



January 8, 2026

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, JANUARY 12, 2026, AT 4:00 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'.

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, JANUARY 12, 2026, 4:00 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. Closed Session
3. Reconvene Open Session
4. 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.

5. Approve Minutes of the Personnel, Pension and Investment Committee Meeting of December 16, 2025. (CARSON)
 - Motion/Second
 - Public Comment
 - Action by Committee/Roll Call Vote
6. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Ingrid Hsiung, MD, (ii) Contract Terms for Dr. Hsiung's Recruitment Agreement, and (iii) Contract Terms for Dr. Hsiung's Cardiac Electrophysiology & Cardiology Professional Services Agreement (ALBERT)
 - Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

7. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Lauren Berry, MD, (ii) Contract Terms for Dr. Berry's Recruitment Agreement, and (iii) Contract Terms for Dr. Berry's Rheumatology Professional Services Agreement (RODRIGUEZ)
 - Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote
8. Consider Recommendation for Committee Approval of Disability Benefit under the Employees' Pension Plan (CHILDS)
 - Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote
9. Consider Recommendation for Board Approval of Second Amendment to the Salinas Valley Memorial Healthcare District Employee Pension Plan (CHILDS)
 - Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote
10. Adjournment

The next Personnel, Pension and Investment Committee Meeting is scheduled for Wednesday, **February 18, 2026** at 4:00 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 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/2026/>, 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.

**PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING
COMMITTEE OF THE WHOLE
SALINAS VALLEY HEALTH**

AGENDA FOR CLOSED SESSION

Pursuant to California Government Code Section 54954.2 and 54954.5, the board agenda may describe closed session agenda items as provided below. No legislative body or elected official shall be in violation of Section 54954.2 or 54956 if the closed session items are described in substantial compliance with Section 54954.5 of the Government Code.

CLOSED SESSION AGENDA ITEMS

PUBLIC EMPLOYMENT

(Government Code §54957)

Title: (Specify description of position to be filled): Personnel Exception

ADJOURN TO OPEN SESSION

CALL TO ORDER
ROLL CALL

(Chair to call the meeting to order)

CLOSED SESSION

*(Report on Items to be
Discussed in Closed Session)*

*RECONVENE OPEN SESSION/
REPORT ON CLOSED SESSION*

(Meeting Chair)

PUBLIC COMMENT



**DRAFT SALINAS VALLEY HEALTH¹
PERSONNEL, PENSION AND INVESTMENT COMMITTEE
COMMITTEE OF THE WHOLE
MEETING MINUTES DECEMBER 16, 2025**

Committee Member Attendance:

Voting Members Present: Catherine Carson, Chair, Michelle Childs, CHRO and Iftikhar Hussain, CFO

Via Teleconference as a Non-Voting Member: Isaura Arreguin, Vice-Chair;

Catherine Carson, arrived at 5:17 p.m.

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

Via Teleconference: Clement Miller, COO

Other Board Members Present, Constituting Committee of the Whole:

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

1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Catherine Carson called the meeting to order at 5:18 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 NOVEMBER 10, 2025

Approve the minutes of the November 10, 2025 Personnel, Pension, and Investment Committee meeting. The information was included in the Committee packet.

PUBLIC COMMENT: None

COMMITTEE MEMBER DISCUSSION: None.

MOTION:

Upon motion by Committee Member Childs, and second by Committee Member Hussain, the minutes of the November 10, 2025 Personnel, Pension and Investment Committee are approved as presented.

ROLL CALL VOTE

Ayes: Chair Carson, Childs, and Hussain;

Nays: None;

Abstentions: None;

Absent: Dr. Berry, Via Teleconference as a Non-Voting Member: Vice-Chair Arreguin

Motion Carried

¹ Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

4. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF HARTNELL COMMUNITY COLLEGE PROPOSAL TO SUPPORT THE HARTNELL COLLEGE NURSING PROGRAM

Carla Spencer, CNO, reported that Hartnell Community College District has submitted a request for continued partnership and funding for the Hartnell College Nursing Program. 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 prepared a Memorandum of Understanding (MOU) setting forth the terms and conditions of the proposed grant funding. The professional and financial support provided by SVH will assist Hartnell in addressing current and future challenges facing the Nursing Program, including a projected registered nurse shortage of 63,720 by 2030, faculty funding and vacancies, and enrollment capacity constraints.

A full report was included in the packet.

PUBLIC COMMENT: None

COMMITTEE MEMBER DISCUSSION: Carla Spencer, CNO, states that as part of the MOU, a Joint Oversight Committee consisting of members from SVH and Hartnell College will be created to review program updates, operations, and financial and strategic initiatives. Steps have already been taken to increase student admissions from 50 to 75 students per semester, as well as to introduce a Bachelor of Science in Nursing (BSN) program. Vice Chair Arreguin stated that this is a great proposal.

MOTION:

Upon motion by Committee Member Hussain, and second by Committee Member Childs, the Personnel, Pension, and Investment Committee recommends Board of Directors approval of 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.

ROLL CALL VOTE:

Ayes: Chair Carson, Childs, and Hussain;

Nays: None;

Abstentions: None;

Absent: Dr. Berry, Via Teleconference as a Non-Voting Member: Vice-Chair Arreguin

Motion Carried

5. ADJOURNMENT

There being no other business, the meeting adjourned at 5:36 p.m. The next Personnel, Pension and Investment Committee Meeting is scheduled for **Monday, January 12, 2026** 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 Ingrid Hsiung, MD, (ii) Contract Terms for Dr. Hsiung's Recruitment Agreement, and (iii) Contract Terms for Dr. Hsiung's Cardiac Electrophysiology & Cardiology Professional Services Agreement**

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

Date: January 12, 2026

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 **cardiology and cardiac electrophysiology** 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 cardiology was recommended as a priority for recruitment. Additionally, the sudden and unexpected passing of an SVH Clinics cardiac electrophysiologist emphasizes the need for additional cardiology and cardiac electrophysiology coverage.

The recommended physician, **Ingrid Hsiung, MD**, received her Doctor of Medicine degree in 2011 from University of Missouri at Kansas City, School of Medicine. Dr. Hsiung completed her Internal Medicine Residency from Cleveland Clinic Foundation in Cleveland, OH, followed by her Cardiology Fellowship at Baylor Scott & White Heart Hospital in Plano, Texas. She will complete her Cardiac Electrophysiology Fellowship at University of Southern California in June 2026. Dr. Hsiung is eager to set down roots in the community with her family and plans to join SVH in August 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 as a physician under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics – Cardiology. Pursuant to California law, physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
- Term. Physician's PSA will be for a term of three (3) years, and annual compensation will be reported on an IRS W-2 Form as a contracted physician.
- Full-Time Schedule. Physician will be scheduled to provide physician services to clinic patients on a full-time basis, 48 weeks per year; one week of which can be allocated to continuing medical education (CME).
- Base Compensation: Physician's base compensation will be in the amount of \$750,000 per year.
- Productivity Compensation: To the extent it exceeds the base salary, physician is eligible for Work Relative Value Units (wRVU) productivity compensation at a \$68.00 wRVU conversion factor.
- Schedule. Physician shall provide Physician Services to Clinic patients on a full-time basis, 36 scheduled patient care hours per week, forty-eight weeks per year in a Clinic setting, one workweek of which can be allocated to continuing medical education (CME).
- Call Coverage. Physician shall provide hospital emergency department and unassigned patient call coverage for the General Cardiology call panel. Productivity compensation includes up to 5 days of hospital call coverage per month. Payment for call days in excess of 5 days per month, will be compensated at the presently established rate for the General Cardiology call panel.

- Annual Incentive Plan. Physician will be eligible to participate in an Annual Performance Incentive Bonus Plan with 1000 hours worked during the annual measurement period.
- Benefits. Physician will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for you and your 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 work weeks (20 days) of time off per year, accruing equally throughout the year.
 - ❖ CME annual stipend in the amount of \$2,400 paid directly to physician and reported as 1099 income. One work week (5 days) off annually for CME related activities.
- Professional Liability Insurance. Professional liability is provided through BETA Healthcare Group.

2. Recruitment Agreement that provides a recruitment incentive of \$90,000, which is structured as forgivable loan over three years of service.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment

The recruitment of Dr. Hsiung is aligned with our strategic priorities for the quality & safety 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:

Quality & Safety People Operations Finance Growth Community

Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Hsiung to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for cardiology service line.

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

Recommendation

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

1. **The Findings Supporting Recruitment of Ingrid Hsiung, MD:**
 - That the recruitment of cardiac electrophysiology 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. Hsiung; and**
3. **The Contract Terms of the Cardiac Electrophysiology Professional Services Agreement for Dr. Hsiung.**

Attachments

Curriculum Vitae for Ingrid Hsiung, MD

INGRID HSIUNG, MD

Career Objectives

I'm looking for a full-time position in private or hybrid practice as an electrophysiologist (EP) proceduralist.

Based on my EP fellowship experience thus far, my skill set would include the usual ablations (atrial fibrillation, flutter, SVT), left atrial appendage occlusion, devices (traditional pacemakers, left bundle, CRT-P/D, ICD, dual chamber leadless), and laser/mechanical lead extractions (provided there is a way to arrange for CT surgical backup and help with scheduling). I would also be willing to do VT ablation (substrate modification) if there is a need. I speak fluent Mandarin Chinese (native speaker) with patients about their procedures, and would be happy to do so in practice.

Education

| | |
|---|-------------|
| University of Southern California, Los Angeles, CA – Electrophysiology fellowship | 2024 – 2026 |
| ● Program Director - Ivan Ho, MD | |
| Baylor Scott & White Heart Hospital, Plano, TX – Cardiology fellowship, | 2021 – 2024 |
| ● Program Director - Molly Szerlip, MD | |
| Cleveland Clinic Foundation – Internal medicine residency, Cleveland, OH | 2018 – 2021 |
| Rush University Medical Center – Pathology residency, Chicago, IL | 2017 – 2018 |
| University of Missouri at Kansas City (UMKC), School of Medicine, Kansas City, MO | 2011 – 2017 |
| ● Bachelor's of Arts (BA) and Medical Degree (MD) | |
| Illinois Mathematics and Science Academy (IMSA), Aurora, IL | 2008 – 2011 |
| Waubonsie Valley High School, Aurora, IL (class rank: 2 out of 940) | 2007 – 2008 |
| Naperville Chinese School, Naperville, IL | 1999 – 2008 |
| ● Valedictorian for all 9 years, graduated one year early. | |
| ● Learn how to speak, read, write, and understand traditional Mandarin Chinese. | |

Membership in Professional Societies

| | |
|---|----------------|
| Heart Rhythm Society (HRS) | |
| ● Accepted to HRS GLOWE (Growth and Leadership Opportunity for Women in Electrophysiology) Class of 2026 | |
| ● Abstract reviewer for HRS 2024 meeting | |
| ● Volunteer for HRS 2023 meeting | |
| American College of Cardiology (ACC) | |
| Gold Humanism Honor Society (GHHS) | |
| ● Co-chair for Soap for Hope campaign (2016) | |
| ● Grant recipient for Pilot study in Psychosocial Support Group for Sudden Cardiac Death survivors (2022-2023) | |
| American Medical Association (AMA) | 2011 – Present |
| ● Secretary for UMKC Chapter, 2014-2015 | |
| ● Delegate representing UMKC in AMA's Medical Student Section (MSS) at the AMA 2015 Annual meeting, Chicago, IL, June 4-6, 2015 | |
| ● Member of the national Committee on Scientific Issues, 2015 - 2016 | |
| Ohio State Medical Association | |
| ● Delegate representing Resident and Fellow Section for planned annual meeting in Columbus, OH, March 20-22, 2020. | |
| Missouri State Medical Association (MSMA) | |
| ● Secretary of the MSMA's Medical Student Section (MSS), serving on MSS Governing Council, 2015-2016 | |
| Alpha Phi Omega, Alpha Eta Chapter National Service Fraternity | |
| ● Fundraising Chair for Pledge Class, Fall 2011 | |
| ● Fundraising Chair for Alpha Eta Chapter, Fall 2012 | |

INGRID HSIUNG, MD

Christian Medical & Dental Association

Teaching activities

Cleveland Clinic Lerner College of Medicine of Case Western Reserve University

- Faculty appointment: Clinical Instructor of Medicine 2019-2021
- Cleveland Clinic Longitudinal Clerkship Longitudinal Didactics on Health Systems Science 2018
 - Provided feedback and direction on monthly blog didactic sessions to 9 students throughout the year
- Grading for Concept Appraisals (CAPPs)/Problem Solving Essays, Years 1 & 2 2020

Rush University Medical Center, Pathology course

- Served as instructor for 1h sessions, teaching pathophysiology and reviewing microscope slides with 20-30 second year medical students in the core Pathology course 2-3 times during the year

University of Missouri – Kansas City, School of Medicine

- During my M3-M4 years of medical school, served as formal senior mentor to a single M1-M2 student, both on 4 months of daily inpatient general medicine rotation and 2 years of weekly outpatient medicine longitudinal clinic
- Responsible for teaching junior medical student physical exam, differential diagnosis, patient bedside manner, good studying habits

University of Missouri – Kansas City, Writing Studio

- Led and developed workshops on various writing topics, including short essays, writing CV, and personal statements

Aurora Leadership Institute, Illinois Math and Science Academy, Aurora, IL

2010-2011

- Served as instructor for a group of 8 middle school students during a 10 week course on leadership qualities, team dynamics, and creating/implementing a community improvement project
- Designed didactics modules and activities specifically regarding team dynamics

Bibliography of publications

EP Considerations in Ebstein's Anomaly. Hsiung, I., Fatunde, B., Srivasthan, K., Madhavan, M., & Majdalany, D. *J. Pers. Med.* 2024, 14(11), 1113; <https://doi.org/10.3390/jpm1411113>

Situational Assessment of Stroke and Bleeding Risk [in Atrial Fibrillation]. Cardionerds Podcast. Khan, H., Fuentes, S., Hsiung, I., Arps, K., & Goyal, A.. (2023, June 05)

URL:

<https://www.cardionerds.com/309-atrial-fibrillation-situational-assessment-of-stroke-and-bleeding-risk-with-dr-hafiz-a-khan/>

Hsiung, I.. (2022, March 11). Arrhythmia Management in Pregnancy: A Brief Review. Texas American College of Cardiology: Electrophysiology Section Newsletter.

Hsiung, I.. (2023, July 05). Heart Rate Variability (Interview Q&A through American College of Cardiology).

Publication Status: Published.

URL: <https://www.everydayhealth.com/>

Left Main Protection During Transcatheter Aortic Valve Replacement With a Balloon-Expandable Valve. Hsiung, Ingrid...Kapadia, Samir. JSCAI 2022. DOI <https://doi.org/10.1016/j.jscai.2022.100339>

Congenitally Corrected-Transposition of the Great Arteries (ccTGA): Basic Imaging Findings and Management. Barry, Timothy, Hsiung, Ingrid...Majdalany, David. Journal of Radiology Nursing 2023. DOI <https://doi.org/10.1016/j.jradnu.2022.12.004>

INGRID HSIUNG, MD

D-Transposition of the Great Arteries (d-TGA): Management, Complications, and Basic Imaging Findings. Hsiung, Ingrid... Majdalany, David. *Journal of Radiology Nursing* 2020. Volume 39, Issue 4, DOI <https://doi.org/10.1016/j.jradnu.2020.07.003>

Temporal Trends of Transcatheter Mitral Valve Edge to Edge Repair (MitraClip) Short Term Outcomes in United States: A Nationwide representative study

- Third author.
- Revising and to submit

Research letter (in response to) Age-Related Variations in Takotsubo Syndrome in the United States

- Submitted to *Journal of the American College of Cardiology*

"Resolution #405 – Decreasing screen time and increasing outdoor activity to offset myopia onset and progression in school children. *American Medical Association*, House of Delegates 2017 Annual Meeting. June 2017.

- Presented at AMA 2017 annual meeting, Chicago, IL, June 14, 2017.

"Music with a side of midazolam." *Kansas City Medicine*. Kansas City Medical Society. January 2016.

- Required reading for the course, Music and Medicine – which fulfills graduation requirements for medical humanities – taught by Dr. Stuart Munro at the UMKC School of Medicine, June 2016.

"Great expectations unmet by food labeling." *Kansas City Medicine*. Kansas City Medical Society. April 2016.

"Resolution #15 - Increasing consumer awareness of front of package labeling systems." *Missouri State Medical Association* 157th House of Delegates Resolution Actions. April 2015.

- First author.
- Presented at MSMA 2015 annual meeting, Kansas City, MO, April 18, 2015.

"Renal effect of triolein in a rat model of fat embolism syndrome." *Journal of FASEB* vol. 29 no. 1, Supplement 927.11, April 2015. Available at http://www.fasebj.org/content/29/1_Supplement/927.11

- First author.

"The shingles vaccine (Zostavax®), in a nutshell." *A Life Ahead*. January 2015. Available at <http://www.alifeahead.com/2015/01/23/shingles-vaccine/>

"Your health should come first." *Chicago Dental Society*. February 2010. Available at <http://www.cds.org/News/Blog.aspx?id=2782&blogid=222>

Peer Reviewed Journal Articles/Abstracts (Other than Published)

Carlson, E., Robinson, K., Hsiung I., Hale, S., Banwait, J., Khan, H., Hutcheson, K. . Evaluation of access to female cardiothoracic surgeons by geographical region. *Journal of Thoracic and Cardiovascular Surgery*. Publication Status: Under Review.

Hsiung, I., Goldar, G., Ghobrial, J., & Rampersad, P.. Late presenting patent ductus arteriosus with Eisenmenger physiology: a case report". *European Heart Journal: Case Reports*.

Publication Status: Under Review.

Research Experience

Pilot study in support group for Sudden Cardiac Death (SCD) Survivors

- Obtained Baylor IRB approval and grant support (from Gold Humanism Honor Society) in starting a research project - Pilot Study in Improving Psychosocial Support for Survivors of Sudden Cardiac Death. Currently, there is a lack of local, on-the-ground psychosocial support for SCD survivors (particularly, those who have been appropriately shocked by their implantable cardiac defibrillator (ICD) in the North Texas/Dallas area. I worked with EP Dr Ali Yousif and EP Dr Kamala Tamirisa for this project. We developed session curriculum based on prior studies' of what ICD shock survivors would like to see in a support group session. We aimed to quantify how helpful the sessions were by administering the Quality of Life Scale, originally developed by Flanagan, JC in 1982 and validated by Burckhardt CS in 2003. We held 3 meetings during the time of the study (including content like developing a "shock plan" and strategies to cope with anxiety). Group participants included medical students, patients, and families.
- Presented at Texas ACC annual meeting in 2023

INGRID HSIUNG, MD

Degree of Device-Related Tricuspid Regurgitation with a Smaller Lumen Lead - undergoing statistical analysis at Baylor Scott & White

- Undergoing statistical analysis at Baylor Scott & White

Arrhythmogenic Mitral Annular Disjunction Improved After Mitral Valve Surgery [Poster presented]. Hsiung, I., Deville, B., Smith, R., & Wang, Z.. (2023, March 06). American College of Cardiology's 72nd Annual Scientific Meeting/New Orleans, LA .

Abnormal Nuclear Myocardial Perfusion Testing Attributed to Previous Gunshot Wound [Poster presented]. Hsiung, I., Nguyen M., & Sayfo, S.. (2023, March 04). American College of Cardiology's 72nd Annual Scientific Meeting/New Orleans, LA, .

Lead Extraction of Fractured and Migrated Venous Port [Poster presented]. Hsiung, I., Yousif, A., & Deville, B.. (2022, October 08). Texas Chapter of American College of Cardiology Annual Meeting/San Antonio, TX, .

“Improving Depression Monitoring and Intervention in the Primary Care Setting Through Increased Use of the PHQ-9”

- Scholarly Activity Day, Cleveland Clinic, Cleveland, OH, May 27, 2020. Poster.

“Gender Based Disparities For Congestive Heart Failure Readmission Following Trans Catheter Aortic Valve Replacement: A Single Center Study”

- American College of Cardiology's 69th Annual Scientific, Chicago, IL, March 28 - 30, 2020. Poster.

Case report – Patent ductus arteriosus complicated by Eisenmenger syndrome in a 22-year-old adult

- Adult congenital heart disease conference, Bethesda Marriott, Bethesda, MD, October 4-5, 2019. Poster.

“Outcomes for arterograft when autologous saphenous vein grafts are not an option”

2015-2016

Midwest Aortic & Vascular Institute, Kansas City, MO.

“How many patients do not make an appointment with the sleep clinic after referral by their PCP.”

2014-2016

University of Missouri at Kansas City, School of Medicine, Kansas City, MO.

- Grand Rounds, UMKC School of Medicine, Kansas City, MO, November 18, 2014. Oral Presentation.

- UMKC Research Summit, Student Union, Kansas City, MO, April 13, 2016. Poster.

- 3rd Annual Vijay Babu Rayudu Quality and Patient Safety Day, UMKC School of Medicine, Kansas City, MO, May 13, 2016. Oral Presentation.

- Travel award, \$500 by the judging committee

“Renal effect of triolein in a rat model of fat embolism syndrome.”

2014 - 2015

University of Missouri at Kansas City, School of Medicine, Kansas City, MO.

- Experimental Biology Annual Convention, Boston Convention Center, Boston, MA, March 31, 2015. Poster.

- UMKC Research Summit, Atterbury Student Success Center, Kansas City, MO, April 2, 2015. Poster.

“Synthesis and isomerization of macrocyclic azobenzene polymers.”

2012 - 2013

University of Missouri at Kansas City, Dept. of Chemistry, Kansas City, MO.

- UMKC Undergraduate Research Symposium, Atterbury Student Success Center, Kansas City, MO, April 19, 2013. Poster.

“Interactions between the endosteal and vascular niche.”

2011

City of Hope Cancer Center; Department of Stem cell & Leukemia, Duarte, CA.

- Eugene and Ruth Roberts Summer Student Academy, Cooper Auditorium at City of Hope, Duarte, CA, August 3, 2011. Poster.

“Role of Src family kinases in SDF-1/CXCR-4-mediated progenitor cell homing.”

2010-2011

Northwestern University, Feinberg School of Medicine, Chicago, IL.

- IMSAloquium: Student Investigation Showcase, Aurora, IL, April 21, 2011. Poster.

“Molecular mechanisms of bone marrow stem-cell maintenance and mobilization.”

2009-2010

Northwestern University, Feinberg School of Medicine, Chicago, IL.

- IMSAloquium: Student Investigation Showcase, Aurora, IL, April 28, 2010. Poster.

INGRID HSIUNG, MD

Writing Activities & Awards

| | |
|---|-------------|
| Writing Consultant, UMKC Writing Studio | 2012 – 2017 |
| • Hiring Committee, Spring 2013 | |
| • Workshop Chair for "Unpacking the Prompt" at the Greater Kansas City Writing Center Project annual retreat, Kansas City, MO, August 24, 2013. | |
| • Workshop chair for "Let's Talk Tutoring - an introduction to verbal and nonverbal communication" at the Greater Kansas City Writing Center Project retreat, Kansas City, MO, August 23, 2014. | |
| <i>Acronym</i> , IMSA's student newspaper, Opinions & Special Features Writer | 2009 – 2011 |
| Chicago Dental Society Blogging Contest Winner | 2010 |
| • Wrote an article titled "Your health should come first" about the supposed detrimental effects of soda | |

Volunteer Experience

| | |
|---|-------------|
| Music Therapy Volunteer, Piano | |
| Belmont Village, Oak Park, IL | 2018 |
| Saint Luke's Hospice House, Kansas City, MO. | 2015 - 2017 |
| • Play classical piano music for hour-long sessions 2-3 times per month | |
| • Pianist for the annual Celebration of Life service, Grace and Holy Trinity Cathedral, May 14, 2015. | |
| • Scheduled to be the pianist for the annual Christmas Eve candlelight service, December 24, 2016. | |

Other Awards/Accomplishments

Teaching, community outreach and medical policy are two of my passions. I was awarded a grant from Gold Humanism Honor Society (2022-2023) to establish a support group for patients with ICD who undergo shocks. This support group was the first of its kind in the Dallas, TX area –I hope to start and sustain a SCD support group wherever I establish my practice.

In June 2017, the AMA's House of Delegates moved to accept a public health policy that I co-authored, titled "Decreasing Screen Time and Increasing Outdoor Activity to Offset Childhood Myopia." In 2015, I authored a policy titled "Increasing consumer awareness of front of package labeling systems", passed by the Missouri State Medical Association 157th House of Delegates.

Board Paper: Personnel, Pension and Investment Committee

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

Executive Sponsor: Orlando Rodriguez, MD, Chief Medical Officer
Molly Heacox, Director of Clinic Services

Date: January 12, 2026

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 **rheumatology** 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 cardiology was recommended as a priority for recruitment. In addition, the current new patient appointment wait time for rheumatology is over two months.

The recommended physician, **Lauren Berry, MD**, received her Doctor of Medicine degree in 2019 from the Royal College of Surgeons in Dublin, Ireland. Dr. Berry completed her Internal Medicine residency at Cleveland Clinic Foundation in Ohio and her Rheumatology Fellowship at the Medical University of South Carolina in Charleston. Since the completion of her training, Dr. Berry has been practicing rheumatology for an orthopedic practice in Green Bay, Wisconsin. A native of San Luis Obispo County, Dr. Berry is eager to return to the Central Coast and join SVH Clinics in June 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)**. PSA. Physician will be a contracted as a physician under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics – Rheumatology. Pursuant to California law, physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
- **Term**. Physician's PSA will be for a term of 2 years, and annual compensation will be reported on an IRS W-2 Form as a contracted physician.
- **Full-Time Schedule**. Physician shall provide physician services to clinic patients on a full-time basis, 34 scheduled patient care hours plus 4 hours of administration time per week, 48 weeks per year in a clinic setting; one work week of which can be allocated to continuing medical education.
- **Base Compensation**. Physician's base compensation will be in the amount of \$325,000.00 per year
- **Productivity Compensation**. To the extent it exceeds the base salary, physician is eligible for Work Relative Value Unit (wRVU) productivity compensation at a \$57.00 wRVU conversion factor.
- **Benefits**. Physician will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for you and your qualified dependents. Your 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 work weeks (20 days) of time off per year, accruing equally throughout the year.
 - ❖ CME annual stipend in the amount of \$2,400 paid directly to you and reported as 1099 income. You will receive one work week (5 days) off per year for CME activities.

➤ Professional Liability Insurance. Professional liability is provided through BETA Healthcare Group.

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. Berry is aligned with our strategic priorities for the quality & safety 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:

Quality & Safety People Operations Finance Growth Community

Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Berry to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for rheumatology service line.

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

Recommendation

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

1. **The Findings Supporting Recruitment of Lauren Berry, MD:**
 - That the recruitment of rheumatology 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. Berry; and**
3. **The Contract Terms of the Rheumatology Professional Services Agreement for Dr. Berry.**

Attachments

Curriculum Vitae for Lauren Berry, MD

LAUREN BERRY, MD

EDUCATION/TRAINING

| | |
|-------------|--|
| 2022 – 2024 | Medical University of South Carolina (Charleston, SC) Rheumatology Fellowship |
| 2019 – 2022 | Cleveland Clinic Foundation (Cleveland, OH) Internal Medicine Internship and Residency |
| 2015 – 2019 | Royal College of Surgeons in Ireland (Dublin, Ireland) Honours Degrees of Bachelor of Medicine, Surgery & Obstetrics (MB, BCh, BAO), LRCP&SI <i>Award:</i> Tom Lynch Medal (awarded to third year Psychiatry student with overall highest mark in the final examination) |
| 2012 – 2014 | University of Vermont (Burlington, VT) Post-baccalaureate Pre-medical Program |
| 2011 – 2012 | Cardiff University (Cardiff, United Kingdom) M.A. in International Relations and Global Communications Management |
| 2006 – 2010 | University of California, Berkeley (Berkeley, CA) B.A. in ISF: Contemporary International Relations <i>Award:</i> California Alumni Association Leadership Scholar (2006-2008), Fleischmann Award |

BOARD CERTIFICATION AND LICENSING

American Board of Internal Medicine – 2022

Upcoming ABIM Rheumatology Boards in 10/2025

Currently licensed in WI

PROFESSIONAL EXPERIENCE

Rheumatologist
Orthopedic and Sports Medicine Specialists (OSMS) - Green Bay, WI
September 2024 - present

EDUCATIONAL & RESEARCH ACTIVITIES

| | |
|--------------------------|--|
| September 2023 | MUSC Rheumatology Division Rounds, Presenter <i>Ophthalmologic Manifestations of Rheumatic Disease</i> |
| September 2023 | Immunology Rounds, Presenter <i>T cell Mediated Immunity: Activation and Effector Mechanisms</i> |
| June 2023 | Immunology Rounds, Presenter <i>Pathogenesis of SLE</i> |
| April 2023 | South Carolina Rheumatism Society Annual Meeting Case presentation – <i>Fever of Unknown Origin</i> |
| March 2023 | MUSC Rheumatology Division Rounds, Presenter <i>A Review of Lyme Disease and Lyme Arthritis</i> |
| January 2023 | MUSC Rheumatology Division Rounds, Presenter <i>Adult Onset Still's Disease Review and Case Discussion</i> |
| 2020 – 2022 | Hospital Medicine Track, Cleveland Clinic This track provides hospital-focused clinical and educational activities for residents interested in hospital during the PGY-2 and 3 years. Program themes include: Quality and Patient Safety Elective, Perioperative Medicine, Transitions of Care, Business of Hospital Medicine, and Teaching and Leadership. Program also includes completion of preceptorship rotation at community hospital. |
| September 2020 | Morbidity & Mortality Conference Presentation Performed a root cause analysis on unsafe MICU to regular nursing floor transfer and presented the findings at M&M conference. |
| August 2020 – April 2021 | Quality Improvement project <i>Reducing inappropriate PPI prescriptions in resident PCP clinics.</i> |
| August 2020 | Quality and Patient Safety Education Program Completed courses in Quality Improvement, Safety Event Reporting System, Error and Root Cause Analysis Process. QPS project also completed. |
| March-April 2020 | Cleveland Clinic “Just-In-Time” Modules Project developed for educational review modules for non-ICU and non-medicine staff redeployment during the initial Covid-19 outbreak. Co-wrote modules on management of gout, management of septic arthritis, management of endocrine emergencies, and inpatient management of thyroid disorders. |
| March 2020 | Intern Case Conference <i>Right-sided endocarditis in patient with IV drug use</i> |

August 2019 – April 2020

Quality Improvement project

Improving problem list accuracy among residents' PCP clinic panels

PUBLICATIONS

Ouyang, Ben, Lucy Dx Li, Joanne Mount, Alainna J. Jamal, Lauren Berry, Carmine Simone, Marcus Law, and Rw Melissa Tai. (2017), Incidence and Characteristics of Needlestick Injuries Among Medical Trainees at a Community Teaching Hospital: A Cross-Sectional Study. *Journal of Occupational Health* 59,1: 63-73.

PROFESSIONAL MEMBERSHIPS

American College of Rheumatology

American Medical Association

American College of Physicians

Memorandum

To: Personnel, Pension and Investment Committee
From: Michelle Childs, Chief Human Resources Officer
Date: January 6, 2026
Re: Recommendation for Committee Approval – Disability Benefit under the Employees' Pension Plan

The Employees' Pension Plan provides for receipt of pension benefits due to disability. For the purpose of this plan, disability means the incapacity of a Participant due to complete and total disability. A Participant shall be deemed to be completely and totally disabled only if, as a result of a disease, bodily injury, or physical or mental illness, such Participant is prevented from continuing in the employ of the Employer in any position for which such Participant has been trained. A "Disabled Participant" is one who has completed at least five (5) Years of Service and terminates employment as a result of disability. Further, the plan requires authorization of the Plan Administrator (i.e. The Personnel, Pension and Investment Committee) to grant approval of a claim for disability benefits under the pension plan.

For ease of reference, the relevant 1996 Pension Plan provisions are itemized below:

1.12 Disabled Or Disability.

Incapacity of a Participant due to complete and total disability. For purposes of this Plan, a Participant shall be deemed to be completely and totally disabled only if, as a result of disease, bodily injury, or physical or mental illness, such Participant is prevented from continuing in the employ of the Employer in any position for which such Participant has been trained.

1.13 Disabled Participant.

A Participant who, having completed at least five (5) Years Of Service in the Plan, terminates employment with the Employer as a result of Disability.

8.01. Disability Benefit.

(a) A Disabled Participant shall be entitled to receive monthly income commencing on his Normal Retirement Date or on such earlier date as he may elect, based upon such Disabled Participant's Accrued Benefit to his termination of employment.

Patrice Walton has requested disability benefits under the Plan. The following are relevant facts about Ms. Walton based on documentation on file:

- employed with Salinas Valley Health for eight (8) years
- has eight (8) Years of Service vested in the pension plan
- is at normal retirement age
- separated employment on October 16, 2000 due to disability
- did not regain employment in the role in which they were trained, or otherwise.

I request the Committee approve disability benefits to Patrice Walton under the disability provision of the Plan.

Memorandum

To: Personnel, Pension and Investment Committee
From: Michelle Childs, Chief Human Resources Officer
Date: January 7, 2026
Re: Recommendation for Board Approval – Approval of Second Amendment to the Salinas Valley Memorial Healthcare District Employees Pension Plan (Plan)

Under the Plan, “New Participants” who elect to receive payout of their pension contributions may, under certain circumstances, choose to restore their pension benefit by repaying those funds. However, the Plan does not clearly explain the repayment parameters and requirements.

This amendment establishes how a rehired New Participant may restore their previously earned pension benefit, if all of the following conditions are met:

- The employee is rehired within five years of separating employment.
- The employee repays the full amount of the contributions they previously withdrew.
- The repayment must be made in one lump sum, including interest.
- The interest rate is based on 120% of the federal mid-term rate, compounded annually.
- The full repayment must be completed within five years of rehire or by December 31, 2030—whichever is later.

Once repayment is made in full under these terms, the employee’s prior pension benefit is reinstated. No other pension plan provisions are changed.

This change applies to all New Participants covered by the PEPRA provisions, including those who left employment before January 1, 2026.

All other provisions of the pension plan remain unchanged.

RECOMMENDATION

Request that the Board of SVMHS approve the attached Amendments to the Plans.

**SECOND AMENDMENT
TO THE
SALINAS VALLEY MEMORIAL HEALTHCARE DISTRICT
EMPLOYEES PENSION PLAN**

(2016 Restatement)

This Second Amendment (Amendment) to the Salinas Valley Memorial Healthcare District Employees Pension Plan (Plan) is adopted by Salinas Valley Memorial Healthcare System (Employer) to be effective on the date specified below.

RECITALS

WHEREAS:

- A. The Employer originally established the Plan for all eligible Employees and their beneficiaries, effective as of November 1, 1966.
- B. Since it established the Plan, the Employer has amended and restated the Plan on several occasions and most recently as of January 1, 2016.
- C. Effective as of April 1, 2020, the Employer amended the Plan to (i) provide an option to terminated New Participants with at least five (5) Years Of Service, but less than ten (10) Years Of Service to receive their accumulated required contributions distributed from the Plan in lieu of having death benefits paid to their beneficiaries, (ii) change the timing of the distributions, and (iii) add provisions regarding the benefits of Employees who change status from ineligible to eligible.
- D. The Employer now wishes to amend the Plan to provide the repayment requirements of previously distributed, accumulated contributions upon the rehire of a New Participant in order to have benefits reinstated.

OPERATIVE PROVISIONS

Effective as of January 1, 2026, the Plan is hereby amended as follows:

1. The last sentence of subsection J of section 13.11, "New Participant PEPRA Contributions," is amended to read as follows:

If a New Participant received a distribution of the New Participant's accumulated required contributions and is rehired no more than five (5) years after Severance From Employment, the New Participant may repay the full amount of the distribution in accordance with the provisions of subsection P, below, and have the New Participant's benefit reinstated.

2. The last sentence of subsection O of section 13.11, "New Participant PEPRA Contributions," is amended to read as follows:

If a New Participant received a distribution of the New Participant's accumulated required contributions and is rehired no more than five (5) years after Severance From Employment, the New Participant may repay the full amount of the distribution, in accordance with the provisions of subsection P, below, and have the New Participant's benefit reinstated.

3. Section 13.11, "New Participant PEPRA Contributions, is amended by adding the following subsection P at the end to read as follows:

P. A New Participant shall be permitted to reinstate the New Participant's Accrued Benefit under the Plan that the New Participant forfeited by virtue of the withdrawal of the New Participant's accumulated required contributions provided that: (i) the New Participant repaid (or repays) in a single sum all amounts previously withdrawn plus interest of one hundred twenty percent (120%) of the Federal mid-term rate compounded annually from the date of the return of contributions through the date of repayment; and (ii) the amount due was (or is) paid in full by the later of (a) five (5) years of the New Participant's resumption of employment, or (b) December 31, 2030.

4. This Amendment is effective as of January 1 2026, but shall apply to all New Participants as defined in the PEPRA Article, including a New Participant who had a Severance From Employment before January 1, 2026.

In all other respects, the Plan is hereby ratified, approved and confirmed.

In witness whereof, the Employer has executed and adopted this Amendment on the _____ day of January, 2026.

SALINAS VALLEY MEMORIAL
HEALTHCARE SYSTEM

By: _____

Title: _____

ADJOURNMENT