



April 9, 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, APRIL 13, 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

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, and **Glenn Berry, MD**, Medical Staff Member

Advisory Non-Voting Members: Tony Redmond, Community Member

**PERSONNEL, PENSION AND INVESTMENT COMMITTEE
COMMITTEE OF THE WHOLE
SALINAS VALLEY HEALTH¹**

**MONDAY, APRIL 13, 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. 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 March 16, 2026. (CARSON)

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

4. Consider Recommendation for Board Approval of Contract Terms for General Surgery Professional Services Agreements for Bernadette Guiroy, MD and Atul Jani, MD (ALBERT/HEACOX)

- 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

5. Consider Recommendation for Board Approval of Board Approval of (i) Findings Supporting Recruitment of Alena Cave, MD, (ii) Contract Terms for Dr. Cave’s Recruitment Agreement, and (iii) Contract Terms for Dr. Cave’s Obstetrics and Gynecology Professional Services Agreement (RODRIGUEZ/HEACOX)
 - Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote

6. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Idean Pourshams, MD (ii) Contract Terms for Dr. Pourshams’s Recruitment Agreement, and (iii) Contract Terms for Dr. Pourshams’s Internal Medicine Professional Services Agreement (RODRIGUEZ/HEACOX)
 - Staff Report
 - Committee Questions to Staff
 - Public Comment
 - Committee Discussion/Deliberation
 - Motion/Second
 - Action by Committee/Roll Call Vote

7. Salinas Valley Memorial Healthcare System 403(b) Retirement Plan: Employer Contributions Report (CHILDS)

8. Adjournment

The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **May 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.

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 MARCH 16, 2026**

Committee Member Attendance:

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

Voting Members Absent: None

Advisory Non-Voting Members Present:

In person: Gary Ray, CLO, and Dr. Orlando Rodriguez

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

Other Board Members Present, Constituting Committee of the Whole:

Via Teleconference: Dr. Rolando Cabrera and Victor Rey, Jr.

Dr. Rolando Cabrera arrived at 4:08 p.m.

Victor Rey Jr. arrived at 4:11 p.m.

1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Carson called the meeting to order at 4:00 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 FEBRUARY 18, 2026

Approve the minutes of the February 18, 2026 Personnel, Pension, and Investment Committee meeting. The information was included in the Committee packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: Committee Chair Carson, request to amend the February 18, 2026 minutes to indicate Dr. Berry's attendance.

MOTION:

Upon motion by Committee Member Dr. Berry, and second by Committee Member Childs, the minutes of the February 18, 2026 Personnel, Pension and Investment Committee are approved as presented.

¹Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

ROLL CALL VOTE:

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

Nays: None;

Abstentions: None;

Absent: None.

Motion Carried.

4. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF (i) FINDINGS SUPPORTING RECRUITMENT OF BRENDA CHIANG, DO, (ii) CONTRACT TERMS FOR DR. CHIANG’S RECRUITMENT AGREEMENT, AND (iii) CONTRACT TERMS FOR DR. CHIANG’S HEMATOLOGY AND ONCOLOGY 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 hematology & oncology as a recruiting priority for the Medical Center’s service area. Based on the Medical Staff Development Plan, completed by ECG Management Group in January 2023, the specialty of Hematology & Oncology is recommended as a top priority for recruitment. Additionally, the recent relocation of a physician and the abrupt departure of an advance practice practitioner has emphasized the need to recruit additional physicians to this service line. Dr. Brenda Chiang, DO, earned her degree in 2020, completed Internal Medicine residency in 2023, is finishing a Hematology/Oncology fellowship at the University of Florida, and will join SVH Clinics on September 1, 2026.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: Chair Catherine Carson noted that she is well trained.

MOTION:

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

1. The Findings Supporting Recruitment of Brenda Chiang, DO:
 - That the recruitment of hematology & oncology 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. Chiang; and
3. The Contract Terms of the Hematology & Oncology Professional Services Agreement for Dr. Chiang

ROLL CALL VOTE:

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

Nays: None;

Abstentions: None;

Absent: None.

Motion Carried.

5. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF (I) FINDINGS SUPPORTING RECRUITMENT OF MICHAEL SADIGHIAN, MD, (II) CONTRACT TERMS FOR DR. SADIGHIAN’S RECRUITMENT AGREEMENT, AND (III) CONTRACT TERMS FOR DR. SADIGHIAN’S UROLOGY PROFESSIONAL SERVICES AGREEMENT

Gary Ray, CLO, 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 urology 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 urology was recommended as a high priority for recruitment. The SVH Urology clinic currently receives more than 500 new patient referrals each month with new patient appointment wait times over two months. Recruiting additional urologists will increase patient access and provide additional emergency department urology call coverage. Dr. Michael Sadighian, MD, earned his Doctor of Medicine from the University of California, San Francisco, is a current Urology Resident at the University of Southern California (completing July 2027), and will join SVH Clinics in September 2027, focusing on general urology and robotic surgery.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: Chair Carson commented on Dr. Sadighian’s impressive resume.

MOTION:

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

1. The Findings Supporting Recruitment of Michael Sadighian, MD:
 - That the recruitment of urologist 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. Sadighian; and
3. The Contract Terms of the Urology Professional Services Agreement for Dr. Sadighian.

ROLL CALL VOTE:

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

Nays: None;

Abstentions: None;

Absent: None.

Motion Carried.

6. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF CONTRACT TERMS FOR ILJA DEJANOVIC MD'S INTERVENTIONAL CARDIOLOGY PROFESSIONAL SERVICES AGREEMENT

Gary Ray, CLO, 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 interventional cardiology as a recruiting priority for SVH's service area. The addition of another interventional cardiologist to SVH Clinics will increase access for the SVH service area's growing patient population. Dr. Ilja Dejanovic, MD, earned his medical degree in 2018 from Rutgers New Jersey Medical School in Newark, New Jersey. He completed his Internal Medicine residency at Rutgers Health's Robert Wood Johnson Medical School in New Brunswick, New Jersey, and his Cardiovascular Disease and Interventional Cardiology fellowships at Northwell Health's Zucker School of Medicine at North Shore University Hospital and Long Island Jewish Medical Center in Manhasset, New York, serving as Chief Fellow from July 2024 to June 2025. After training, he relocated to the Monterey Peninsula to practice interventional cardiology and will join SVH Clinics in May 2026.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: None.

MOTION:

Upon motion by Committee Member Childs, and second by Committee Member Dr. Berry, the Personnel, Pension and Investment Committee recommends Board of Directors approval of the Contract Terms of the Interventional Cardiology Professional Services Agreement for Ilja Dejanovic, MD.

ROLL CALL VOTE

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

Nays: None;

Abstentions: None;

Absent: None.

Motion Carried.

7. REVIEW INVESTMENT PERFORMANCE FOR QUARTER ENDING DECEMBER 31, 2025 OF SVMHS'S 403 (B) PLAN, 457 PLAN AND EMPLOYEE PENSION PLAN (HUSSAIN / ANDY SCALIA / SEAN GRZYB AND SALLY JOHNSON OF CREATIVE PLANNING RETIREMENT SERVICES)

Iftikhar Hussain, CFO, introduced Andy Scalia, Sean Grzyb, and Sally Johnson of Creative Planning Retirement Services who presented a report on SVH district retirement plans including market commentary on economic and market update noting a softer labor market, Federal Reserve rate cuts, and 2026 forecast on GDP growth, inflation and unemployment rate, money market vs. stable value investments, stock and bond market update, S&P 500 rolling returns, and that 2020 has rolled out of 5-year results which can contribute to peer-rank movement even if recent performance is unchanged.

A full report was included in the packet.

COMMITTEE MEMBER DISCUSSION: Committee Chair Carson asked if the forecast data is pre-war and for comments on current conditions. Sean Gryzb confirmed data is through March 3, 2026, and recommends staying in the money market given expected rate stability and fewer projected Federal Reserve rate cuts. Sanjeev Tandon, CFO at Driscoll's and subject matter expert asked about allocation mix and committee involvement. Committee Member Dr. Berry asked about funding status, which is estimated to be 112%.

8. REVIEW CREATIVE PLANNING FIDUCIARY UPDATE

Andy Scalia reviewed fiduciary update for Q4 2025, The Hill, where House Republicans proposed Retirement Investment Choice Act (H.R. 5748), which directs the COL and SEC to prioritize opening defined contribution retirement accounts to alternative assets, The Regulators (IRS explains employer contribution to Trump accounts), The Court (The latest litigation frontier – Health Plans), The States, list the eligible employers and mandates. The SVH plan is not positioned to support this legislation currently; private equity interest is growing in retirement funds.

A full report was included in the packet.

COMMITTEE MEMBER DISCUSSION: Committee Chair Carson enjoyed Andy's comment about The Hill.

9. ADJOURNMENT

There being no other business, the meeting adjourned at 4:38 p.m. The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **April 13, 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 Contract Terms for General Surgery Professional Services Agreements for Bernadette Guiroy, MD and Atul Jani, MD**

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

Date: April 13, 2026

Executive Summary

Salinas Valley Health Medical Center (SVH) executive leadership has engaged with **Bernadette Guiroy, MD** and **Atul Jani, MD** to transition their general surgery private practice into the SVH Clinics network. Contracting with Dr. Guiroy and Dr. Jani for General Surgery will improve access for our patients while continuing to deliver high quality healthcare services by experienced and respected surgeons in the community. Both Dr. Guiroy and Dr. Jani, are certified by the American Board of Surgery and have been members of SVH Medical Staff since 1993. They plan to join SVH Clinics in June 2026.

Terms and Conditions of Agreement

Professional Services Agreement. Essential Terms and Conditions:

- Professional Services Agreement (PSA). Physicians will be contracted under PSAs with Salinas Valley Health (SVH) as members of Salinas Valley Health Clinics. Pursuant to California law, Physicians will not be employees of SVH or SVH Clinics but rather contracted physicians.
- Term. PSAs will be for a term of two (2) years, with annual compensation reported on an IRS W-2 Form.
- Full-Time Schedule. Physicians will be scheduled to provide physician services to clinic patients on a full-time basis, forty-six (46) weeks per year; one week of which can be allocated to continuing medical education.
- Productivity Compensation: Physicians shall receive work Relative Value Units (wRVU) productivity compensation at a seventy-five dollar (\$75.00) wRVU conversion factor.
- Hospital Call Coverage. Call days in excess of five (5) days per month will be paid at the established call stipend rate.
- Annual Incentive Plan. Physicians will be eligible to participate in an Annual Performance Incentive Plan with one thousand (1000) hours worked during the annual measurement period. The current annual incentive amount is fifteen thousand dollars (\$15,000) based on performance metrics.
- Benefits. Physicians will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for physicians and qualified dependents. Premiums are projected based on fifteen percent (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.
 - ❖ Six weeks (30 days) of time off each calendar year.
 - ❖ Continuing Medical Education (CME) annual stipend in the amount of two thousand four hundred dollars (\$2,400) paid directly to physicians and reported as 1099 income. One week (5 days) off for CME related activities.
- Professional Liability Insurance. Professional liability will be provided through BETA Healthcare Group.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment

The addition of Dr. Guiroy and Dr. Jani to SVH Clinics 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 terms proposed in the General Surgery PSAs for Dr. Guiroy and Dr. Jani have been reviewed and compared to published industry benchmarks to confirm that the terms contemplated are fair market value and commercially reasonable.

Recommendation

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

- **The Contract Terms for General Surgery Professional Services Agreements between Salinas Valley Health Clinics and Bernadette Guiroy, MD and Atul Jani, MD.**

Board Paper: Personnel, Pension and Investment Committee

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

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

Date: April 13, 2026

Executive Summary

In consultation with members of the Salinas Valley Health (SVH) Medical Center Medical Staff, SVH executive management has identified the recruitment of physicians specializing in **obstetrics and gynecology** as a recruiting priority for SVH's service area. Based on the Medical Staff Development Plan, the specialty of obstetrics and gynecology was recommended as a top priority for recruitment. SVH Clinics Obstetrics & Gynecology receives over 300 new patient referrals monthly, and the current average new patient appointment wait time exceeds 45 days. The addition of obstetricians and gynecologists to SVH Clinics, will improve patient access and provide additional coverage for obstetrics and gynecology emergency department call coverage.

The recommended physician, **Alena Cave, MD**, received her Doctor of Medicine degree in 2022 from California Northstate University College of Medicine in Elk Grove, CA. Dr. Cave is currently completing her Obstetrics and Gynecology Residency at Kern Medical Center in Bakersfield, CA. She is robotically trained and interested in providing a mix of obstetrics and gynecology in her practice. A native of Northern California with family on the Central Coast, Dr. Cave is eager to set down roots and join SVH Clinics in the fall of 2026.

Terms and Conditions of Agreements

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

1. **Professional Services Agreement**. Essential Terms and Conditions:

- **Professional Services Agreement (PSA)**. Physician will be contracted under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics. Pursuant to California law, the physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
- **Term**: PSA is for a term of two (2) years, with annual compensation reported on an IRS W-2 Form.
- **Full-Time Schedule**. Physician will be scheduled to provide physician services to clinic patients on a full-time basis, forty-eight (48) weeks per year; one week of which can be allocated to continuing medical education (CME).
- **Hospital Call**. Physician shall provide emergency department unassigned patient call coverage for the Obstetrics back-up and Gynecology back-up panels in equitable rotations with other credentialed physicians. Five days of call per month are included in productivity compensation. Call days in excess of 5 per month shall be paid at the presently established rate.
- **Base Compensation**: Physician shall receive base compensation in the amount of three-hundred seventy-five thousand dollars (\$375,000) 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 sixty-two dollar (\$62.00) wRVU conversion factor.
- **Professional Liability Insurance**. Professional liability is provided through BETA Healthcare Group.
- **Annual Incentive Plan** in the amount of up to fifteen thousand dollars (\$15,000) shall be available to Physicians who meet the eligibility requirements of at least one thousand hours worked during the measurement period and a current PSA at time of payment in order to qualify.

- **Benefits.** Physician will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for physician and qualified dependents. Premiums are projected based on 15% of SVH cost.
 - ❖ Access to SVH 403(b) and 457 retirement plans. Five percent (5%) base contribution to 403(b) plan that vests after three (3) years. This contribution is capped at the limits set by Federal law.
 - ❖ Four weeks (20 days) of time off each calendar year.
 - ❖ Continuing Medical Education (CME) annual stipend in the amount of two thousand four hundred dollars (\$2,400) paid directly to physician and reported as 1099 income. One week (5 days) off annually for CME activities.
2. **Recruitment Agreement** that provides a recruitment incentive of one hundred thousand dollars (\$100,000), which is structured as forgivable loan over two years of service.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment

The recruitment of Dr. Cave is aligned with our strategic priorities 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. Cave to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for SVH Obstetrics & Gynecology.

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

Recommendation

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

1. **The Findings Supporting Recruitment of Alena Cave, MD:**
 - That the recruitment of an obstetrics and gynecology 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. Cave; and**
3. **The Contract Terms of the Obstetrics and Gynecology Professional Services Agreement for Dr. Cave.**

Attachments

Curriculum Vitae for Alena Cave, MD

ALENA CAVE

WORK EXPERIENCE

Kern Medical

OBGYN PGY-4 Resident Physician

June 2022- present

- 2023 PGY-1 CREOG Score: 67 (88th percentile of PGY1s)
- 2024 PGY-2 CREOG Score: 73 (88th percentile of PGY2s)
- 2025 PGY-3 CREOG Score: 78 (97th percentile of PGY3s)

Select Physical Therapy Redwood City

Rehabilitation Aide

July 2017-August 2019

- Full time July 2017-April 2018, per diem April 2018-August 2019
- Lead patients in exercises and performed various therapeutic modalities (i.e., electrical stimulation/ultrasound) under supervision of licensed physical therapists
- Trained new employees on exercise technique, therapeutic modalities, and various back-office tasks

LICENSURE

- CA Physician's and Surgeon's License #A186877 (exp 8/31/2027)
- USMLE Step 1: Pass, Score 260, June 2020
- USMLE Step 2CK: Pass, Score 271, May 2021
- USMLE Step 3: Pass, Score 260, November 2022

EDUCATION

MD California Northstate University College of Medicine
Doctor of Medicine

May 2022

BS University of California, Santa Barbara

Bachelor of Science in Biological Sciences with Molecular, Cellular, and
Developmental Biology emphasis
Total GPA: 3.97, BCPM GPA: 3.95, MCAT: 514

June 2017

RESEARCH EXPERIENCE/PRESENTATIONS/PUBLICATIONS

Kern Medical

May 2025-Current

Case report, John Schlaerth, MD

- "Sustained Remission Following Lung Resection of Isolated Pulmonary Stage III Epithelioid Trophoblastic Tumor" (2025) Poster presentation at Southern San Joaquin Valley Regional Research Forum
- Slattery ME, Cave AR, Wightman SC, Schlaerth JB. Sustained Remission following Lung Resection of Isolated Pulmonary Stage III Epithelioid Trophoblastic Tumor: A Case Report. *Case Rep Oncol.* 2025 Dec 6;19(1):74-81. doi: 10.1159/000549655. PMID: 41536782; PMCID: PMC12799229.

California Northstate University

January 2019

Self-Directed Student Scholarly Project, Forshing Lui, MD

- “Predictors of USMLE Step 1 Performance at a U.S. M.D. School Utilizing NBME® Examinations to Assess Preclinical Performance and to Serve as Early Warnings for At-Risk Students” (2019) Poster presentation at California Northstate University Research Day

University of California, Santa Barbara

March 2015 to June 2017

Campàs Group, Otger Campàs, PhD

- Undergraduate Research and Creative Activities Grant recipient (2016 and 2017)
- Presented at 2016 and 2017 UCSB Undergraduate Research Colloquium
- “Establishment of zebrafish mutant lines to link mechanics and signaling” (2016)
- “Photoswitchable YAP/TAZ constructs to follow nucleocytoplasmic shuttling dynamics in vivo” (2017)

LEADERSHIP AND ACTIVITIES

Program Evaluation Committee

Resident Representative

June 2023 to present

Kern Medical

- Chosen by co-residents and faculty to be representative on for annual Program Evaluation Committee

Liaison Committee of Medical Education (LCME) Accreditation Task Force

Student Representative

January 2020 to May 2022

California Northstate University College of Medicine

- Chosen by faculty to be student representative on LCME Accreditation Task Force for standard 9 “Teaching, Supervision, Assessment and Student and Patient Safety”
- Attend meetings with faculty members, review documents, and provide student’s perspective to ensure CNU’s continued progress towards accreditation
- Interviewed by LCME representatives for full accreditation

Clínica Tepati

California Northstate University Preceptor Officer

March 2019 to March 2020

Medical Student Volunteer

September 2018 to March 2020

University of California, Davis

- Identified and reached out to potential preceptors to volunteer in clinic
- Took patient histories and performed physical exam for chief complaint
- Provided underserved patients with resources for low-cost medication programs and specialist referrals

Medical Students for Choice

Co-President

March 2019 to March 2020

Member

August 2018 to May 2022

California Northstate University College of Medicine

- Held on-campus meetings for student members on various topics including advocacy techniques and career options
- Supported pro-choice legislation by calling representatives, attending rallies, and increasing student awareness (e.g. SB24)
- Lead procedure workshops (e.g. IUD insertion, abortion techniques, etc.)

American Medical Women's Association

President of Internal Affairs

March 2019 to March 2020

Member

August 2018 to Present

California Northstate University College of Medicine

- Hosted guest speaker events (e.g. negotiation and financial planning workshops) and coordinated annual Women in Medicine Panel
- Oversaw executive board in community and philanthropic endeavors (e.g. breast cancer research bake sale fundraiser, community health fairs, etc.)

Foundations Curriculum Task Force

Student Representative

April 2019 to June 2019

California Northstate University College of Medicine

- Chosen by faculty to give input on changes to Foundations of Clinical Medicine course curriculum for incoming first year medical students
- Collaborated with faculty and classmates to better align course curriculum with LCME guidelines

TEACHING AND MENTORSHIP EXPERIENCE

OBGYN Student Interest Group, Kern Medical

Resident Physician Mentor

July 2023-Present

- Chosen by medical students to mentor those interested in OBGYN
- Hosted forum on NRMP Match experience and ways to increase chance of matching into a ACGME accredited OBGYN residency

Pre-Med Student Mentoring, California Northstate University College of Medicine

Medical Student Volunteer

September 2018-March 2020

- Mentored undergraduate students interested in medicine from UCs Davis and Merced
- Reviewed personal statements, gave general advice, and provided resources regarding MCAT preparation and medical school applications for pre-med students

High School Mentoring, Cosumnes Oaks High School

Medical Student Volunteer

September 2018-August 2019

- Met with a group of 5-7 high school students on a monthly basis
- Provided advice to students about college and careers in medicine

Oncogenesis and Cellular Growth Control, University of California, Santa Barbara
Learning Assistant March 2017 to June 2017

- Taught 2 hourly sections per week to go over concepts covered in lecture
- Held office hours and assisted in exam grading

Biology Mentoring and Engagement, University of California, Santa Barbara
Learning Assistant March 2016 to June 2017

- Lead a group of 5-6 first year undergraduate students in discussions about study habits, career choices, and other topics in biology
- Attended weekly training sessions to improve mentorship and leadership ability

VOLUNTEER EXPERIENCE

Honduras Medical Mission Trip, California Northstate University
Medical Student Volunteer March 2019

Student Health Physical Therapy, University of California, Santa Barbara
Student Volunteer/Rehabilitation Aide August 2016 to June 2017

Cottage Hospital, Santa Barbara, CA
Volunteer at Surgical Information Desk September 2015 to June 2016
Volunteer at Mother/Infant and Birthing Centers January 2015 to June 2015

HONORS AND AWARDS

Creog Award June 2024, 2025
Kern Medical OBGYN Residency
Highest CREOG score in the program

AAGL Recognition of Excellence in Minimally Invasive Gynecology June 2025
Kern Medical OBGYN Residency

Dean's Award May 2022
California Northstate University College of Medicine
Overall excellence in academics, service, and scholarly activity.

Award for Academic Excellence May 2022
California Northstate University College of Medicine

Distinction in the Major June 2017
University of California, Santa Barbara
Recognition for outstanding undergraduate biology research; requires completion of a minimum of 9 MCDB 199 units (>450 research hours) and an honors research thesis

Academic Excellence Award June 2017
University of California, Santa Barbara
Graduation with a minimum cumulative GPA of 3.6, completion of >5 upper division honors courses, and >20 volunteer hours

Board Paper: Personnel, Pension and Investment Committee

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

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

Date: April 13, 2026

Executive Summary

In consultation with members of the SVH Medical Center Medical Staff, Salinas Valley Health (SVH) executive management has identified the recruitment of physicians specializing in **internal medicine** as a recruiting priority for SVH's service area. Based on the Medical Staff Development Plan, completed by ECG Management Group, the specialty of Internal Medicine is recommended as a top priority for recruitment. Recruiting another internal medicine physician will improve primary care clinic access at SVH PrimeCare Monterey. Additionally, the recent relocation of a physician to another service line has emphasized the need to recruit internal medicine physicians.

The recommended physician, **Idean Pourshams, MD**, earned his Doctor of Medicine degree in 2021 from Ross University School of Medicine in Barbados. He completed his Internal Medicine residency training at the University of Arkansas for Medical Sciences in Fayetteville, AK. Dr. Pourshams will join SVH PrimeCare Monterey in Fall 2026.

Terms and Conditions of Agreements

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

1. **Professional Services Agreement**. Essential Terms and Conditions:

- **Professional Services Agreement (PSA)**. Physician will be contracted under a PSA with Salinas Valley Health and a member of Salinas Valley Health Clinics. Pursuant to California law, the physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
- **Term**: PSA is for a term of two years, with annual compensation reported on an IRS W-2 Form.
- **Full-Time Schedule**. Physician will be scheduled to provide physician services to clinic patients on a full-time basis, 46 weeks per year; one week of which can be allocated to continuing medical education (CME).
- **Base Compensation**: Physician shall receive base compensation in the amount of three-hundred thousand dollars (\$300,000) 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 \$51.50 wRVU conversion factor.
- **Professional Liability Insurance**. Professional liability is provided through BETA Healthcare Group.
- **Benefits**. Physician will be eligible for standard SVH Clinics physician benefits:
 - ❖ Access to SVH Health Plan for physician and qualified dependents. Premiums are projected based on 15% of SVH cost.
 - ❖ Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403(b) plan that vests after three years. This contribution is capped at the limits set by Federal law.
 - ❖ Six work weeks (30 days) of time off per year, accruing equally throughout the year.
 - ❖ Continuing Medical Education (CME) annual stipend in the amount of \$2,400 paid directly to

physician and reported as 1099 income.

2. **Recruitment Agreement** that provides a recruitment incentive in the amount of fifty thousand dollars (\$50,000), which is structured as forgivable loan over two years of service for SVH Clinics.

Meeting our Mission, Vision, Goals Strategic Plan Alignment:

The recruitment of Dr. Pourshams 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. Pourshams to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and coverage for SVH PrimeCare.

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 Idean Pourshams, MD:**
 - That the recruitment of internal 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. Pourshams; and**
3. **The Contract Terms of the Internal Medicine Professional Services Agreement for Dr. Pourshams.**

Attachments: Curriculum Vitae for Idean Pourshams, MD



EDUCATION

- RESIDENCY** | *University of Arkansas for Medical Sciences (UAMS)* 2026
Northwest Internal Medicine – Fayetteville, AR
- Post Doc FELLOWSHIP** | *Stanford University – Stanford, CA* 2023
▪ Department of Cardiology Clinical Research
- MD** | *Ross University School of Medicine – Barbados* 2021
- BS in Physiology** | *University of California – Davis* 2007
▪ Scholarship with Palo Alto Medical Foundation



WORK EXPERIENCE

- Senior Clinical Specialist** | *Cardiva/Haemonetics/Medtronic – Bay Area, CA* 2022 – 2023
▪ Assisted vascular closure for cardiology, IR and Neurology
▪ Regulatory and Development
▪ Patient satisfaction
- Project Manager** | *Microsoft – Bellevue, WA* 2017 – 2018
▪ Defined product goals, reported to Corporate VP
▪ Well versed in virtual assistance, AI natural language processing
- Clinical Researcher** | *University of Washington – Seattle, WA* 2016 – 2018
▪ Public Health Department - Oncology screening studies
▪ Data Analysis and Modeling
- Microbiology Researcher** | *NovaBay Pharmaceuticals – Emeryville, CA* 2010 – 2011
▪ Product Development, reporting directly to CEO & CSO
▪ Presented corporate content to scientific community members



SPORTS MEDICINE COVERAGE

- ❖ Team/Sideline/Training room Assistant: 2023 – 2025
▪ Fayetteville High School Football team
- ❖ Mass Event Coverage: 2023 – 2025
▪ Bentonville Triathlons
▪ Springdale Hogeeye Marathons
- ❖ University of Arkansas Sideline Assistant: 2023 – 2025
▪ Gymnastics, Basketball, Softball, Track

CONFERENCES/COURSES ATTENDED

- ❖ American Medical Society for Sports Medicine Annual Meeting 2024, 2025 – selected for case poster presentation



PROJECTS & PRESENTATIONS

- ❖ Poster Presentations
 - I. Pourshams, MD; E. Jasso, MD; R. Ylanan, MD: “Double Play: A baseball player’s persistent knee pain leading to incidental discovery of bipartite .” (Spring 2025, AMSSM, Kansas City, MO)
 - University of Arkansas Medical Sciences Research Day, 3 Minute Thesis. *Botulinum Toxin Type F. Foodborne or Adult Colonization?* (Spring 2025, Fayetteville AR)
 - National Digestive Disease Conference. *Botulinum Toxin Type F. Foodborne or Adult Colonization?* (Spring 2025, San Diego, CA)
 - I. Pourshams, MD; E. Jasso, MD; L. Balle II, MD, MPH: “Diamonds are a girl’s best friend: 16yo softball catcher with shoulder pain back behind the plate.” (Spring 2024, AMSSM, Baltimore, MD)
 - American Federation for Medical Research. *HSV Encephalitis.* (January 2022, Carmel, CA)
 - Atrial Fibrillation Symposium. (September 2020, Stanford, CA)



- ❖ Residency Didactics Presentations
 - Disseminated Histoplasmosis and Coccidioidomycosis - Immunocompromised 2023
 - Oral Manifestations of Disease
 - Minimally Invasive Cardiac Procedures
 - Expected Age-Related Changes 2024
 - Atrial Fibrillation
 - Psychiatric Manifestations of Medical Conditions
 - Paternalism in Medicine, Shared Decision Making 2025

Residency Didactics Presentations available upon request



LEADERSHIP EXPERIENCE

- ❖ Program Evaluation Committee for UAMS NW Internal Medicine residency 2023 – 2025
- ❖ Mentorship: Stanford University School of Medicine Students, Research 2021 – 2023
- ❖ Mentorship: Student career and educational mentor - Mina’s Wellness Outreach 2019 – 2023



VOLUNTEER EXPERIENCE

- ❖ WelcomeHealth Clinic – Fayetteville, AR 2024 - 2025
 - Community clinic for immigration clearance led by Dr Kurt Eifling
- ❖ Mina’s Wellness Outreach – San Jose, CA 2019 - 2025
 - Teaching young adults about wellness, safety and age appropriate health matters
 - Mentoring students for education and career choices
 - “Street Medicine” collaboration, providing medical services to homeless population as well as food, clothing and hygiene products
 - Volunteer for San Jose Mayoral Candidate to be elected November 2022
- ❖ Bababaghi Leprosarium – Tabriz 2014
 - Met with doctors, patients and family members at one of the last Leprosy hospitals



PUBLICATIONS/RESEARCH

- ❖ Pourshams et al. *Botulinum Toxin Type F. Foodborne or Adult Colonization?* Gastro Hep Advances, Volume 4, Issue 5, 100623.
- ❖ Pourshams IA, Arora M, Nimkar S, Kumbham P. *Whip It Good: A Case of Vitamin B12 Deficiency and Subacute Combined Degeneration of the Spinal Cord.* Cureus. 2024 Nov 27;16(11):e74620. doi: 10.7759/cureus.74620. PMID: 39735103; PMCID: PMC11682698.
- ❖ Pourshams, et al. *ICD Decision Making - Improving Patient Experiences.* Heart and Mind. 6(1). 2022.
- ❖ Howell S, Barton T, Pourshams IA, Eckman C. *Subcapsular Splenic Hematoma After Diagnostic Colonoscopy: A Case Report.* Cureus. 2024 Sep 21;16(9):e69850. doi: 10.7759/cureus.69850. PMID: 39435234; PMCID: PMC11493109.
- ❖ Wang et al. *Atrial Fibrillation Stroke Prevention Shared Decision-Making Pathway.* Circulation. 2022.
- ❖ Pourshams et al. *Contrast Induced Encephalopathy following Angiography.* In process.
- ❖ Pourshams et al. *Rare Membrane over LAA.* In process.
- ❖ Pourshams, et al. *Early Screening for Gestational Diabetes.* In process.
- ❖ Siddiqui A. et al. *Endoscopic Therapy Compared to Surgical Repair for the Treatment of Acute Esophageal Perforations.* 2018
- ❖ Sahoo, F. and Pourshams, I. *Determinants of HPV Vaccination Uptake Among Adolescent Males in Federally Qualified Healthcare Centers in the Seattle Area.* University of Washington School of Public Health. 2018.
- ❖ Bodine, S.C. et al. *Analysis of Muscle Hypertrophy in Models of Skeletal Muscle Overload.* *Methods Molecular Biology* 798: 213-229, 2012.
- ❖ Pourshams, Idean A. *Laryngoscope Blade.* USPTO, US20140228645 A1. 2013.



PROFESSIONAL MEMBERSHIPS

- ❖ American Medical Society for Sports Medicine 2023-2025
- ❖ Arkansas Medical Society 2023-2025
- ❖ American Medical Association 2020-2025



STATE LICENSURE/CERTIFICATIONS

- ❖ BLS/ACLS Certified
- ❖ California Medical License Pending Application



SKILLS/EHR EXPERIENCE

- ❖ Fluent in Persian
- ❖ Limited Proficiency in Spanish & French
- ❖ EPIC, CPRS



Memorandum

To: Personnel, Pension and Investment Committee
From: Michelle Childs Chief Human Resources Officer
Date: April 8, 2026
Re: Salinas Valley Memorial Healthcare System 403(b) Retirement Plan: Employer Contributions

In the first quarter of each calendar year, the employer contributions to the SVMHS 403(b) Retirement Plan is made based on prior year eligibility. Non-affiliated employees, employees represented by ESC and Salinas Valley Health Clinics (SVHC) physicians are eligible for this defined contribution plan that offers employer basic and matching contributions to eligible employees.

On March 13, 2026, Salinas Valley Health made the calendar year 2025 basic and matching contributions to the defined contribution plan as follows:

Salinas Valley Health Medical Center (15th year of eligibility):

527 employees received an employer contribution.

392 employees received a matching contribution.

\$3,442,035.13: Basic Contribution (5% of eligible compensation)

\$3,893,902.44: Matching Contribution (100% match from 3-8% of eligible compensation)

\$7,335,937.57: Total Employer Contribution Earned for SVHMC

Salinas Valley Health Clinics (11th year of eligibility):

136 district clinic physicians and non-physicians received an employer contribution.

\$2,216,711.63: Basic Contribution (5% of eligible compensation)

\$0 _____: Matching Contribution (not eligible)

\$2,216,711.63: Total Employer Contribution Due for SVHC

\$9,552,649.20: Total Employer Contribution Made for SVMHS

ADJOURNMENT