November 5, 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, NOVEMBER 9, 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/.)

Allen Radner, MD
President/Chief Executive Officer

[1] Salinas 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 HEALTH[1]

MONDAY, NOVEMBER 9, 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 October 12, 2026. (CARSON)

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

4. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Gurroop Khalsa, DO, (ii) Contract Terms for Dr. Khalsa's Recruitment Agreement, and (iii) Contract Terms for Dr. Khalsa'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

[1] Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

5. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Shelby Naegele, MD, (ii) Contract Terms for Dr. Naegele's Recruitment Agreement, and (iii) Contract Terms for Dr. Naegele'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 the Contract Terms of the Palliative Medicine and Family Medicine Professional Services Agreement for James Helmer, MD (RODRIGUEZ/HEACOX)

   - Staff Report
   - Committee Questions to Staff
   - Public Comment
   - Committee Discussion/Deliberation
   - Motion/Second
   - Action by Committee/Roll Call Vote

7. Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Yea Ping Lin, MD, (ii) Contract Terms for Dr. Lin's Recruitment Agreement, and (iii) Contract Terms for Dr. Lin's Hospitalist Medicine Professional Services Agreement (ALBERT/SINGH/HEACOX)

   - Staff Report
   - Committee Questions to Staff
   - Public Comment
   - Committee Discussion/Deliberation
   - Motion/Second
   - Action by Committee/Roll Call Vote

8. Review Investment Performance of Salinas Valley Health Medical Center General & Board Designated Funds (HUSSAIN /DREW ZAGER OF MORGAN STANLEY)

9. Adjournment

   The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **December 7, 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 HEALTH[1]
PERSONNEL, PENSION AND INVESTMENT COMMITTEE
COMMITTEE OF THE WHOLE
MEETING MINUTES OCTOBER 12, 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

Advisory Non-Voting Members Present:
In Person: Allen Radner, M.D., President/CEO, Timothy Albert, MD, CCO, Alysha Hyland, CAO, Clement Miller, COO, Gary Ray, CLO
Via Teleconference: Carla Spencer, CNO

Other Board Members Present, Constituting Committee of the Whole:
Via Teleconference: Rolando Cabrera, MD and Victor Rey, Jr.

Rolando Cabrera, M.D. arrived at 4:00 p.m.
Victor Rey, Jr. arrived at 4:02 p.m.

1. CALL TO ORDER/ROLL CALL

A quorum was present and Chair Carson called the meeting to order at 3:59 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 SEPTEMBER 14, 2026

Approve the minutes of the September 14, 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 Vice Chair Arreguin, the minutes of the September 14, 2026 Personnel, Pension and Investment Committee are approved as presented.

ROLL CALL VOTE:
Ayes: Chair Carson, Vice Chair Arreguin, Childs, Hussain, and Dr. Berry;
Nays: None;
Abstentions: None;
Absent: None.

Motion Carried.

[1] Salinas Valley Memorial Healthcare System operating as Salinas Valley Health

4. CONSIDER FOR RECOMMENDATION TO THE BOARD OF AN ACTION ITEM WITH FINDINGS SUPPORTING RECRUITMENT OF PHYSICIANS TO SALINAS VALLEY EMERGENCY MEDICAL GROUP AND APPROVAL OF RECRUITMENT INCENTIVES

Timothy Albert, MD, CCO, reported that, in consultation with members of the Salinas Valley Health (SVH) medical staff, and in compliance with requirements of Stark Law, SVH executive leadership has identified the recruitment of emergency medicine physicians as a recruiting priority for the hospital's service area.

Recruitment for the hospital-based specialty of emergency medicine is evaluated based on the needs of the hospital to ensure appropriate levels of coverage to meet patient care needs. Service line volumes and program coverage needs are the primary drivers of recruitment to these specialties.

To support physician recruitment to the District's service area, SVH collaborates with local, independent medical groups in the recruiting process through contributions of recruitment incentives paid to physicians that relocate to our community to practice at SVH. Salinas Valley Emergency Medical Group (SVEMG), the hospital-based emergency medicine group that exclusively covers the SVH Medical Center Emergency Department, has requested assistance from SVH in the form of recruitment incentives for three physicians to join the group.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: None.

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

(i) Make the following findings supporting the recruitment of emergency medicine physicians:
- The assistance by SVH in the recruitment of emergency medicine physicians is in the best interest of the public health of the communities served by the District; and
- The recruitment incentives requested are necessary in order to attract and relocate appropriately qualified physicians to practice in the communities served by the District.

(ii) Approve the recruitment incentives for emergency medicine physicians in the amount of $25,000 for each physician up to a maximum of three recruited physicians to be set forth in Recruitment Agreements among SVH, SVEMG, and each physician.

ROLL CALL VOTE:
Ayes: Chair Carson, Vice Chair Arreguin, Childs, Hussain, and Dr. Berry;
Nays: None;
Abstentions: None;
Absent: None.

Motion Carried.

5. REVIEW INVESTMENT PERFORMANCE FOR QUARTER ENDING JUNE 30, 2026 OF SVMHS'S 403 (B) PLAN, 457 PLAN AND EMPLOYEE PENSION PLAN

Iftikhar Hussain, CFO, introduced Andy Scalia, Stuart Payment, Claire Kingstad and Pam Daviligne of Creative Planning Retirement Services, who presented an overview of the SVH District's retirement plans, including the Pension Plan's current portfolio allocations and target weights, trust accounting, historical plan assets, calendar-year performance, plan performance, and benchmarks for plan investments, as well as an overview of the District's 457 plan totals of $39,145,219.53 and 403(b) plan totals $204,196,133.58.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: Dr. Radner provided background on the investment portfolio discussion. Stuart Payment reviewed market trends, including second-quarter equity gains, rising third-quarter interest rates, and potential impacts on fixed-income investments. He also reviewed the investment option style analysis, noting that Time-Based Asset Allocation received a passing score of 100, with no recommended changes. The Fund Scorecard also received a passing rating and performed well.

6. REVIEW MARKET UPDATE AND ALTERNATIVE ALLOCATIONS FOR SVMH EMPLOYEE PENSION PLAN

Iftikhar Hussain, CFO, introduced Andy Scalia, Stuart Payment, Claire Kingstad and Pam Daviligne of Creative Planning Retirement Services, who presented an Equity and Fixed Income Markets and Asset Allocation Review for the SVH District, covering Fixed Income Yields and Fixed Income Yields and Forward Returns, S&P 500 Valuation Measures, Price-to-Earnings (P/E) ratios and Equity Returns, Global Equity Valuations, Equity vs. Fixed Income of Current Asset Classes, Equity vs. Fixed Income of Additional Asset Classes, a 10-Year Return, Risk and Correlation Assumptions, and Discount Rate Implications.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: The committee discussed elevated equity valuations, rising yields, tight credit spreads, and opportunities for international diversification. Proposed revisions would establish an equity-to-fixed-income allocation option range from 65/35 (current) to 55/45, allowing flexibility to respond to changing market conditions.

7. CONSIDER RECOMMENDATION FOR BOARD APPROVAL OF REVISED SALINAS VALLEY MEMORIAL HEALTH CARE DISTRICT EMPLOYEES PENSION PLAN INVESTMENT POLICY STATEMENT

Iftikhar Hussain, CFO, introduced Andy Scalia, Stuart Payment, Claire Kingstad and Pam Daviligne of Creative Planning Retirement Services, who presented a proposal to revise the SVH District Pension Plan Investment Policy Statement.

A full report was included in the packet.

PUBLIC COMMENT: None.

COMMITTEE MEMBER DISCUSSION: The committee and Creative Planning Retirement Services reviewed the current asset allocation and explored various scenarios and additional asset classes while maintaining the plan's current 6.5% discount rate assumption. Proposed policy revisions would replace the current single allocation target with a range, allowing flexibility to adjust equity and fixed-income allocations based on changing market conditions.

MOTION:
Upon motion by Vice Chair Arreguin and second by Committee Member Hussain, the Personnel, Pension and Investment Committee approves the **Revised Salinas Valley Memorial Health Care District Employees Pension Plan INVESTMENT POLICY STATEMENT.**

The Committee approved the policy change and gave direction to Creative Planning Retirement Services to use a 55/45 equity/fixed-income allocation with existing asset classes and to rebalance the portfolio as needed in the target allocation range.

ROLL CALL VOTE:
Ayes: Chair Carson, Vice Chair Arreguin, Childs, Hussain, and Dr. Berry;
Nays: None;
Abstentions: None;
Absent: None.

Motion Carried.

8. ADJOURNMENT

There being no other business, the meeting adjourned at 5:36 p.m. The next Personnel, Pension and Investment Committee Meeting is scheduled for Monday, **November 9, 2026** at 4:00 p.m.

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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 Gurroop Khalsa, DO, (ii) Contract Terms for Dr. Khalsa's Recruitment Agreement, and (iii) Contract Terms for Dr. Khalsa's Obstetrics and Gynecology Professional Services Agreement**
Executive Sponsor:	Orlando Rodriguez, MD, Chief Medical Officer Molly Heacox, Director Clinic Services
Date:	November 9, 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 a physician specializing in **obstetrics and gynecology** as a recruiting priority for SVH's service area. Based upon the Coker Group 2026 Physician Needs Assessment, the specialty of obstetrics and gynecology is recommended as a high priority for recruitment. SVH Clinics Obstetrics & Gynecology receives over 300 new patient referrals monthly, and the current average new patient appointment wait time is much longer than desired. The addition of a physician specializing in obstetrics and gynecology to SVH Clinics, will improve patient access and provide additional coverage for obstetrics and gynecology emergency department call coverage.

The recommended physician, **Gurroop Khalsa, DO** received her Doctor of Osteopathic Medicine degree from Des Moines University in 2023. Dr. Khalsa currently serves as Chief Obstetrics & Gynecology Resident at Kettering Health in Dayton, OH. She is proficient in Spanish and currently training in robotic surgeries. A native of the Bay Area, Dr. Khalsa is eager to relocate back to California and join SVH Clinics in September 2027.

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 (SVH) and a member of Salinas Valley Health Clinics – Obstetrics & Gynecology. Pursuant to California law, physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
   - Term: PSA is for a term of 3 years, with annual compensation reported on an IRS W-2 Form.
   - Base Compensation for 1.0 FTE: $450,000 per year
   - Productivity Compensation: To the extent it exceeds the base salary, physician is eligible for wRVU productivity compensation at a $70.00 wRVU conversion factor.
   - Annual Incentive Plan. Physician will be eligible to participate in an Annual Performance Incentive Bonus Plan with 1000 hours worked during the annual measurement period.
   - Schedule: Physician shall be open for scheduling and provide Physician Services to Clinic patients on a full-time basis in either a hospital, OR, or clinic setting four 8-hour days in each calendar week, forty-eight weeks per year, one work 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 Five days of call per month are included in productivity compensation. Excess call days shall be paid at the presently established rate.
   - Benefits. Physician will be eligible for standard SVH Clinics physician benefits:

- ❖ Access to SVH Health Plan for you and your qualified dependents. Premiums are projected based on 15% of SVH cost.
- ❖ Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403b plan that vests after three years. This contribution is capped at the limits set by Federal law.
- ❖ Four weeks (20 days) of time off each 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. One week (5 days) off for CME related activities.

- ➢ Professional Liability Insurance. Physician shall receive professional liability through BETA Healthcare Group as of the effective date of the PSA.
- ➢ Student Loan Forgiveness. As a non-profit, Public District Healthcare organization, SVH is a qualifying site for various student loan forgiveness programs.

2. **Recruitment Incentive**. Physician shall receive a recruitment incentive in the amount of $100,000 paid directly to physician as 1099 income and structured as a forgivable loan over 3 years of full-time service provided to SVH.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment

The recruitment of Dr. Khalsa 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. Khalsa 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 Gurroop Khalsa, DO:**
   - ➢ 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. Khalsa; and**
3. **The Contract Terms of the Obstetrics and Gynecology Professional Services Agreement for Dr. Khalsa.**

Attachments

Curriculum Vitae for Gurroop Khalsa, DO

DR. GURROOP KHALSA DO

OB/GYN Resident Physician

EDUCATION

RESIDENCY IN OBSTETRICS & GYNECOLOGY
Kettering Health, Dayton OH
2023-2027

DOCTOR OF OSTEOPATHIC MEDICINE (DO)
Des Moines University, Des Moines IA
2019-2023

BACHELOR OF SCIENCE, REPRODUCTIVE PHYSIOLOGY
San Jose State University, San Jose CA
2013-2018

CERTIFICATIONS & LICENSURE

AOBOG- Board Eligible
Written Boards completed April 2026

Neonatal Resuscitation Program (NRP)
American Academy of Pediatrics
2027

Advanced Cardiovascular Life Support (ACLS)
American Heart Association
2027

Basic Life Support (BLS)
American Heart Association
2027

COMLEX Level 1, 2, 3

USMLE Step 2

LANGUAGES

English- Fluent
Punjabi-Fluent
Spanish-Proficient

SUMMARY

Passionate OB/GYN physician trained in full-spectrum obstetrics and gynecology in a high-volume yet community-based program. Thrives in fast-paced environments and brings a calm, decisive approach to complex clinical situations. Enjoys working closely with a multidisciplinary team including nursing staff, residents, and sub-specialists. Dedicated to caring for diverse patient populations and committed to improving access to culturally competent care across the women's health continuum. Seeking a full-scope OBGYN role where I can deliver high-quality care and provide meaningful community impact.

GRADUATE MEDICAL EDUCATION

RESIDENT PHYSICIAN- Obstetrics and Gynecology
Kettering Health, Grandview Hospital- Dayton OH | 2023 — Present

- Trained in full-scope obstetrics and gynecology in a high-volume community hospital with multiple campuses including both Level 2 facility and Level 3 tertiary care center
- Managed antepartum, intrapartum, postpartum patients, including complex high-risk patients
- Provided comprehensive gynecologic care across inpatient, outpatient, emergency, and operative settings
- Performed vaginal deliveries, operative vaginal deliveries, cesarean deliveries, minor and major gynecologic procedures with progressive autonomy
- Managed obstetric emergencies including postpartum hemorrhage, hypertensive disorders of pregnancy including eclampsia/HELLP syndrome, shoulder dystocia, cord prolapse, emergent cesarean sections
- Managed urgent/emergent gynecologic presentations including ectopic pregnancies, ovarian torsion, acute hemorrhage, miscarriage
- Provided comprehensive outpatient women's health care
    - Contraception counseling including IUD/Nexplanon implant placement
    - Abnormal uterine bleeding evaluation including in-office endometrial biopsy
    - Preventative care including cervical cancer screening, in office colposcopy/biopsies
    - Perimenopausal/Menopausal Management
- Collaborated with subspecialty teams including maternal-fetal medicine, gynecologic oncology, urogynecology, reproductive endocrinology
- Functioned as single resident on-call to independently manage busy, high-volume OB triage, labor floor, postpartum, gynecologic postoperative patients, ED consults, and both OB/GYN emergencies

PROFESSIONAL MEMBERSHIP

American College of Obstetricians & Gynecologists (ACOG)

American College of Osteopathic Obstetricians & Gynecology (ACOOG)

PROFESSIONAL DEVELOPMENT

OB Critical Care Annual Conference
Kettering Health
Dayton OH, 2023-2027

Ethicon Technical Lab
J&J Institute
Blue Ash OH, 2023-2027

ASCCP Colposcopy Conference
Atlanta GA, Oct 2024

ACGME Leadership Skills Conference
Chicago IL, June 2026

CLINICAL & PROCEDURAL EXPERIENCE

Obstetrics

- Vaginal Deliveries: ~230 to date
- Cesarean Deliveries: ~145 to date
- Operative Vaginal Deliveries: ~20 vacuum deliveries
- High Risk Obstetrics Exposure: month-long rotation yearly throughout residency with MFM team at Level 3 tertiary care center. Continuous collaboration with MFM team for personal/resident clinic high risk patients
    - Complex antepartum management including hypertensive disorders, preeclampsia/eclampsia, DKA, peripartum cardiomyopathy, cholestasis, placenta accreta

Gynecology

- Hysterectomies (including laparoscopic, vaginal, abdominal): ~ 50 to date
- Diagnostic/Operative Laparoscopies: ~ 170 to date
- Operative Hysteroscopies: ~ 165 to date
- Extensive office-based procedure experience in IUD insertion/removal, Nexplanon placement/removal, colposcopy, endometrial biopsy
- Gynecologic Oncology Exposure: month-long rotation yearly throughout residency with Gyn/Onc team
    - Participated in both open and robotic cancer surgeries, independently managed a busy gyn/onc service

LEADERSHIP & TEACHING EXPERIENCE

Chief Resident
Kettering Health- June 2026 – present

- Assist in coordinating resident education, resident schedules, clinical coverage
- Education chief coordinating medical student schedules/teaching
- Responsible, along with co-chiefs, for on-boarding and training incoming intern class

Resident Teacher/Mentor
Kettering Health- July 2025 – present

- Taught medical students and junior residents in inpatient and outpatient obstetrics and gynecologic settings
- Assisted with bedside teaching, procedural education on labor floor, OR, and didactics
- Mentored junior residents as they transition through residency, both professionally and personally

PRACTICE INTERESTS

- **Full-Scope OBGYN Practice**
- **Minimally Invasive Gynecologic Surgery**
- **Preventative Women's Health**
- **Contraception Counseling/Family Planning**
- **Health Equity in Immigrant/Underserved Communities**

Board Paper: Personnel, Pension and Investment Committee

Agenda Item:	**Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Shelby Naegele, MD, (ii) Contract Terms for Dr. Naegele's Recruitment Agreement, and (iii) Contract Terms for Dr. Naegele's Obstetrics and Gynecology Professional Services Agreement**
Executive Sponsor:	Orlando Rodriguez, MD, Chief Medical Officer Molly Heacox, Director Clinic Services
Date:	November 9, 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 a physician specializing in **obstetrics and gynecology** as a recruiting priority for SVH's service area. Based upon the Coker Group 2026 Physician Needs Assessment, the specialty of obstetrics and gynecology is recommended as a high priority for recruitment. Recruiting another obstetrics and gynecology physician will reduce patient wait times, lower the frequency of the current call rotations, and provide quality access to care for the patients served by the District.

The recommended physician, **Shelby Naegele, MD** received her Doctor of Medicine degree in 2023 from Marshall University, Joan C. Edwards School of Medicine in Huntington, WV. Dr. Naegele will complete her obstetrics and gynecology residency training in 2027 at TriHealth in Cincinnati, OH. She is robotically certified and minored in Spanish during her undergrad studies. Dr. Naegele plans to relocate with her family and join SVH Clinics in October 2027.

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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   - Term: PSA is for a term of 3 years, with annual compensation reported on an IRS W-2 Form.
   - Base Compensation for 1.0 FTE: $450,000 per year
   - Productivity Compensation: To the extent it exceeds the base salary, physician is eligible for wRVU productivity compensation at a $70.00 wRVU conversion factor.
   - Annual Incentive Plan. Physician will be eligible to participate in an Annual Performance Incentive Bonus Plan with 1000 hours worked during the annual measurement period.
   - Schedule: Physician shall be open for scheduling and provide Physician Services to Clinic patients on a full-time basis in either a hospital, OR, or clinic setting four 8-hour days in each calendar week, forty-eight weeks per year, one work 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. Five days of call per month are included in productivity compensation. Excess call days shall be paid at the presently established rate.
   - Benefits. Physician will be eligible for standard SVH Clinics physician benefits:
     - Access to SVH Health Plan for you and your qualified dependents. Premiums are projected based on 15% of SVH cost.

- ❖ Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403b plan that vests after three years. This contribution is capped at the limits set by Federal law.
- ❖ Four weeks (20 days) of time off each 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. One week (5 days) off for CME related activities.

- ➢ Professional Liability Insurance. Physician shall receive professional liability through BETA Healthcare Group as of the effective date of the PSA.
- ➢ Student Loan Forgiveness. As a non-profit, Public District Healthcare organization, SVH is a qualifying site for various student loan forgiveness programs.

2. **Recruitment Incentive**. Physician shall receive a recruitment incentive in the amount of $100,000 paid directly to physician as 1099 income and structured as a forgivable loan over 3 years of full-time service provided to SVH.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment

The recruitment of Dr. Naegele 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. Naegele 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 Shelby Naegele, 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. Naegele; and**
3. **The Contract Terms of the Obstetrics and Gynecology Professional Services Agreement for Dr. Naegele.**

Attachments

Curriculum Vitae for Shelby Naegele, MD

Shelby Naegele, MD

Residency Training

TriHealth: Cincinnati, OH 2023-Present

- Completing a comprehensive ACGME accredited residency with a high volume obstetric service, providing extensive experience in routine and high risk deliveries.
- Manage a large and diverse population of complex antepartum patients, including those requiring multidisciplinary care and advanced perinatal management
- Trained in operative vaginal delivery techniques with hands on experience in the use of both forceps and vacuum
- Received broad surgical training across laparoscopic, robotic assisted, and open approaches to gynecologic surgery
- Active participant in an academically affiliated program with engagement in teaching, clinical research, and evidence based practice initiatives

Education

Marshall University, Joan C. Edwards School of Medicine: Huntington, WV 2019-2023

Doctor of Medicine

The Ohio State University: Columbus, OH 2015-2019

Bachelor of Science in Molecular Genetics, Minor in Spanish

Research Experience

Residency Research

- Completing a retrospective cohort study examining appropriate treatment rates for anemia among black pregnant patients who were seen for prenatal care at Good Samaritan Hospital OB/GYN Center compared to their white counterparts for the same 3 month time period.

Medical School Research

- Case report on near complete bowel obstruction caused by sever pelvic endometriosis.

  Naegele S, Bush S, Bown P, Bou Zgheib N. Severe Pelvic Endometriosis Involving the Rectum with Near Complete Bowel Obstruction: A Case Report. Marshall J Med. 2023; 9(2) DOI: https://doi.org/10.33470/2379-9536.1388.

Undergraduate Research

- Studied cytokinesis in fission yeast to understand the roles and interactions of signaling proteins with Wu Lab
- Awarded the Peletonia Undergraduate Research Fellowship grant
- Presented poster at The Ohio State University Denman Undergraduate Research Forum

Liu Y, McDonald AN, Naegele SM, Gould KL, Wu JQ. The F-BAR Domain of Rga7 Relies on a Cooperative Mechanism of Membrane Binding with a Partner Protein during Fission Yeast Cytokinesis. Cell Report. 2019;26(10):2540-2548.e4.doi:10.1016/j.celrep.2019.01.112

Singh D, Liu Y, Zhu YH, Zhang S, Naegele SM, Wu JQ. (2025) Septins function in exocytosis via physical interactions with the exocyst complex in fission yeast cytokinesis eLife 13:RP101113. https://doi.org/10.7554/eLife.101113.3

Community Service and Leadership

President of Lifestyle Medicine Leadership Group 2019-2023

Huntington, West Virginia

- Promoted education and lifestyle changes that can aid in the treatment and prevention of chronic disease.
- Held cooking clinics and “Let’s Get Moving” sessions with the community and schools.

Covid-19 Vaccine Clinic Volunteer 2021

- Volunteered giving Covid vaccines to the public during the pandemic and educating the community on Covid-19 in conjunction with the Health Department and Marshall University

President of Scientific Thinkers 2015-2019

- Led 1st - 5th graders in hands on science experiments to promote scientific thinking and creativity among groups underrepresented in STEM.

James Cancer Hospital Volunteer 2016-2019

- Distributed donated amenities like hats, books, and blankets to patients
- Promoted a calming environment for patients through conversation and hand massages

MEDLIFE Medical Mission Trip 2018

- Assisted local doctors in mobile health clinics and development projects serving remote villages in Peru.

Homeless Families Foundation 2018

- Helped with after school programs for under resourced children.
- Cooked dinners and tutored kids on homework. Read to kindergartners and 1st graders.

Certifications

- Board Eligible OB/GYN
- USMLE Step 1, Step 2, and Step 3 passed
- BLS/ACLS Certified
- Training Certificate from State Medical Board of Ohio

Professional Interests

- Lifestyle Medicine
- Contraceptive Care
- Menopause Management
- Empowering Women Through Education of Their Own Bodies

Personal Interests

- Yoga
- Reading
- Painting
- Hiking

Professional Memberships

- American College of Obstetricians and Gynecologists (ACOG)

Board Paper: Personnel, Pension and Investment Committee

Agenda Item:	**Consider Recommendation for Board Approval of the Contract Terms of the Palliative Medicine and Family Medicine Professional Services Agreement for James Helmer, MD.**
Executive Sponsor:	Orlando Rodriguez, MD, Chief Medical Officer Rakesh Singh, MD, Vice President Medical Affairs Molly Heacox, Director Clinic Services
Date:	November 9, 2026

Executive Summary

In consultation with members of the Salinas Valley Health (SVH) Medical Center Medical Staff, SVH executive management has identified the need for a physician specializing in **palliative medicine and family medicine** as a priority for SVH's service area. Based upon the Coker Group 2026 Physician Needs Assessment, the specialties of palliative medicine and family medicine are recommended as a high priority for recruitment and will reduce patient wait times and provide quality access to care for the patients served by the District.

The recommended physician, **James Helmer, MD,** received his Doctor of Medicine degree in 2000 from Chicago Medical School at Rosalind Franklin University in Chicago, Illinois. He completed his family medicine residency in 2003 at Natividad Medical Center. Dr. Helmer is currently a member of Salinas Valley Health Medical Staff and had been providing family medicine services in a private practice since 2025 and plans to join SVHC late 2026.

Terms and Conditions 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 (SVH) and a member of Salinas Valley Health Clinics – Palliative Medicine and PrimeCare. Pursuant to California law, physician will not be an employee of SVH or SVH Clinics but rather a contracted physician.
   - Term. PSA is for a term of 2 years, with annual compensation reported on an IRS W-2 Form.
   - Schedule. Physician will provide services under the PSA as a 0.8 Full Time Equivalent (FTE), thirty-eight weeks per year, one work week of which can be allocated to Continuing Medical Education (CME).
     - Palliative Medicine 0.4 FTE
     - Family Medicine 0.4 FTE
   - Compensation
     - For palliative medicine services, the physician compensation shall be at a rate of $190.00 per hour.
     - For family medicine services at PrimeCare physician shall receive a base compensation in the amount of $120,000 per year which is prorated for 0.4 FTE status. To the extent it exceeds the base salary, physician is eligible for wRVU productivity compensation at the established SVHC family medicine rate.
   - Annual Incentive Plan. Physician will be eligible to participate in an Annual Performance Incentive Plan with 1000 hours worked during the annual measurement period.
   - Benefits. Physician will be eligible for standard SVH Clinics physician benefits:
     - Access to SVH Health Plan for you and your qualified dependents. Premiums are projected based on 15% of SVH cost

- ❖ Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403b plan that vests after three years. This contribution is capped at the limits set by Federal law.
- ❖ Four weeks (20 days) of time off each 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. One week (5 days) of time off for CME related activities.

- ➢ Professional Liability Insurance. Physician shall receive professional liability through BETA Healthcare Group as of the effective date of the PSA.
- ➢ Student Loan Forgiveness. As a non-profit, Public District Healthcare organization, SVH is a qualifying site for various student loan forgiveness programs.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment

The addition of Dr. Helmer to SVHC 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. Helmer to Salinas Valley Health Clinics has been identified as a need while also providing additional resources and coverage for both SVH Palliative Medicine and Family Medicine.

The compensation proposed in the agreement has 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 Contract Terms of the Palliative Medicine and Family Medicine Professional Services Agreement for James Helmer, MD.

Attachments

Curriculum Vitae for James Helmer, MD

James John Helmer, Jr., M.D., FAAFP

Board Certified in Family, Geriatrics, & Hospice and Palliative Medicine

Clinical Professor of Family Medicine, David Geffen School of Medicine at UCLA

Core Faculty, Ventura Family Medicine Residency Program

Undergraduate Education

University of California, Los Angeles, B.A., June 1991, Psychology

Medical Education

Chicago Medical School, North Chicago, IL, M.D., June 2000, Doctor of Medicine

Internship/Residency

University of California, San Francisco, Natividad Medical Center, Salinas, CA

Residency, 2000-2003, Family Medicine

Fellowships

University of California, San Francisco, Fellowship, 2004, Geriatric

Medicine.

University of California, San Francisco, Fellowship, 2006, Faculty

Development.

Fellow American Academy Family Physicians, FAAFP, 2014

Board Certification

American Board of Family Medicine, 2003, expiration 2033

Geriatric Medicine, 2004, expiration 2034

Hospice and Palliative Medicine, 2010, expiration 2030

Previous Academic Appointment

Assistant Clinical Professor, University of California San Francisco, 2004-2008

Assistant Clinical Professor, University of California Los Angeles, 2008-2011

Current Academic Appointment

Clinical Professor, University of California Los Angeles, 2011-present

Honors/Awards

Deans Award, Chicago Medical School, 2000

Chief Resident, UCSF-Natividad Medical Center, Salinas, 2002-2003

James M. Lauderdale, MD Memorial Award for Outstanding Performance in Residency, UCSF-Natividad Medical Center, Salinas 2003

Family Medicine Faculty Teaching Award, UCSF-Natividad Medical Center, Salinas 2004-2005 and 2006-2007

Ventura Family Medicine Teaching Award 2009

Certificate of Appreciation, Family Medicine Clerkship Site Director, 2011, 2012

Certificate of Appreciation, Ventura County Board of Supervisors 2012, 2013, 2017 for participation in Senior Summit

Certification & Licensure

Diplomate of the American Board Family Medicine, Renewal 11/2033

Certificate of Added Qualification in Geriatric Medicine, Renewal 11/2034

Certificate of Added Qualification in Hospice & Palliative Care Medicine, Renewal 11/2030

California Children's Services (CCS) Provider

Advanced Cardiac Life Support (ACLS) Exp. 8/20/2025

California Medical License A78270

Professional Societies/Organizations

American Academy of Family Physicians

American Geriatrics Society

American Academy of Hospice and Palliative Medicine

American Medical Association

UCSF, Department of Family Medicine, Assistant Clinical Professor July 2006-08

UCLA, Department of Family Medicine, Clinical Professor July 2008-present

California Healthcare Foundation

Clinical Experience

2003. University of California, San Francisco Family Medicine Residency Program at Salinas Natividad Medical Center. Curriculum included inpatient Internal Medicine, ICU, Extended Care Unit/Nursing Home, Surgery, Pediatrics, Neonatal Intensive Care, and Emergency Medicine. Continuity Family Practice Clinics were performed at Natividad Medical Center and Clinica de Salud de Valle de Salinas Community Clinic. Other ambulatory clinic experiences included Sports Medicine, Occupational Medicine, Rheumatology, Cardiology, Orthopedics, Ophthalmology, Dermatology, and Infectious Disease.

2003. Bioethics Committee, Natividad Medical Center, Salinas, CA. Contributed to policy development on advanced directives and hospital staff education on end of life care.

2004. University of California, San Francisco Fellowship in Geriatric Medicine. Curriculum included primary care practices at the San

Francisco Veterans Affairs Medical Center's Geriatrics Clinic, Home Based Primary Care Program, and Nursing Home Care. Geriatrics Clinician at UCSF Lakeside Senior Medical Center Geriatrics Clinic. Other clinical responsibilities included Inpatient Geriatric Consultation, SFVA Nursing Home Care. Unit/Palliative Care Service, Memory Disorders Clinic, Neurology/Mobility Disorders Clinic, Geropsychiatry Clinic, Medical Directorship at SFVAMC, Jewish Home for the Aged, and Laguna Honda Hospital.

2004-2008 University of California, San Francisco Family Medicine Residency Program at Natividad Medical Center, Salinas, CA.

Core Faculty Member, Assistant Clinical Professor in Family Medicine, UCSF.

Attending for the In-Patient Family Medicine Service. Attending for the Family Medicine Clinic. Attending for Labor and Delivery. Geriatric Consultation for In-Patient services and Ambulatory Clinics.

2008- Present University of California, Los Angeles Family Medicine Residency Program at Ventura County Medical Center, Ventura, CA.

Core Faculty Member, Clinical Educator in Family, Geriatric, and Hospice & Palliative Medicine.

Co-Director Palliative Medicine Services at VCMC

Attending for the Academic Family Medicine Center and Urgent Care. Palliative Medicine Consultation Service for Inpatient services at VCMC. Member of VCMC Bioethics Committee. Member of VCMC Pain Committee. Member of VCMC Cancer Committee.

Covering Medical Director for Livingston Memorial VNA &
Hospice, Ventura, CA
Emergency Department Physician & Hospitalist for Modoc
County Medical Center, Alturas, CA
Global Health Medicine, Clinica Humanitaria, Coxen Hole,
Honduras.

Teaching Experience

2003. Chief Resident, UCSF Family Practice Residency
at Salinas, Natividad Medical Center. Presented numerous primary care topics to house staff through grand rounds and case presentations. Attended the University of Wisconsin career development course in Palliative Care Medicine through the "Improving Residency Training in End of Life Care Education", Chicago.

2004. Instructor in Life Cycle Course, University of California, San Francisco School of Medicine. Instructed second year medical students on the topic of Pharmacology in Geriatric Medicine examining the changes of pharmacokinetics and pharmacodynamics in the elderly as well as the harms of polypharmacy.

2004. UCSF/SFVAMC Geriatrics Clinic Interdisciplinary Team Rounds
Speaker. Presented numerous power point presentations on the topics of ambulatory geriatric primary care to physicians, Fellows in Geriatrics, UCSF medical students, RN's, Fellow in Geropsychiatry, Fellows in Geropsychology, Social Work, and Fellow in Geriatric Oral Healthcare.

2004. F/SFVAMC Geriatrics Clinic. Proctored UCSF Medical Students,
Family Medicine, and Internal Medicine Residents in Geriatric
Clinical Assessment and Management. Students and residents
were instructed on how to conduct the patient interview and exam
on patients from the Geriatrics Clinic with direct supervision.

Feedback was provided after each geriatric patient encounter.

2004-2008 Clinical Educator in Family and Geriatric Medicine for the UCSF Family Medicine Residency at Natividad Medical Center and VA Clinic of Monterey, Geriatrics Clinic. Rotation Director and Preceptor for Geriatrics. Created Geriatrics Curriculum for the Salinas Residency Program. Member of the NorCal GEC/UCSF and the Monterey Bay Geriatrics Resource Center (MBayGRC). Instruction in Family and Geriatric Medicine directed to UCSF medical students, and family medicine residents. Supervision and instruction in office procedures including but not limited to large joint aspiration and injection, thoracentesis, abdominal paracentesis, lumbar puncture, circumcision, skin biopsy, toe nail extraction, endometrial biopsy, cryotherapy, and I & D.

2008-present Core Faculty Member and Clinical Professor in Family, Geriatric, and Palliative Medicine at the UCLA Affiliated Family Medicine Residency Program at Ventura, CA.
UCLA Clerkship Director for Third Year Medical Students.
Preceptor for residents' continuity clinic, Inpatient Palliative Care Service, Urgent Care, and Ventura College Student Clinic.

2009-present ER Physician and Hospitalist, Modoc Medical Center, Alturas, CA. Rural hospital experience. Acute care for all ages. MMC is the main medical center within a 100-mile radius.

Publications

Co-authored text book chapter on End of Life Care in Taylor's Manual of Family

Medicine, Third Edition, 2008, and Fourth Edition, 2014.

Co-Authored text book chapter in Current Practice Guidelines in Primary Care, 2019 and again in 2020.

Employment

1994. Educator at The Foundation for the Junior Blind in Los Angeles, which included working with blind pre-school aged children to adults with developmental and physical disabilities

1994-1995 Bi-Lingual Teacher, K through 12th grade, Ventura Unified

2000- 2003 Resident Physician at Natividad Medical Center

On Staff at Clinica de Salud (CSVS)/Circle Drive, Salinas, CA

Chief Resident 2002-2003

2003-2004 Fellow in Geriatric Medicine, UCSF

2004-2008 Clinical Educator in Family and Geriatric Medicine, UCSF Family Medicine Residency Program, Natividad Medical Center, Salinas.

VA- Palo Alto Healthcare System, Monterey Geriatrics Clinic.

2008-present Core Faculty in Family, Geriatric, Palliative Medicine, UCLA Family Medicine Residency Program, Ventura County Medical Center, VCMC. Hospice and Palliative Care-Livingston Memorial, VCMC Palliative Medicine Consultation Service.

2009-present Emergency Department Physician and Hospitalist at Modoc Medical Center, Alturas, California.

Languages Spoken

Fluent in Spanish

Volunteerism

Health Fair Ventura County Residents, Wellness presentations for older adults, Backpack medicine for the homeless, Medical education for under-resourced students

interested in healthcare professions, Palliative medicine topics for nursing staff, Housing resources for recently displaced families.

Global Health Medicine, Clinica Humanitaria, Coxen Hole, Honduras

Board Paper: Personnel, Pension and Investment Committee

Agenda Item:	**Consider Recommendation for Board Approval of (i) Findings Supporting Recruitment of Yea Ping Lin, MD, (ii) Contract Terms for Dr. Lin's Recruitment Agreement, and (iii) Contract Terms for Dr. Lin's Hospitalist Medicine Professional Services Agreement**
Executive Sponsor:	Tim Albert, MD, MHCM, Chief Clinical Officer Rakesh Singh, MD, Vice President Medical Affairs Molly Heacox, Director Clinic Services
Date:	November 9, 2026

Executive Summary

The Salinas Valley Health (SVH) **hospitalist medicine services** program 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.

The recommended physician, **Yea Ping Lin, MD,** received his Doctor of Medicine and Masters of Public Health degrees from Tulane University School of Medicine in New Orleans. In 2022, Dr. Lin served as Chief Family Medicine Resident at Desert Regional Medical Center in Palm Springs. Currently, Dr. Lin is a member of the core faculty at Desert Regional and also provides hospitalist and outpatient primary care. He holds an active California medical license and is certified by the American Board of Family Medicine. Dr. Lin plans to relocate to the community with his family and join SVH Clinics in January 2027.

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 – Hospitalist Medicine. 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 as a contracted physician.
   - Schedule. Physician will provide services under the PSA on as a 1.0 Full Time Equivalent (FTE).
     - Schedule expectation for 1.0 FTE of 15 twelve-hour shifts per month and no less than 180 twelve-hour shifts per year.
   - Compensation:
     - Physician shall earn $185.00 per hour for services during the hours of 7am-7pm; $200.00 per hour during the hours of 7pm-7am
     - Physicians who work in excess of 180 twelve-hour shifts per year, will be paid an additional $70.00 per hour for each excess shift.
     - Physicians who provide emergency remote surge coverage shall earn an $810.00 stipend per shift for processing admits remotely during peak census times.
   - Annual Incentive Plan. Physician will be eligible to participate in an Annual Performance Incentive Bonus Plan with 1000 hours worked during the annual measurement period.

- Benefits. Physician will be eligible for standard SVH Clinics physician benefits:
  - Access to SVH Health Plan for physician and qualified dependents. Physician premiums are projected based on fifteen percent (15%) of SVH cost.
  - Access to SVH 403(b) and 457 retirement plans. Five percent base contribution to 403b plan that vests after three years. This contribution is capped at the limits set by Federal law.
  - CME annual stipend in the amount of two thousand four hundred dollars ($2,400) paid directly to you and reported as 1099 income.
- Professional Liability Insurance. Professional liability shall be provided through BETA Healthcare Group as of the effective date of the PSA.

2. **Recruitment Agreement** that provides a recruitment incentive of $60,000 which is structured as forgivable loan over two years of service with SVH.

Meeting our Mission, Vision, Goals

Strategic Plan Alignment:

The recruitment of Dr. Lin 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. Lin to Salinas Valley Health Clinics has been identified as a need for recruitment while also providing additional resources and inpatient coverage at the SVH Medical Center.

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 Yea Ping Lin, MD,**
   - That the recruitment of a hospitalist 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 an appropriately qualified physician to practice in the communities served by the District;
2. **The Contract Terms of the Recruitment Agreement for Dr. Lin; and**
3. **The Contract Terms of the Hospitalist Professional Services Agreement for Dr. Lin.**

Attachments

Curriculum Vitae for Yea Ping Lin, MD

YEA PING LIN, MD, PhD, MPH, MS

Board Certification: Family Medicine Specialty (ABFM)

LICENSURE AND CERTIFICATION

Medical licensure: California & Texas
Board certification: Family Medicine, American Board of Family Medicine
Other certifications: DEA registration; BLS; ACLS
Quality credential: Lean Six Sigma Yellow Belt

CLINICAL EXPERIENCE

Hospitalist
Primary Care Physician, outpatient
Core Faculty
Desert Regional Medical Center, Palm Springs, CA; Hi-Desert Medical Center, Joshua Tree, CA; Mission Community Hospital, Panorama City, CA; Desert Physicians Medical Group *2022 – Present*

- Comprehensive inpatient care for adult patients in a teaching hospital environment
- Manage admissions, daily rounds, and discharge planning with multidisciplinary teams in a high-volume inpatient service
- Supervise and teach resident physicians, nurse practitioners, pharmacy residents, and medical students; deliver structured didactic sessions and bedside teaching
- Lead quality improvement projects
- Provide inpatient care at skilled nursing and transitional care facilities and participate in street medicine outreach
- Public health education through local television interviews

Assistant Clinical Professor
Touro University California - College of Osteopathic Medicine, Vallejo, CA; Western University of Health Sciences - College of Osteopathic Medicine of the Pacific (COMP), Pomona, CA; Rocky Vista University College of Osteopathic Medicine, Parker, CO
2024 – Present

- Teaching hospitalist for medical students during inpatient rotations; provide bedside teaching and clinical evaluation
- Provide clinical instruction and mentorship to osteopathic medical students during inpatient rotations
- Deliver lectures and case-based teaching in hospital medicine and primary care topics

Associate Program Director and Core Faculty
Mission Community Hospital Family Medicine Residency Program, Panorama City, CA
2025 – 2026

- Support program leadership by coordinating resident schedules, didactic programming, and clinical rotations
- Collaborate with hospital administration to align educational objectives with institutional priorities
- Mentor residents in inpatient medicine, handoffs, and professional development; participate in program evaluation and accreditation readiness activities

Associate Program Director and Core Faculty
Desert Regional Medical Center Transitional Year Residency Program, Palm Springs, CA *2024 – 2025*
- Oversee curriculum elements, resident evaluation, and program operations
- Serve on Clinical Competency and Program Evaluation committees; mentor residents in clinical reasoning and systems-based practice

Family Medicine Resident Physician and Chief Resident
Desert Regional Medical Center Family Medicine Residency Program, Palm Springs, CA *2020 – 2022*
- Led inpatient teams and coordinated multidisciplinary care; managed resident schedules and served as liaison with hospital administration
- Supervised junior residents and led board review conferences
- Co-authored a clinical reference chapter on interstitial nephritis

Internal Medicine Resident Physician
Louisiana State University Health, University Hospital and Clinics, Lafayette, LA *2017 – 2019*
- Managed inpatient and outpatient services; participated in hospital utilization and quality committees
- Presented and published clinical research in specialty forums

EDUCATION

Doctor of Medicine and Master of Public Health Tulane University School of Medicine and Tulane University School of Public Health and Tropical Medicine, New Orleans, Louisiana *2017*

Doctor of Philosophy, Immunology and Macrophage Biology - Host–Microbe Interaction Baylor College of Medicine, Houston, Texas *2007*

Master of Science, Traditional Chinese Cardioprotective Herb Medicines Northeastern University, Boston, Massachusetts *2000*

Bachelor of Science, Cellular and Molecular Biology; Minor in Biomechanics University of California, Davis, California *1994*

RESEARCH AND INDUSTRY EXPERIENCE

Scientist and Project Manager
Samsung Techwin Biotechnology, Beltsville, MD *2008 – 2012*
- Led development of molecular diagnostic assays for clinical and blood-screening markets
- Coordinated engineering, regulatory, and commercial teams across the United States, Germany, China, and South Korea
- Wrote standard operating procedures and quality systems; ensured compliance with United States Food and Drug Administration and international regulatory standards
- United States patent holder at the USPTO for a hepatitis C virus diagnostic kit

Postdoctoral Associate
Baylor College of Medicine and Texas Children's Hospital, Houston, TX *2007 – 2008*
- Developed and validated immunologic and molecular assays to study probiotic effects on human immunity
- Investigated host cell signaling pathways and supervised trainees

Consultant
International Atomic Energy Agency, Vienna, Austria *2001 – 2003*

- Designed molecular diagnostic protocols and authored standard operating procedure manuals for infectious disease testing
- Led international workshops and provided technical support to laboratories in Thailand, Vietnam, and Mongolia

Research Affiliate

Massachusetts Institute of Technology, Cambridge, MA *2001 – 2002*

- Developed molecular diagnostic assays for hepatitis B virus, hepatitis C virus, and *Mycobacterium tuberculosis*
- Collaborated with multidisciplinary teams to translate assays toward clinical use

Doctor of Philosophy Graduate Research

Baylor College of Medicine and Texas Children's Hospital, Houston, TX *2000 – 2007*

- Dissertation: *Probiotic Lactobacillus reuteri Suppress Inflammation By Regulating The AP-1 Signaling Pathway*
- Studied bacterial-host interactions at the cell signaling level in a clinical research project with the goal of possibly exploiting these interaction to treat inflammatory diseases like Inflammatory Bowel Disease
- Cloned and characterized the HCMV IL-10 gene to study sequence polymorphisms, correlation to disease, and utility as a diagnostic marker for human cytomegalovirus
- Established standardized immunologic bioassays and evaluated nucleic acid amplification methods for clinical diagnostics
- Supervised and trained several graduate students, molecular genetic pathology fellows, and laboratory technicians

Master of Science Research Graduate Research

Northeastern University, Boston, MA *1997 – 2000*

- Characterized components of traditional Chinese herbal preparations and developed an ex-vivo cardiac model to test cardioprotective pharmacologic effects

Assistant Scientist

Large Scale Biology Corporation, formerly Biosource Technologies, Vacaville, CA *1994 – 1997*

- Continued development of proprietary plant-based protein production technology and monitored protein production efficiency using molecular techniques including polymerase chain reaction and immunoblots.
- Bioprocessing and scale-up development producing commercial-grade melanin for the cosmetic industry.
- Contributed to quality control and laboratory process optimization

Research Internship

Cedars-Sinai Medical Center, Los Angeles, CA *1993*

- Investigated enteral nutrition effects on intestinal motility using an animal model; contributed to abstracts and a manuscript

SELECT PUBLICATIONS AND PRESENTATIONS

- *Probiotic Lactobacillus reuteri Suppresses Pro-Inflammatory Cytokines via c-Jun.* Inflammatory Bowel Diseases, 2008
- *Protocol to Clear Cervical Spine Injuries in Pediatric Trauma Patients.* Radiology Management, 2015
- Second place poster presentation, Family Medicine Experience (FMX) National Conference, 2023: "An Atypical Presentation of Chest Pain"

- Additional peer-reviewed articles and numerous abstract publications at multiple national and international conference presentations in immunology, microbiology, and clinical medicine

HONORS AND PROFESSIONAL ACTIVITIES & AFFILIATIONS

- Second Place Poster Award, Family Medicine Experience National Conference (2023)
- Fellows-In-Training Travel Scholarship, American Academy of Allergy, Asthma, and Immunology
- Student travel grant award for the 2005 American Society for Microbiology – Conference on Beneficial Microbes
- Phi Kappa Phi Honor Society
- Peer reviewer for *Agro Food Industry Hi-Tech* journal
- Hospital Utilization Committee
- Co-founder, student medical clinics at New Orleans Mission
- Member: American Academy of Family Physicians; American Medical Association; American Society for Clinical Pathology

CLINICAL STRENGTHS AND CORE COMPETENCIES

- Full-spectrum inpatient medicine and acute care management
- Outpatient primary care and chronic disease management
- Multidisciplinary team leadership and care coordination
- Skilled nursing facility and transitional care management
- Resident and student education; curriculum development and learner assessment
- Quality improvement, clinical operations, and electronic health record workflow design
- Clinical research methods and diagnostic assay development

REFERENCES

Available on request

Morgan Stanley

PRIVATE WEALTH MANAGEMENT

Salinas Valley Health

Q3 2026

ZFIM at Morgan Stanley Private Wealth Management

zfim@morganstanley.com
(310) 788-2130
1999 Avenue of the Stars, Suite 2400
Los Angeles, CA 90067

Drew Zager
Managing Director
Private Wealth Advisor

Joseph McCullough
Managing Director, WM
Private Wealth Advisor

Morgan Stanley

PRIVATE WEALTH MANAGEMENT

I. Consolidated - Board Designated and General Review

II. Cash Reserve Review

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

IV. Fixed Income Market Review

Portfolio Review

Portfolio Summary

- Extended portfolios and rotated funds from Cash account into the General Account to lock in yields earlier in the year.
- Portfolio durations peaked in March 2026 has since been allowed to drift shorter.
- Since the outset of the conflict in Iran expectations have changed from oil prices having a transitory effect on inflation to concerns that the conflict lingering could bleed through to a broader inflationary impact.
- We would like to see progress on a resolution before resuming portfolio duration repositioning.
- We have maintained a very defensive sector positioning as spreads have been historically tight, due to still strong corporate earnings, despite the geopolitical risks.

Deployment

- Cash Reserve account transitioned $21 million in April 2026
- The Board Designated and General Portfolios aggregate positioning has remained relatively steady since Q2 2026
  - Duration drifted down to 2.98 from 3.22 in Q2 2026
  - YTW at market increased to 5.08% from 4.30% in Q2 2026

Fed Fund Futures

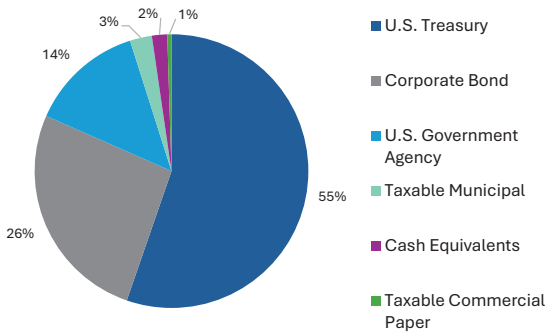
- The Fed is projected to hike rates in 2027.
  - Energy came in as a large contributor to inflation and may seep into core inflation given a prolonged conflict.

Salinas Board & General vs Benchmark

As of September 30, 2026

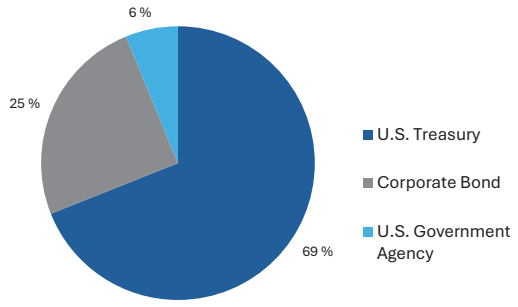
Account Summary

SVMHS



Duration: 2.98
Credit: AA-

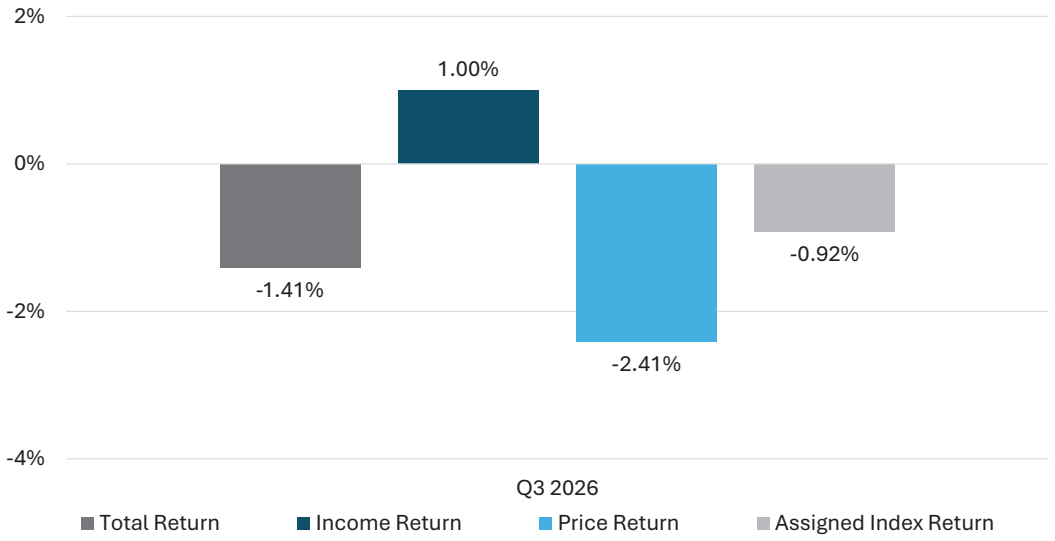
Bloomberg 1-5 Yr Gov/Credit



Duration: 2.61
Credit: AA-

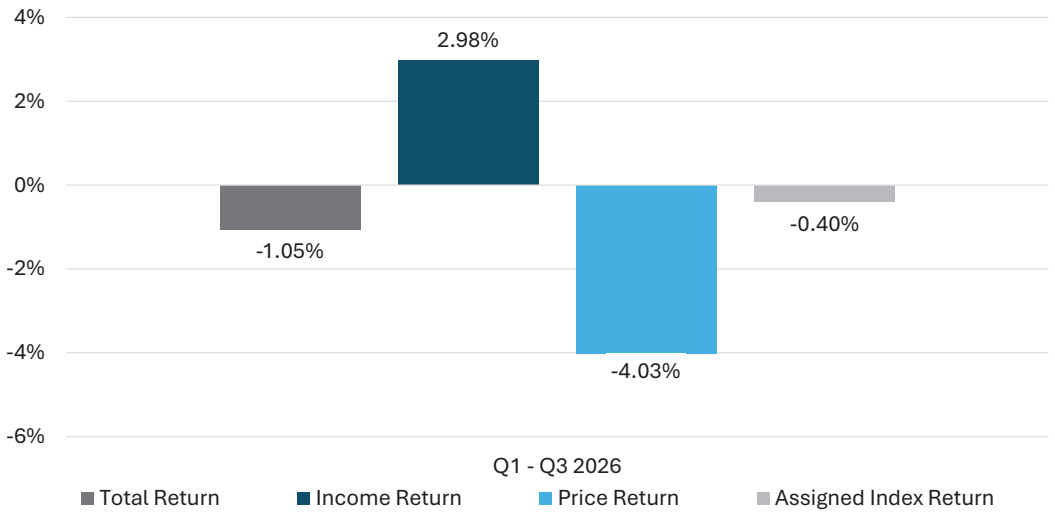
*Returns are Net of Fees
Benchmark: Bloomberg 1-5 Yr Gov/Credit
Source: Clearwater Analytics LLC

Section I
Consolidated Board Designated and General Q3 Performance
07/01/26 – 9/30/26



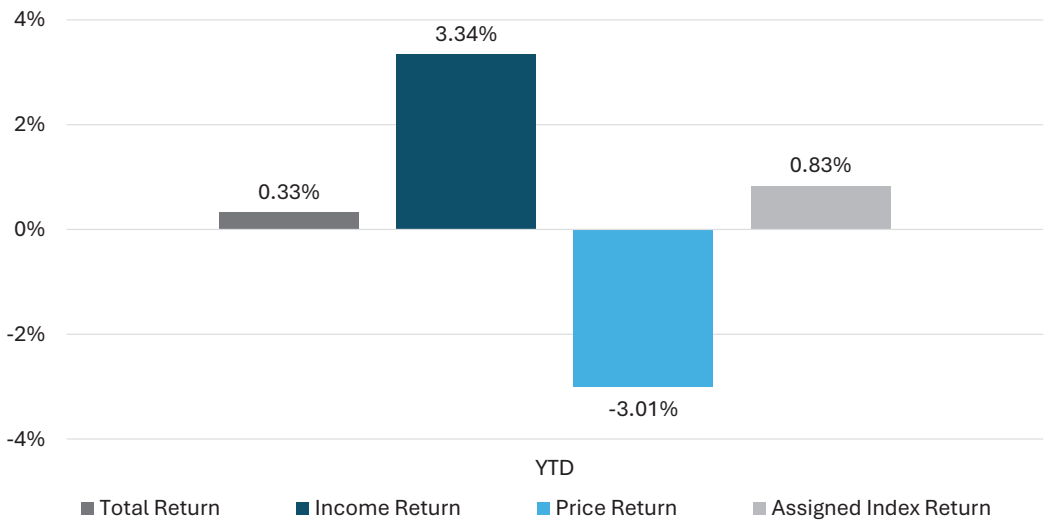
*Returns are Net of Fees
Benchmark: Bloomberg 1-5 Yr Gov/Credit
Source: Clearwater Analytics LLC

Section I
Consolidated Board Designated and General Q1- Q3 2026 Performance
01/01/26 – 9/30/26



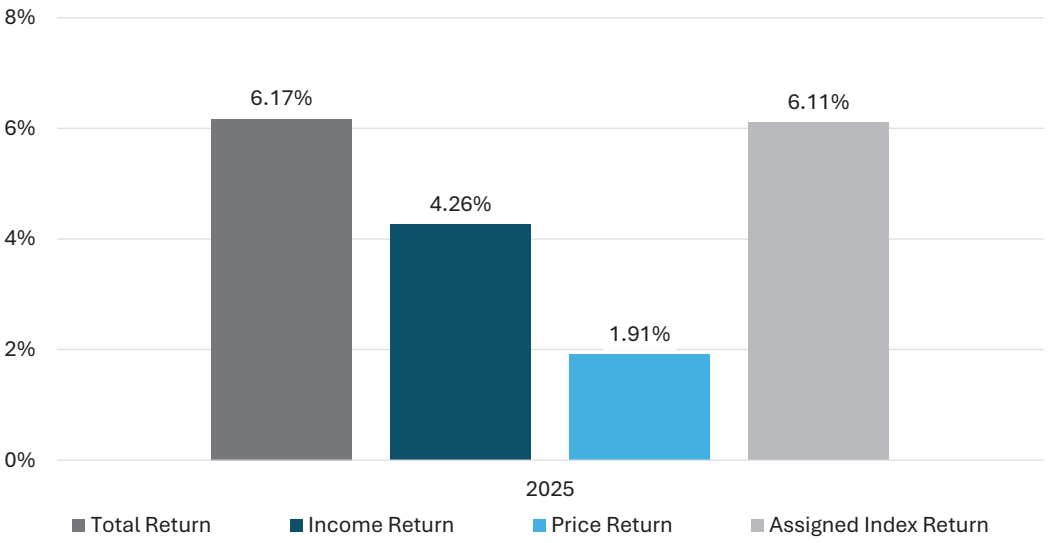
*Returns are Net of Fees
Benchmark: Bloomberg 1-5 Yr Gov/Credit
Source: Clearwater Analytics LLC

Section I
Consolidated Board Designated and General YTD Performance
01/01/26 – 11/02/26



*Returns are Net of Fees
Benchmark: Bloomberg 1-5 Yr Gov/Credit
Source: Clearwater Analytics LLC

Section I
Consolidated Board Designated and General 2025 Performance
01/01/25 – 12/31/25



*Returns are Net of Fees
Benchmark: Bloomberg 1-5 Yr Gov/Credit
Source: Clearwater Analytics LLC

Section I
Portfolio Summary

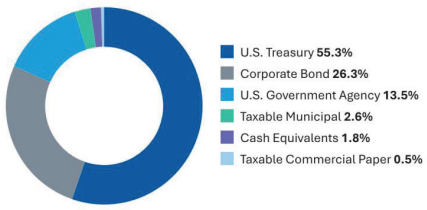
Characteristics

Total Market Value	$439,267,768
Book Value	$452,279,122
Modified Duration	2.98
Years to Effective Maturity	3.26
Years to Final Maturity	3.26
YTW at Cost	3.98%
TEY at Cost	3.98%
YTW at Mkt	5.08%
TEY at Mkt	5.08%
Yield Income	$17,984,356
Coupon Rate	3.81%
# of Positions	66
Inception Date	8/10/16

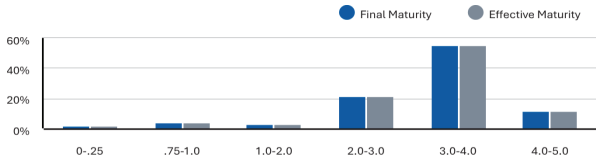
Structure and Taxability

Tax Exempt	0.00%
Callable	34.19%
Putable	0.00%
Zero Coupon	0.50%
Floater	0.00%
Taxable	100.00%
AMT	0.00%

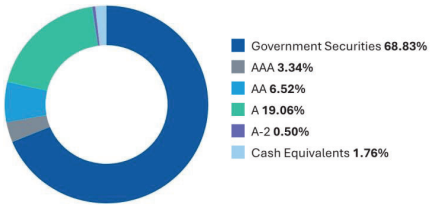
Allocation



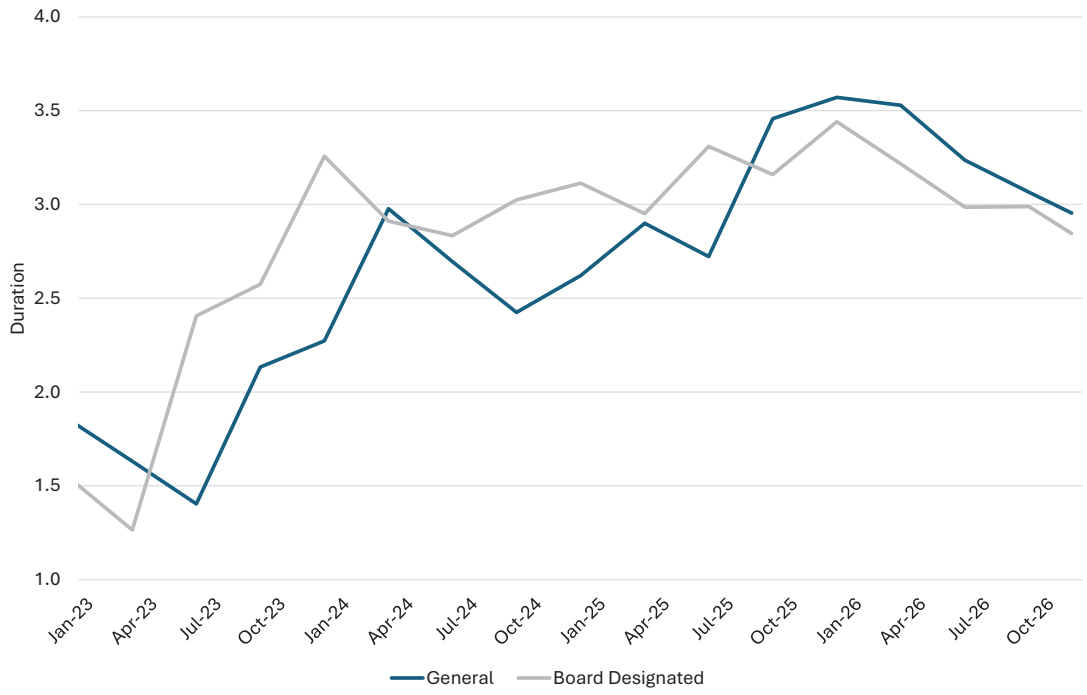
Final Maturity (3.26 yrs) and Effective Maturity (3.26 yrs)



Credit Ratings

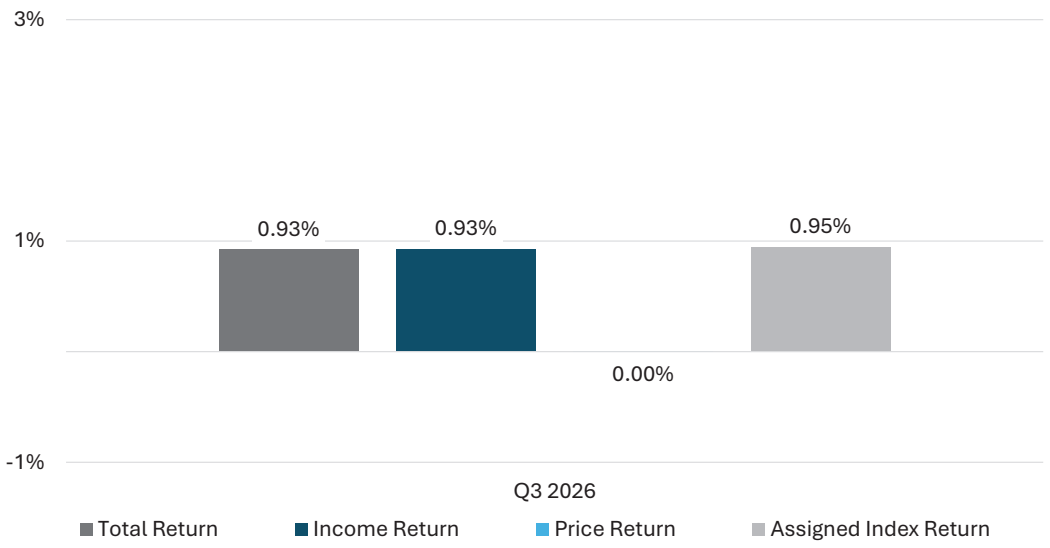


Salinas General & Board Designated Accounts Duration
1/1/22 – 11/02/26



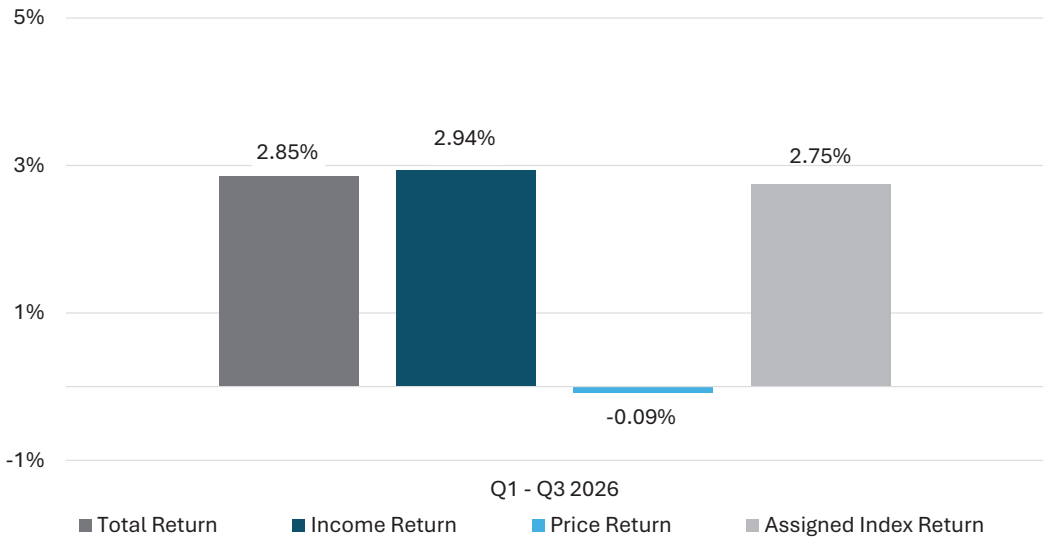
*Weighted by: Base Market Value + Accrued
Source: Clearwater Analytics, As of 11/02/2026

Section II
Cash Reserve Q3 2026 Performance
07/01/26 – 09/30/26



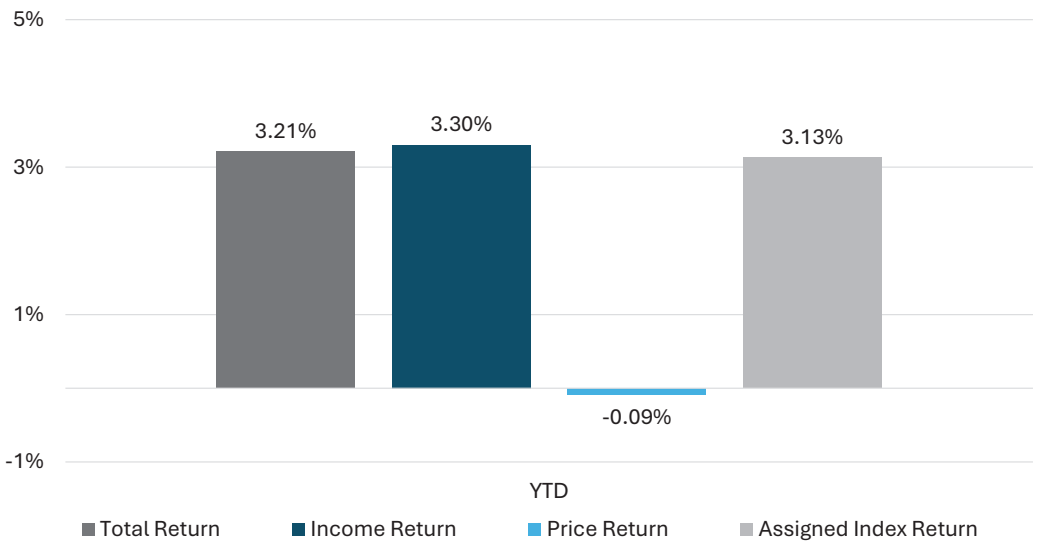
*Returns are Net of Fees
Benchmark: Bloomberg U.S. Treasury 1-3 Months
Source: Clearwater Analytics LLC

Section II
Cash Reserve Q1 – Q3 2026 Performance
01/01/26 – 09/30/26



*Returns are Net of Fees
Benchmark: Bloomberg U.S. Treasury 1-3 Months
Source: Clearwater Analytics LLC

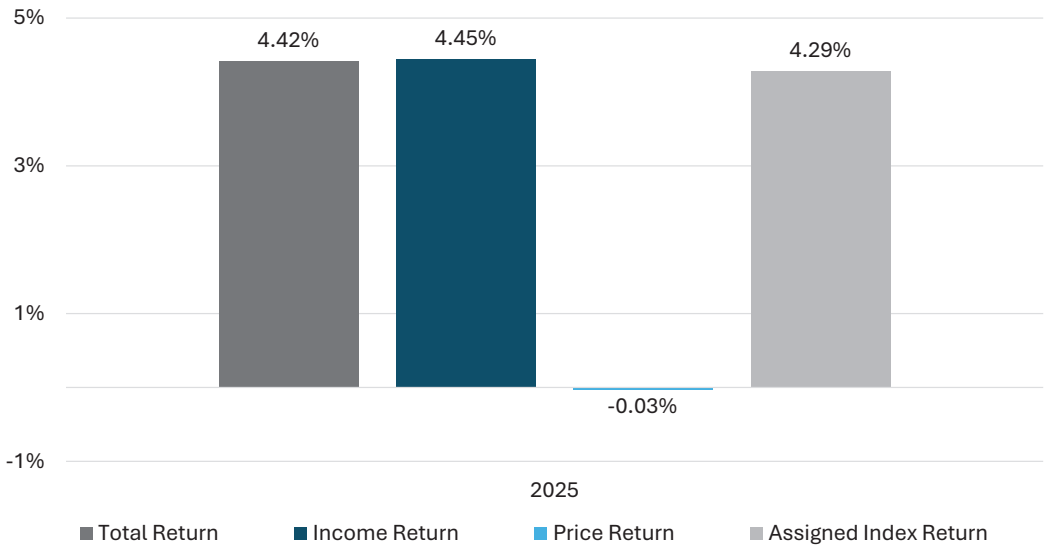
Section II
Cash Reserve YTD Performance
01/01/26 – 11/02/26



*Returns are Net of Fees
Benchmark: Bloomberg U.S. Treasury 1-3 Months
Source: Clearwater Analytics LLC

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Section II
Cash Reserve 2025 Performance
01/01/25 – 12/31/25



*Returns are Net of Fees
Benchmark: Bloomberg U.S. Treasury 1-3 Months
Source: Clearwater Analytics LLC

Salinas Valley Memorial Healthcare - Cash Reserve September 30, 2026

Section II
Portfolio Summary

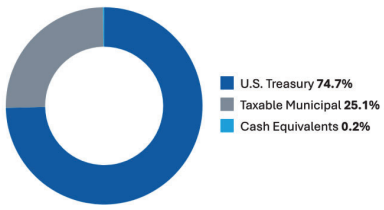
Characteristics

Total Market Value	$15,313,905
Book Value	$15,268,883
Modified Duration	0.03
Years to Effective Maturity	0.03
Years to Final Maturity	0.03
YTW at Cost	3.45%
TEY at Cost	3.45%
YTW at Mkt	3.19%
TEY at Mkt	3.19%
Yield Income	$527,992
Coupon Rate	0.60%
# of Positions	6
Inception Date	2/16/18

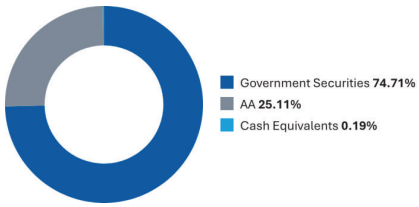
Structure and Taxability

Tax Exempt	0.00%
Callable	0.00%
Putable	0.00%
Zero Coupon	74.71%
Floater	0.00%
Taxable	100.00%
AMT	0.00%

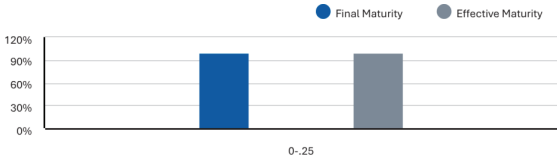
Allocation



Credit Ratings



Final Maturity (0.03 yrs) and Effective Maturity (0.03 yrs)



Salinas Valley Memorial Healthcare - Cash, Board & General September 30, 2026

Section III
Portfolio Summary

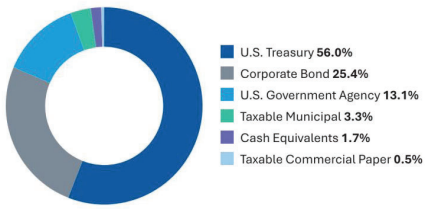
Characteristics

Total Market Value	$454,581,674
Book Value	$467,548,005
Modified Duration	2.88
Years to Effective Maturity	3.15
Years to Final Maturity	3.15
YTW at Cost	3.96%
TEY at Cost	3.96%
YTW at Mkt	5.02%
TEY at Mkt	5.02%
Yield Income	$18,512,349
Coupon Rate	3.70%
# of Positions	72
Inception Date	8/10/16

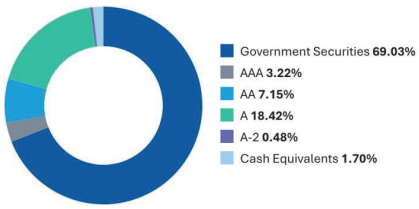
Structure and Taxability

Tax Exempt	0.00%
Callable	33.03%
Putable	0.00%
Zero Coupon	3.00%
Floater	0.00%
Taxable	100.00%
AMT	0.00%

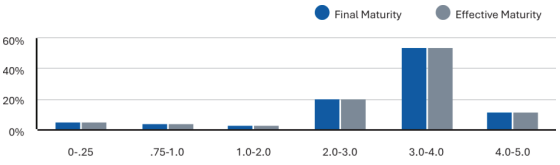
Allocation



Credit Ratings

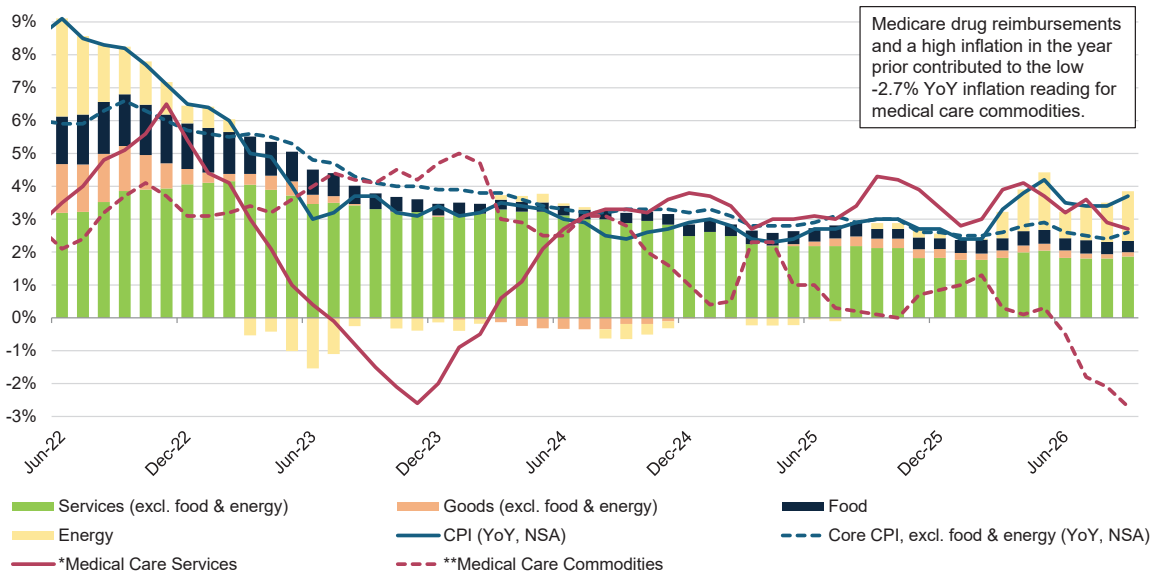


Final Maturity (3.1 yrs) and Effective Maturity (3.1 yrs)



Consumer Price Index – Components (with Medical Care & Equipment)

January 1, 2022 – September 30, 2026

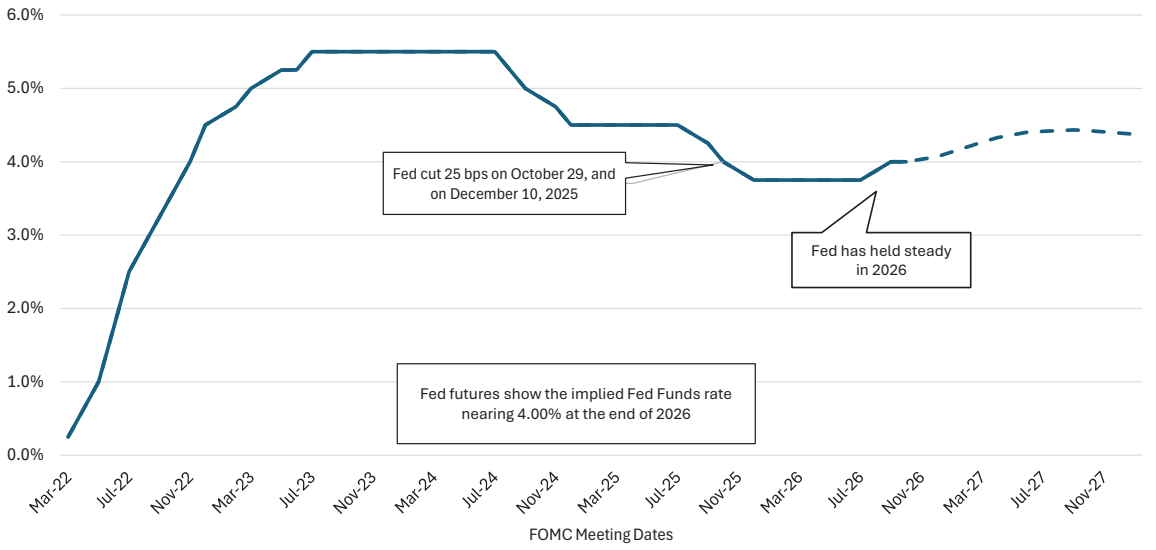


September YoY CPI came in at 3.7%. The latest reading reflected higher energy and rising core prices. The lack of progress in the Middle East, higher oil prices, and renewed threats of tariffs on key trading partners has kept inflation elevated. Some progress is being made in the core measure of inflation though sustained higher energy costs are starting to filter into other areas of the economy and affecting core inflation.

*Medical Care Services include: Professional Services (physicians, dental, eye care etc.), Hospital & Related Services (inpatient/outpatient care, nursing homes, elderly homes), care of invalids, Health Insurance.
**Medical Care Commodities encompasses the following: Medicinal Drugs (prescription/non-prescription drugs), Medical Equipment & Supplies
Source: U.S. Bureau of Labor Statistics, As of 11/02/2026

Fed Funds Futures

As of November 2, 2026



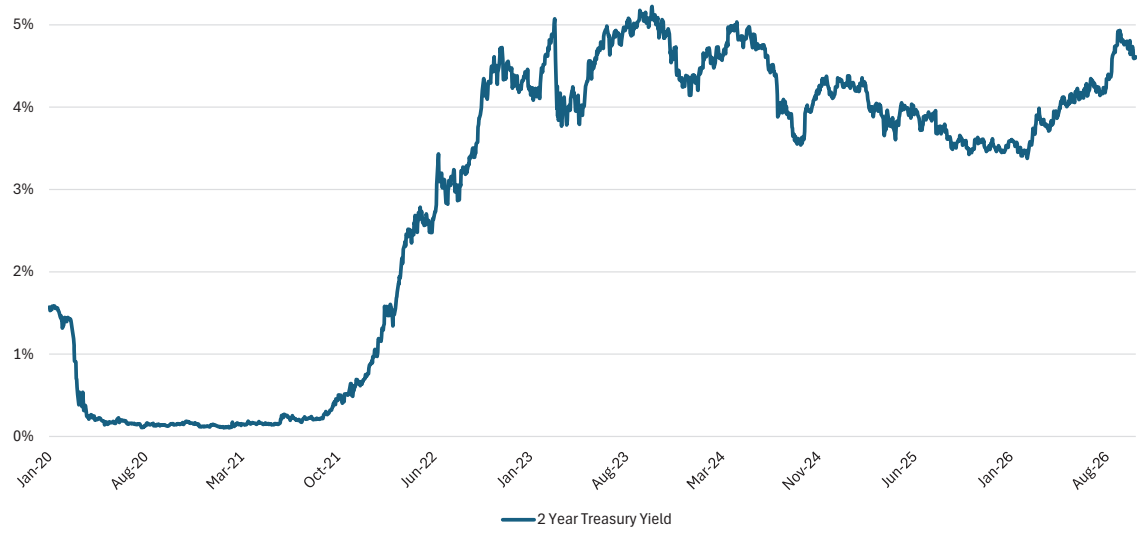
At its September meeting, the Fed hiked the policy rate 25 basis points to an upper and lower bound of 3.75% and 4.00%, respectively. Notably, the vote in favor of hiking was unanimous given persistent inflation that has seen downward progress stall.

In October 2026, rates were held steady with the Fed Futures still pointing to continued hiking currently being priced into 2027.

Source: Bloomberg L.P., As of 11/02/2026, October 27, 2022 – November 28, 2027

2 Year Treasury

January 1, 2020 – November 2, 2026

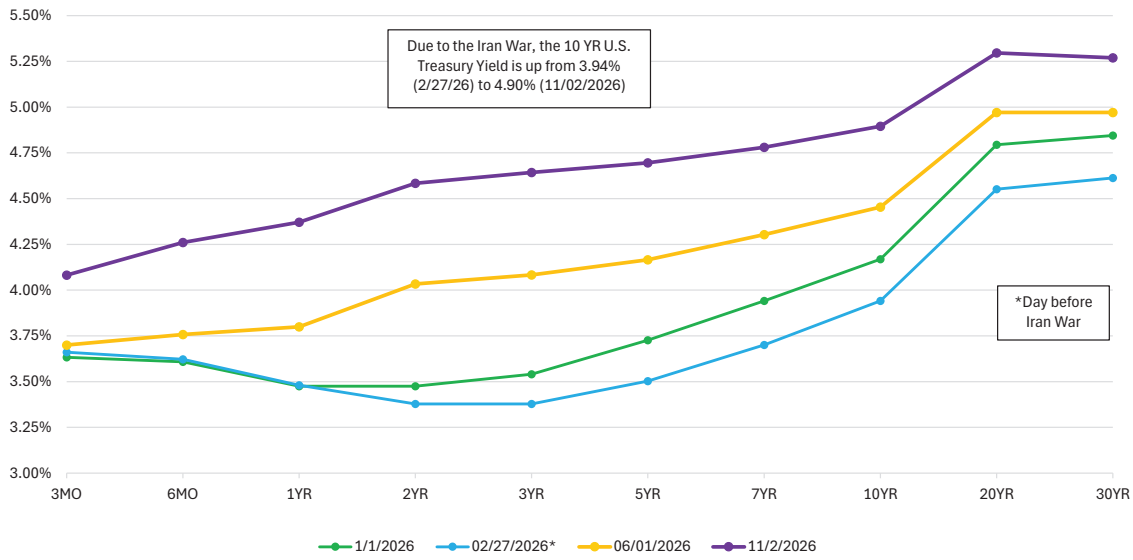


Source: Bloomberg L.P., As of 11/02/2026

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Treasury Curve Shifts

January 1, 2026 – November 02, 2026



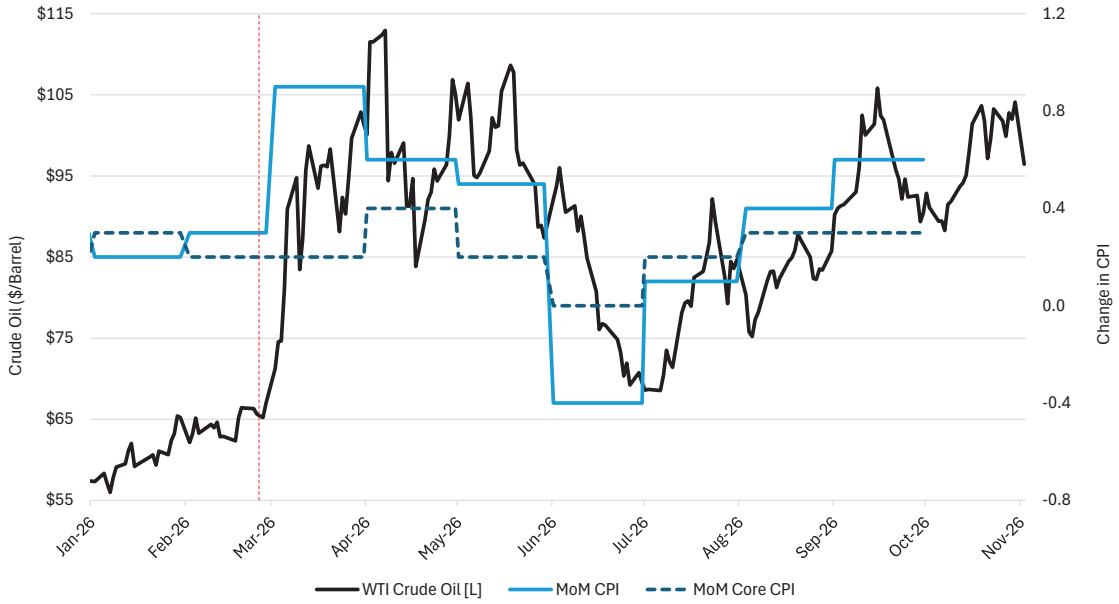
The Treasury curve has shifted upward significantly and flattened since the beginning of the year, with most of the movement occurring after the start of the war with Iran. Changing expectations for Fed rate actions, AI-fueled economic growth, and geopolitical events have resulted in greater concerns with inflation and significant Treasury volatility. Even with the recent Fed Funds Rate hike, the lack of forward guidance from the Fed under Chair Warsh is adding to this volatility as the market prices in different rate hike and economic scenarios.

*US-Israel Iran Conflict started on 02/26/2026

Source: Bloomberg L.P, As of 11/02/2026

Crude Oil vs Month-to-Month CPI and Core CPI

January 1, 2026 – November 2, 2026

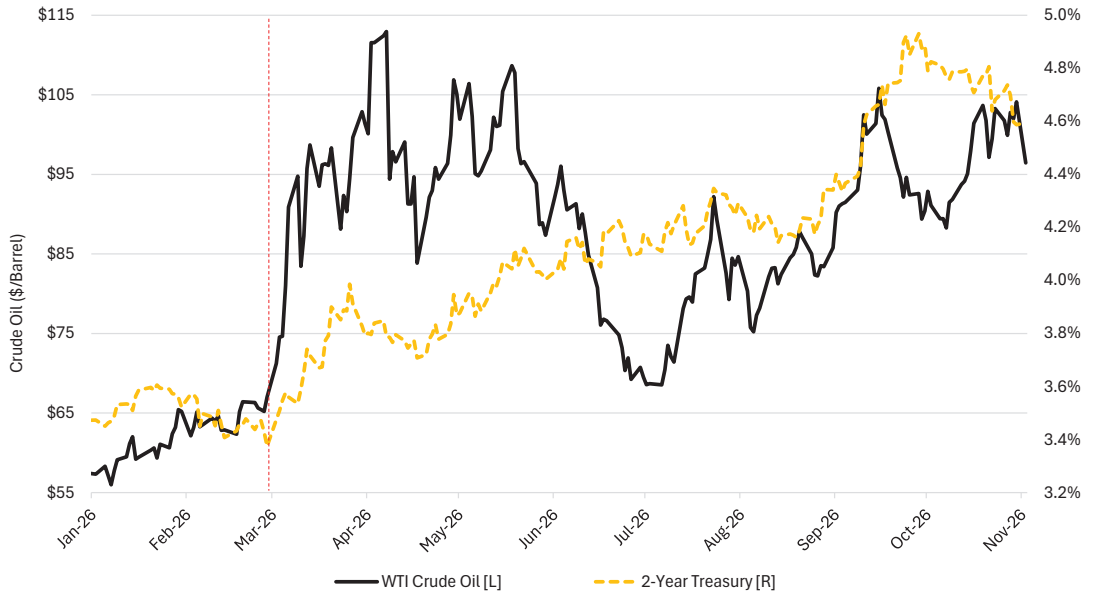


Month-over-month CPI has tracked the change in oil prices since the beginning of the war with Iran. Core inflation was less impacted early on but as higher energy prices have persisted, we are seeing core inflation move higher along with headline inflation. This dynamic is being priced into Fed Futures as higher core inflation would imply price increases that are becoming more entrenched which could require more hikes to tighten financial conditions and slow the economy.

Source: Bloomberg L.P., As of 11/02/2026

Crude Oil vs 2yr Treasury

January 1, 2026 – November 2, 2026

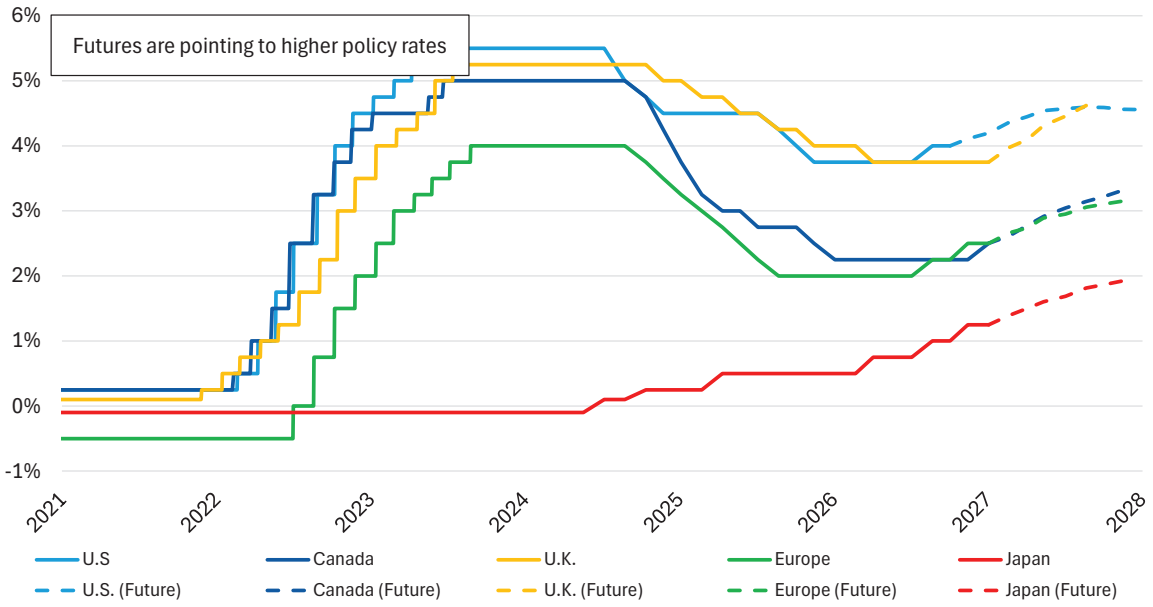


As energy prices and inflation increased following the onset of the war with Iran, two-year Treasury yields pushed higher as well. Markets started pricing in a higher likelihood of Fed hikes early on and recent economic data releases have supported adjustments to probabilities of future hikes. With one Fed hike done and oil keeping within a reasonable band, two-year yields could come down should inflation start to move lower in the months ahead. However, resilient economic activity driven by AI related spending could offset the inflationary concerns and keep yields higher.

Source: Bloomberg L.P., As of 11/02/2026

Global Policy Rates

As of November 02, 2026



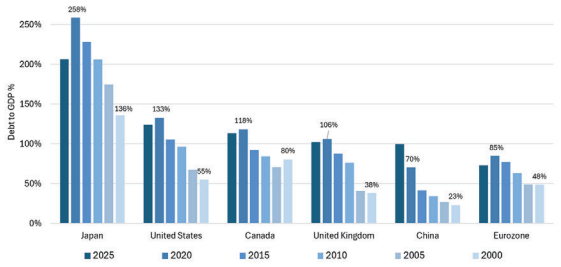
Futures markets are pricing in higher policy rates in 2026 and 2027 for major economies as inflation becomes a growing and widespread concern. Each central bank will have to weigh the benefit of hiking rates to control inflation with the negative effects on economic conditions that could come from higher rates. We expect futures to reprice with data surprises and anticipate volatility for the remainder of the year given major shifting geopolitical and economic dynamics around the world.

Source: Bloomberg LP, As of 11/02/2026

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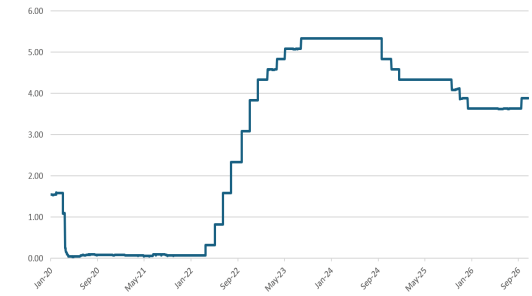
Monetary Policy

Global Debt to GDP



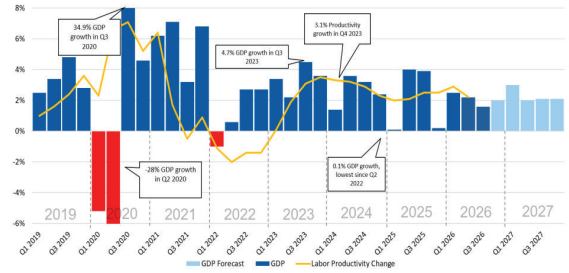
Source: International Monetary Fund, As of 11/02/2026

Overnight Fed Funds Rate



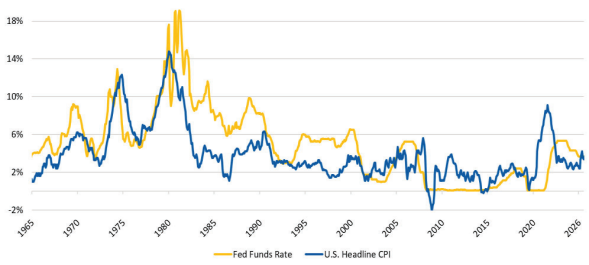
Source: Bloomberg L.P., As of 11/02/2026

U.S. GDP Quarterly Growth



Source: Bloomberg L.P., As of 11/02/2026

Fed Funds Rate vs. U.S. Headline CPI

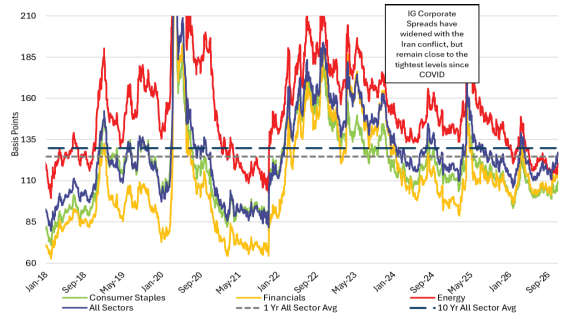


Source: Bloomberg L.P., As of 11/02/2026

Source: Bloomberg LP, As of 11/02/2026

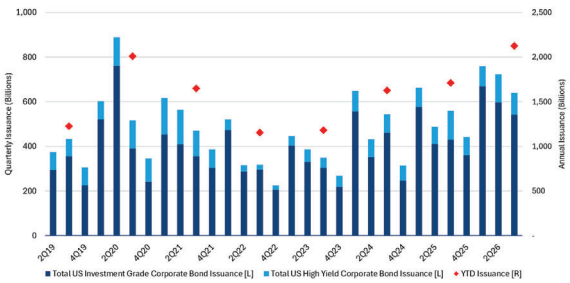
Corporates

U.S. Investment Grade Option Adjusted Spreads



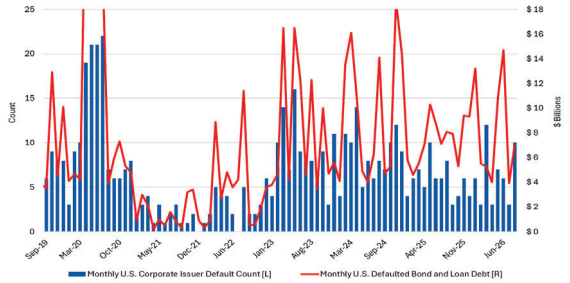
Source: Bloomberg L.P., As of 11/02/2026

Corporate Issuance



Source: Bloomberg L.P., As of 11/02/2026

Corporate Issuer Defaults

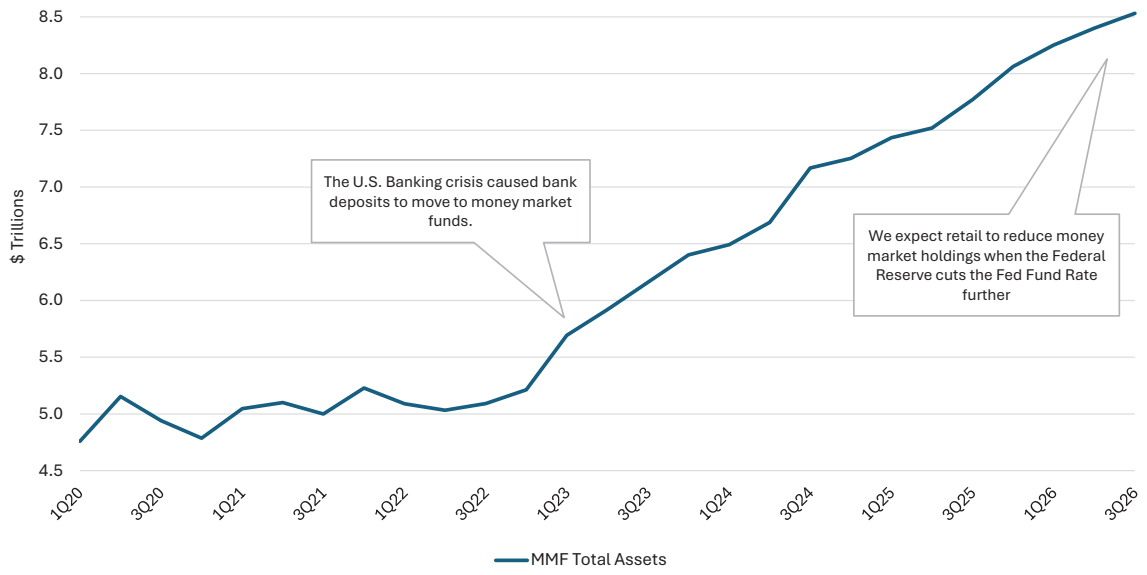


Source: Moody's Ratings, As of 11/02/2026

Source: Bloomberg LP, As of 11/02/2026

Money Market Funds – Total Financial Assets

January 1, 2020 – November 02, 2026



Money Market fund assets have grown substantially over a very short period. There remains substantial capital on the sidelines which, if deployed, could drive performance across various asset classes.

Source: Office of Financial Research, As of 11/02/2026

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Zager Fixed Income Management at Morgan Stanley Private Wealth Management

Zager Fixed Income Management is among the largest fixed income managers within Morgan Stanley with $48.1 billion in assets under management as of 9-30-2026.

Our team strives to help clients pursue competitive yields. We work closely with institutions, government entities, endowments & foundations, ultra-high-net-worth individuals, and partnering advisors to implement strategies that strive to be fully tailored to meet individual risk profiles, investment preferences or constraints, and income requirements.

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

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