



February 12, 2026

AMENDED NOTICE

TO: Legal Counsel

News Media

Salinas Californian

El Sol

Monterey County Herald

Monterey County Weekly

KION-TV

KSBW-TV/ABC Central Coast

KSMS/Entravision-TV

The next regular meeting of the **PERSONNEL, PENSION AND INVESTMENT COMMITTEE - COMMITTEE OF THE WHOLE** of **SALINAS VALLEY HEALTH¹** will be held **WEDNESDAY, FEBRUARY 18, 2026, AT 4:00 P.M., DOWNING RESOURCE CENTER, CEO CONFERENCE ROOM 117, SALINAS VALLEY HEALTH MEDICAL CENTER, 450 E. ROMIE LANE, SALINAS, CALIFORNIA and BOULEVARD PASEO IXTAPA S/N, 40880, IXTAPA ZIHUATANEJO, GUERRERO, MEXICO.**

(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

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

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**

**WEDNESDAY, FEBRUARY 18, 2026, 4:00 P.M.
DOWNING RESOURCE CENTER, CEO CONFERENCE ROOM 117
Salinas Valley Health Medical Center
450 E. Romie Lane, Salinas, California, &
Boulevard Paseo Ixtapa S/N, 40880, Ixtapa Zihuatanejo, Guerrero, Mexico**

(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 January 12, 2026. (CARSON)
 - Motion/Second
 - Public Comment
 - Action by Committee/Roll Call Vote
4. Review Investment Performance of Salinas Valley Health General & Board Designated Funds (HUSSAIN/DREW ZAGER OF MORGAN STANLEY)
5. Workers' Compensation and Workplace Violence Metrics Report (PERALTA-CUELLAR)
6. Human Resources Metrics: FY26 Mid-Year Report (CHILDS)
7. Adjournment

The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **March 16, 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/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.

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 JANUARY 12, 2026**

Committee Member Attendance:

Voting Members Present: **Catherine Carson**, Chair, **Isaura Arreguin**, Vice President, **Glenn Berry, M.D.**, Medical Staff Member, and **Michelle Childs**, CHRO

Voting Members Absent: **Iftikhar Hussain**, CFO

Advisory Non-Voting Members Present:

In person: Orlando Rodriguez, M.D., CMO and Gary Ray, CLO;

Via Teleconference: Alysha Hyland, CAO, Carla Spencer, CNO and Clement Miller, COO

Other Board Members Present, Constituting Committee of the Whole:

Via Teleconference: Joel Hernandez Laguna and Victor Rey, Jr.

Victor Rey, Jr., arrived at 4:20 p.m.

1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Carson called the meeting to order at 4:02 p.m. in the Downing Resource Center CEO Conference Room 117.

2. CLOSED SESSION

Chair Carson announced that the item to be discussed in Closed Session is *Reports Involving Trade Secret – Trade Secret, Strategic Planning, Proposed New Programs and Services*, as listed on the closed session agenda. The meeting recessed into Closed Session under the Closed Session protocol at 4:05 p.m.

3. RECONVENE OPEN SESSION/REPORT ON CLOSED SESSION

The Committee reconvened for Open Session at 4:13 p.m. Chair Carson reported that in Closed Session, the Board discussed *Reports Involving Trade Secret – Trade Secret, Strategic Planning, Proposed New Programs and Services*. No other action was taken.

4. PUBLIC COMMENT: None

5. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF DECEMBER 16, 2025

Approve the minutes of the December 16, 2025 Personnel, Pension, and Investment Committee meeting. The information was included in the Committee packet.

PUBLIC COMMENT: None

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

COMMITTEE COMMENTS: None

MOTION:

Upon motion by Committee Member Childs, and second by Committee Member Dr. Berry, the minutes of the December 16, 2025 Personnel, Pension and Investment Committee are approved as presented.

ROLL CALL VOTE

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

Nays: None;

Abstentions: None;

Absent: Hussain;

Motion Carried

6. 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

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 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. Dr. Hsiung is eager to set down roots in the community with her family and plans to join SVH in August 2026.

A full report was included in the packet.

PUBLIC COMMENT: None

COMMITTEE COMMENTS: None

MOTION:

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

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.

ROLL CALL VOTE

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

Nays: None;

Abstentions: None;

Absent: Hussain;

Motion Carried

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

Orlando Rodriguez, M.D., reported that 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 rheumatology was recommended as a priority for recruitment. In addition, the current new patient appointment wait time for rheumatology is over two months. A native of San Luis Obispo County, Dr. Berry is eager to return to the Central Coast and join SVH Clinics in June 2026.

A full report was included in the packet.

PUBLIC COMMENT: None

COMMITTEE COMMENTS: None

MOTION:

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

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.

ROLL CALL VOTE

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

Nays: None;

Abstentions: None;

Absent: Hussain;

Motion Carried

8. CONSIDER RECOMMENDATION FOR COMMITTEE APPROVAL OF DISABILITY BENEFIT UNDER THE EMPLOYEES' PENSION PLAN

Michelle Childs, CHRO, reported on relevant facts about Ms. Walton based on documentation on file and request committee approval of disability benefits to Patrice Walton under the following 1996 Pension Plan provisions:

- 1.12 Disabled or Disability
- 1.13 Disabled Participant
- 8.01 Disability Benefit

A full report was included in the packet.

PUBLIC COMMENT: None

COMMITTEE COMMENTS: A Question was raised regarding when the disability benefit will be prorated.

MOTION:

Upon motion by Vice Chair Arreguin, and second by Chair Carson, the Personnel, Pension and Investment Committee approved as recommended.

ROLL CALL VOTE

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

Nays: None;

Abstentions: None;

Absent: Hussain;

Motion Carried

9. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF SECOND AMENDMENT TO THE SALINAS VALLEY MEMORIAL HEALTHCARE DISTRICT EMPLOYEES PENSION PLAN

Michelle Childs, CHRO, reported that the Second Amendment to the Salinas Valley Memorial Healthcare District Employees' Pension Plan establishes how a rehired New Participant may restore a previously earned pension benefit if 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.

A full report was included in the packet.

PUBLIC COMMENT: None

COMMITTEE COMMENTS: Questions were raised as to which party will be responsible for collecting repayment and the number of employees who will benefit from the amendment; all questions were addressed.

MOTION:

Upon motion by Committee Member Dr. Berry, and second by Vice Chair Arreguin, the Personnel, Pension and Investment Committee recommends Board of Directors approval of the Second Amendment to the Salinas Valley Memorial Healthcare District Employees' Pension Plan.

- This change applies to all New Participants covered by the PEPR provisions, including those who left employment before January 1, 2026.
- All other provisions of the pension plan remain unchanged.

ROLL CALL VOTE

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

Nays: None;

Abstentions: None;

Absent: Hussain;

Motion Carried

10. ADJOURNMENT

There being no other business, the meeting adjourned at 4:51 p.m. The next Personnel, Pension and Investment Committee Meeting is scheduled for **Wednesday, February 18, 2026** at 4:00 p.m.

Catherine Carson, Chair
Personnel, Pension and Investment Committee

Salinas Valley Health

Q4 2025

ZFIM at Morgan Stanley Private Wealth Management

zfim@morganstanley.com

(310) 788-2130

1999 Avenue of the Stars, Suite 2400
Los Angeles, CA 90067

Drew Zager
*Managing Director
Private Wealth Advisor*

Joseph McCullough
*Managing Director, WM
Private Wealth Advisor*

I. Consolidated - Board Designated and General Review

A. Jan 1 – December 31, 2025

II. Cash Reserve Review

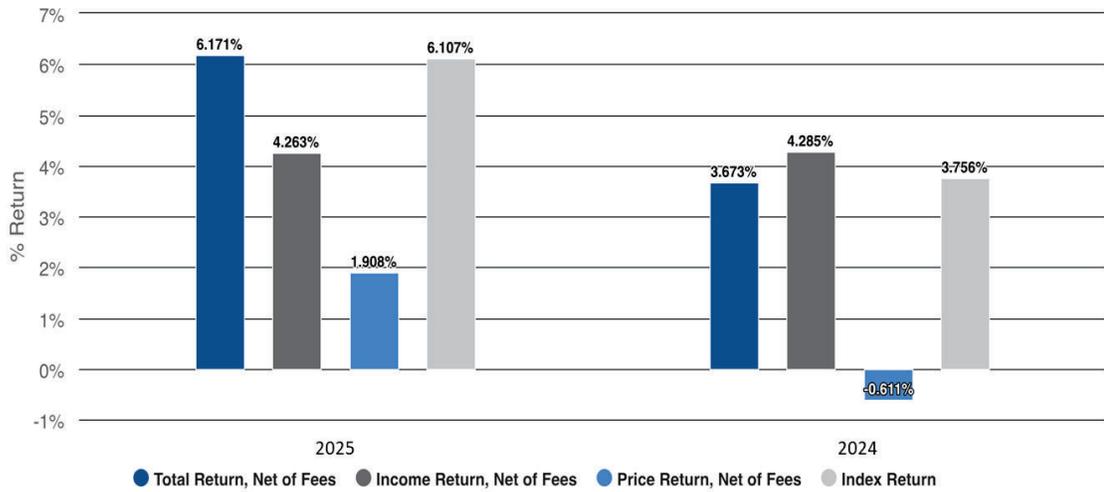
B. Jan 1 – December 31, 2025

III. Consolidated - Board Designated, General, and Cash Reserve Review

C. Jan 1 – December 31, 2025

IV. Fixed Income Market Review

Section I
 Consolidated Board Designated and General Performance
 01/01/25 – 12/31/25



Benchmark: Bloomberg 1-5 Yr Gov/Credit
 Source: Clearwater Analytics LLC

ZFIM at Morgan Stanley PWM

Section I
 Portfolio Summary

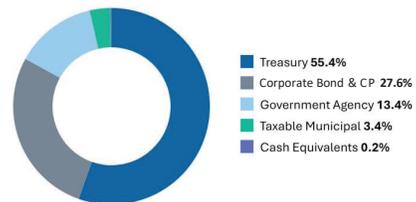
Characteristics

| | |
|-----------------------------|---------------|
| Total Market Value | \$437,072,182 |
| Modified Duration | 3.39 |
| Years to Effective Maturity | 3.75 |
| Years to Final Maturity | 3.98 |
| YTW at Cost | 4.02% |
| TEY at Cost | 4.02% |
| YTW at MKT | 3.84% |
| TEY at MKT | 3.84% |
| Yield Income | \$17,252,622 |
| Coupon Rate | 3.87% |
| # of Positions | 64 |
| MS Inception Date | 8/10/16 |

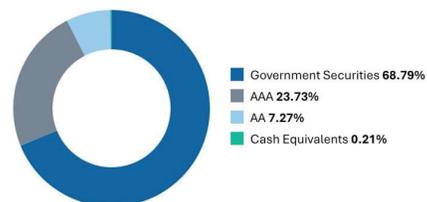
Structure and Taxability

| | |
|-------------|---------|
| Tax Exempt | 0.00% |
| Callable | 35.03% |
| Putable | 0.00% |
| Zero Coupon | 0.00% |
| Floater | 0.00% |
| Taxable | 100.00% |
| AMT | 0.00% |

Allocation



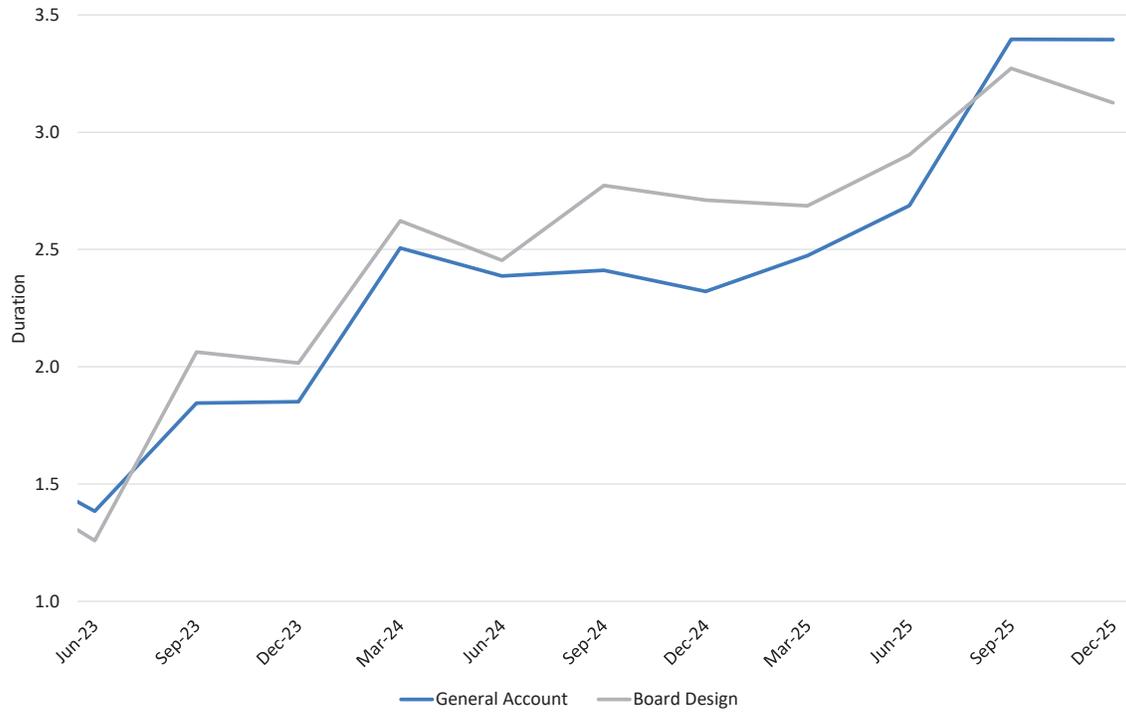
Credit Ratings



Benchmark: Bloomberg 1-5 Yr Gov/Credit

Salinas General & Board Designated Accounts Duration

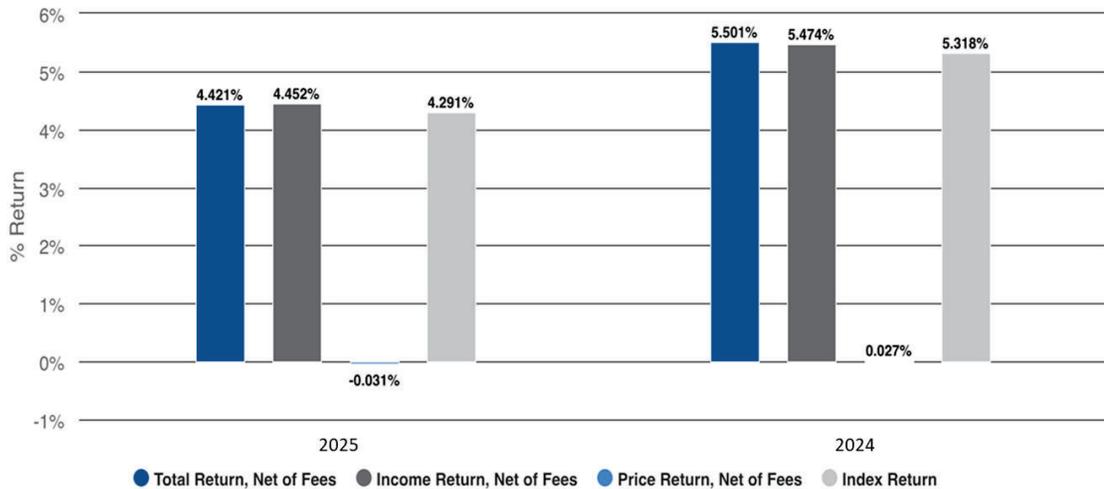
As of December 31, 2025



*Weighted by: Base Market Value + Accrued
Source: Clearwater Analytics, As of 12/31/2025

Section II Cash Reserve Performance

01/01/25 – 12/31/25



Benchmark: Bloomberg U.S. Treasury 1-3 Months
Source: Clearwater Analytics LLC

Section II Portfolio Summary

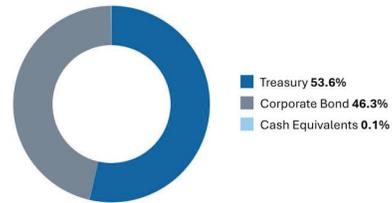
Characteristics

| | |
|-----------------------------|--------------|
| Total Market Value | \$21,692,339 |
| Modified Duration | 0.14 |
| Years to Effective Maturity | 0.14 |
| Years to Final Maturity | 0.2 |
| YTW at Cost | 4.05% |
| TEY at Cost | 4.05% |
| YTW at MKT | 3.44% |
| TEY at MKT | 3.44% |
| Yield Income | \$875,530 |
| Coupon Rate | 1.83% |
| # of Positions | 5 |
| MS Inception Date | 2/16/18 |

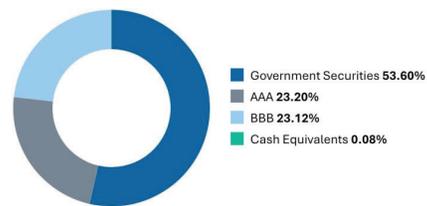
Structure and Taxability

| | |
|-------------|---------|
| Tax Exempt | 0.00% |
| Callable | 23.20% |
| Putable | 0.00% |
| Zero Coupon | 0.00% |
| Floater | 0.00% |
| Taxable | 100.00% |
| AMT | 0.00% |

Allocation



Credit Ratings



Benchmark: Bloomberg U.S. Treasury Bills: 1-3 Months

Section III Portfolio Summary

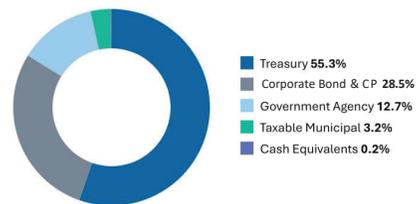
Characteristics

| | |
|-----------------------------|---------------|
| Total Market Value | \$458,764,521 |
| Modified Duration | 3.24 |
| Years to Effective Maturity | 3.58 |
| Years to Final Maturity | 3.80 |
| YTW at Cost | 4.02% |
| TEY at Cost | 4.02% |
| YTW at MKT | 3.82% |
| TEY at MKT | 3.82% |
| Yield Income | \$18,128,152 |
| Coupon Rate | 3.77% |
| # of Positions | 69 |
| MS Inception Date | 8/10/16 |

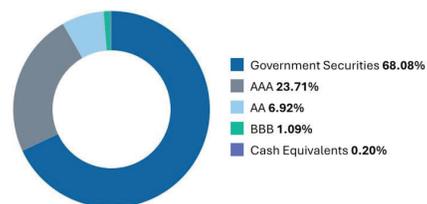
Structure and Taxability

| | |
|-------------|---------|
| Tax Exempt | 0.00% |
| Callable | 34.47% |
| Putable | 0.00% |
| Zero Coupon | 0.00% |
| Floater | 0.00% |
| Taxable | 100.00% |
| AMT | 0.00% |

Allocation



Credit Ratings



Benchmark: Bloomberg 1-5 Yr Gov

Section IV Key Themes – February 2026

The Fed Paused. For How Long Or Is This It?:

- As had been expected by the market, the Fed voted to not reduce the Fed Funds Rate at the January meeting. Citing a jobs market that has shown signs of stabilization and progress on inflation, the Fed made it clear they were in no hurry to cut despite ongoing calls by the Trump administration to do so.
- The two dissents by Governors Miran and Waller were not a surprise and the 10-2 vote margin shows that the other members are comfortable with where things are today.
- The topic of the theoretical neutral rate came up during the press conference and Fed Chair Powell did not fully dismiss the notion that we may be at or very close to the rate where monetary policy is neither restrictive or stimulative to the economy. This could mean that the next move, whether a cut or hike, could be further away than what the market is expecting.
- The recent announcement by President Trump that Kevin Warsh would be his nominee to replace Fed Chair Powell was well received by the market and is being viewed as a prudent choice instead of an overtly political one as some had feared.

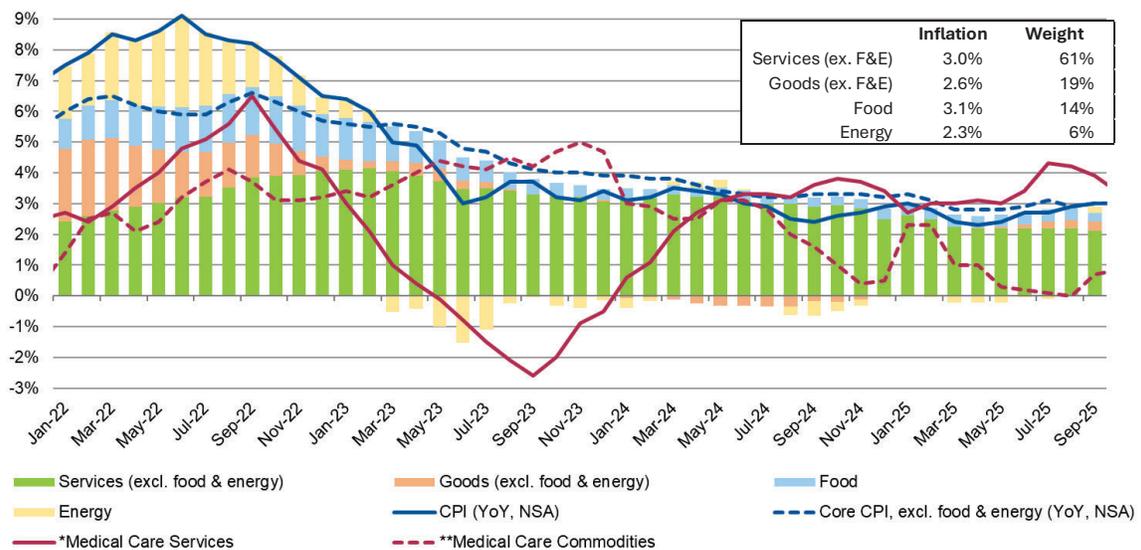
U.S. Can't Hide from International Markets:

- A sharp sell-off in long-dated Japanese government bonds resulted in volatility that affected U.S. domestic markets, especially Treasuries. The sell-off has largely been attributed to relatively small trade volume in an especially illiquid part of the Japanese Government Bond Market.
- The sell-off also occurred at a time when Japanese Prime Minister Takaichi proposed tax cuts and increased spending, which caused some to question the long-term fiscal health of the country.
- The sell-off, which affected U.S. Treasuries for a brief period, has caused many to make the connection between Japan's debt levels versus where the U.S. is and the trajectory it is currently on. While we can understand the desire to make a quick connection, we do not believe the circumstances are the same. The Treasury market bounced back rather quickly from the sell-off and the debt dynamics of the two countries are very different despite rising debt to GDP levels on the U.S. front.

Our Thoughts on Relative Value:

- Cheap: Investment grade municipal bonds on the long-end of the curve; Callable government agencies.
Expensive: Corporates and Preferreds; U.S. TIPS; Belly of the Tax-Exempt Curve

Consumer Price Index – Components (with Medical Care & Equipment) January 1, 2022 – December 31, 2025



Core CPI declined to 2.6% in December as the data showed declining services inflation as key to coming in lower than expectations.

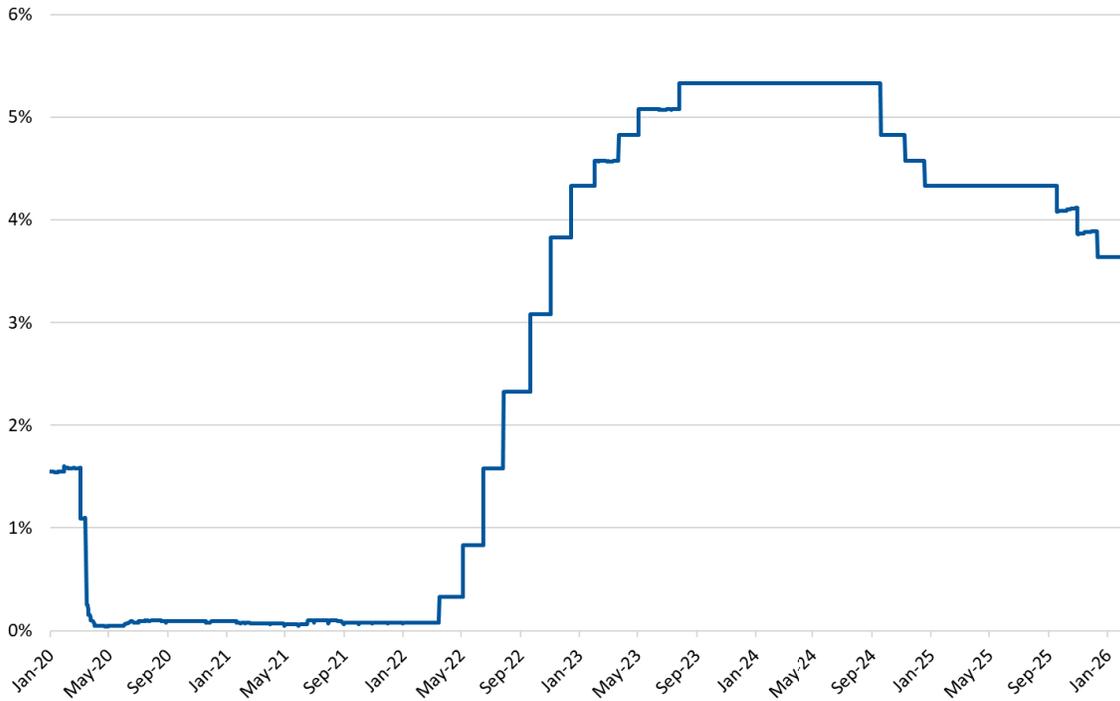
Official CPI data for October 2025 was not released and partially released for November 2025 due to the government shutdown.

*Medical Care Services include: Professional Services (physicians, dental, eye care etc.), Hospital & Related Services (inpatient/outpatient care, nursing homes, elderly homes), care of invalids, Health Insurance.
**Medical Care Commodities encompasses the following: Medicinal Drugs (prescription/non-prescription drugs), Medical Equipment & Supplies

Source: U.S. Bureau of Labor Statistics, As of 02/02/2026

Overnight Fed Funds Rate

January 1, 2020 – January 30, 2026

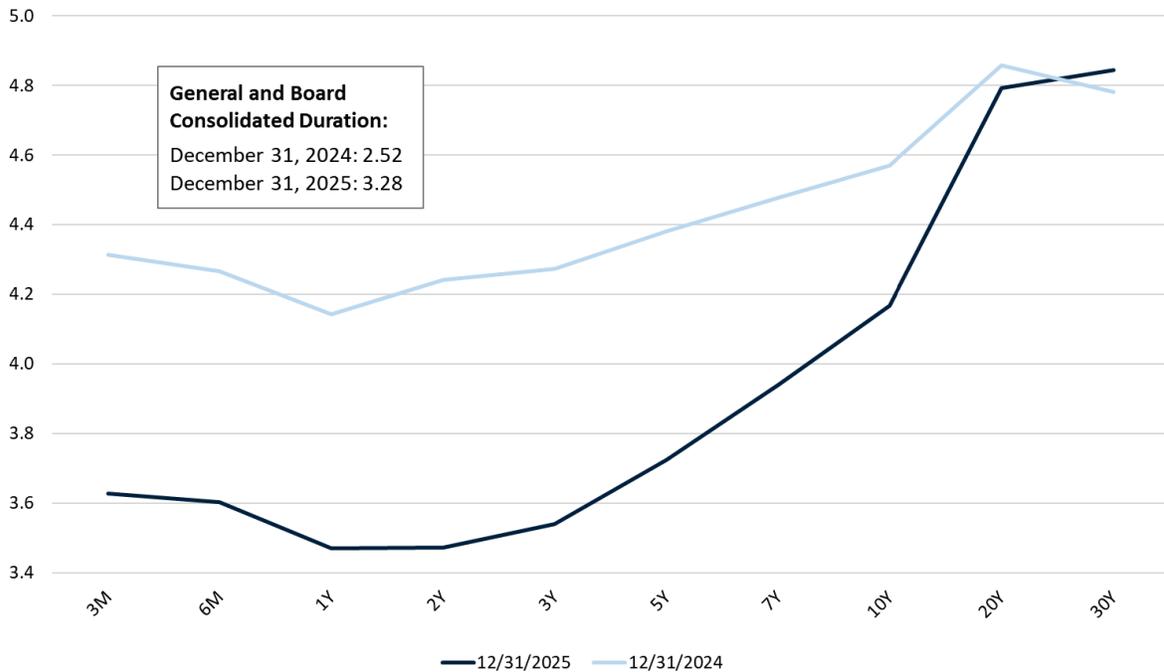


Source: Bloomberg LP, As of 02/02/2026

ZFIM at Morgan Stanley PWM

Treasury Yields 2024 vs 2025

As of December 31, 2024 and December 31, 2025

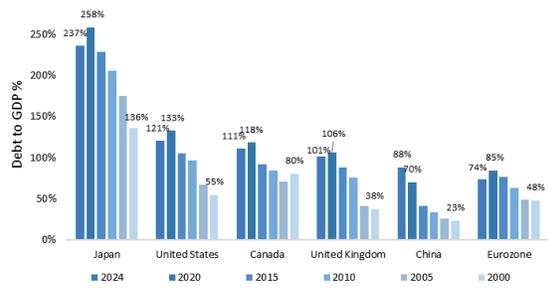


Source: Bloomberg LP, As of 12/31/2025

ZFIM at Morgan Stanley PWM

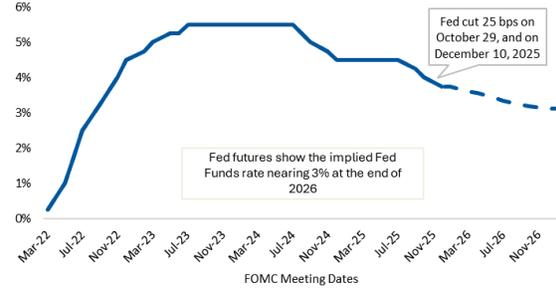
Monetary Policy

Global Debt to GDP



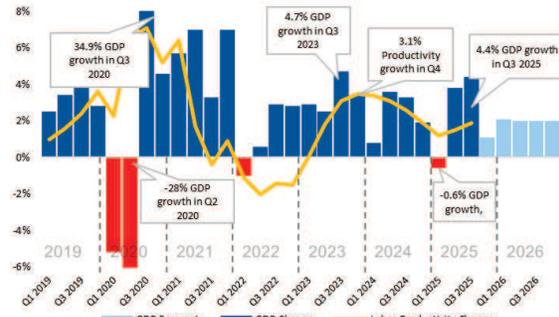
Source: International Monetary Fund, As of 02/02/2026

Fed Fund Futures



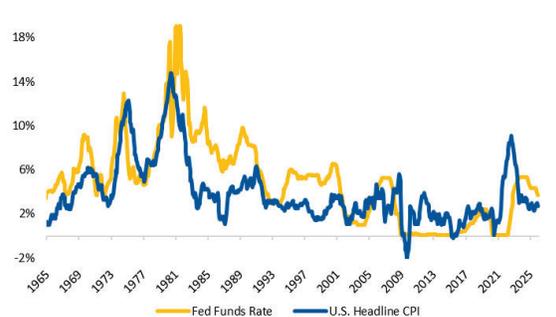
Source: Bloomberg L.P., As of 02/02/2026

U.S. GDP Quarterly Growth



Source: Bloomberg L.P., Federal Reserve Bank of NY, Federal Reserve, As of 02/02/2026

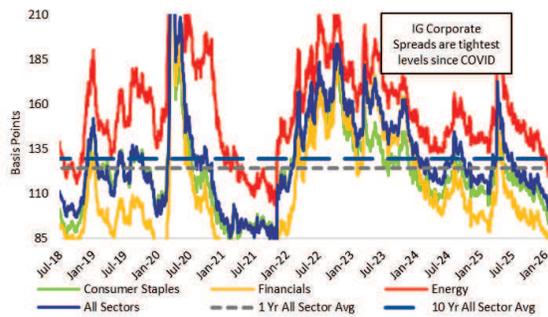
Fed Funds Rate vs. U.S. Headline CPI



Source: Bloomberg L.P., As of 02/02/2026

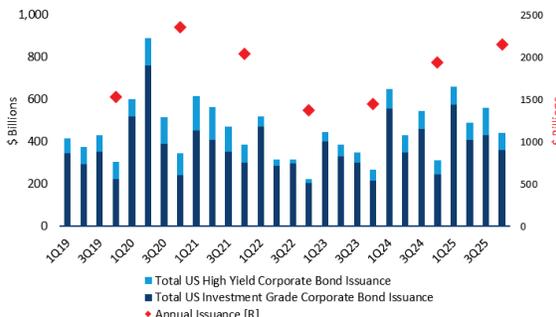
Corporates

U.S. Investment Grade Option Adjusted Spreads



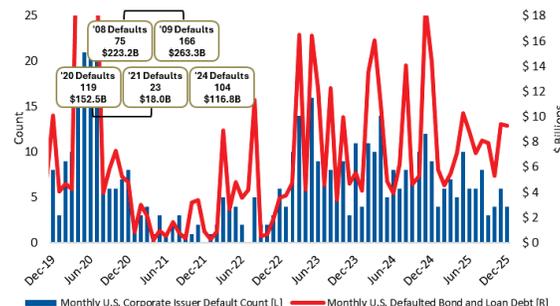
Source: Bloomberg L.P., As of 02/02/2026

Corporate Issuance



Source: Bloomberg L.P., As of 02/02/2026

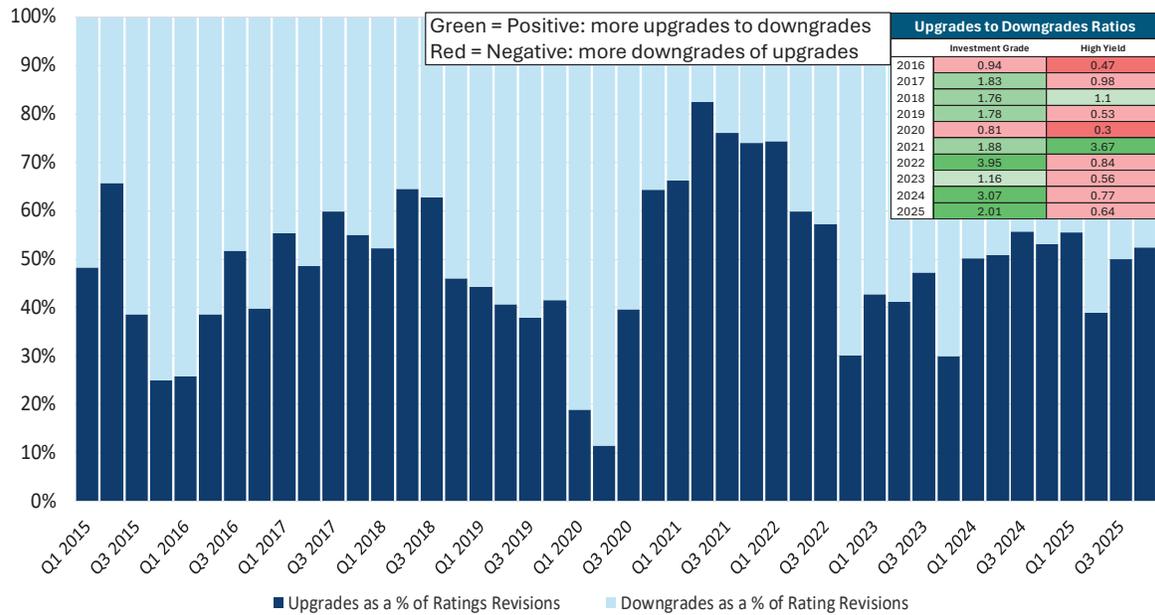
Corporate Issuer Defaults



Source: SIFMA, As of 02/02/2026

Corporate Rating Revisions – Quarterly

January 1, 2015 – December 31, 2025

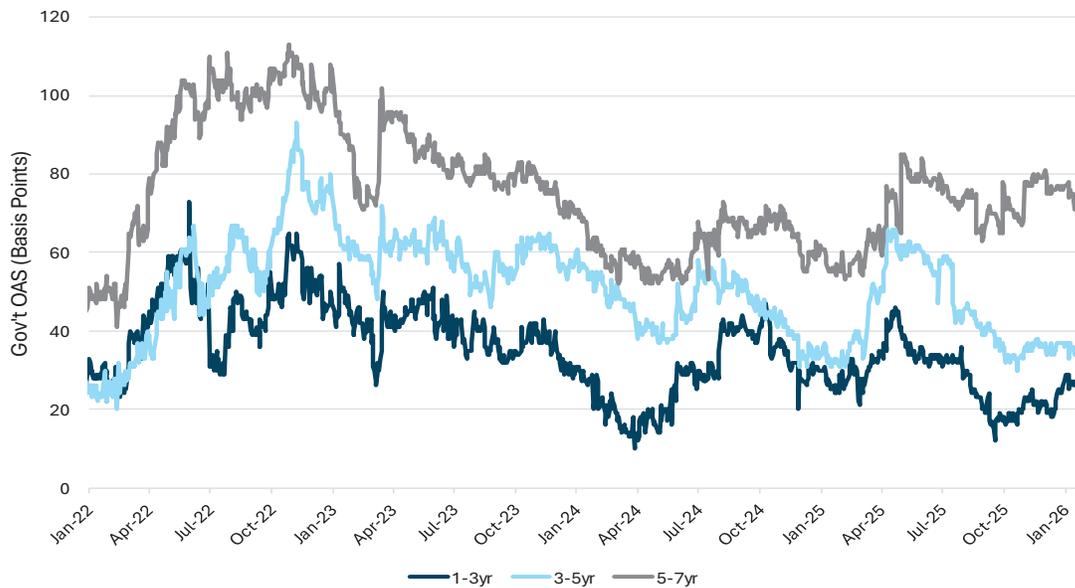


After a rebound post pandemic, the ratio of upgrades to downgrades has stabilized. Investment grade bond credit has been strong with upgrades outnumbering downgrades every year since 2020. Most of the high yield rating revisions are downgrades reflecting the riskiness of their balance sheet profile.

Source: Bloomberg L.P., As of 02/02/2026

Spread: Yield Taxable Muni Yield to Treasury Yield

December 1, 2022 – January 30, 2026



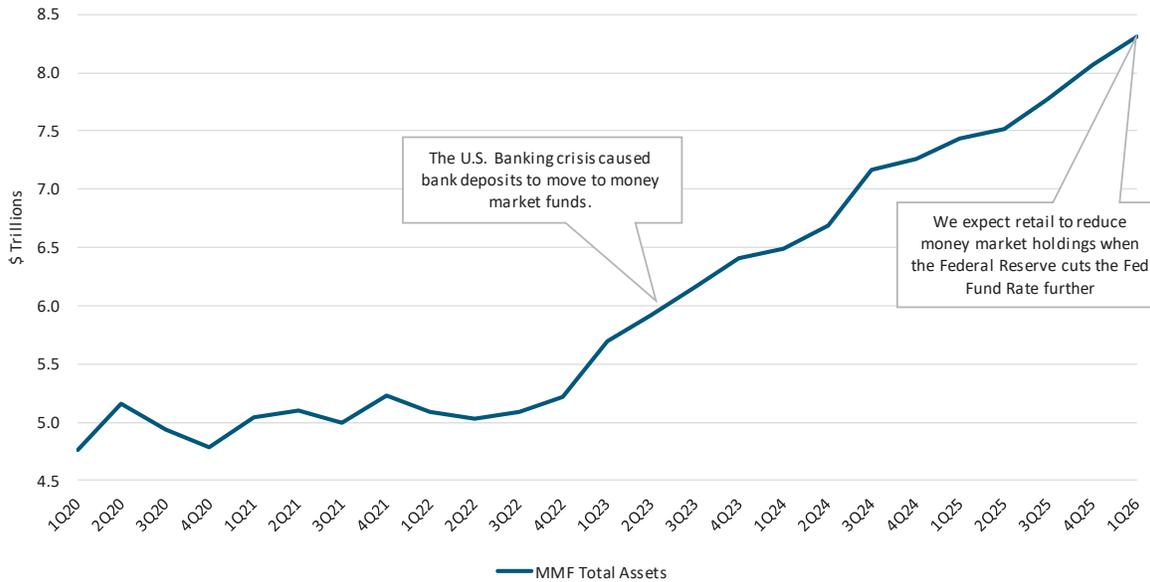
Taxable muni spreads widened earlier in 2025 as headlines around federal funding have impacted the municipal market, particularly large issuers in the not-for-profit health and higher education sectors.

While shorter taxable spreads are tight and have come back in, intermediate paper continues to present an opportunity to increase allocation to the sector and pick up yield while moving higher in credit quality on average compared to corporate securities.

Source: Bloomberg L.P., As of 02/02/2026

Money Market Funds – Total Financial Assets

January 1, 2020 – January 30, 2026



Money Market fund assets have grown substantially over a very short period and have yet to decline. Clearly there is substantial capital on the sidelines which, if deployed, could drive performance across various asset classes.

Source: U.S. Office of Financial Research., As of 02/02/2026

17

ZFIM at Morgan Stanley Private Wealth Management

ZFIM is among the largest fixed income managers within Morgan Stanley with \$28.4 billion in assets under management as of 12-31-2025.

Our team is dedicated to creating highly customized cash and fixed income solutions designed to help our clients achieve competitive yields, while seeking to preserve principal. We work closely with institutions, government entities, endowments & foundations, ultra-high-net-worth individuals, and partnering advisors to implement strategies that are fully tailored to meet individual risk profiles, investment preferences or constraints, and income requirements.

Please contact us at ZFIM@MorganStanley.com if you would like additional color as you navigate the fixed income markets.

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Bonds are affected by a number of risks, including fluctuations in interest rates, credit risk and prepayment risk. In general, as prevailing interest rates rise, fixed income securities prices will fall. Bonds face credit risk if a decline in an issuer's credit rating, or creditworthiness, causes a bond's price to decline. Finally, bonds can be subject to prepayment risk. When interest rates fall, an issuer may choose to borrow money at a lower interest rate, while paying off its previously issued bonds. As a consequence, underlying bonds will lose the interest payments from the investment and will be forced to reinvest in a market where prevailing interest rates are lower than when the initial investment was made.

A taxable equivalent yield is only one of many factors that should be considered when making an investment decision. Morgan Stanley and its Financial Advisors or Private Wealth Advisors do not offer tax advice; investors should consult their tax advisors before making any tax-related investment decisions.

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The Municipal Bond benchmark yields above are provided by Municipal Market Data (MMD). The yields are intended to provide a guide for benchmarking current municipal market valuations. Please be aware that actual yield levels on individual municipal bonds may be substantially higher or lower than those listed, depending upon the state, the issuer, individual bond characteristics and market conditions such as supply and demand.

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19

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20

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Personnel, Pension & Investment Committee



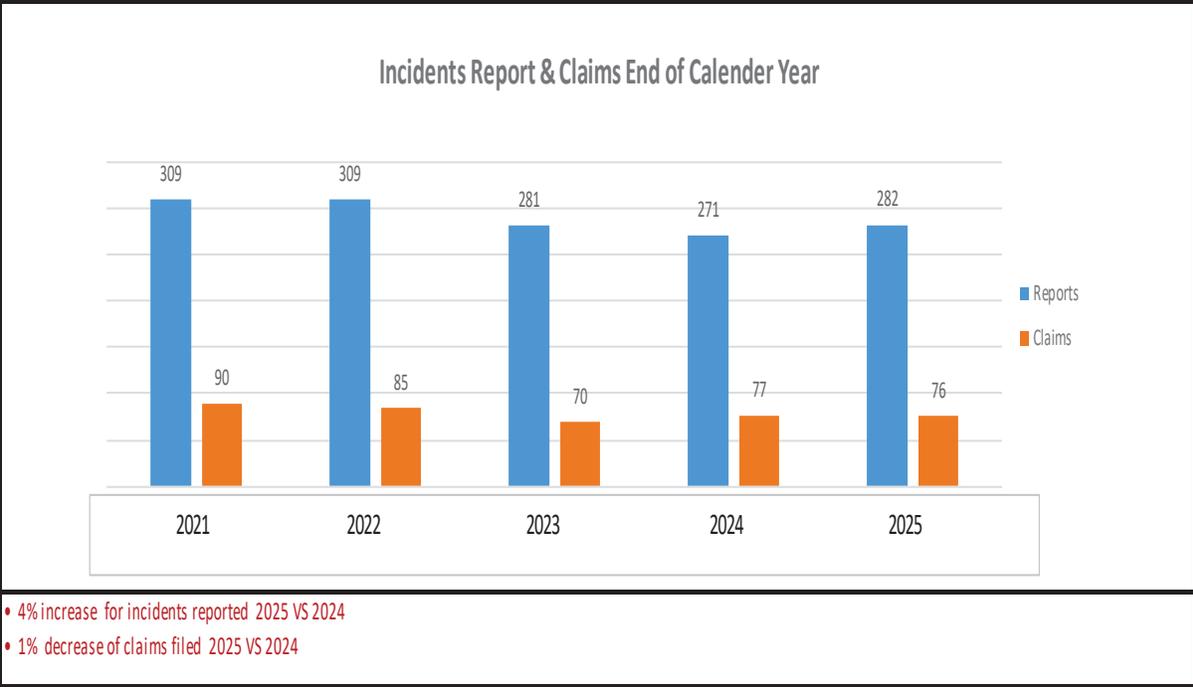
JILL PERALTA-CUELLAR, BSN, RN, PHN, COEE
DIRECTOR, EMPLOYEE HEALTH SERVICES
FEBRUARY, 2026



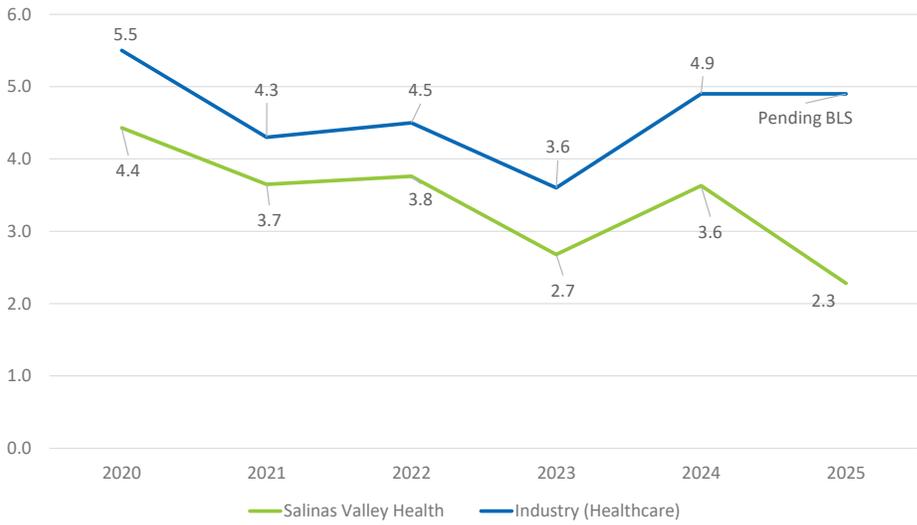
Workers' Compensation and Injury Prevention



SALINAS VALLEY HEALTH - EMPLOYEE HEALTH SERVICES



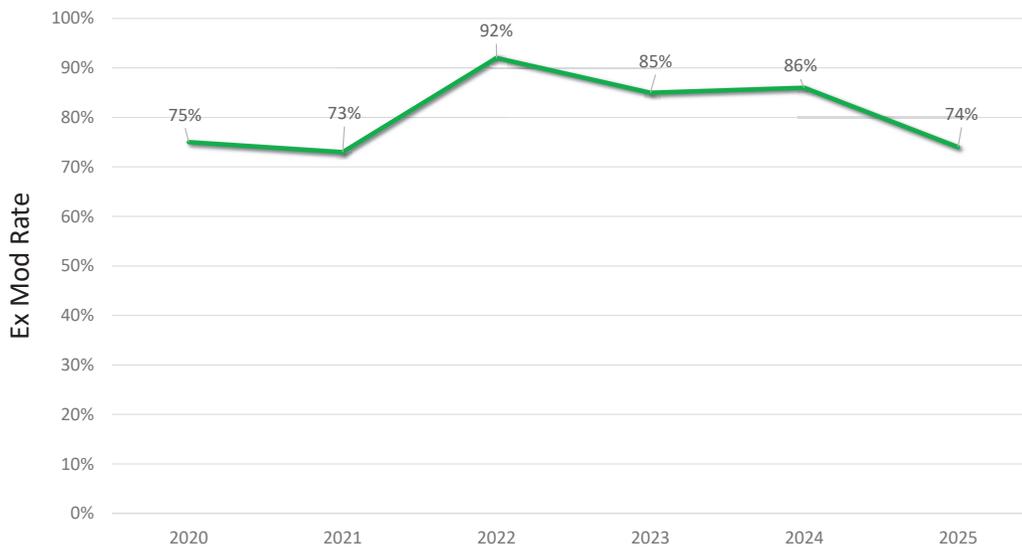
DART Rating 2020-2025



DART Rating: Days Away, Restricted, or Transferred

OSHA safety metric that measures the number of recordable work injuries/illnesses that result in missed work, restricted duty or transfer to another job.

Experience Modification Rate (Ex Mod)



- Ex Mod is calculated using 3 years of historical data.
- Does not include current policy year or the most recent policy year that just ended. These claims are still developing.
- Industry Standard is 100%/1.0
- Lower number/percentage is better.

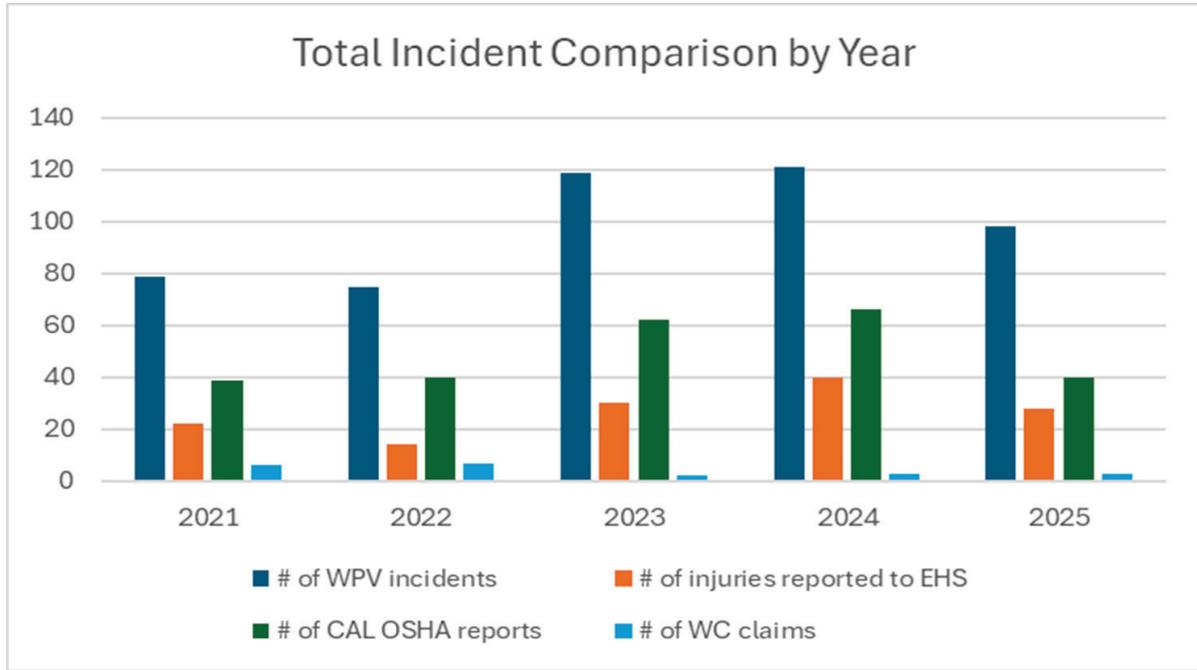
EHS | JPC 2.2026

Workplace Violence

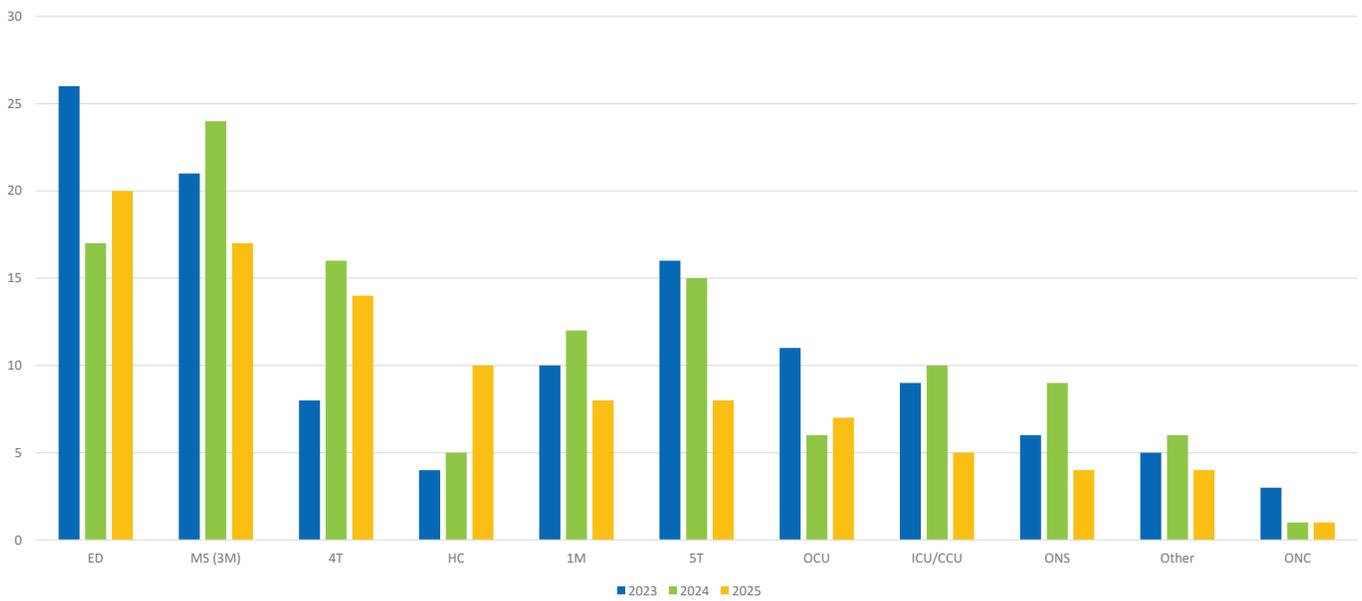


SALINAS VALLEY HEALTH - EMPLOYEE HEALTH SERVICES

2026



WPV Events by Department



Workplace Violence Reporting: Safety Fair March 12, 2025

Staff were engaged and had fun during the WPV training at the hospital Safety Fair. The focus was on education related to workplace violence and reporting. Key areas of focus included when to report, who to report to, leadership notification and support available if needed.



EHS | JPC 2.2026

THANK YOU!

HR Metrics: FY26 Mid-Year

Robert Andersen | Director, Human Resources

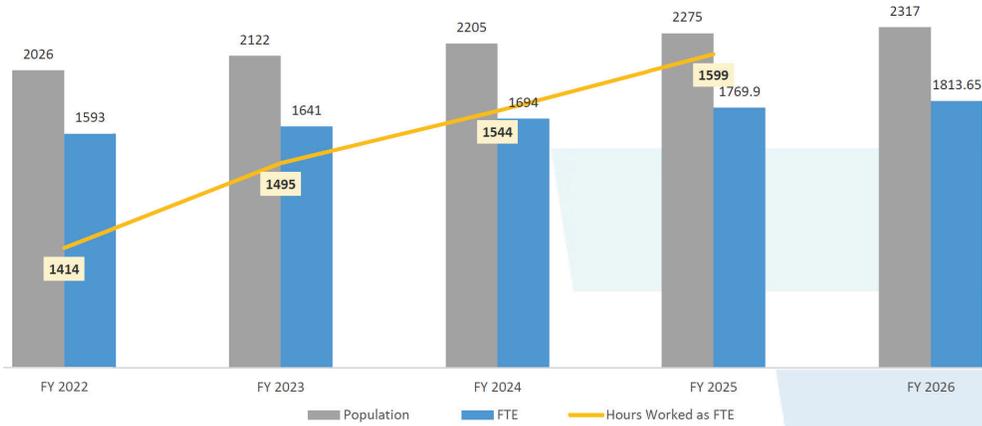
Michelle Barnhart Childs | Chief Human Resources Officer

February 2026

Agenda:

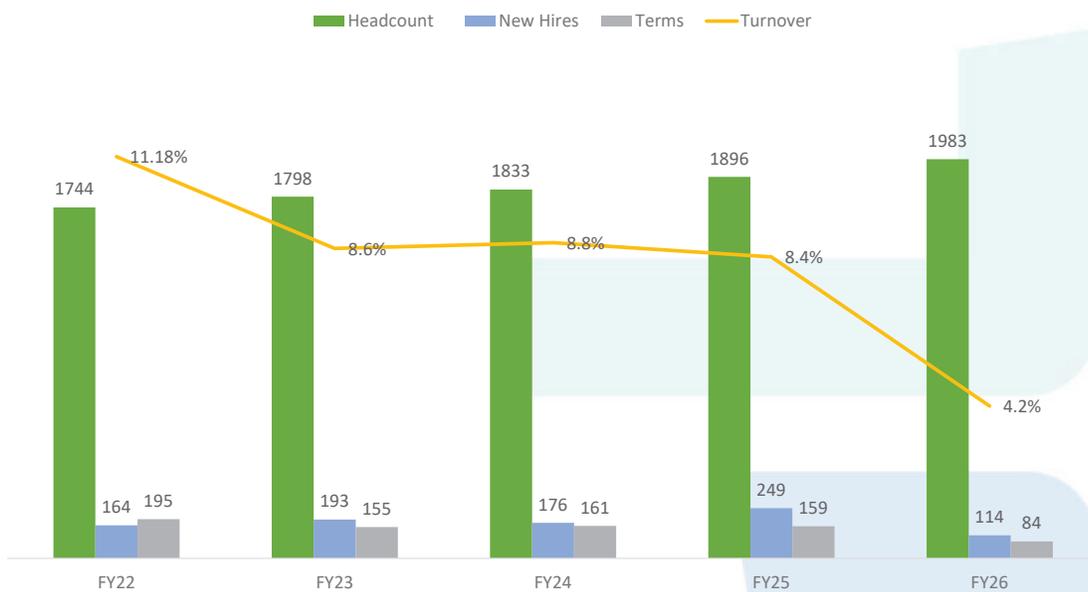
Headcount
Turnover
RN Turnover
Turnover - First Year
New Grad Retention
Travelers
Leaves
Evaluations

FY26 | Headcount + FTE Trend



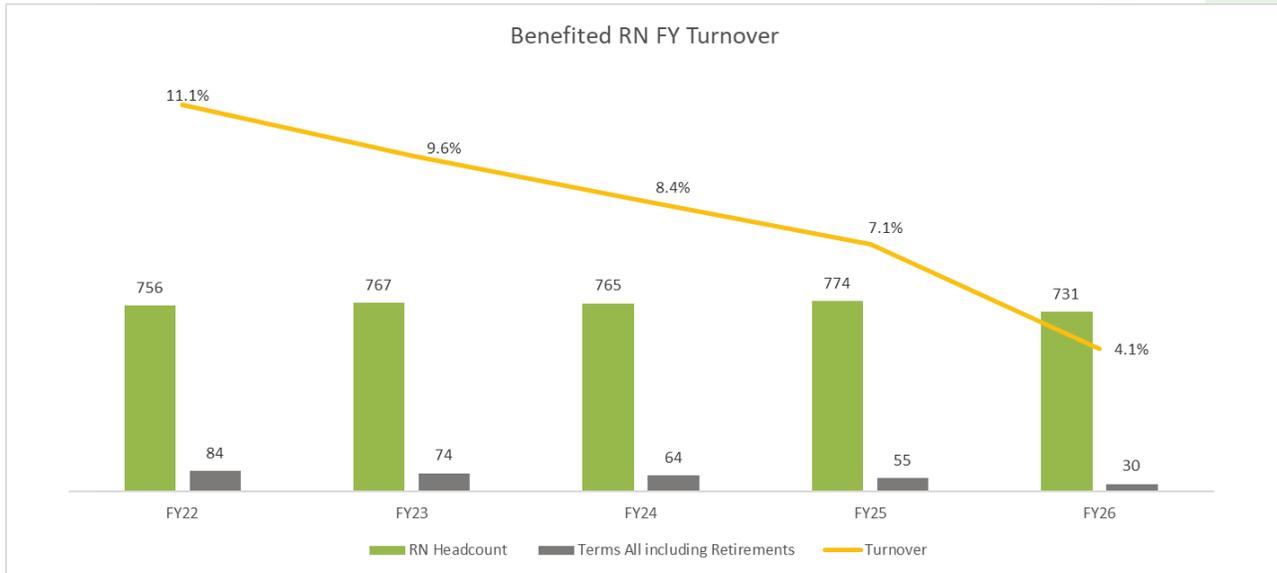
HR Update | FY26 (Through Dec. 31, 2025)

FY26 | Overall Turnover (Benefited)



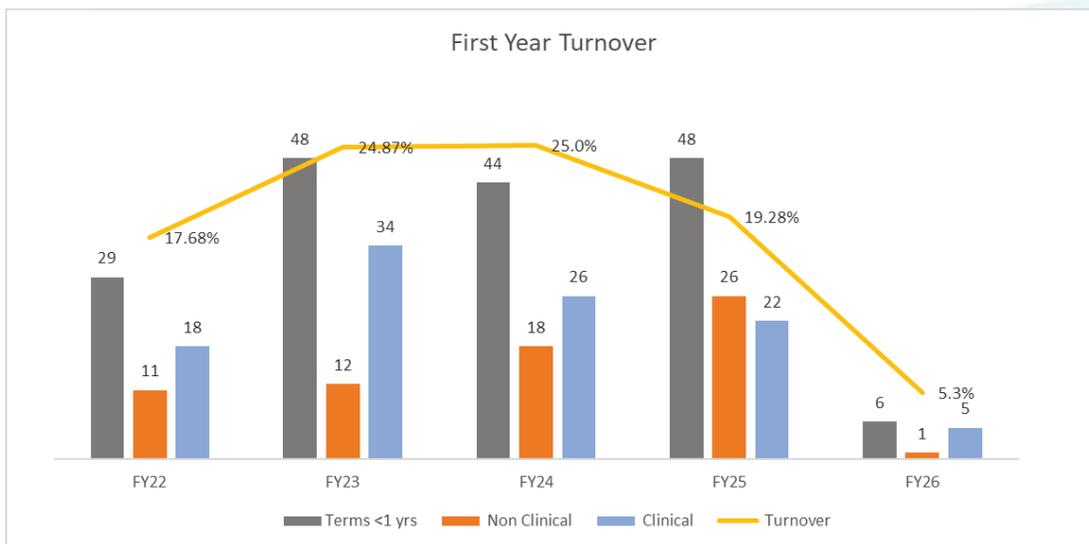
HR Update | FY26 (Through Dec. 31, 2025)

FY26 | RN Turnover (Benefited)



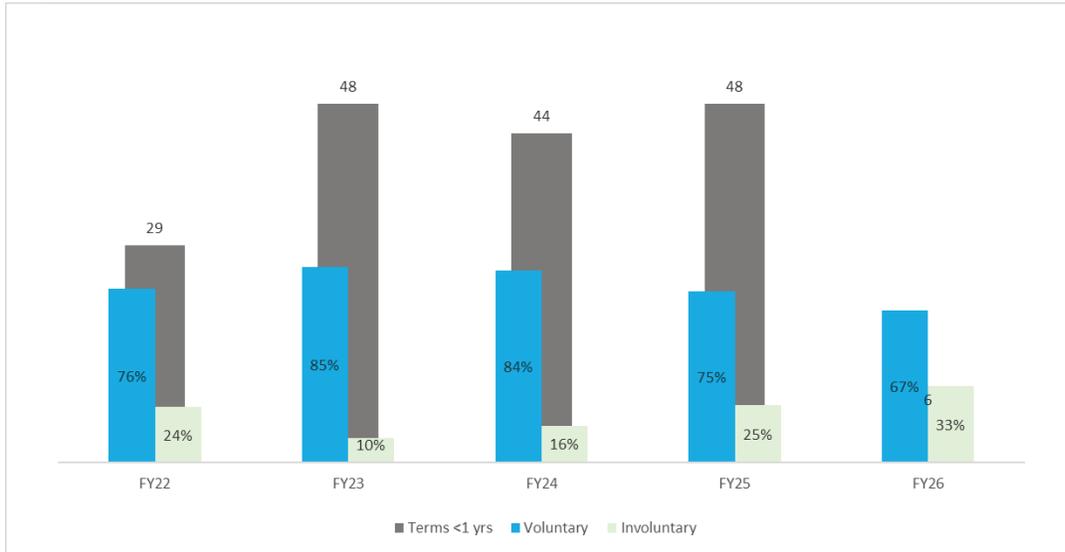
HR Update | FY26 (Through Dec. 31, 2025)

FY26 | First Year Turnover – EE Type (Benefited)



HR Update | FY26 (Through Dec. 31, 2025)

FY26 | First Year Turnover – Term Type (Benefited)



HR Update | FY26 (Through Dec. 31, 2025)

7

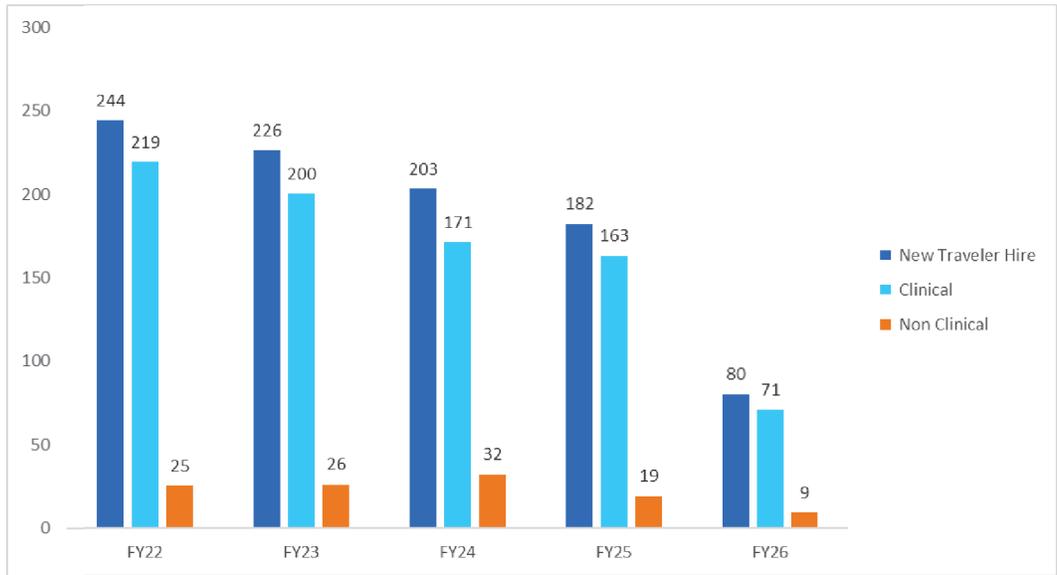
FY26 | New Grad Retention Rate



HR Update | FY26 (Through Dec. 31, 2025)

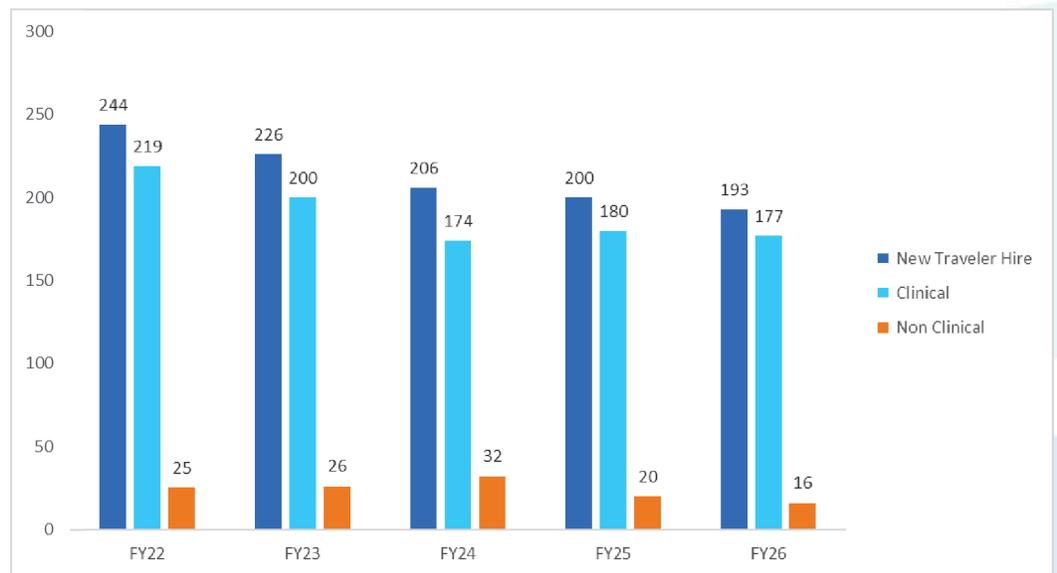
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Traveler count [w/o EPIC]



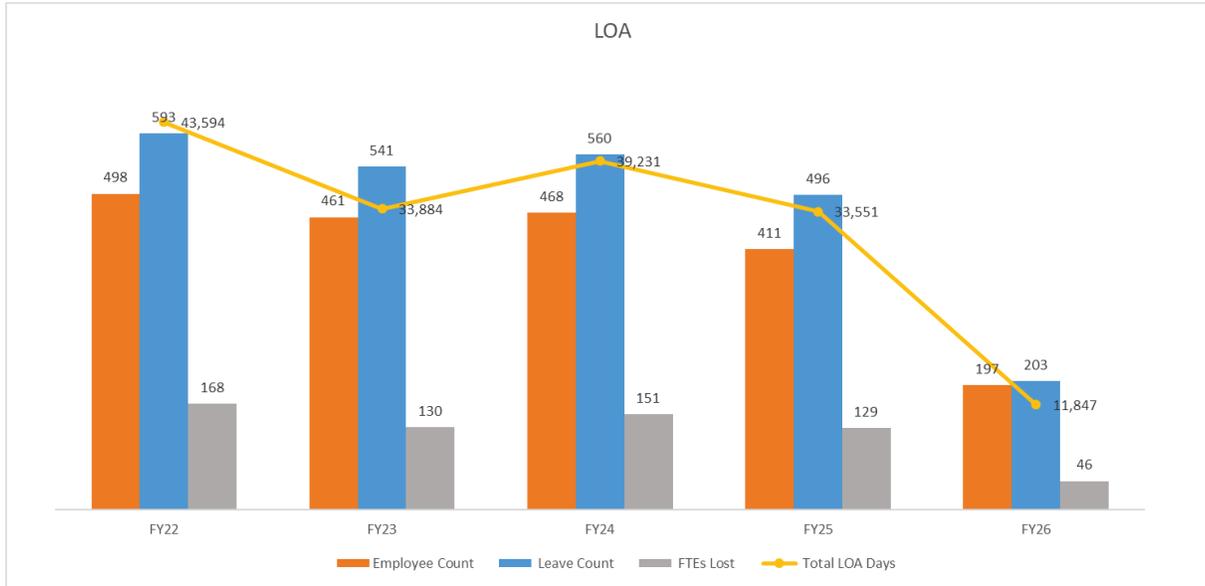
HR Update | FY26 (Through Dec. 31, 2025)

FY26 | Traveler Count [w/ Epic]



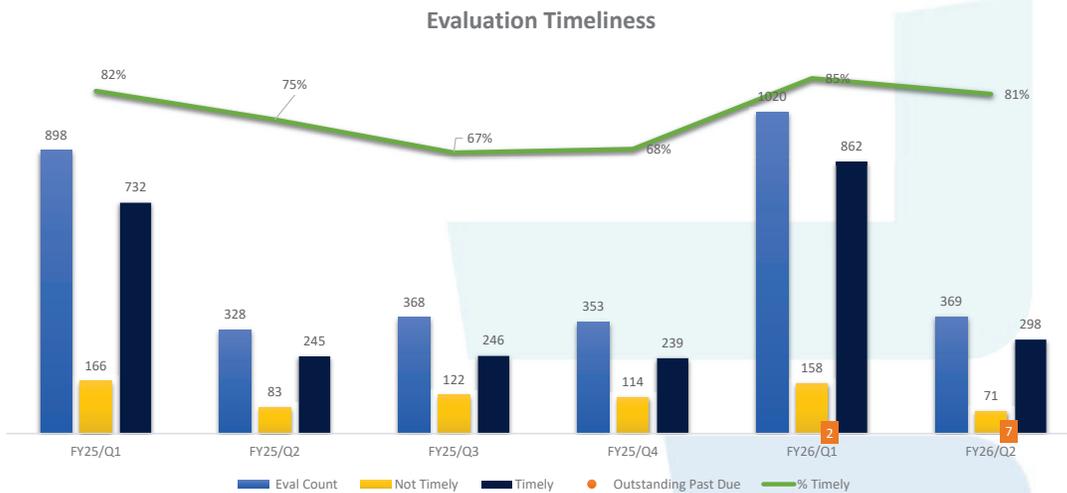
HR Update | FY26 (Through Dec. 31, 2025)

FY26 | Leave & Absence Management



HR Update | FY26 (Through Dec. 31, 2025)

FY25 | Evaluation Timeliness



HR Update | FY26 (Through Dec. 31, 2025)

Questions | Thank you



ADJOURNMENT