



December 11, 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 **TUESDAY, DECEMBER 16, 2025, AT 5:00 P.M., DOWNING RESOURCE CENTER, CEO CONFERENCE ROOM 117, 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**

**TUESDAY, DECEMBER 16, 2025, 5:00 P.M.
DOWNING RESOURCE CENTER, CEO CONFERENCE ROOM 117**

**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 November 10, 2025. (CARSON)

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

4. Consider Recommendation for Board Approval of Hartnell Community College Proposal to Support the Hartnell College Nursing Program (RADNER/SPENCER)

- 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, January 12, 2026 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 831-759-3208 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 NOVEMBER 10, 2025**

Committee Member Attendance:

Voting Members Present: **Catherine Carson**, Chair, **Isaura Arreguin**, Vice Chair, **Michelle Childs**, CHRO and **Iftikhar Hussain**, CFO

Voting Members Absent: **Glenn Berry, M.D.**, Medical Staff Member

Advisory Non-Voting Members Present:

In person: Allen Radner, M.D., President/CEO, Gary Ray, CLO and Orlando Rodriguez, M.D., CMO;

Via Teleconference: Timothy Albert, M.D., CCO

Other Board Members Present, Constituting Committee of the Whole:

Via Teleconference: Rolando Cabrera, M.D., Joel Hernandez Laguna and Victor Rey, Jr.

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 Heart Center Teleconference Room.

2. PUBLIC COMMENT: None

3. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF OCTOBER 15, 2025

Approve the minutes of the October 15, 2025 Personnel, Pension, and Investment Committee meeting. The information was included in the Committee packet.

PUBLIC COMMENT: None

MOTION:

Upon motion by Committee Member Childs, and second by Committee Member Hussain, the minutes of the October 15, 2025 Personnel, Pension and Investment Committee are approved as presented.

ROLL CALL VOTE

Ayes: Chair Carson, Vice Chair Arreguin, Childs, and Hussain;

Nays: None;

Abstentions: None;

Absent: Dr. Berry.

Motion Carried

¹ Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

4. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF (i) FINDINGS SUPPORTING RECRUITMENT OF ARMANDO CERVANTES, MD, (ii) CONTRACT TERMS FOR DR. CERVANTES' RECRUITMENT AGREEMENT, AND (iii) CONTRACT TERMS FOR DR. CERVANTES' 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 in January 2023, family medicine is recommended as a top priority for recruitment. To ensure that established primary care patients of Salinas Valley Health Clinics (SVHC) have access to after-hours care, clinic hours were expanded weekdays from 5:00 p.m. to 9:00 p.m. and weekends 9:00 a.m. to 6:00 p.m. to offer urgent care services. With plans to continue to expand hours in January 2026. To support this expanded service line, recruiting an additional family medicine physician is imperative to meet the growing demand. Urgent care services are available to established SVHC primary care patients of all ages at the PrimeCare Salinas location. Dr. Cervantes is fluent in Spanish and will join SVH PrimeCare in December 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 Vice-Chair Arreguin, the Personnel, Pension, and Investment Committee recommends Board of Directors approval of:

1. The Findings Supporting Recruitment of Armando Cervantes, M.D.:
 - That the recruitment of a family medicine 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. Cervantes; and
3. The Contract Terms of the Family Medicine Professional Services Agreement for Dr. Cervantes.

ROLL CALL VOTE:

Ayes: Chair Carson, Vice Chair Arreguin, Childs, and Hussain;

Nays: None;

Abstentions: None;

Absent: Dr. Berry.

Motion Carried

5. REVIEW INVESTMENT PERFORMANCE OF SALINAS VALLEY HEALTH MEDICAL CENTER GENERAL & BOARD DESIGNATED FUNDS

Iftikhar Hussain, CFO, introduced Drew Zager, Tim Skelly, Gregg Manjerovic, Ryan Morrissey and Joseph McCollough of Morgan Stanley, who provided a portfolio performance review, a fixed income market review and a custodian and reporting update as follows:

- Consolidated Board designated general performance, cash reserve review and portfolio summary for January 1– September 30, 2025.
- Market overview for January 2020 through October 2025 including Federal funds rates, 5-year treasury curve, duration.
- Transfers from cash reserve to general account.
- Key themes as of October 2025 including Federal cuts, economy, shutdowns, relative value, consumer price index, Federal fund futures, GDP quarterly growth, corporate spreads, taxable municipal spreads and money market funds.

COMMITTEE COMMENTS: The presentation was informative.

6. CONSIDER RECOMMENDATIONS FOR BOARD APPROVAL OF AMENDMENTS TO THE (I) SVMHS 403(B) RETIREMENT PLAN, THE (II) 403(B) TAX DEFERRED SALARY REDUCTION PLAN AND THE (III) 457(B) RETIREMENT PLAN

Michelle Childs, CHRO, described the retirement plans available for SVH employees. She reported that the SECURE 2.0 Act of 2022 (SECURE 2.0) set requirements for the catch-up contribution provisions under section 414(v) of the Internal Revenue Code (“Code”) to include increased catch-up contribution for age 60 but not age 64 and Roth (post-tax) deferrals for catch-up contributions for high-income earners (FICA wages of \$145K+). To effectuate the requirements, the proposed Amendments include adding a Roth Retirement plan (post-tax) and administrative provisions related to the increased contributions for those 60 years of age but not 64 and for the catchup contribution deferrals for high-income earners. Communication plans to staff were explained including a benefits fair, a newsletter, individual notification to high-income earners and STAR News. Administration recommends the adoption of amendments to the Plans.

A full report including changes to each individual plan, each amendment and a Board resolution were included in the packet.

PUBLIC COMMENT: None

COMMITTEE COMMENTS: There is no obligation for staff to take advantage of the catch up contribution provision of the plan. Adding Roth permits staff to maximize deferrals for those of age 50 or greater, if desired – Pre-tax for those who do not meet the definition of high income earner, and post-tax (Roth) for those who do. Michelle assured the Committee that education was and will continue to be provided to staff regarding the benefits of starting early for retirement savings and how to maximize the benefits offered by the Medical Center.

MOTION: Upon motion by Committee Member Childs, and second by Committee Member Hussain, the Personnel, Pension, and Investment Committee recommends Board of Directors approve the following as presented:

- Amendment to the Salinas Valley Memorial Healthcare System 403(b) Retirement Plan

- Amendment to the Salinas Valley Memorial Healthcare System 403(b) Tax Deferred Salary Reduction Plan
- Amendment to the Salinas Valley Memorial Healthcare System 457(b) Retirement Plan
- Resolution No. 2025-03 Of the Board of Directors of Salinas Valley Memorial Healthcare System Approval of Amendments to the 403(b) Retirement Plan, 403(b) Tax Deferred Salary Reduction Plan and 457(b) Deferred Compensation Plan

ROLL CALL VOTE:

Ayes: Chair Carson, Vice Chair Arreguin, Childs, and Hussain;

Nays: None;

Abstentions: None;

Absent: Dr. Berry.

Motion Carried

7. ADJOURNMENT

There being no other business, the meeting adjourned at 4:42 p.m. The next Personnel, Pension and Investment Committee Meeting is scheduled for **Tuesday, December 16, 2025** at 5:00 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 Hartnell Community College Proposal to Support the Hartnell College Nursing Program**

Executive Sponsor: Allen Radner, MD, President/CEO
Carla Spencer, MSN, RN, CNO

Date: December 8, 2025

Executive Summary

Hartnell Community College District has submitted a request for continued partnership and funding for the Hartnell College Nursing. Hartnell College is requesting a grant in the amount of \$1,473,000 over a three (3) year period. Salinas Valley Health and Hartnell College have prepare an Memorandum of Understanding (MOU) setting forth the terms and conditions of the proposed grant funding.

Background/Situation/Rationale

Salinas Valley Health has a long history of partnership with Hartnell College and its Nursing Program, which is vital to the staffing needs of our organization and other local providers. Ongoing support from SVH to Hartnell College over the years has enabled the Nursing Program to attract and retain accomplished staff that has resulted in a high quality program. The purpose of the grant by Salinas Valley Health to Hartnell is to provide financial assistance to improve and expand the Hartnell Nursing Program. The professional and financial support provided by SVH will help Hartnell College address many of the challenges facing the Nursing Program.

Timeline/Review Process to Date

Summer, 2025: Request for funding of Nursing Program submitted by Hartnell to Salinas Valley Health
Fall, 2025: Negotiation of terms and conditions of grant and preparation of MOU
December 16, 2025: Presentation to the SVH Personnel, Pension, and Investment Committee
December 18, 2025: Request for SVH Board Approval of Grant and MOU

Meeting our Mission, Vision, Goals

Strategic Plan Alignment

Salinas Valley Health's mission to provide quality care and improve the health of the community is supported through a high caliber staff of clinical professionals. Hartnell College has proven an exceptional partner in providing the training necessary to develop nursing students to the level required to meet SVH Medical Center standards.

Pillar/Goal Alignment

☒ Service ☒ People ☒ Quality ☒ Finance ☐ Growth ☒ Community

Financial/Quality/Safety/Regulatory Implications

Granting the Hartnell request as submitted would cost our organization \$1,473,000.00 over three (3) years as follows:

	2026	2027	2028
	\$460,000	\$491,000	\$522,000
Total Grant Over 3 Years:			\$1,473,000

Recommendation

SVH Administration requests a recommendation from the Personnel, Pension, and Investment Committee to the SVH Board of Directors to approve the Memorandum of Understanding between SVH and Hartnell Community College District to provide a grant in the amount of \$1,473,000.00 over a three (3) year period to support the Hartnell College Nursing Program.

Attachments: SVH-Hartnell Memorandum of Understanding

MEMORANDUM OF UNDERSTANDING

Between
SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM
and
HARTNELL COMMUNITY COLLEGE DISTRICT

This Memorandum of Understanding (“MOU”) is made and entered into as of **January 1, 2026** (“Effective Date”), by and between **Salinas Valley Memorial Healthcare System** (“SVMHS” or the “District”), a public health care district organized and operated pursuant to Division 23 of the California Health and Safety Code, operating as Salinas Valley Health, and **Hartnell Community College District** (“Hartnell”), a community college district, to provide a grant to support the Hartnell College Nursing Program.

RECITALS

- A.** SVMHS is the owner and operator of Salinas Valley Health Medical Center, an acute care hospital located at 450 East Romie Lane, Salinas, California (“Hospital”).
 - B.** Hartnell is the owner and operator of Hartnell Community College, located at 411 Central Avenue, Salinas, California, which operates the Hartnell College Nursing Program, an academic program to educate and train Registered Nurses (RNs) and Licensed Vocational Nurses (LVNs) for entry-level nursing positions in local health care facilities (the “Nursing Program”).
 - C.** SVMHS has determined that it is in the best interest of the District to provide assistance to develop a nurse training school affiliated with Hospital in order to benefit the District.
 - D.** SVMHS is authorized pursuant to California Health and Safety Code Section 32121 to enter into joint ventures, partnerships, or other such legal vehicles to carry out its purposes.
 - E.** SVMHS is authorized by the California Health and Safety Code to make contributions and grants to the Hartnell Nursing Program, which is an important resource for educating and training nurses in the area and attracting them to health care facilities in the District.
 - F.** SVMHS assumes no responsibility for the direction or operation of the Nursing Program and its interest is limited to providing financial resources to support the Nursing Program. Hartnell is solely responsible for the direction and administration of the Nursing Program.
 - G.** It is to the mutual benefit of the parties that the Nursing Program be adequately funded to provide qualified RN and LVN candidates for positions in health care facilities in the District.
 - H.** The parties intend that this MOU shall set forth the responsibilities of each party, and the terms and conditions of the agreement regarding the grant of funds for the Nursing Program.
-

AGREEMENT

1. Purpose of Grant

The purpose of the grant by SVMHS to Hartnell is to provide financial assistance to improve and expand the Nursing Program. The professional and financial support provided by SVMHS will help Hartnell address the challenges facing the Nursing Program. By working together, SVMHS and Hartnell intend to strengthen the Nursing Program to provide the community with excellent RNs and LVNs to work in local health care facilities.

2. Amount of Grant

The grant of funds from SVMHS to Hartnell for the Nursing Program under this MOU shall be as reviewed and approved by both the Joint Oversight Committee and the SVMHS Board of Directors as specified in Section 4, below. It is estimated that the category spend and annual budget will be consistent with the table below:

Category / Line Item	2026	2027	2028
Faculty			
Nursing Faculty Salaries	\$280,000.00	\$290,000.00	\$300,000.00
Faculty Development	\$20,000.00	\$21,000.00	\$22,000.00
Leadership			
Leadership Faculty	\$80,000.00	\$90,000.00	\$100,000.00
Administrative Support	\$25,000.00	\$28,000.00	\$31,000.00
Other			
Clinical Supplies	\$30,000.00	\$32,000.00	\$34,000.00
Student Scholarships	\$25,000.00	\$30,000.00	\$35,000.00
TOTAL	\$460,000.00	\$491,000.00	\$522,000.00
Three Year Term - Total Eligible Grant:			\$1,473,000.00

3. Joint Oversight Committee

A Joint Oversight Committee consisting of members from SVMHS and Hartnell will be created to review the progress made on the improvements to the Nursing Program and to oversee the distribution of the grant funds to Hartnell.

- **Composition:** The Joint Oversight Committee shall consist of no more than six (6) members. The President/CEO of SVMHS will appoint three (3) members, and the Superintendent/President of Hartnell will appoint three (3) members. The President/CEO of SVMHS and Superintendent/President of Hartnell shall appoint the chairperson.
- **Meetings:** The Joint Oversight Committee will meet quarterly to review reports submitted by Hartnell and shall prepare an annual report for the SVMHS Board.
- **Agenda:** The agenda shall include but not limited to the following: program updates, clinical placement/operations, financial/resource review and strategic initiatives.
- **Annual Report:** The Joint Oversight Committee will report directly to the SVMHS Board of Directors and will provide the same annual report to the Hartnell Board of Trustees for its information.

4. Annual Budget and Estimated Payment Schedule

Each Academic Year during the term of this MOU, Hartnell will submit to SVMHS a detailed budget for the Nursing Program (“Annual Budget”) and an estimated annual payment (“Payment”). The Joint Oversight Committee will review and submit both to the SVMHS Board of Directors for approval. Grant funding shall only be provided to Hartnell upon approval of the Annual Budget and Payment Schedule by the SVMHS Board of Directors.

5. Payment of Grant Funds

Annually, Hartnell will submit to the Joint Oversight Committee a request for funds required for the Nursing Program as outlined in this agreement. Upon approval, funds will be disbursed to the Hartnell College Foundation, which shall in turn distribute the funds to Hartnell accordingly.

6. Financial/Accounting Reports

Hartnell will provide quarterly financial reports showing Nursing Program expenditures and a narrative progress report. The Joint Oversight Committee will review and determine compliance with the approved plan.

7. SVMHS Board Authority

The SVMHS Board of Directors, in its sole discretion, will make the final decision whether to approve distributions of grant funds. The Board reserves the right to increase, decrease, or discontinue distributions at any time.

8. Term of MOU

This MOU shall commence on the Effective Date and continue for three (3) years. Continuation of funding will be subject to annual review and approval by the SVMHS Board, based on Hartnell’s submission of an updated budget, payment schedule, and action plan.

9. Return of Unused Grant Funds

Upon expiration of this MOU, any unused or uncommitted grant funds shall be returned to SVMHS.

SIGNATURES

SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM

By: _____
Name: Allen Radner, MD
Title: President/CEO
Date: _____

HARTNELL COMMUNITY COLLEGE DISTRICT

By: _____
Name: _____
Title: _____
Date: _____

Hartnell Nursing Partnership

Carla Spencer, MSN, RN, NEA-BC
Chief Nursing Officer
December 8, 2025

Current/Future State of Nursing

Category	Key Facts
Vacancy Rates	-- 63,720 RN shortage by 2030
Nursing School Challenges	<ul style="list-style-type: none">- 78,000 qualified applicants turned away (2022)- ~2,000 faculty vacancies- CA vacancy >30% with faculty funding threats
Outlook	<ul style="list-style-type: none">- Enrollment rising but bottlenecks remain- Hospital/Nursing school partnerships essential- Strategic investment in faculty & infrastructure critical

Hartnell College History

- Nursing
 - Fully accredited through Accreditation Commission for Education in Nursing (ACEN)
 - Full-time, 4 semester cohort model with up to **50** students each
 - NCLEX pass rates average over 90%
 - Center for Nursing & Health Sciences- opened 2022
 - Funded by Measure T bonds and **\$3 million from SVH (2019-2024)**



Current Relationship

Clinical placement for students	<ul style="list-style-type: none">• Support all four semesters• On average support over 30 students in 19 departments
Staffing	<ul style="list-style-type: none">• 10 SVH RN's serve as clinical or lecture instructors
Mock interviews	<ul style="list-style-type: none">• SVH Leaders participate in a mock interview session with all 4th semester students for job preparation
New Graduate RN program	<ul style="list-style-type: none">• Two cohorts per year (spring/fall)• Average # RN's hired- 17• Average % Hartnell students- 70%

Current Proposal

- Financial Support- 1st payment- July, 2026 as part of a formal partnership. 3 year term
- Initial Request for \$3M
- Proposal:

Category / Line Item	2026	2027	2028
Faculty			
Nursing Faculty Salaries	\$280,000.00	\$290,000.00	\$300,000.00
Faculty Development	\$20,000.00	\$21,000.00	\$22,000.00
Leadership			
Leadership Faculty	\$80,000.00	\$90,000.00	\$100,000.00
Administrative Support	\$25,000.00	\$28,000.00	\$31,000.00
Other			
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Student Scholarships	\$25,000.00	\$30,000.00	\$35,000.00
TOTAL	\$460,000.00	\$491,000.00	\$522,000.00

Three Year Term - Total Eligible Grant \$1,473,000.00



- As part of MOU - Development of Joint Oversight Committee

- Program updates- Enrollment/attrition
- Clinical placements/operations
- Financial/resource review
- Strategic initiatives

Planned Formal Announcement / Event



References

U.S. Bureau of Health Workforce (HRSA) – Nursing Workforce Projections

2020–2035 <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/Nursing-Workforce-Projections-Factsheet.pdf>

American Association of Colleges of Nursing (AACN) – Enrollment and Faculty Shortages

<https://www.aacnnursing.org/news-data/all-news/new-aacn-data-points-to-enrollment-challenges-facing-us-schools-of-nursing>

AP News – Nursing Faculty and Enrollment Bottlenecks

<https://apnews.com/article/be533b153cef33c6cb47f5b38787b9cf>

San Francisco Chronicle – California Nursing Program Shortages and Vacancy Rates

<https://www.sfchronicle.com/opinion/openforum/article/nurse-program-shortage-california-20238376.php>

JAMA Health Forum (2024) – Projected Nursing Workforce to 2035

<https://jamanetwork.com/journals/jama-health-forum/fullarticle/2815057>

ADJOURNMENT