



September 10, 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, SEPTEMBER 14, 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, 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, SEPTEMBER 14, 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 August 17, 2026. (CARSON)

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

4. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Ana Abril Arias, MD (ii) Contract Terms for Dr. Arias' Recruitment Agreement, and (iii) Contract Terms for Dr. Arias' Family Medicine and Obstetrics Professional Services Agreement (RODRIGUEZ/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 (i) Findings Supporting Recruitment of Safa Gul, MD (ii) Contract Terms for Dr. Gul's Recruitment Agreement, and (iii) Contract Terms for Dr. Gul's Pediatrics 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 Carol Nader, MD (ii) Contract Terms for Dr. Nader's Recruitment Agreement, and (iii) Contract Terms for Dr. Nader's Pediatrics 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. Workers' Compensation and Workplace Violence Metrics Report (PERALTA-CUELLAR)
8. Adjournment

The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **October 12, 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 AUGUST 17, 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: Allen Radner, M.D., President/CEO, CAO, Timothy Albert, MD, CCO/CIO

Via Teleconference: Clement Miller, COO, Carla Spencer, CNO, and Orlando Rodriguez, MD, CMO

Other Board Members Present, Constituting Committee of the Whole:

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

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. CLOSED SESSION

Chair Carson announced that the item to be discussed in closed session is *Conference with Legal Counsel-Anticipated Litigation*, as listed on the closed session agenda. The meeting recessed into closed session under the closed session protocol at 4:01 p.m.

3. RECONVENE OPEN SESSION/REPORT ON CLOSED SESSION

The Committee reconvened for open session at 4:24 p.m. Chair Carson reported that in closed session, the Committee discussed *Conference with Legal Counsel-Anticipated Litigation*. No action was taken.

4. PUBLIC COMMENT: None.

5. APPROVAL OF MINUTES FROM THE PERSONNEL, PENSION AND INVESTMENT COMMITTEE MEETING OF JUNE 15, 2026

Approve the minutes of the June 15, 2026 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 June 15, 2026 Personnel, Pension and Investment Committee are approved as presented.

¹ Salinas 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.**6. CONSIDER ACTION REGARDING MEMBER APPEAL FOR PENSION BENEFITS**

Michelle Childs, Chief Human Resources Officer, presented the Staff Report regarding an appeal by a former SVMHS employee, for pension benefit under the Salinas Valley Memorial Healthcare District Employees Pension Plan. The member disputes the benefit amount presented in the January 2026 retirement kit. The recommendation by Administration is to agree to pay the accrued benefit of \$887.01 indicated in the member's 2001 Statement of Benefits under the following conditions: (1) the agreement by Salinas Valley Health to pay the amount is not an indication that SVMHS or the Committee agrees with the member's assessment regarding the number of hours that should be credited or the pay rate that should have been used in the benefit calculation, (2) the agreement to pay the amount is based on the 2001 Benefit Statement that the member received, (3) the member is required to sign a settlement agreement with SVMHS and release of all further claims against SVMHS and the Plan regarding this matter, and (4) if a settlement agreement and release of claims is not signed by the member, the appeal will be denied. Ms. Childs recused herself from deliberation by the Committee and from the vote regarding this agenda item.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: None.

MOTION:

Upon motion by Vice Chair Arreguin and second by Committee Member Dr. Berry the Personnel, Pension and Investment Committee approved the recommendation as presented.

ROLL CALL VOTE:

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

Nays: None;

Abstentions: Recused- Michelle Childs

Absent: None.

Motion Carried.

7. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF CONTRACT TERMS FOR JESSICA RAMIREZ, MD'S HOSPITALIST MEDICINE PROFESSIONAL SERVICES AGREEMENT

Timothy Albert, M.D., CCO/CIO, reported that the Salinas Valley Health (SVH) hospitalist medicine services program at Salinas Valley Health Medical Center operates under Salinas Valley Health Clinics (SVHC) and focuses on increasing patient and referring provider satisfaction and improved retention of hospitalist physician staff. Due to the continued growth of the SVH Medical Center adult daily census, the need to staff and retain well-qualified, credentialed hospitalists to the program remains a high priority.

Jessica Ramirez, MD has been an active member of the SVH Medical Staff since 2025 providing hospitalist coverage on an as-needed and as-available basis. In October of 2026, Dr. Ramirez plans to transition to become a full-time member of the SVH Hospitalist Medicine team.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: Dr. Ramirez is bilingual and will be working at Natividad Medical Center in addition to SVH.

MOTION:

Upon motion by Committee Member Hussain and second by Committee Member Dr. Berry, the Personnel, Pension and Investment Committee recommends Board of Directors approval of the Contract Terms of the Hospitalist Medicine Professional Services Agreement for Dr. Ramirez.

ROLL CALL VOTE:

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

Nays: None;

Abstentions: None;

Absent: None.

Motion Carried.

8. REVIEW INVESTMENT PERFORMANCE OF SALINAS VALLEY HEALTH MEDICAL CENTER GENERAL, BOARD DESIGNATED AND CASH RESERVE FUNDS

Iftikhar Hussain, CFO, along with Drew Zager and Gregg Manjerovic of Morgan Stanley Private Wealth Management, presented a report on SVHMC's investment performance for the quarter ending June 30, 2026. The presentation covered the consolidated Board Designated and General portfolios (including Q2 performance, YTD results, and 2025 performance) with the following highlights: Q2 portfolio was up by 0.24% while the index rose by 0.38%; current duration is at 3.1 years due to market uncertainty related to the Iran conflict; the portfolio has a higher allocation of U.S. Treasury and government agencies and a lower allocation of taxable corporate bonds (credit spread remains tight due to massive issuance for AI data centers). Cash Reserve for Q2 was 1.00%, 1.92% YTD, and 4.42% for 2025; and the consolidated value of Cash, Board & General's, Total Market Value is at \$460,727,698, with Yield Income of \$18,203,759.

The recent Federal Open Market Committee (FOMC) meeting left markets seeking greater clarity from Chairman Warsh. While the Fed kept interest rates unchanged, Chairman Warsh emphasized the importance of bringing inflation back to 2% and made it clear that this was a hard policy. His limited forward guidance has increased uncertainty about whether the Fed's next move will be a rate hike or an extended pause, potentially contributing to continued market volatility and investment opportunities.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: Dr. Berry noted that the strategies are appropriate.

9. HUMAN RESOURCES: FY26 METRICS

Robert Andersen, Human Resources Director reported FY26 metrics for headcount and FTE trend, overall turnover (benefited), RN turnover (benefited), first-year turnover (benefited) including term type and top term reasons, new grad retention, traveler count, leaves and absence management, and evaluation timeliness.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: Chair Carson commented that Workday appears to be a valuable tool. Vice Chair Arreguin asked for overall turnover data for voluntary vs. non-voluntary.

10. ADJOURNMENT

There being no other business, the meeting adjourned at 5:04 p.m. The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **September 14, 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 Ana Abril Arias, MD (ii) Contract Terms for Dr. Arias' Recruitment Agreement, and (iii) Contract Terms for Dr. Arias' Family Medicine and Obstetrics Professional Services Agreement**

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

Date: September 14, 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 **family medicine and obstetrics** as a recruiting priority for SVH's service area. Based on the 2026 Coker Physician Needs Assessment, a physician specializing in family medicine and obstetrics (FMOB) is recommended as a top priority for recruitment and will provide access to prenatal care for South Monterey County patients. Furthermore, the recent offboarding of a full time FMOB provider at Taylor Farms Family Health & Wellness Center (TFFH&WC) increases the need to recruit and retain another FMOB physician.

The recommended physician, **Ana Abril Arias, MD**, earned her Doctor of Medicine degree from Universidad Autónoma de Baja California, Mexico. Dr. Arias served as Chief Family Medicine Resident in 2013 at University of California, San Diego. In 2014, Dr. Arias completed her Obstetrical Fellowship at Natividad Medical Center where she is currently an attending physician. She is fluent in Spanish and will join TFFH&WC in December 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 practicing at Taylor Farms Family Health & Wellness Center. 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.
- **Clinic Schedule**. Physician will be scheduled to provide physician services to clinic patients on a full-time basis as a 0.9 Full-Time Equivalent (FTE), 29 scheduled patient hours per week, 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 two hundred ninety-two thousand, five hundred dollars (\$292,500) per year which is prorated for 0.9 FTE status.
- **Productivity Compensation**. To the extent it exceeds the base salary, physician is eligible for work Relative Value Units (wRVU) productivity compensation at a fifty-four-dollar (\$54.00) wRVU conversion factor.
- **Annual Incentive Plan**. Physician will be eligible to participate in an annual incentive plan if physician meets the eligibility requirements of at least 1000 hours worked during the measurement period and a current PSA at time of payment.
- **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.
 - ❖ CME annual stipend in the amount of two thousand four hundred dollars (\$2,400) paid directly to physician and reported as 1099 income. One work week (5 days) off annually for CME related activities.
- 2. **Recruitment Agreement** that provides a recruitment incentive in the amount of forty-five thousand dollars (\$45,000), which is structured as forgivable loan over two years of service and prorated for 0.9 FTE status.

Meeting our Mission, Vision, Goals Strategic Plan Alignment:

The recruitment of Dr. Arias is aligned with our strategic priorities for the quality & safety and growth pillars. We continue to develop the SVH Clinics and TFFH&WC 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. Arias to SVH has been identified as a need for recruitment while also providing additional resources and coverage for TFFH&WC.

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 Ana Abril Arias, MD**
 - That the recruitment of a family medicine and obstetrics 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 an appropriately qualified physician to practice in the communities served by the District;
2. **The Contract Terms of the Recruitment Agreement for Dr. Arias; and**
3. **The Contract Terms of the Family Medicine and Obstetrics Professional Services Agreement for Dr. Arias.**

Attachments: Curriculum Vitae for Ana Abril Arias, MD

Ana Abril Arias, MD, FAAFP

EDUCATION

Universidad Autónoma de Baja California (UABC) - Tijuana, Baja California, México

Received MD, 03/2004

Obstetrical Fellowship – Natividad Medical Center, Salinas CA

Received Certificate of Completion, July 2014

Faculty Development Fellowship – University of California, San Francisco

Received Certificate of Completion, May 2017

Integrative Medicine Fellowship – Andrew Weil Center for Integrative Medicine at the University of Arizona.

Received Certificate of Completion, Feb 2022

OTHER NON-MEDICAL EDUCATION

Santa Cruz Reiki works – Santa Cruz, California

Received Reiki practitioner and Reiki Master Teacher Certificate 2018-2019

AWARDS

- 2026 Dr. Stephen Turner Residency Director and Faculty Scholarship- American College of Lifestyle Medicine
- Fellow of the American Academy of Family Physicians (FAAFP) 2019
- New Faculty Scholar Award 2018, Society of Teachers of Family Medicine Annual Spring Conference May 2018
- Excellence in Teaching Award 2017-2018, Natividad Family Medicine Residency June 2018
- Outstanding Intern on Labor and Delivery at University of California, San Diego (UCSD); every year the obstetrics department selects one family medicine intern that has demonstrated excellence on the OB deck, 06/2011.

PROFESSIONAL CERTIFICATIONS

American Board of Family Medicine since April 2013

California Medical License: A122654, expires April 30 2028

DEA: Expires 06/30/2027

NPI- 144757179

Advanced Life Support in Obstetrics

Certified Advanced Life Support in Obstetrics Instructor – expires 9/30/2026

Course Director for Advanced Life support in Obstetrics, 2017-2019

PROFESSIONAL EXPERIENCE

Natividad Family Medicine Residency, Residency Core Faculty, Wellness Curriculum chair,

Ana Abril Arias, MD, FAAFP

Natividad, Salinas, CA August 2014 – Current

Direct supervision of Family Medicine residents on various settings such as outpatient, Labor and Delivery and Inpatient services. Advisor to Residents to go over their milestones and development throughout their 3 years of training. Updating and assessing the resident's competency in Obstetrics and Wellness.

Natividad Medical Group, Attending Physician

Natividad, Salinas CA, August 2014 – Current

Offering outpatient care for patients of all ages with acute and chronic medical illnesses. Including prenatal care, office procedures and helping to coordinate their medical care when needed. Indirect supervision of nurse practitioners.

Obstetrical Fellowship

*Natividad Medical Center, Salinas, CA, 07/2013 thru 07/2014, **graduated 07/2014***

Working mostly on the labor and delivery service managing low and high-risk obstetrics. Managing labor, deliveries of infants, perineal laceration repairs. Management of postpartum hemorrhages. Indirect supervision of certified nurse midwives. Teaching of resident physicians.

Family Medicine Residency, Elected Chief Resident 2012 – 2013, graduated 06/2013

University of California, San Diego Family and Preventive medicine, (UCSD) 07/2010 - 06/2013,

Developing the schedule for the residents, being a liaison between residents and faculty.

COMMITTEES, VOLUNTEER

Natividad Obstetrics improvement Committee

Family Medicine Representative, 07/2013 - Present

Establishes and enforces policies and procedures for patient care in the Labor and Delivery Suites and in postpartum areas; makes recommendations regarding prenatal, obstetrical delivery and postpartum management and services.

Natividad Medical Center Wellbeing committee

Committee Chair, 04/2018 - Present

We meet with employees that may need assistance in dealing with mental/emotional distress. Supporting these employees and helping them come up with wellness plans.

Family Medicine Residency Wellness Committee

Wellness director, 10/2017 - Present

Monthly meetings with residency students/staff. We plan Wellness didactics, Social gatherings, offer a safe space for dealing with emotions as well as helping create individual wellness plans.

Natividad Medical Center Med staff quality Review committee

Peer Reviewer, 01/09/2020 – Present

Review assigned hospital and OB cases for quality of care and identify potential errors, reporting findings to support institutional quality improvement.

Salud en tu Plato/Community Rx

Community Health Volunteer, Nov 2024- Present

Assist with meal prep and vegetable preparation for nutrition-focused programming, perform fingerstick glucose checks, provide medical counseling, and support health promotion activities for program participants.

Ana Abril Arias, MD, FAAFP

Oral Presentations:

- Promoting Wellness; Curriculum Development Process; STFM May 2018
- “Scheduling life maintenance – a model for resident wellness” – UCSF FCM Rodnick Colloquium May 2024
- “Need an oil change? A model for scheduling resident life maintenance” - UCSF FCM Rodnick Colloquium May 2025

Poster Presentations:

- “Screened but not seen: Improving follow-up for Patients with High risk PHQ-9 scores- 20206 Natividad Innovation, Patient Safety & Quality Improvement Showcase
- “QI Project: Extended Delayed Cord Clamping – 2025 Natividad Innovation, Patient Safety & Quality Showcase

LANGUAGE FLUENCY

Spanish – Native speaker

PROFESSIONAL ORGANIZATIONS AND ACTIVITIES

American Academy of Family Physicians, *2010 - Present*

California Academy of Family Physicians, *2010 - Present*

HOBBIES AND INTEREST

Obstetrics	Community Medicine	Wellness
Faculty Development	Mentoring	Lifestyle Medicine

Board Paper: Personnel, Pension and Investment Committee

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

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

Date: September 14, 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 **pediatrics** as a recruiting priority for SVH's service area. Based on the Coker Group 2026 Physician Needs Assessment, the specialty of pediatrics is recommended as a priority for recruitment. Recruiting another pediatrician is imperative to meet the growing demand and will improve clinic access at SVH PrimeCare Salinas.

The recommended physician, **Safa Gul, MD**, earned her Doctor of Medicine degree in 2022 from University of Queensland Medical School—Ochsner Clinical School in New Orleans, Louisiana. She completed her Pediatrics residency program at the University of California San Francisco—Fresno. Dr. Gul holds a California medical license and will join SVH PrimeCare Salinas in November 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:

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- **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 two hundred ninety thousand dollars (\$290,000) 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 fifty-one-dollar (\$51.00) wRVU conversion factor.
- **Hospital Call Coverage**. Physician will provide emergency department and unassigned patient call coverage for the Well Newborn and Pediatric call panels. Productivity compensation includes up to five (5) days of Hospital Call coverage per month.
- **Annual Incentive Plan**. Physician will be eligible to participate in an annual incentive plan if physician meets the eligibility requirements of at least 1000 hours worked during the measurement period and a current PSA at time of payment.
- **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.
 - ❖ CME annual stipend in the amount of two thousand four hundred dollars (\$2,400) paid directly to physician and reported as 1099 income. One work week (5 days) off annually for CME related activities.
- 2. **Recruitment Agreement** that provides a recruitment incentive in the amount of forty thousand dollars (\$40,000), which is structured as forgivable loan over two years of service for SVH Clinics.

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Pillar/Goal Alignment:

☒ **Quality & Safety** ☐ **People** ☐ **Operations** ☐ **Finance** ☒ **Growth** ☐ **Community**

Financial/Quality/Safety/Regulatory Implications

The addition of Dr. Gul 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 Safa Gul, MD:**
 - That the recruitment of pediatrics 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. Gul; and**
3. **The Contract Terms of the Pediatrics Professional Services Agreement for Dr. Gul.**

Attachments: Curriculum Vitae for Safa Gul, MD

Safa Gul

Education

Jun 2023 - Jun 2026	University of California, San Francisco - Fresno (Fresno, California) Pediatric Residency Program
Jan 2019 – Nov 2022	University of Queensland Medical School-Ochsner Clinical School (Brisbane, Queensland, Australia; New Orleans, Louisiana) Doctor of Medicine (MD)
Aug 2014 – Jun 2018	University of California, Irvine (Irvine, California) Bachelor of Arts (BA) - Classical Studies

Certifications and Licensure

Feb 2025	PALS Certification
Apr 2025	NPR Certification
May 2022	IHI Certification
Sep 2024	BLS for Healthcare Providers, National CPR Foundation
Sep 2024	ACLS for Healthcare Providers, American Heart Association

Work Experience

Jun 2023 – Jun 2026	Pediatric Resident, University of California, San Francisco (Fresno, California) Performed diagnostic evaluations, developed treatment plans, and conducted evidence-based patient management in both the inpatient and outpatient setting.
Feb 2015 – Feb 2018	Senior Recreation Leader, City of La Palma (La Palma, California) - Planned and coordinated city-wide events for families - Provided strong customer service regarding facility rentals and classes - Counselor in Summer Day Camp for children
Nov 2018 – Jan 2019	Lush Cosmetics Seasonal Associate (Anaheim, California) Provide tailored customer service based on actively listening to customer's specific needs

Leadership

Aug 2021 – Nov 2022	Vice President, Pediatric Interest Group (New Orleans, Louisiana) - Coordinate with five team members to hold philanthropic events such as a fundraiser for Camp Challenge which is a camp dedicated to uplifting hematology and oncology patients - Develop volunteer opportunities for medical students, such as pediatric vaccination clinics and high school athlete physical examinations - Create networking events for medical students and attending physicians
Aug 2021 – Nov 2022	President, Young Artists (New Orleans, Louisiana) Make crafts with children on the inpatient units to provide therapeutic value and reduce negative feelings associated with the stress of being in a hospital
Mar 2019 – Nov 2022	Representative, Medicine in Motion (Brisbane, Australia; New Orleans, Louisiana) - Reducing medical burnout through fitness by creating events focused on community building and fundraising - Led group workout classes

Honors and Awards

2024 Resident Teaching Award

- For exceeding expectations in teaching and mentoring medical students

2022 Ochsner Student Ambassador

- Elected by Ochsner Clinical School administration based on leadership and professionalism
- Responsible for representing the student body at Open House events, medical school admissions interviews, and with visiting faculty.

Publications

Gul, S., Warriar, R., & Suessman, A. *Autoimmune hemolytic anemia: When is transfusion necessary?*. Journal of Pediatrics and Pediatric Medicine. 2022. Vol 5-2.

Presentations

January 2025

Western Medical Research Conference: Kawasaki Disease Etiology: Did the COVID-19 Pandemic Give a Clue?, Carmel, CA, Presenter

- Decrease incidence in viral infections corresponded to a decrease in Kawasaki disease cases from 2016 to 2021
- Demonstrated the overall unchanged demographics of Kawasaki Disease in the United States

June 2024

American Medical Educators Conference: Artificial Intelligence Use in Medicine, UCSF Benioff, CA, Presenter

- Discussed ways that medical educators, including residents, can use AI to create a fun learning environment
- Led a workshop on creative ways to use AI to increase efficiency in medical practice

August 2024

Grand rounds: Artificial Intelligence Use in Medicine, UCSF Fresno, CA, Presenter

- Demonstrated to pediatric residents and faculty on the use of artificial intelligence to help streamline learning

Volunteerism

Feb 2024

Emergency Medical Technicians Training (Fresno, California)

- Led and observed simulations on neonatal resuscitation

Nov 2021 – Nov 2022

Ochsner Healthy Schools Program Newsletter (New Orleans, Louisiana)

- Wrote monthly recommendations for a newsletter emphasizing the importance of lifestyle modifications and providing pediatric wellness education for parents to help guide their children
- Topics I wrote about in the newsletter included how to create a sleep routine, meditation techniques, and how to develop a healthy social life in the post-COVID-19 era

Jun 2021 – Nov 2022

Edible Schoolyard New Orleans (New Orleans, Louisiana)

- Help with maintaining the school garden and feeding animals
- Teach children about importance of healthy eating in workshops

Mar 2021 – Nov 2022

SproutNola (New Orleans, Louisiana)

- Garden maintenance and educated visitors about the garden

Jan 2021 – Nov 2022

Ochsner Medical Student Association (New Orleans, Louisiana)

- Science, Technology, Engineering and Mathematics (STEM) events - Educated children and families about scientific principles using hands-on demonstrations and experiments
- Miracle league – Coaching kids with special needs in various sports

Jun 2021 – Sep 2021

Calls for COVID-19 Positive Patients (New Orleans, Louisiana)

- Called the families of hospital inpatients who were COVID positive to update them on the patient's status

- Gained experience with managing emotional reactions and with communicating about uncertainty with patient outcomes
- Jan 2019 – Dec 2020 Children’s Hospital Burn Unit (Brisbane, Queensland, Australia)
- Conduct surveys on burn treatments
 - Take histories for burn patients with emphasis on immediate management

Languages

Urdu – Advanced

Hindi – Intermediate

Spanish – Intermediate

Board Paper: Personnel, Pension and Investment Committee

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

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

Date: September 14, 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 **pediatrics** as a recruiting priority for SVH's service area. Based on the Coker Group 2026 Physician Needs Assessment, the specialty of pediatrics is recommended as a priority for recruitment. Recruiting an additional pediatrician is imperative to meet the growing demand for pediatric care in our community. The recruitment of a second pediatrician will improve timely access and support the current pediatrics volume at SVH PrimeCare Salinas.

The recommended physician, **Carol Nader, MD**, earned her Doctor of Medicine degree in 2023 from California Northstate University of College of Medicine in Elk Grove. She completed her Pediatrics residency program at Valley Children's Healthcare in Madera, CA. A Pacific Grove native, Dr. Nader holds an active California medical license and will join SVH PrimeCare Salinas in November 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 two hundred ninety thousand dollars (\$290,000) 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 fifty-one-dollar (\$51.00) wRVU conversion factor.
- **Hospital Call Coverage**. Physician will provide emergency department and unassigned patient call coverage for the Well Newborn and Pediatric call panels. Productivity compensation includes up to five (5) days of Hospital Call coverage per month.
- **Annual Incentive Plan**. Physician will be eligible to participate in an annual incentive plan if physician meets the eligibility requirements of at least 1000 hours worked during the measurement period and a current PSA at time of payment.
- **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.
 - ❖ CME annual stipend in the amount of two thousand four hundred dollars (\$2,400) paid directly to physician and reported as 1099 income. One work week (5 days) off annually for CME related activities.

2. **Recruitment Agreement** that provides a recruitment incentive in the amount of forty thousand dollars (\$40,000), 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. Nader 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. Nader 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 Carol Nader, MD:**
 - That the recruitment of pediatrics 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. Nader; and**
3. **The Contract Terms of the Pediatrics Professional Services Agreement for Dr. Nader.**

Attachments: Curriculum Vitae for Carol Nader, MD

Carol Nader, M.D.

EDUCATION AND POST-DOCTORAL TRAINING

Pediatric Resident Physician Graduate Valley Children's Healthcare Madera, CA	June 2023- June 2026
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Doctor of Medicine (M.D.) California Northstate University College of Medicine Elk Grove, CA	July 2019 - May 2023
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Bachelors of Science Biological Sciences, Minor in Education University of California, Davis Davis, CA Dean's Honor List Fall 2016, Spring 2017, Fall 2017	September 2014
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LICENSURE

Physician's and Surgeon's License Medical Board of California	July 2026
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CERTIFICATIONS/TRAINING

Becoming ACEs Aware in California Training California Department of Health Care Services	May 2024
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Basic Certificate in Quality Improvement Institute for Healthcare Improvement	September 2023
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Neonatal Resuscitation Program American Association of Pediatrics	June 2023
Pediatric Advanced Life Support American Heart Association	June 2023
Basic Life Support American Heart Association	June 2023

WORK EXPERIENCE

Lab Manager, Dr. Nipavan Chiamvimonvat Lab University of California, Davis	July 2018 - July 2019
Emergency Department Scribe Davis, CA	July 2018 - July 2019
Health Professions Advising Peer Advisor University of California, Davis	October 2017 - June 2018

RESEARCH EXPERIENCE

Publications

Coronel R and Nader C. Honoring the Past, Inspiring the Future: What it Means to be a Woman in Medicine. Valley Children's Blog. March 2025. Available at [Honoring The Past, Inspiring The Future: What It Means to be a Woman In Medicine Today](#)

Thai, Phung N., et al. "Chronic diclofenac exposure increases mitochondrial oxidative stress, inflammatory mediators, and cardiac dysfunction." *Cardiovascular Drugs and Therapy*, Sept 2021.

Dehghani, Tima, et al. "Selectin-targeting glycosaminoglycan-peptide conjugate limits neutrophil mediated cardiac reperfusion injury." *Cardiovascular Research*, Oct 2020.

Sirish, Padmini, et al. "Suppression of inflammation and fibrosis using soluble epoxide hydrolase inhibitors enhances cardiac stem cell-based therapy," *Stem Cells Translational Medicine*, Aug 2020.

Sirish, Padmini, et al. "Abstract P476: Determinants Of Atrial Fibrillation Mechanisms Using Metabolomic Profiling." *Circulation Research*, September 2021.

Abstracts

Nader, C.E. & Isaacs, R.B. "Impact of metformin exposure on fetal anthropometric measures in PCOS pregnancies." Society for Reproductive Investigation 68th Annual Scientific Meeting, July 2021.

LEADERSHIP EXPERIENCE

Leadership Education in Advancing Diversity (LEAD) Scholar August 2025 - May 2026
Stanford Medicine LEAD Program

Student Ultrasound Trainer August 2020 - April 2021
California Northstate University Ultrasound Society
Elk Grove, CA

Vice President August 2020 - April 2021
California Northstate University Ultrasound Society
Elk Grove, CA

Outreach Coordinator August 2020 - April 2021
Pediatric Society Student Interest Group
California Northstate University College of Medicine
Elk Grove, CA

VOLUNTEER ACTIVITIES

Institutional

Resident Representative October 14, 2023
California Health Sciences University College of Osteopathic Medical School
Annual Residency Programs Fair

Community/Regional

Resident Volunteer
Family Reading Night
Valley Children's Healthcare
Fresno, CA
October 23, 2024

Resident Volunteer
May Day Health and Safety Fair
Valley Children's Healthcare
Fresno, CA
May 23, 2024

Resident Volunteer
Adaptive Sports Biking Event
Valley Children's Healthcare
Madera, CA
May 18, 2024

Medical Student Volunteer
Shifa Community Clinic, Clinica Tepati
University of California, Davis
Davis, CA
August 2019 - March 2021

AWARDS

Excellence in Primary Care Award
Resident Achievement
Valley Children's Healthcare
June 2026

ADVOCACY

Ask a Doctor: What Are Your Top Tips for Safe Sleep? Valley Children's Video Interview.
October 2025. Available at:
<https://news.valleychildrens.org/ask-a-doctor-what-are-your-top-tips-for-safe-sleep/>

EDUCATIONAL PRESENTATIONS

Morning Report, Botulism Valley Children's Healthcare Madera, CA	September 2025
Case Conference: IgA Vasculitis Valley Children's Healthcare Madera, CA	July 2025
Morning Report, ADHD Valley Children's Healthcare Madera, CA	July 2025
Morning Report, Inflammatory Bowel Disease Valley Children's Healthcare Madera, CA	November 2024
Morbidity and Mortality Conference Valley Children's Healthcare Madera, CA	May 2026

MEMBERSHIPS

American Academy of Pediatrics	July 2023 - June 2026
Fresno Madera Medical Society	July 2023 - June 2026

Personnel & Pension Committee



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



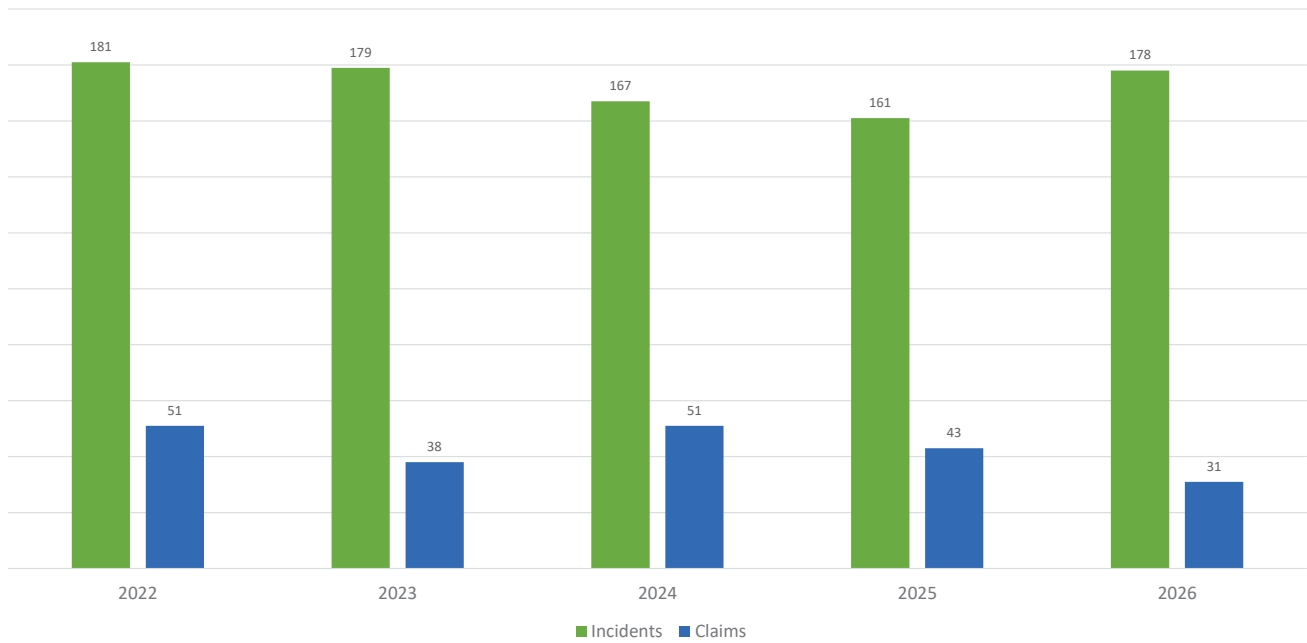
Workers' Compensation and Injury Prevention



SALINAS VALLEY HEALTH - EMPLOYEE HEALTH SERVICES

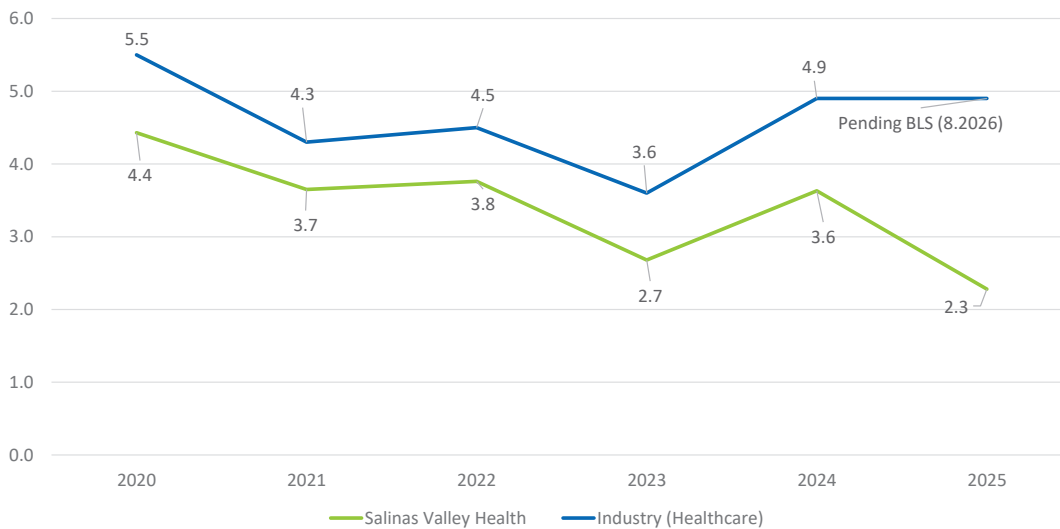


Reported Incidents & Claims as of July 31 by Calendar Year



EHS | JPC 8.2026

DART Ratings 2020-2025

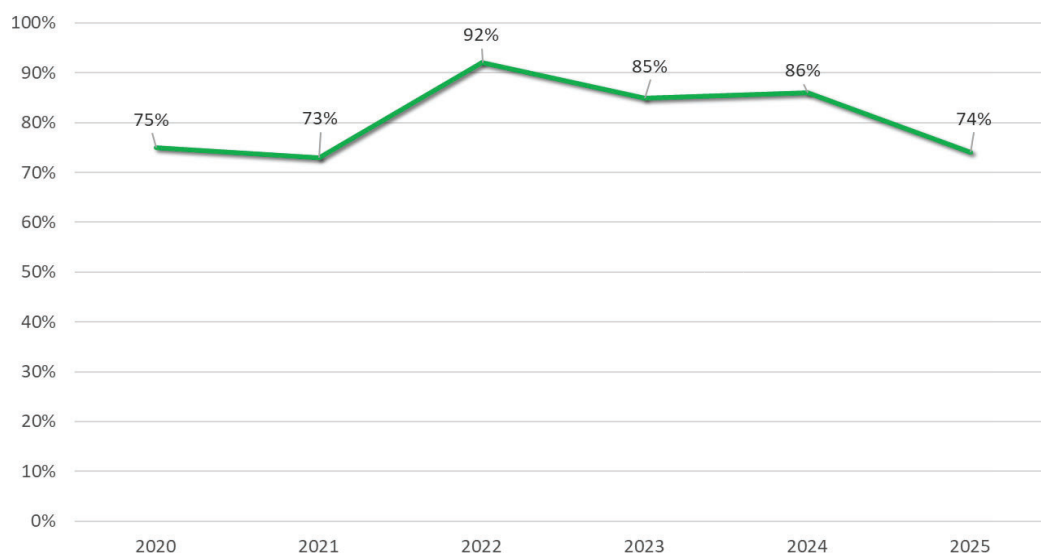


DART Rating: Days Away, Restricted, or Transferred

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

EHS | JPC 8.2026

Experience Modification Rate (Ex Mod)



- Each years rate is calculated using 3 years of historical data
- Does not include current policy year or the most recent policy year that just ended, since these claims are still developing.
- Industry Standard is 100%/1.0
- Best to be less than 100% or less than 1.0
- Updated data will be seen after Sept. 2026

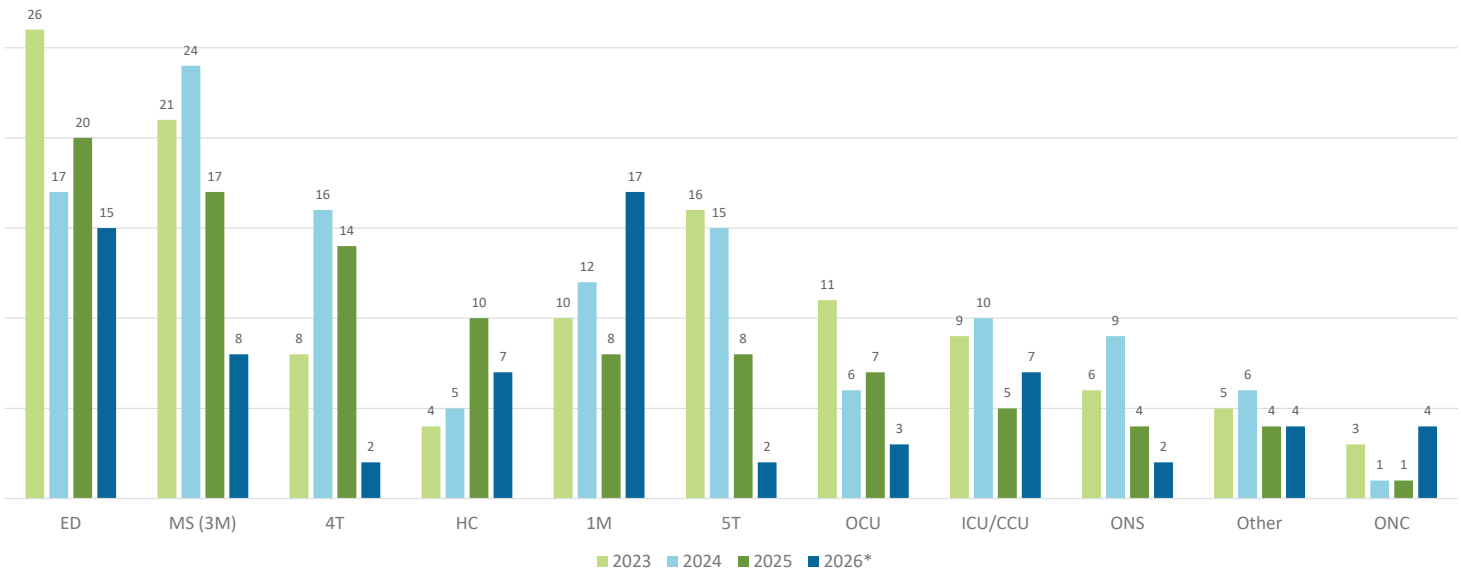
EHS | JPC 8.2026

Workplace Violence



SALINAS VALLEY HEALTH - EMPLOYEE HEALTH SERVICES
2026

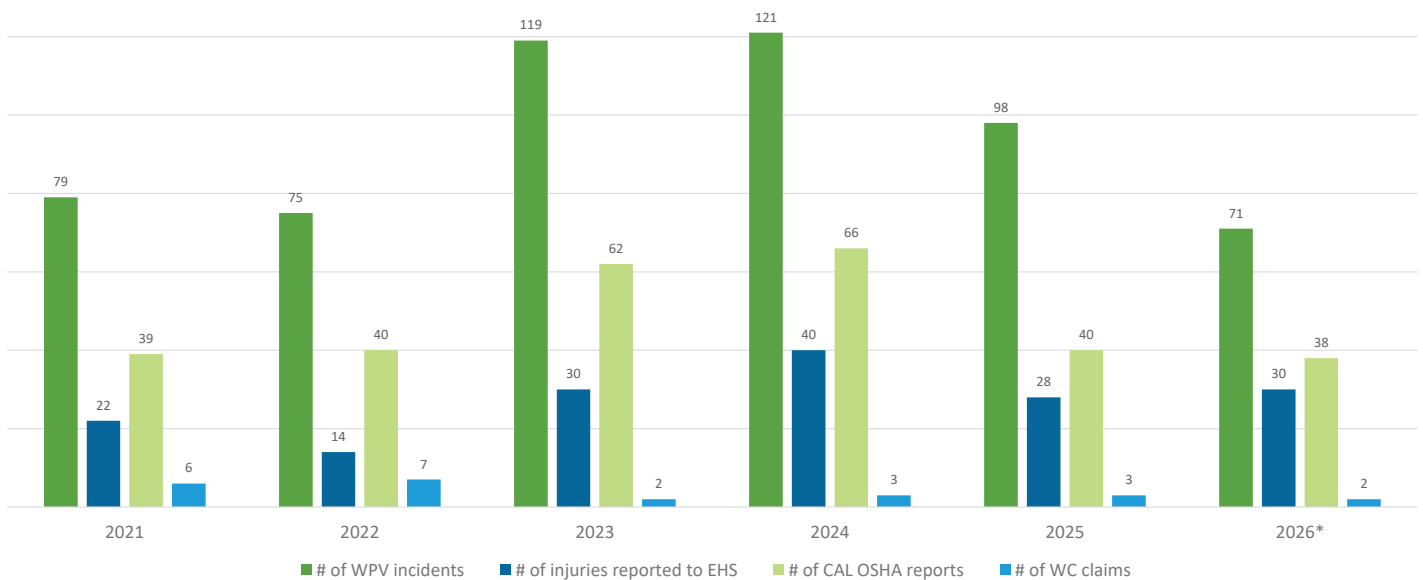
WPV Event by Department



* AS OF 7.31.2026

EHS | JPC 8.2026

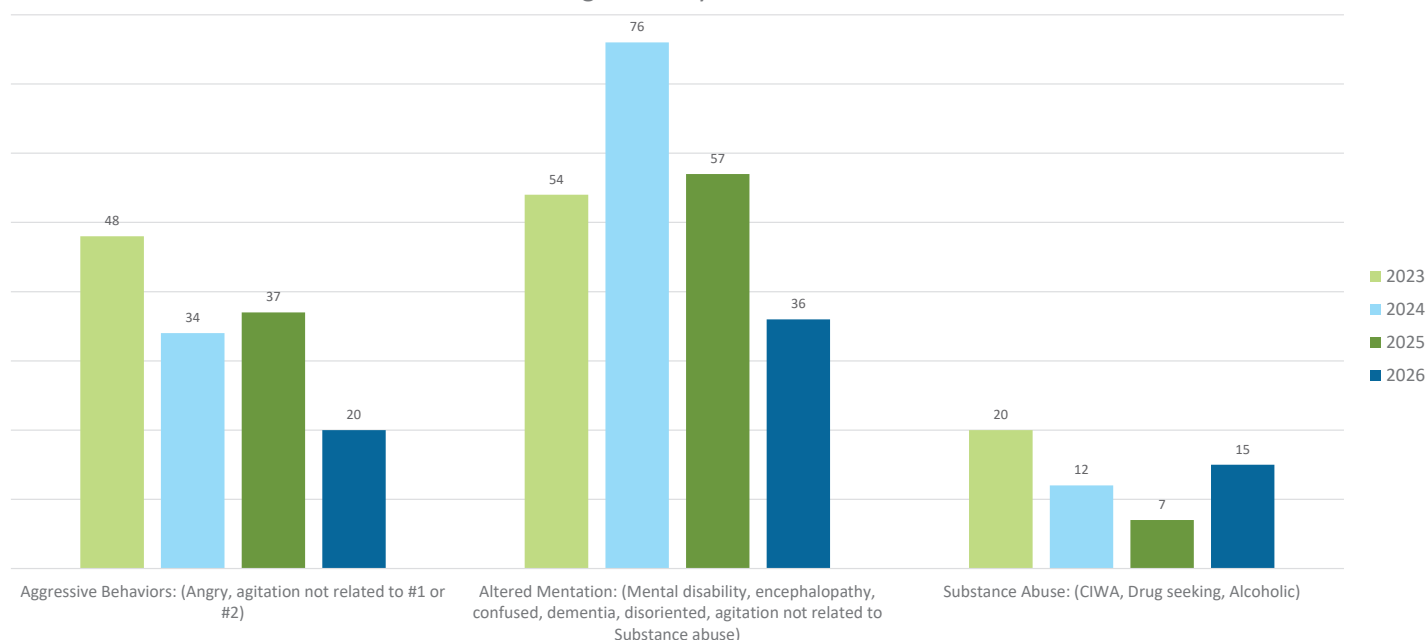
WPV Comparison by Year



* AS OF 7.31.2026

EHS | JPC 2.2026

Contributing Factor by Year



EHS | JPC 8.2026

2026 Workplace Violence Highlights Education, Engagement & Prevention



- Presentation: RN-led literature review on WPV best practices and our organizational performance.
- Facilitate open staff discussion on WPV resources, upcoming education, and effective communication strategies to increase awareness and engagement.
- Multidisciplinary presentation featuring real WPV events, lessons learned, and outcomes from Patient Experience, Security, and Social Services to promote shared learning and prevention.
- Define staff roles and help develop responsibilities for sharing WPV data and support within their clusters.
- Magnet NDNQI WPV data presentation to help identify high risk areas and drive collaboration and engagement for improvements with those higher risk teams
- Presentation on new Weapon Detection System and updated visitor guidelines.

WPV Committee focus: Strengthen prevention, support through data driven decision making, staff engagement, targeted education, multidisciplinary collaboration, and proactive implementation of safety strategies.

EHS | JPC 8.2026

THANK YOU!

ADJOURNMENT