



October 10, 2025

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, OCTOBER 13, 2025, AT 4:00 P.M., DOWNING RESOURCE CENTER, CONFERENCE ROOMS A, B, & C, SALINAS VALLEY HEALTH MEDICAL CENTER, 450 E. ROMIE LANE, SALINAS, CALIFORNIA.**

(For Public Access Information Visit <https://www.salinasvalleyhealth.com/about-us/healthcare-district-information-reports/board-of-directors/board-committee-meetings-virtual-link/>.)

A handwritten signature in black ink, appearing to read "Allen Radner", is positioned above the printed name.

Allen Radner, MD
President/Chief Executive Officer

Committee Voting Members: **Catherine Carson**, Chair; **Isaura Arreguin**, Vice-Chair; **Michelle Childs**, Chief Human Resources Officer; **Iftikhar Hussain**, 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 13, 2025, 4:00 P.M.
DOWNING RESOURCE CENTER, CONFERENCE 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 18, 2025. (CARSON)

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

4. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Martin Kamper, M.D., (ii) Contract Terms for Dr. Kamper' Recruitment Agreement, and (iii) Contract Terms for Dr. Kamper's Pulmonary and Critical Care Professional Services Agreement (ALBERT/HEACOX)

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

5. Employee Group Health Plan Update (CHILDS)

6. Adjournment

The next Personnel, Pension and Investment Committee Meeting is scheduled for **Monday, November 10, 2025** at 4:00 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 Salinas Valley Health (SVH) Committee packet is available at the Committee Meeting, electronically at <https://www.salinasvalleyhealth.com/~/about-us/healthcare-district-information-reports/board-of-directors/meeting-agendas-packets/2025/> and in the SVH Human Resources Department located at 611 Abbott Street, Suite 201, Salinas, California, 93901. All items appearing on the agenda are subject to action by the SVH Board.

Requests for a disability related modification or accommodation, including auxiliary aids or Spanish translation services, in order to attend or participate in-person at a meeting, need to be made to the Board Clerk during regular business hours at 831-759-3050 at least forty-eight (48) hours prior to the posted time for the meeting in order to 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 18, 2025

Committee Member Attendance:

Voting Members Present: **Catherine Carson**, Chair, **Glenn Berry, M.D.**, Medical Staff Member, **Michelle Childs**, CHRO and **Scott Cleveland**, Interim CFO;

Voting Members Absent: Isaura Arreguin;

Advisory Non-Voting Members Present:

In person: 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., Joel Hernandez Laguna and Victor Rey, Jr.

Victor Rey, Jr., left at 4:11 p.m.

Dr. Berry left at 4:53 p.m.

Joel Hernandez Laguna left at 5:10 p.m.

1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Catherine Carson called the meeting to order at 4:01 p.m. in the Downing Resource Center CEO Conference Room 117.

2. PUBLIC COMMENT: None

3. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF JULY 14, 2025

Approve the minutes of the July 14, 2025 Personnel, Pension, and Investment Committee meeting. The information was included in the Committee packet.

PUBLIC COMMENT: None

MOTION:

Upon motion by Committee Member Cleveland, and second by Committee Member Childs, the minutes of the July 14, 2025 Personnel, Pension and Investment Committee are approved as presented.

Ayes: Chair Carson, Dr. Berry, Childs and Cleveland;

Nays: None;

Abstentions: None;

Absent: Arreguin.

Motion Carried

¹ Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

4. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF SUPPLEMENTAL CONTRACT TERMS TO RECRUITMENT AGREEMENT FOR BRIANA GOMEZ, MD

Orlando Rodriguez, M.D., CMO, reported that in December, 2024, the SVH Board approved proposed terms of the Recruitment Agreement for Briana Gomez, MD, a physician specializing in Obstetrics and Gynecology. This specialty is an important recruiting priority for SVH's service area. Challenges and staffing circumstances have only increased the need to recruit and retain additional obstetrics and gynecology physicians for the SVH Clinics. Dr. Gomez is robotically trained and speaks Spanish. She is scheduled to relocate to the community and will join SVH Clinics this December. SVH Administration is requesting an increase in the recruitment incentive for Dr. Gomez in the amount of \$50,000 to match the recent recruitment incentives offered to other new physicians recruited into this specialty.

A full report was included in the packet.

PUBLIC COMMENT: None

COMMITTEE COMMENTS: Obstetric Robotic Procedures were clarified.

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 an increase in the recruitment incentive amount to \$100,000.00.

ROLL CALL VOTE:

Ayes: Chair Carson, Dr. Berry, Childs and Cleveland;

Nays: None;

Abstentions: None;

Absent: Arreguin.

Motion Carried

5. CONSIDER APPROVAL OF (i) FINDINGS SUPPORTING RECRUITMENT OF IFEANYI UMEH, M.D., (ii) CONTRACT TERMS FOR DR. UMEH'S RECRUITMENT AGREEMENT, AND (iii) CONTRACT TERMS FOR DR. UMEH'S FAMILY MEDICINE PROFESSIONAL SERVICES AGREEMENT

Orlando Rodriguez, M.D., CMO, reported that in consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment of physicians specializing in Family Medicine as a recruiting priority for SVH's service area. Based on the Medical Staff Development Plan, completed by ECG Management Group, Family Medicine is recommended as a top priority for recruitment. Recruiting another family medicine physician will increase primary care clinic access at SVH PrimeCare Monterey. The new physician will focus on expanding timely access to high-quality care for Salinas Valley Health employees and their dependents, as well as members of Municipalities, Colleges, Schools Insurance Group (MCSIG). The recommended physician, Ifeanyi Umeh, MD, received his Doctor of Medicine degree in 2003 from George Washington School of Medicine and Health Sciences in Washington D.C. Dr. Umeh completed his Family Medicine residency training at Natividad Medical Center in Salinas, CA. Dr. Umeh will join SVH PrimeCare Monterey in October 2025.

A full report was included in the packet.

PUBLIC COMMENT: None

COMMITTEE COMMENTS: None

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 Ifeanyi Umeh, M.D.:
 - That the recruitment of Family Medicine 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 an appropriately qualified physician to practice in the communities served by the District;
2. The Contract Terms of the Recruitment Agreement for Dr. Umeh; and
3. The Contract Terms of the Family Medicine Professional Services Agreement for Dr. Umeh.

ROLL CALL VOTE:

Ayes: Chair Carson, Dr. Berry, Childs and Cleveland;

Nays: None;

Abstentions: None;

Absent: Arreguin.

Motion Carried

6. REVIEW INVESTMENT PERFORMANCE FOR QUARTER ENDING JUNE 30, 2025 OF SVMHS'S 403 (b) PLAN, 457 PLAN AND EMPLOYEE PENSION PLAN

Scott Cleveland, Interim CFO, and Andy Scalia, and Sean Grzyb of Creative Planning Retirement Services presented a report on the Investment Performance for Quarter Ending June 30, 2025 of SVMHS's 403(b) Plan, 457 Plan and Employee Pension Plan.

Economic Review: Growth: Continues to be within norms. **Employment:** Unemployment is at record lows. **Inflation:** CPI climbed to 2.7%, the highest since February. **Interest Rates:** The Federal Reserve held rates steady and reaffirmed its projection for two cuts by year-end. **Markets:** The international markets continue to show relative strength in 2025.

- Assets by Plan Review
 - Pension Plan: \$536 million
 - 403(b): \$166 million
 - 457(b): \$30 million

A full report was included in the packet.

COMMITTEE COMMENTS: There was discussion of (1) projections for 3rd quarter (Projected 2-3% gain), (2) projection of the securities market over next 6 months, and (3) funds not meeting expectations on the watch list.

7. ANNUAL FEE BENCHMARKING REVIEW FOR SVMHS' 403(B) PLAN

Andy Scalia of Creative Planning Retirement Services presented a report on the annual fee analysis for the 403(b) Plan which included purpose/process/documentation, services provided, plan fee structure and strategies, current fees including employee/employer costs, and an annual fee benchmarking summary.

A full report was included in the packet.

COMMITTEE COMMENTS: The report was informative and appreciated.

8. SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM 403b DEFINED CONTRIBUTION PLAN: SELF-CORRECTION REPORT

Michelle Childs, Chief Human Resources Officer, reported on the following Self-correction Reports:

- *Salinas Valley Memorial Healthcare System used the Self-Correction Program under the Employee Plans Compliance Resolution System (EPCRS) to correct the following plan operational error related to deferrals from ineligible participants:* Between 2020 and 2024, salary deferrals were made to the 403(b) Retirement Plan by two ineligible participants. The error was due to manual processes at the time. The Plan Administrator has determined that this error is an “Eligible Inadvertent failure” that a plan sponsor may self-correct (as defined in Section 305 of the SECURE 2.0 Act, pursuant to the interim guidance set forth in Section III of IRS Notice 2023-43.) The total amounts were refunded. Prevention of this issue in the future includes the implementation of Workday (the new HRIS and Payroll system).
- *Salinas Valley Memorial Healthcare System used the Self-Correction Program under the Employee Plans Compliance Resolution System (EPCRS) to correct the following plan operational error related missed matching contributions for staff represented by ESC-Local 20:* On February 28, 2024, only partial employer contributions (nonelective and matching) were submitted for the 2023 plan year for the employee group represented by Engineers and Scientists of California, Local 20 (“ESC”). The error was discovered in February 2025 during the 2024 plan year employer contributions calculation process. This operational error occurred shortly after Salinas Valley Health entered into a new collective bargaining agreement (CBA) with ESC effective September 2023, which covered a group of employees who were previously unrepresented employees (i.e. “nonaffiliated”). The error in calculating the 2023 employer nonelective and matching contributions for the ESC group occurred when the district stopped making employer contributions for them after the new CBA became effective in September 2023 because the staff responsible for the calculation didn’t understand that the CBA provided that they continued to be eligible even as affiliated employees. The Plan Administrator has determined that this error is an “Eligible Inadvertent Failure” that a plan sponsor may self-correct (as defined in Section 305 of the SECURE 2.0 Act, pursuant to the interim guidance set forth in Section III of IRS Notice 2023-43). Missed contributions for each of the participants were funded on 6/30/25 and the applicable earnings which were funded on 7/8/2025. Prevention of this issue in the future includes revision of the report definition to provide that the employee group represented by ESC is not within an excluded classification of employees under the above referenced Retirement Plan. Missed contributions per participant and totals were provided.

A full report was included in the packet.

COMMITTEE COMMENTS: Workday is helping to manage these highly complex plans.

9. HUMAN RESOURCE STATISTICS AND METRICS

Robert Andersen, Human Resources Manager reported FY25 metrics for headcount and FTE trend, overall turnover (benefited), RN turnover (benefited), first-year turnover (benefited) including term type and top term reasons, new grad retention, traveler count, leaves and absence management, and evaluation timeliness.

A full report was included in the packet.

COMMITTEE COMMENTS: Ratio of full time to part time? Approximately 75%/25%. SVH does a lot of work surrounding recruitment and retention. Recruitment focuses on people with local ties which helps retention. SVH turnover is very low. Dr. Berry commented that physician leadership also uses local ties as a recruitment indicator. Is there leader training? New leader orientation is in place and further development is being researched. Exit interviews are performed but not everyone participates. SVH has partnered with PressGaney to collect additional data on exiting employees. Administration is committed to timely evaluations.

10. WORKPLACE VIOLENCE – CY 2025 STATISTICS AND METRICS

Jill Peralta-Cuellar, BSN, PHN, COEE, Director Employee Health, reported on Workers' Compensation and Injury Prevention including definitions, rates over time, Days Away Restricted or Transferred (DART) ratings 2020-2024, 2025 Workers' Compensation Dashboard, and 2025 program focus. Elements of the SVH program include in-house medical attention in Employee Health Services (EHS), a managed care program, regular and quarterly claims review to monitor trends, a formal safety program, an active safety committee, and data review with leaders of high-incident reports of injury/claims.

In addition, Ms. Peralta-Cuellar reported on Workplace Violence (WPV) for Calendar Year 2025 including the focus for 2024-2025 and the Workplace Violence Dashboard CY 2025 (available on STARnet) with data on incidents, injuries, reportable incidents, incidents by unit/staff classification/contributing factor.

A full report was included in the packet.

COMMITTEE COMMENTS: Workgroups have been formed to analyze NDNQI data.

11. ADJOURNMENT

There being no other business, the meeting adjourned at 5:15 p.m. The next Personnel, Pension and Investment Committee Meeting is scheduled for **Monday, September 15, 2025** at 4:00 p.m.

Catherine Carson, 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 Martin Kamper, MD, (ii) Contract Terms for Dr. Kamper's Recruitment Agreement, and (iii) Contract Terms for Dr. Kamper's Pulmonary and Critical Care Professional Services Agreement**

Executive Sponsor: Tim Albert, MD, Chief Clinical Officer
Molly Heacox, Director of Clinic Services

Date: October 6, 2025

Executive Summary

In consultation with members of the medical staff, Salinas Valley Health (SVH) executive management has identified the recruitment of physicians specializing in **pulmonary and critical care** as a recruiting priority for SVH's service area. Based on the Medical Staff Development Plan, completed by ECG Management Group in January 2023, the specialty of pulmonary and critical care was recommended as a priority for recruitment.

The recommended physician, **Martin Kamper, MD**, received his Doctor of Medicine degree in 2018 from the University of Missouri – Columbia School of Medicine. Following Dr. Kamper's Internal Medicine residency at Loyola University Medical Center, he completed his Pulmonary and Critical Care Fellowship at Hofstra University in New York. After completing his training, Dr. Kamper joined Zucker School of Medicine at Hofstra/Northwell Health in New York as an Assistant Professor. He is triple Board certified in Internal Medicine, Pulmonary Medicine, and Critical Care Medicine. Dr. Kamper speaks conversational Spanish and plans to relocate to the community with his fiancé, a Gastroenterology Fellow. He plans to join SVH Clinics in May 2026.

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, forty-six weeks per year.
- **Compensation**. Physician will earn \$525,000 per year base compensation plus the opportunity for a productivity incentive. Physician will be eligible for additional compensation for shifts in excess of the schedule set forth below; subject to the needs for coverage by SVH. Such coverage will be compensated on a prorated shift basis.
- **Schedule**. Physician shall provide services to patients on a full-time basis in the clinic, hospital intensive care unit, or on hospital rounds on a rotating basis forty-six weeks per year.
- **Annual Incentive Plan**. Physician will be eligible to participate in an Annual Performance Incentive Bonus Plan with the opportunity to earn up to \$15,000 annually.
- **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 work weeks of time off each calendar year, accruing equally throughout the 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. Kamper 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. Kamper to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for the pulmonary and critical care 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 Salinas Valley Health Board of Directors approve of the following:

1. **The Findings Supporting Recruitment of Martin Kamper, MD:**
 - That the recruitment of pulmonary and critical care physician 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. Kamper; and**
3. **The Contract Terms of the Pulmonary and Critical Care Professional Services Agreement for Dr. Kamper.**

Attachments

Curriculum Vitae for Martin Kamper, MD

- **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 work weeks of time off each calendar year, accruing equally throughout the 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. Kamper 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. Kamper to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for the pulmonary and critical care 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 Salinas Valley Health Board of Directors approve of the following:

1. **The Findings Supporting Recruitment of Martin Kamper, MD:**
 - That the recruitment of pulmonary and critical care physician 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. Kamper; and**
3. **The Contract Terms of the Pulmonary and Critical Care Professional Services Agreement for Dr. Kamper.**

Attachments

Curriculum Vitae for Martin Kamper, MD

MARTIN J KAMPER

TRAINING AND EDUCATION

Hofstra University, Long Island Jewish and North Shore University Hospital, NY
Pulmonary Critical Care Fellowship
July 2021-July 2024

Loyola University Medical Center, Maywood, IL
Internal Medicine Residency
June 2018-June 2020

University of Missouri- Columbia, School of Medicine- M.D.
Doctor of Medicine
August 2014-May 2018

University of Alabama
Bachelor of Science Biology, Bachelor of Science, Spanish
August 2010-December 2013

QUALITY IMPROVEMENT

Effect of Bolus Doses Prior to Up-Titration of Continuous Infusions of Fentanyl or Midazolam
for Sedation in the Medical Intensive Care Unit
North Shore University Hospital 7/2022-7/2023

*Assisted with data collection for a study examining the safety and efficacy of a protocol
of bolus doses of fentanyl and midazolam prior to up-titration of continuous infusions in
mechanically ventilated patients in the medical intensive care unit.*

Quality Improvement Research Scholar
Loyola University Medical Center, May 2020-July 2021

*Title indicating acceptance for dedicated research time to work on and complete a
quality improvement project with the expectation to submit this project to both a national
conference as well as Loyola University Medical Center's Resident Research Quality
Improvement Day in Spring 2021*
May 2020-July 2021

Improving safety during intra-hospital transport of critically ill patients at Loyola University Medical Center-Quality Improvement Project
Loyola University Medical Center

Developed a tool to risk stratify patients being considered for intra-hospital transport for procedures/imaging studies in addition to a checklist for such transport events to reduce adverse events occurring.

May 2020-July 2021

Quality Improvement and Patient Safety Curriculum

Loyola University Medical Center,

Complete a focused curriculum on healthcare quality improvement and concepts in patient safety.

June 2018-June 2020

RESEARCH/ABSTRACT SUBMISSIONS

Christine Esposito, **Martin Kamper**, Jessica Trentacoste, Susan Galvin, Halie Pfister, Janice Wang. Advances in the Cystic Fibrosis Drug Development Pipeline. Article. Life Journal. Submission received May 5, 2023.

Carlos Rabascall, Becky Lou, Sean Dhar, Zubair Hasan, Craig Fryman, Stephanie Izard, Mina Makaryus, Sudeep Acharya, Fiore Mastroianni, **Martin Kamper**, Sean Duenas, Jonathan Gong, Dimple Shah, Sameer Khanijo, Daniel Ying, Junaid Habibullah, Dae Hyeon Kim, Ryan Butzko, Margarita Oks, Brian Birnbaum, Jonathan Moore, Anup K Sing, Luis Quintero, Michael Lau, Jared Honigman, Ayelet Hilewitz, Kruti Shah, Joseph Simonson, Abhinav Agrawal, Matthew Frank, Adey Tsegaye, Mangala Narasimhan, Harly Greenberg, Stella S Hahn. Randomized Open Investigation Determining Steroid Dose in Severe COVID-19: The ROIDS-Dose Clinical Trial. <https://pubmed.ncbi.nlm.nih.gov/36475114/>. Published 11/4/2022.

M. Kamper, A. Hukku, D. Colon Hidalgo, G. Si, K.P. Simpson. Risk Factors and Outcomes of Unplanned Intensive Care Unit Transfers Within 24 Hours of Admission. Poster. ATS International Conference. May 17, 2020. Poster #1113

Academic Research Curriculum, Loyola University Medical Center

June 2018-July 2021

Completed over 30 hours of small group didactic curriculum focusing on the study of research design and methods in the setting of journal article review with research faculty.

O'Shields, B, McArthur AG, Holowiecki, A, **Kamper, M**, Tapley J, Jenny MJ Inhibition of Endogenous MTF-1 Signaling in Zebrafish Embryos Identified Novel Roles for MTF-1 in Development doi: 10.1016/j.bbamcr.2014.04.015. April 18, 2014

SCHOLARLY PRESENTATIONS

Pulmonary Hemosiderosis

Case Conference, Long Island Jewish Medical Center
September 2023

Pulmonary Physiology Grand Rounds: Asthma

Long Island Jewish Medical Center
August 2023

Patient Information Lecture: Cystic Fibrosis

Northwell Health Physician Partners Pulmonary and Sleep Medicine
June 2023

IgG-4 Related Lung Disease

Case Conference: Long Island Jewish Medical Center
April 2023

Liberation from Mechanical Ventilation

Afternoon Conference, Long Island Jewish Medical Center
January 2022

Pulmonary Transplant Conference

Northwell Lung Institute, Long Island Jewish Medical Center
December 2022

A Case of Resistant Pseudomonal Pneumonia

Autopsy Conference, Edward Hines Jr. Veterans Administration Hospital
April 2020

Updates on Prophylaxis in HIV, Kamper, M

Morning Report, Loyola University Medical Center
September 2019

Severe Dysphagia Secondary to Cervical Osteophytes: A Case Report. Kamper, M

Morning Report, Edward J Hines Veterans Administration Hospital
February 2019

CERTIFICATIONS AND PROCEDURAL COMPETENCIES

Board Certification: Critical Care Medicine
Board Certification: Pulmonary Medicine
Testamur Status: Advanced Critical Care Echocardiography
Board Certification: Internal Medicine
BLS-Basic Life Support
ACLS-Advanced Cardiac Life Support
CITI- Collaborative Institutional Training Institute
Ultrasound guided central venous catheter insertion
Ultrasound guided thoracentesis
Ultrasound guided arterial catheter insertion
Ultrasound guided large volume and diagnostic paracentesis
Chest Tube Placement
Lumbar Puncture
Advanced Critical Care Echocardiography
Critical Care Ultrasound
Bronchoscopy
Transbronchial Biopsy
Video Laryngoscopy/Endotracheal Intubation

TEACHING EXPERIENCE

Center for Learning and Innovation Point of Care Ultrasound Course Instructor
September 26-27, 2022,
May 8, June 4-5, 2024
Provided instruction for medical professionals including attending physicians, nurse practitioners and physician assistants in basic ultrasound techniques with a primary focus on image acquisition

Patient Centered Medicine Mentor
June 2019-Present
Served as a clinical mentor for second year medical students and assessed their ability to perform physical exams as well as elicit medical history from patients. Provided feedback regarding student's typed history and physical exam

PROFESSIONAL ORGANIZATIONS

American College of Physicians
American Thoracic Society

EMPLOYMENT

Zucker School of Medicine at Hofstra/Northwell Health:	
Assistant Professor, Department of Medicine:	July 2024-Present
University of Missouri-Infectious Disease Summer Extern	2015
PSIA Level 1 Certified Ski Instructor for Vail Resorts	2014
Washington University in St. Louis Siteman Cancer Center Summer Research Intern	2013
PSIA Level 1 Certified Ski Instructor for Peak Resorts	2010-2013
Chess Coach for Knight School, Tuscaloosa, Alabama	2012-2013
Howard Hughes Undergraduate Research Intern	2012-2013

SERVICE

Volunteer for Food Bank for Central and Northeast Missouri	2016
Medical Student Volunteer for MedZou Community Health Clinic	2014-2016
ESL Tutor for Tuscaloosa Public Schools	2012-2013

ACTIVITIES AND LEADERSHIP

MU School of Medicine Student Ambassador	2014-2016
Diabetes Case Manager for Medzou Community Health Clinic	2014-2015
Logistics Coordinator for Students Interested in Global Healthcare (SIGHT)	
Trip to Nicaragua	2014-2015
Students Interested in Global Healthcare for Tomorrow	2014

LANGUAGES SPOKEN

English-Fluent
Spanish- Conversational

HOBBIES

Skiing, travelling, mountain biking, cooking, reading, writing, running.

Employee Group Health Plan

October 13, 2025

Personnel, Pension, and Investment Committee

Employee Health Plan Enrollment

Affiliation	Employee Only	Employee + 1	Family	Total Employees	Total Members
CNA	33%	22%	45%	602	1,524
NUHW	30%	26%	44%	768	1,978
NON/ESC/BOD	30%	26%	44%	515	1,308
SVHC	28%	26%	46%	128	330
Total	31%	25%	44%	2,013	5,140

Administrative and Claims Expenses

Expense	2025 Estimated Cost (Domestic at 45%)	% of Total
Administrative Fees	\$5,079,000	8%
Medical Claims (net of stop loss)	\$55,798,000	84%
RX Claims (net of rebates)	\$5,162,000	8%
Ancillary Coverages	\$3,916,000	6%
Employee Contributions	(\$3,825,000)	6%
Net Claims and Expenses	\$66,130,000	

Expense

1. Claims (Medical & Pharmaceutical)
2. Administrative Expenses



Mitigation

Domestic Utilization
Pharmacy 340B
Appropriate Utilization – Location (e.g. ED)
Managing high risk/\$ patients
Administrative expenses

Expense Mitigation Efforts

- EHP Internal Collaboration – Health Plan Admin, Finance, Population Health, Transitions of Care, Pharmacy, Clinic Operations, Communications. Development of a working dashboard
- Increased communications (Newsletter);
- **Claims**
 - Reduce Avoidable ED Visits: Primecare Salinas Expanded Hours, Ortho Clinic Urgent Care
 - Increasing Domestic Utilization & Access: Concierge service for employees
 - TOC Managing Lives – Monitoring admissions, review for repatriation as appropriate
 - Pop Health Managing Chronic Conditions
 - Pharmacy (340B) utilization
 - High cost meds (GLP-1s to our Retail Pharmacy); New drug benefit offerings
- **Administrative Expenses**
 - TPA Transition 2027
 - Review of Physician Network
 - Rebase Stop-loss insurance
- **Plan Design Considerations**

Decrease domestic expense attribution:

1. Focus on savings with domestic utilization
2. OHCA attribution

Expense	2025 Estimated Cost (Domestic at 45%)	% of Total	2026 Projected Cost (Domestic at 15%)	% of Total
Administrative Fees	\$5,079,000	8%	\$5,107,000	11%
Medical Claims (net of stop loss)	\$55,798,000	84%	\$34,827,000	77%
RX Claims (net of rebates)	\$5,162,000	8%	\$6,016,000	13%
Ancillary Coverages	\$3,916,000	6%	\$3,510,000	8%
Employee Contributions	(\$3,825,000)	6%	(\$4,225,000)	9%
Net Claims and Expenses	\$66,130,000		\$45,235,000	



Help for Staff Who Need a Primary Care Provider



831-257-4830

Call 831-257-4830 to schedule an appointment for yourself or a family member with one of our primary care physicians at any PrimeCare location, including Gonzales.

Once scheduled, the employee/family member will have access to PrimeCare Urgent Care during evening and weekend hours, as well as KeyCare Telehealth.



Supplemental Employee Health Benefits



After-Hours Telehealth

Established patients can schedule through MyChart for online appointments at Salinas Valley Health PrimeCare and Taylor Farms Family Health & Wellness Center.

Monday-Friday, 5:00pm-8:00pm
Saturday and Sunday, 24 hours a day



Urgent Care Extended Hours

Walk-ins welcome for established patients at Salinas Valley Health PrimeCare and Taylor Farms Family Health & Wellness Center.

Monday-Friday, 5:00pm-9:00pm
Saturday 9:00am-6:00pm
Sunday 10:00am-6:00pm



Employee Scheduling Support Line

Looking for a primary care provider for you or a family member?
Need help scheduling an appointment?
Call **831-257-4830** for assistance.



Quick, Convenient Retail Pharmacy

Transfer your prescription today by calling **831-759-3277** or send us an email request to retailpharmacy@SalinasValleyHealth.com.

Monday-Saturday, 8:30am-7:00pm
Sunday 10:30am-5:00pm



Get Connected with MyChart

Scan QR code to log in or sign up.
Call **831-771-3885** for assistance.

Monday-Friday, 7:30am-5:30pm



Wellness Your Way

Scan QR code to log in or sign up.
Call **831-759-1890** for more information about this customizable wellness program.

Urgent Care Services Extended Hours

As part of our commitment to deliver high quality, accessible health care to our community, PrimeCare Salinas will be providing urgent care services after hours to Salinas Valley Health PrimeCare and Taylor Farms Family & Wellness Center patients of all ages.

Urgent Care Services Include:



Urgent Care After Hours
Monday-Friday 5:00pm-9:00pm
Saturday 9:00am-6:00pm
Sunday 10:00am-6:00pm

355 Abbott Street, Suite 100, Salinas
831-751-7070

WALK-INS WELCOME!



NOW OFFERING After-Hours Telehealth For Urgent Care Needs

The care you need, when you need it.

Salinas Valley Health is pleased to provide after-hours telehealth, offering quick and convenient care for non-life-threatening health concerns*. This service allows you to connect with a licensed provider online using a computer, tablet or smartphone - from the comfort of your home or anywhere else.

Telehealth is available:

- Monday-Friday, 5pm-8am (after office hours)
- Saturday-Sunday (24 hours a day)



Scan the QR code
for more information

* This service is available to existing Salinas Valley Health Clinic and Taylor Farms Family Health & Wellness Center patients.



QUALITY HEALTHCARE
DELIVERED LOCALLY
FOR EVERYONE



Minor Emergencies. Major Care.

Expert Care for Orthopedic Injuries

When injuries or accidents happen, we're here to provide quality care for a smoother and faster recovery.



INJURIES WE TREAT

- Sports injuries
- Acute pain
- Fractures
- Sprains and strains
- Ligament tears



SERVICES WE OFFER

- Ultrasound-guided injections
- Splinting and casting
- State-of-the-art X-ray services
- Timely triage for acuity



**Salinas Valley Health Orthopedic
Urgent Care Services**

611 Abbott Street, Suite 101
 Salinas, CA 93901
 831-757-3041

WALK-INS WELCOME!

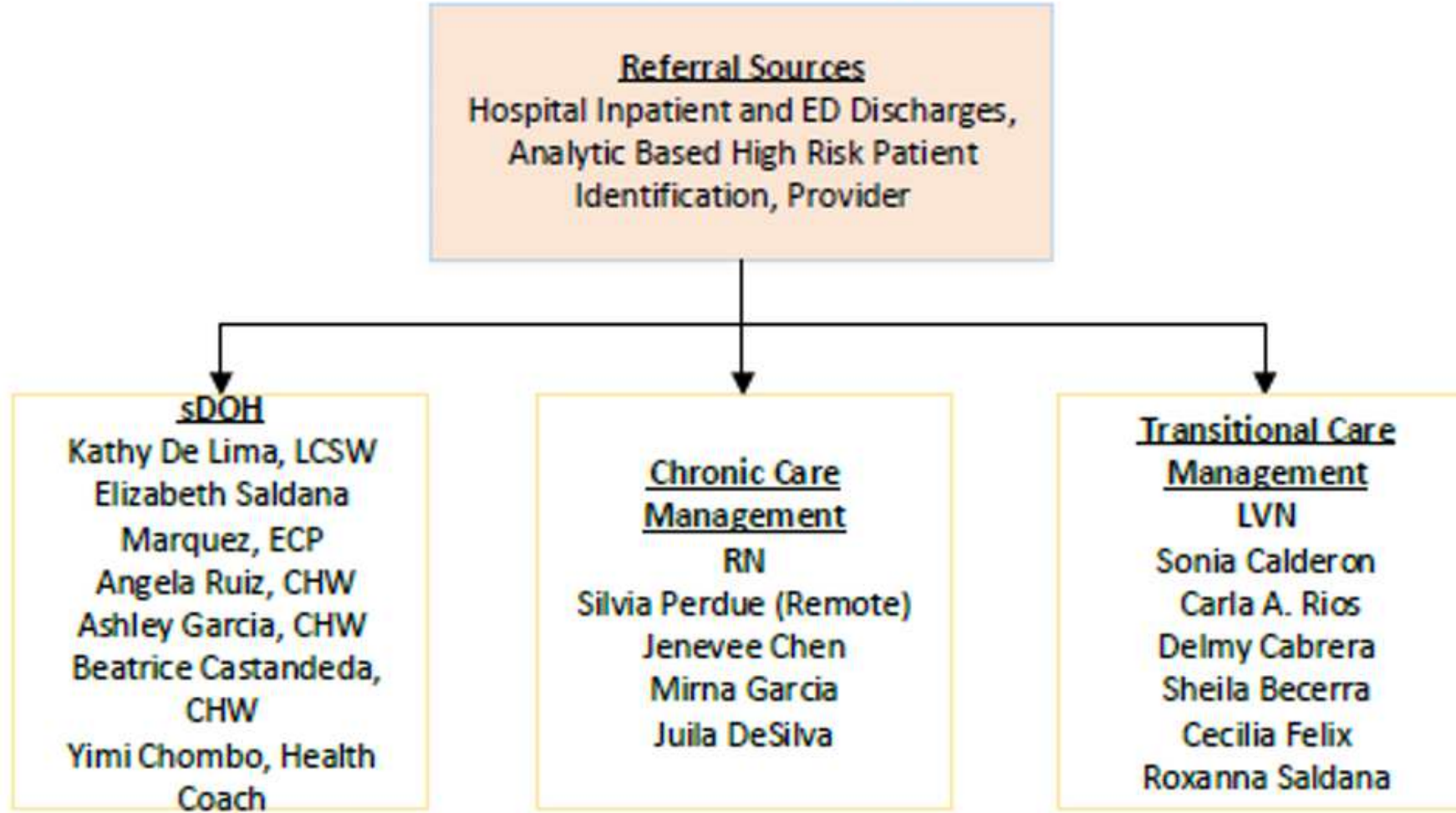
Please note that we cannot treat work-related injuries.

SalinasValleyHealth.com



Appropriate Utilization & Assisting High Risk Patients

Utilization/Care Management



Pharmacy Expenses: Pharmacies by Rx Cost

Pharmacy Name (NPI)	7/1/2023 - 6/30/2024			7/1/2024 - 6/30/2025			Var Plan Cost	Var Members
	Rx Count	Plan Cost	Utilizing Members	Rx Count	Plan Cost	Utilizing Members		
SVMHS RETAIL PHARMACY (1659019578)	3,699	\$778,424	441	7,427	\$1,973,646	711	154%	61%
CVS #09506 S. Main St. Salinas	6,475	\$674,074	951	6,227	\$642,592	933	-5%	-2%
SHERMAN'S APOTHECARY PHARMACY	3,035	\$133,726	250	2,735	\$101,297	211	-24%	-16%
CVS #01300 - E. Boronda Rd. Salinas	2,017	\$208,486	259	1,954	\$167,950	244	-19%	-6%
COSTCO #472 – Salinas	1,246	\$183,775	120	1,456	\$331,362	163	80%	36%
Express Scripts Mail Order	3,219	\$404,284	453	2,650	\$228,301	366	-44%	-19%
CVS #16200 – N. Main St. Salinas	1,172	\$107,445	210	1,295	\$156,697	194	46%	-8%
CVS #03056 – Soledad	974	\$83,943	128	1,086	\$112,784	140	34%	9%
NOB HILL PHARMACY – Salinas	1,260	\$89,872	125	1,083	\$81,983	117	-9%	-6%
SAFEWAY PHARMACY - Salinas	997	\$72,953	146	949	\$54,671	147	-25%	1%
STAR PHARMACY	1,089	\$52,178	109	859	\$51,129	83	-2%	-24%
All others:	14,778	\$2,174,583	2544	14,851	\$2,475,346	2,405	14%	-5%
Accredo Specialty Pharmacy	281	\$1,651,567	63	275	\$1,375,136	51	-17%	-19%



QUALITY HEALTHCARE
DELIVERED LOCALLY
FOR EVERYONE

CONVENIENCE AND CARE, COMBINED.

Our expert team is at your service.

At the Salinas Valley Health Retail Pharmacy, we understand that your health needs are unique, and we are committed to providing expert care tailored to your specific requirements. We offer:

- Quick and convenient prescription fulfillment
- Personalized clinical support from licensed pharmacists
- Direct communication with your Salinas Valley Health provider for streamlined care
- Easy refill process through the RxLocal and MyChart mobile applications



OPEN 7 DAYS A WEEK!

Hours
Monday-Saturday, 8:30am-7:00pm; Sunday, 10:30am-5:00pm

Location
In the Downing Resource Center
Parking garage 1st level, next to Starbucks inside the gift shop.

Call Us 831-759-3277 | **Email Us** retailpharmacy@SalinasValleyHealth.com



Download the RxLocal Pharmacy App Today!



RETAIL PHARMACY

446 East Romie Lane, suite B, Salinas
SalinasValleyHealth.com/retailpharmacy

Transfer your prescription today by giving us a call or simply send us an email request.

Rx Benefits Overview: Top Indications

Top Indications by Plan Cost Net

0															
7/23 - 6/24										7/24 - 6/25				% Change	

Top 10 Drugs Represent 70.5% of total RX Plan Cost Net

GLP1s Represent 22% of total Rx Plan Cost Net

GLP1 as % of Cost of RX Plan

	07/2023 - 06/2024	07/2024 – 06/2025	Change
Weight Loss Total Patient	101	267	164%
Weight Loss Total Plan Cost Net	\$246,484	\$828,688	236%
Weight Loss % of Total Plan Cost Net	5.55%	17.06%	
Weight Loss Total RX Count	458	1648	260%
Weight Loss % Total Rx Count	0.69%	2.32%	236%
All GLP1 Total Patient	215	409	90%
All GLP1 Total Plan Cost Net	430,068	1,086,448	153%
All GLP1 % of Total Plan Cost Net	9.60%	22.37%	
All GLP1 Total RX Count	1,199	2,681	124%
All GLP1 % Total Rx Count	1.81%	3.78%	109%

Administrative Expenses

Stop Loss – Structure/Cost Change

Historically our claims to premium ratio (loss ratio) <1.0

Symetra/ARS

SPECIFIC DEDUCTIBLE	\$450,000	\$450,000	\$475,000
AGGREGATING SPECIFIC DEDUCTIBLE (ASD)	\$487,500	\$487,500	\$487,500
DOMESTIC DISCOUNT	50%	50%	Not covered
12 Month Contract Term	Current Premium	Final Renewal (status quo)	Renewal Option 2 - Final Decision
Projected Annual Premium	\$3,037,153	\$3,600,844	\$3,054,692
% Increase/Decrease over Current		18.6%	0.6%
\$ Increase/Decrease over Current		\$563,691	\$17,539

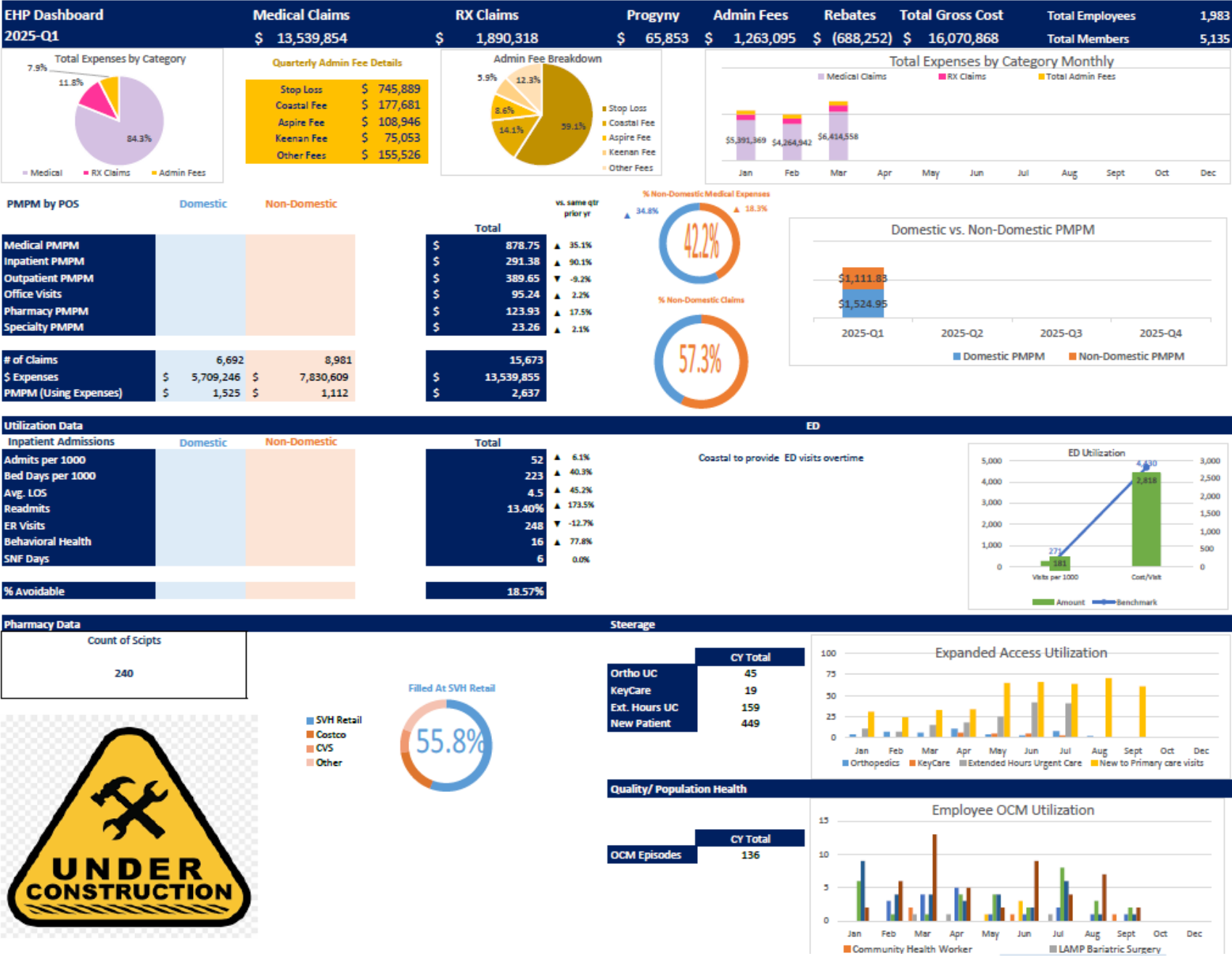
2026 Plan Changes

- Medical
 - Benefit changes for Non-Affiliated, ESC, Physicians and Board Members (already in place for CNA)
 - Deductible per individual
 - OOPM per individual (3x fam)
 - ER copay
- Contributions
 - Unbundle medical, dental and vision contributions
 - Increase Medical/Rx and Dental contributions for Non-Affiliated, ESC and Board Members to match CNA
- Life / Disability / Voluntary Benefits
 - Implement New York Life for Life/Disability and Voluntary Benefits
 - Will no longer offer MetLaw Legal

Plan Design Changes 2026

Plan Change	2025	2026
Deductible - Tier 1	\$0	\$75
Deductible - Tier 2	\$250	\$325
OOP Max – Tier 1	\$750	\$850
OOP Max – Tier 2	\$1,500	\$1,800
ER Copay	\$75	\$125
Medical/RX Premium	Employee Only: \$0 Employee Plus 1: \$50 Family: \$100	Employee Only: \$20 Employee Plus 1: \$72.50 Family: \$135
Dental Premium	Employee Only: \$0 Employee Plus 1: \$5 Family: \$10	Employee Only: \$5 Employee Plus 1: \$10 Family: \$15

Sample Internal Dashboard



ADJOURNMENT