pension and Investment Committee Meeting of August 22, 2023 (DELGADO)
 - Motion/Second
 - Action by Committee/Roll Call Vote
3. Consider recommendation for Board approval: Amendment to the Salinas Valley Memorial Healthcare System 403(b) Retirement Plan.
 - Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote
4. Consider recommendation for Board Approval of: (RADNER/RAY)
 - a. The findings supporting recruitment of Nima Beheshti, DO;
 - b. The contract terms for Dr. Beheshti's Recruitment Agreement, and;
 - c. The contract terms for Dr. Beheshti's Neurology Professional Services Agreement
5. Consider recommendation for Board Approval of (RADNER/RAY)
 - a. The findings supporting recruitment of Gurvinder Kaur, MD;
 - b. The contract terms for Dr. Kaur's Recruitment Agreement, and;
 - c. The contract terms for Dr. Kaur's Neurosurgery Professional Services Agreement
6. Public Input
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.
7. Adjournment

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

The next Personnel, Pension and Investment Committee Meeting is scheduled for **Tuesday, October 24, 2023 at 12:00 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 www.SalinasValleyHealth.com, and in the Human Resources Department of the District. 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)

**SALINAS VALLEY HEALTH¹
PERSONNEL, PENSION AND INVESTMENT COMMITTEE
COMMITTEE OF THE WHOLE
MEETING MINUTES AUGUST 22, 2023**

Committee Members Present:

In-person: Chair Juan Cabrera, Vice Chair Catherine Carson, Glenn Berry, MD., Michelle Childs, and Augustine Lopez

Via Teleconference: Pete Delgado

Committee members absent: Tony Redmond

Other Board Members Present, Constituting Committee of the Whole:

None

1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Juan Cabrera called the meeting to order at 12:05 p.m. in Downing Resource Center, rooms A, B, and C.

2. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF JULY 25, 2023

The minutes of the Personnel, Pension, and Investment Committee meeting of July 25, 2023, were included in the Committee packet.

PUBLIC COMMENT:

None

MOTION:

Upon motion by Committee member Childs, and second by Committee member Berry, MD., the minutes of the July 25, 2023 Personnel, Pension and Investment Committee were approved, as presented.

Ayes: Chair Cabrera, Vice Chair Carson, Berry, MD., Childs, Delgado, and Lopez;

Noes: None;

Abstentions: None;

Absent: Redmond

Motion Carried

3. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF:

- A. Findings Supporting Recruitment of Vivian Monique McCorvey, MD.;
- B. Contract Terms for Dr. McCorvey's Recruitment Agreement, and;
- C. Contract Terms for Dr. McCorvey's Mammography Professional Services Agreement

PUBLIC COMMENT:

None

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

MOTION:

Upon motion by Committee member Childs, and seconded by Committee member Berry, MD., the Personnel, Pension, and Investment Committee recommends the Board of Directors consider approval of Dr. McCorvey’s Mammography Professional Services Agreement with a recruitment incentive of \$40,000.

Ayes: Chair Cabrera, Vice Chair Carson, Berry, MD., Childs, Delgado, and Lopez;

Noes: None;

Abstentions: None;

Absent: Redmond

Motion Carried

4. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF CONTRACT TERMS FOR KATHERINE NOEL, MD’S OBSTETRICS AND GYNECOLOGY PROFESSIONAL SERVICES AGREEMENT:

PUBLIC COMMENT:

None

COMMENTS FROM THE BOARD:

Chair Cabrera asked staff if there are more efforts in recruiting more urologists. Staff responded that they have identified the need for at least one more Urologist. Staff is actively working on this recruitment.

MOTION:

Upon motion by Committee member Childs and seconded by Vice Chair Carson the Personnel, Pension, and Investment Committee recommends the Board of Directors consider approval of the contract terms of the Obstetrics and Gynecology Professional Service Agreement for Katherine Noel, MD.

Ayes: Chair Cabrera, Vice Chair Carson, Berry, MD., Childs, Delgado, and Lopez;

Noes: None;

Abstentions: None;

Absent: Redmond

Motion Carried

5. HR/EHS METRICS

Jill Peralta Cuellar, Employee Health Director presented on Workers Comp. The top departments that received the most claims this year are Environmental Services, Nutrition Services, and Surgery. Employee Health is addressing these issues and has implemented loss prevention strategies to reduce injuries and cost.

Robert Anderson, Human Resources Manager presented on HR Metrics. We currently have 2,122 people working for the hospital, an increase from last year. Have had a larger growth in the first 6 months compared to July and August. In regards to turnover, we have received the benchmark data, and we are below the benchmark. Turnovers have decreased from last year. Emergency Department has seen

the most turnover for RN's.

COMMENTS FROM THE BOARD:

Vice Chair Carson commented that the hospital is overall doing a great job.

6. REVIEW INVESTMENT PERFORMANCE FOR QUARTER ENDING JUNE 30, 2023 OF SVMHS'S 403 (B) PLAN, 457 PLAN, AND EMPLOYEE PENSION PLAN

Steve Kjar of Creative Planning Retirement Services reviewed the performance of our investments. Our 403 (b) Retirement Plan totals to date are \$20,106,393.54. For the Pension Plan, 2022 was a difficult year with investments, but are doing better in 2023 and are moving in the right direction. Markets have been positive for the Pension Plan. Total assets in the Pension Plan as of 06-30-23 is \$434,741,498.96

7. PUBLIC INPUT

No public input.

8. ADJOURNMENT

There being no other business, the meeting was adjourned at 1:48 p.m. The next Personnel, Pension, and Investment Committee Meeting is scheduled for **Tuesday, September 26, 2023, at 12:00 p.m.**

Juan Cabrera, Chair
Personnel, Pension and Investment Committee

Memorandum

To: Personnel, Pension and Investment Committee
From: Michelle Childs
Chief Human Resources Officer
Date: March 14, 2023
Re: Recommendation for Board Approval: Amendment to the Salinas Valley Memorial Healthcare System 403(b) Retirement Plan (“403b plan”)

The Non-affiliated employees and SVMC physicians have been eligible for the Defined Contribution Plan (i.e. 403b plan) which offers employer basic and matching contributions to eligible employees.

Salinas Valley Health Medical Center and the Engineers and Scientists of California, Local 20 (ESC) have reached tentative agreement on an initial collect bargaining agreement in which the former non-affiliated staff will remain eligible for the Salinas Valley Memorial Healthcare System 403(b) Retirement Plan.

Attached is the Amendment necessary to permit staff represented by ESC to be eligible for the 403b plan.

**AMENDMENT TO THE
SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM
403(b) RETIREMENT PLAN**

The Salinas Valley Memorial Healthcare System 403(b) Retirement Plan (Plan) is amended, effective as if the date this Amendment is executed as follow:

1. Section 3.01, "Eligible Employees; Excluded Employees," is amended and restated to read as follows:

3.01. Eligible Employees; Excluded Employees.

All Employees of the Employer, who are not otherwise excluded from participation in the Plan, are eligible to participate in the Plan after completion of the eligibility requirements set forth in the Eligibility Requirements section, below. This Plan excludes the following Employees (even if they might otherwise satisfy the eligibility criteria specified in the Plan):

- A. *Employees who are eligible to participate in the Salinas Valley Memorial Healthcare System 403(b) Tax Deferred Salary Reduction Plan and whose employment is governed by the terms of a collective bargaining agreement between Employee representatives (within the meaning of Code section 7701(a)(46)) and the Employer under which retirement benefits were the subject of good faith bargaining, unless the collective bargaining agreement specifically requires participation in this Plan (referred to as "affiliated employees").*
- B. *Employees who are nonresident aliens and who receive no earned income (within the meaning of Code section 911(d)(2)) from the Employer that constitutes income from sources within the United States (within the meaning of Code section 861(a)(3)).*
- C. *Employees who are students performing services described in Code section 3121(b)(10).*
- D. *Employees of an Affiliated Employer that has not adopted the Plan.*
- E. *Leased Employees.*

- F. *Except to the extent required by Code section 403(b)(12)(A)(ii), a worker that the Employer did not treat as an Employee, but who is subsequently determined to be an Employee by a local, State or federal governmental entity or by a court of competent jurisdiction.*
- G. *Employees who are eligible to participate in the Salinas Valley Memorial Healthcare System 403(b) Tax Deferred Salary Reduction Plan.*
- H. *Non-affiliated Employees who become covered by the terms of a collective bargaining agreement, unless the collective bargaining agreement specifically requires participation in this Plan.*
- I. *In addition to the foregoing exclusions, for purposes of the Nonelective Contributions and Matching Contributions, the following additional Employees shall be excluded:*
 - 1. *Non-affiliated Employees (Employees whose employment is not governed by the terms of a collective bargaining agreement between Employee representatives and the Employer) who are temporary Employees.*
 - 2. *Non-affiliated Employees (Employees whose employment is not governed by the terms of a collective bargaining agreement between Employee representatives and the Employer) who are Per Diem Employees.*
 - 3. *Employees of an entity in which the Employer is an investor.*
- J. *In addition to the foregoing exclusions, for purposes of the Matching Contributions, physicians and non-physicians of the Salinas Valley Health Clinics shall be excluded.*

- 2. The Plan is further amended by changing all references in the Plan to the “Salinas Valley Medical Clinic” to the “Salinas Valley Health Clinics.”

All other provisions of the Plan as in effect prior to this Amendment shall remain unchanged by this Amendment.

Executed this _____ day of _____, 2023

SALINAS VALLEY MEMORIAL
HEALTHCARE SYSTEM

By: _____

Title: _____

Board Paper: Personnel, Pension and Investment Committee

Agenda Item: **Consider Recommendation for Board Approval of (i) the Findings Supporting Recruitment of Nima Beheshti, DO, (ii) the Contract Terms for Dr. Beheshti's Recruitment Agreement, and (iii) the Contract Terms for Dr. Beheshti's Neurology Professional Services Agreement**

Executive Sponsor: Allen Radner, MD, Chief Medical Officer, Salinas Valley Health
Gary Ray, Chief Administrative Officer, Salinas Valley Health Clinics

Date: September 26, 2023

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 neurology 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 Neurology is recommended as a high priority for recruitment.

The recommended physician, Nima Beheshti, DO, received his Doctor of Osteopathic Medicine in 2019 at Rocky Vista University in Greenwood Village, CO. Dr. Beheshti completed his resident training at University of California Davis where he served as Chief Neurology Resident from 2021-2022. Dr. Beheshti will complete his Movement Disorders Fellowship at University of California Davis in 2024. Dr. Beheshti also holds a Masters of Public Health degree from University of California Berkeley and is fluent in Spanish. He will join Salinas Valley Health Clinics in the fall of 2024.

Terms and Conditions of Agreements

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

- 1. Professional Services Agreement.** The proposed professional services agreement includes the following 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 that provides W-2 relationship for IRS reporting.
 - **Term.** PSA is for a term of 2 years. Physician's annual compensation will be reported on an IRS W-2 Form as a contracted physician.
 - **Schedule.** Physician will be a 1.0 Full-Time Equivalent (FTE).
 - **Base Compensation.** Physician will receive base compensation of \$350,000 per year.
 - **Productivity Compensation.** To the extent it exceeds the base salary, physician will earn productivity compensation at \$60.50 work Relative Value Unit (wRVU) conversion factor.
 - **Hospital Call.** Physician will participate in unassigned patient call coverage.
 - **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 (5%) base contribution to 403b 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.
 - **Professional Liability.** Physician will receive professional liability policy through BETA Healthcare Group.

2. **Recruitment Agreement** that provides a sign-on bonus 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. Beheshti is aligned with our strategic priorities for the growth and finance 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. Beheshti to SVH Clinics has been identified as a need for recruitment while also providing additional resources and coverage for the SVH Neurology practice.

The compensation proposed in these agreements have been reviewed and compared to 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 Nima Beheshti, DO,**
 - That the recruitment of a neurologist 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. Beheshti; and**
3. **The Contract Terms of the Neurology Professional Services Agreement for Dr. Beheshti.**

Attachments

- Curriculum Vitae for Nima Beheshti, DO

EDUCATION

Resident Physician, Neurology University of California, Davis Chief resident Fellow, Movement Disorders	2019 - 2024 2021 - 2022 exp 2023-2024
Doctor of Osteopathic Medicine Rocky Vista University	2019
Master of Public Health, Nutrition University of California, Berkeley Thesis; Physician Empathy and Communication towards Mexican-American Patients	2015
Bachelor of Science, Biology Bachelor of Arts, Political Science Minor, Art History University of California, Irvine	2011

ADMINISTRATIVE AND LEADERSHIP EXPERIENCE

Fellow, Academic Pathways for Health Science Trainees Program, Davis, CA <ul style="list-style-type: none">Completed a one-year training program to refine my leadership style, with MBTI integrationProvided insights from multiple industry experts on the strengths and weaknesses of various management methodsTook part in simulations to navigate difficult workplace scenarios using different conflict resolution techniques	2021 - 2022
Fellow, UC Davis / UC Irvine Clinician Health and Wellbeing Fellowship, Davis, CA <ul style="list-style-type: none">Completed 7-month long specialty program designed to help identify and tackle barriers to wellness in healthcareTopics included physician burnout, suicide, substance abuse, and cognitive concernsDesigned a needs assessment to determine what residents are looking for in program-sponsored wellness activitiesResearch culminated in the development and deployment of a survey to assess resident physician wellness needs, and to evaluate previous wellness strategies attempted by both individual departments and GME.	2021
Fellow, Center for Health Leadership, Berkeley, CA <ul style="list-style-type: none">Was coached through intensive self-reflection and personal growth exercises to identify my strengths and weaknesses as a leader, and was given a framework to improve these skillsDeveloped project management and leadership skills during bi-weekly sessionsMet with leaders in health care to observe different leadership styles in action	2013-2015
Project Manager Intern, Alta Bates Medical Group, Emeryville, CA <ul style="list-style-type: none">Performed network analysis to identify more cost effective sites of care deliveryIdentified differentially priced codes based on site of service to reduce patient costs of careWorked alongside executive management and medical directorate in developing future strategies for growth, cost reduction, and quality improvement measures	2014-2015

CONSULTING EXPERIENCE

Consultant, Alameda County WIC Association, Hayward, CA <ul style="list-style-type: none">Performed needs assessment towards increasing patient recapture rate for clinically underserved areaPrepared evidence based, budget neutral approaches to better coordinating care among young Latina mothersMade recommendations for expanding services and to better utilize web services via a complete plan of action	2014
Consultant, Center for Care Innovations, San Francisco, CA <ul style="list-style-type: none">Identified key marketing strategies to reach possible donors and investorsCollaborated with industry leaders to learn how to sell a brand's image to interested partiesSpurred development of cohesive mission, vision, and values of organizationSynthesized findings and developed marketing materials for CCI to use in future expansion	2014-2015

Dr. Nima Beheshti, DO MPH

UC Davis Department of Neurology

RESEARCH EXPERIENCE

Junior Specialist, UC Irvine Medical Center Department of Urology Irvine, CA 2010-2013

- Worked closely with an interdisciplinary team of surgeons and coordinated research and evaluation
- Performed patient debrief after surgery and followed up with over 1,500 patients to track cancer recurrence
- Initiated and investigated multiple projects that led to two publications (see below)
- Established databases and advised on their use

TEACHING EXPERIENCE

Class Director, Model United Nations Course UC Irvine 2009-2011

- Instructed class of 30 students for six consecutive quarters
- Presented lecture material, facilitated discussion, coordinated guest speakers, and managed grades
- Prioritized international relations, legal writing, cooperation, public speaking, research, and debate skills

Graduate Student Instructor, Molecular and Cell Biology, Berkeley, CA 2014-2015

- Taught three classes: Intro to Biology, Drugs and the Brain, and Human Physiology
- Developed weekly lesson plan suited to each group's unique needs and interests
- Prepared mock interviews for students pursuing medical internships, and provided guidance and mentorship to aspiring pre-med and pre-pharmacy students.

LANGUAGE AND SOFTWARE SKILLS

Fluent: Spanish and Farsi (including medical topics)

Conversational: French and Italian

Prezi, STATA, Microsoft Office suite, Mac and PC

PUBLICATIONS

Beheshti N. Long Term Followup and Recovery Outcomes Following Robotic Assisted Radical Prostatectomy. Excellence in Research Undergraduate Journal May 2011

Liss M, Lusch A, Morales B, Beheshti N, Skarecky D, Narula N, Osann K, Ahlering T. Robot-Assisted Radical Prostatectomy: 5-Year Oncological and Biochemical Outcomes. J Urol April 2012

Beheshti N. The State of Early Childhood Mental Health in El Paso County, Colorado. Western States Medical Monographs, Volume 5, 2017

HOBBIES AND INTERESTS

-Cooking and Baking

-Yoga, Kickboxing

-Board games, Role-Playing Games

-Japanese Sumi-e Painting, woodburning, leathercraft

-History: Specifically Latin American and East Asian

-Art, Art History: Specifically Edo Japan, 20th Cen Europe

ACADEMIC HONORS AND ACCOLADES

Clinician Health and Wellbeing Innovation Award, Awarded 2021

UC Davis Medical Center Value Team Committee, Member 2021

UC Davis Neurology Department Wellness Ambassador; Accepted 2021

US Public Health Service Excellence in Public Health Award; Awarded 2019

Rocky Mountain Public Health Case Competition Finalist, 2nd place; Awarded 2015

Augustus Oliver Brown Endowment for Nutritional Research; Awarded 2013, 2014

Ruth L Huenemann Alumni Scholarship; Awarded 2014

Center for Health Leadership Fellowship; Accepted 2013

Sarah Samuels Award for Public Health Nutrition and Practice; Awarded 2013

Bocconi MilMUN Conference on International Women's Rights, Best Delegate; Awarded 2011

UC Irvine Summer Undergraduate Research Program Excellence in Research Award; Awarded 2011

UC Irvine Dean's Honor's List: Awarded five times 2009, 2010, 2011

Board Paper: Personnel, Pension and Investment Committee

Agenda Item: **Consider Recommendation for Board Approval of (i) the Findings Supporting Recruitment of Gurvinder Kaur, MD, (ii) the Contract Terms for Dr. Kaur's Recruitment Agreement, and (iii) the Contract Terms for Dr. Kaur's Neurosurgery Professional Services Agreement**

Executive Sponsor: Allen Radner, MD, Chief Medical Officer, Salinas Valley Health
Gary Ray, Chief Administrative Officer, Salinas Valley Health Clinics

Date: September 26, 2023

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 neurosurgery 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 Neurosurgery is recommended as a priority for recruitment. Furthermore, there are currently only two credentialed neurosurgeons on SVH Medical Staff. Adding another neurosurgeon to Salinas Valley Health Clinics will decrease the on-call burden for our existing providers and increase access for our clinic patients.

The recommended physician, Gurvinder Kaur, MD, received her Doctor of Medicine degree in 2013 at the University of California San Francisco and completed her neurosurgery residency at Northwestern Memorial Hospital in Chicago. Dr. Kaur completed her Neuro-Oncology Fellowship training at the University of Miami. Dr. Kaur comes to us from Centura Health in Colorado Springs where she has been practicing since 2021. She is a California native from the Bay Area. Dr. Kaur will join Salinas Valley Health Clinics in January 2024.

Terms and Conditions of Agreements

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

- 1. Professional Services Agreement.** The proposed professional services agreement includes the following 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 that provides W-2 relationship for IRS reporting.
 - Term. PSA is for a term of 2 years. Physician's annual compensation will be reported on an IRS W-2 Form as a contracted physician.
 - Schedule. Physician will be a 1.0 Full-Time Equivalent (FTE).
 - Base Compensation. Physician will receive base compensation of \$800,000 per year.
 - Productivity Compensation. To the extent it exceeds the base salary, physician will earn productivity compensation at \$90.00 work Relative Value Unit (wRVU) conversion factor.
 - Hospital Call. Physician will participate in unassigned patient call coverage.
 - 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 (5%) base contribution to 403b 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.
 - Professional Liability. Physician will receive professional liability policy through BETA Healthcare Group.

2. **Recruitment Agreement** that provides a sign-on bonus of \$75,000 which is structured as forgivable loan over two years of service.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment:

The recruitment of Dr. Kaur is aligned with our strategic priorities for the growth and finance 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. Kaur to SVH Clinics has been identified as a need for recruitment while also providing additional resources and coverage for the SVH Neurosurgery 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 Gurvinder Kaur, MD,**
 - That the recruitment of a neurologist 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. Kaur; and**
3. **The Contract Terms of the Neurosurgery Professional Services Agreement for Dr. Kaur.**

Attachments

- Curriculum Vitae for Gurvinder Kaur, MD

Gurvinder Kaur

CURRENT POSITION

Neurosurgeon
Centura Health, Penrose Hospital
Colorado Springs, CO

09/2021- present

EDUCATION/TRAINING

Neurosurgery Neuro-oncology Fellow
Department of Neurosurgery, University of Miami

2020-2021

Resident Physician, Department of Neurosurgery
Northwestern Memorial Hospital

2013-2020

University of California, San Francisco, School of Medicine
Medical Doctorate

2013

University of California, Los Angeles
Bachelor of Science, Neuroscience with Highest Honor
Summa Cum Laude

2006

HONORS AND AWARDS

NIH-National Research Service Award (F32)

2017-2018

Best Resident Consultant (Department of Emergency Medicine,
Northwestern Memorial Hospital)

2015

Clinical and Translational Research Fellowship, UCSF

2011-2012

Howard Hughes Advanced Medical Student Fellowship

2011-2012

Howard Hughes Medical Student Fellowship

2010-2011

Dean's Medical Student Research Fellowship, UCSF

2008

Dean's Medical Student Research Fellowship, UCSF

2009

Dean's Honor List, UCLA

2002-2006

UCLA, Department of Neuroscience Highest Honor for Undergraduate Research

2006

Phi Beta Kappa

2006

College of Honors, UCLA

2006

Outstanding sophomore, Golden Key National Honor Society

2004

ACADEMIC LEADERSHIP AND SERVICE

Admission Committee member, UCSF School of Medicine.

2009-2013

West Coast Regional Chair, HHMI Medical Institute

2010-2011

Vice-President, Neuroscience Undergraduate Society, UCLA.

2005-2006

Community Service Chair, Golden Key Honor Society, UCLA

2005-2006

RESEARCH

Grant Funding

NIH- National Research Service Award/F32 Northwestern University <i>Role of tumor induced PD-L1 expression on myeloid cells in GBM on expansion of Regulatory T cells and systemic immunosuppression</i>	2017-2018
Howard Hughes Medical Student Fellowship University of California, San Francisco <i>Necrosis Stimulates Glioblastoma Multiforme (GBM) Proliferation Through Complement Activation</i>	2010-2012
Clinical and Translational Fellowship University of California, San Francisco <i>Role of G-protein couple receptor Kinases in Glioblastoma Multiforme (GBM) Proliferation</i>	2011-2012
Dean's medical student Fellowship University of California, San Francisco <i>Investigate the role of early leukocyte infiltration post spinal cord injury in early tissue damage, wound healing and recovery of function.</i>	Summer 2008
Dean's medical student Fellowship University of California, San Francisco <i>Synaptic Plasticity in substance abuse and addiction</i>	Summer 2007
Research Positions Research Fellow, Bloch Laboratory PI: Orin Bloch, MD <i>Northwestern University, Brain Tumor Research Center Department of Neurosurgery, Chicago, IL</i> The role of tumor Induced PD-L1 Expression on myeloid cells in GBM on expansion of regulatory T Cells and systemic Immunosuppression	2017- 2018
Research Fellow, Parsa Laboratory PI: Andrew T. Parsa, MD PhD <i>University of California, San Francisco, Brain Tumor Research Center Department of Neurosurgery, San Francisco, CA</i> Necrosis Stimulates Glioblastoma Multiforme (GBM) Proliferation Through Complement Activation	2008-2013
Research Assistant, Noble Laboratory PI: Linda Noble, PhD <i>University of California, San Francisco, Spinal Cord Injury Center Department of Neurosurgery, San Francisco, CA</i> Function of early leukocyte infiltration post spinal cord injury in early tissue damage, wound healing and recovery of function	05/2008-09/2008
Research Assistant, UCSF Graduate Medical Education PI: Dr. Bridget O'Brien, PhD <i>UCSF Department of Medicine, Summer 2008</i> Development of benchmarking and Outcomes Reporting System for Graduate Medical Education (GME) Programs	05/2008-12/2008

Research Assistant, Bonci Laboratory. 05/2007- 09/2007
PI: Antonello Bonci MD
University of California, San Francisco, Ernest Gallo Clinic and Research Center
Synaptic plasticity and reward-related learning-TAT-PEP2M injection in the Ventral Tegmental Area (VTA) blocks long-term potentiation (LTP)

Research Assistant, Chandler Laboratory 2005-2006
PI: Dr. Scott Chandler, PhD
University of California, Los Angeles, Department of Neuroscience and Physiological Sciences
Participation of Kv1 channels in control of membrane excitability and burst generation in mesencephalic V neurons.

POSITIONS AND APPOINTMENTS

Neurosurgeon, Centura Health 09/2021- present
Penrose Hospital, Colorado Springs, CO

Neuro-oncology Fellow , Neurological Surgery 07/2020-06/2021
University of Miami, Miami, FL

Resident, Neurological surgery 07/2013- 2020
Northwestern University, Chicago, IL

McGaw House Staff Association; Neurosurgical Representative 06/2017-2020
Northwestern University, Chicago, IL

Instructor; Problem Based Learning 07/2017- 12/2017
Course Directors: Dr. Robyn Bockrath, and Dr. Aneesha Shetty
Northwestern University Feinberg School of Medicine, Chicago, IL

Instructor, Neuro-anatomy small groups 04/2008-06/2008
Course Director: Dr. Peter O'Hara, PhD
University of California San Francisco, San Francisco, CA

Instructor, Summer Math excellence program Summer 2002-
Summer 2005
Jose Valdes Math Institute, San Jose, CA

PROFESSIONAL MEMBERSHIP

American Association of Neurological Surgeons 2011- Present
Congress of Neurological Surgeons 2011- Present
Society of Neuro-oncology 2011- Present

PUBLICATIONS

Kaur G, Han SJ, Yang I, Crane C. Microglia and central nervous system immunity. *Neurosurgery clinics of North America.* 2010; 21(1):43-51.

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PUBLIC INPUT

ADJOURNMENT