

**BOARD OF DIRECTORS**

Anne Stokman, RN, President
Timothy Benefield, Vice-President
Becky Campo, Secretary
Luis Avila, Treasurer
(Vacant), Zone 4-Director

PO Box 187, Patterson, CA 95363
 Phone (209) 892-8781 Fax (209) 892-3755

BOARD OF DIRECTORS MEETING

Monday, July 29, 2024 @ 6:00 pm

Del Puerto Health Center, 1700 Keystone Pacific Parkway, Ste B, North Conference Room

PUBLIC COMMENT PERIOD: Matters under the jurisdiction of the Board and not on the posted agenda may be addressed by the general public at the beginning of the regular agenda. If you wish to speak on an item on the agenda, you are welcome to do so during consideration of the agenda item itself. If you wish to speak on a matter that does not appear on the agenda, you may do so during the Public Comment period; however, California law prohibits the Board from acting on any matter which is not on the posted agenda unless it is determined to be an emergency by the Board of Directors. Persons speaking during the Public Comment will be limited to five minutes. Depending on the number of persons wishing to speak, speaking time may be reduced to allow all public members to address the Board. Public comments must be addressed to the board through the President. Comments to individuals or staff are not permitted.

CONSENT CALENDAR: These matters include routine financial and administrative actions and are identified with an asterisk (*). All items on the consent calendar will be voted on as a single action at the beginning of the meeting under the section titled "Consent Calendar" without discussion. If you wish to discuss an item on the Consent Calendar, please notify the Clerk of the Board prior to the beginning of the meeting or you may speak about the item during Public Comment Period.

REGULAR CALENDAR: These items will be individually discussed and include all items not on the consent calendar, all public hearings, and correspondence.

CLOSED SESSION: Is the portion of the meeting conducted in private without the attendance of the public or press to discuss certain confidential matters specifically permitted by the Brown Act. The public will be provided an opportunity to comment on any matter to be considered in closed session prior to the Board adjourning into closed session.

ANY MEMBER OF THE AUDIENCE DESIRING TO ADDRESS THE BOARD ON A MATTER ON THE AGENDA: Please raise your hand or step to the podium at the time the Board President announces the item. In order that interested parties have an opportunity to speak, any person addressing the Board will be limited to a maximum of 5 minutes unless the President of the Board grants a longer period.

BOARD AGENDAS AND MINUTES: Board agendas and minutes are typically posted on the Internet on Friday afternoons preceding a Monday meeting at the following website: <https://dphealth.specialdistrict.org/board-meetings>.

Materials related to an item on this Agenda submitted to the Board after distribution of the agenda packet are available for public inspection in the District office at 875 E Street, Patterson, CA during normal business hours. Such documents are also available online, subject to staff's ability to post the documents before the meeting, at the following website <https://dphealth.specialdistrict.org/board-meetings>.

NOTICE REGARDING NON-ENGLISH SPEAKERS: Board of Director meetings are conducted in English and translation to other languages is not provided. Please arrange for an interpreter, if necessary.

REASONABLE ACCOMMODATIONS: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Clerk of the Board at (209) 892-8781. Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to this meeting.

Cell phones must be silenced or set in a mode to not disturb District business during the meeting.

DEL PUERTO HEALTH CARE DISTRICT
Board of Directors Meeting
Monday, July 29, 2024 @ 6:00 pm

Del Puerto Health Center, 1700 Keystone Pacific Parkway, Ste B, North Conference Room

1. **Call to Order**
2. **Pledge of Allegiance**
3. **Board of Directors Roll Call**
4. **Reading the Vision, Mission, and Value Statements**
*Vision: "A locally cultivated, healthier community."
Mission: "To provide, promote, and partner in quality healthcare for all."
Values: "Compassion – Commitment – Excellence"*
5. **Public Comment Period** *[Members of the public may address the Board on any issues on the Consent Calendar and items not listed on the agenda that are within the purview of the District. Comments on the agenda are made when the Board considers each item. Each speaker is allowed a maximum of five minutes. Board members may not comment or act on items not on the agenda.]*
6. **Declarations of Conflict** *[Board members disclose any conflicts of interest with agenda items]*
7. **Approval of Agenda** **Action**
*[*Directors may request moving any consent calendar item to the regular calendar or change the order of the agenda items.]*
8. **Consent Calendar*** *[Routine committee reports, minutes, and non-controversial items]* **Action**
A. *Approve Board Meeting Minutes – June 24, 2024
9. **Regular Calendar**
A. *Any Consent Calendar items moved to the Regular Calendar **Action**
B. Approval of New Middle Management Payscale **Action**
C. Approval of Executive Secretary Job Description **Action**
D. Update on Annual CEO Evaluation Information Only
10. **Written Reports** *(Directors may raise any questions they have)* **Discussion**
A. Administration – Ms. Freese
B. Ambulance – Mr. Willette
C. Health Center – Ms. Benitez
D. Human Resources – Mr. Trefault
E. Legislative Watch List – Ms. Freese
F. Community Health Needs Assessment – Director Stokman/Ms. Freese
11. **Strategic Planning – CEO's Annual Report**
12. **Closed Session** *[Board of Directors may recess to closed session to discuss certain matters as legally permitted. Any action taken shall be reported in open session.]*
A. Health & Safety Code 321069(c)(2) District Health Care Trade Secret (i.e., necessary to initiate a new district service or program or add a district health care facility and, if prematurely disclosed, create a substantial probability of depriving the district of a substantial economic benefit).
B. Gov't Code section 54957.6 Conference with Labor Negotiator
Employee Org: USW TEMSA Local 12911
Negotiators: David Ritchie, JD, Karin Freese
Paul Willette

DEL PUERTO HEALTH CARE DISTRICT

Board of Directors Meeting

Monday, July 29, 2024 @ 6:00 pm

Del Puerto Health Center, 1700 Keystone Pacific Parkway, Ste B, North Conference Room

- 13. **Reconvene to Open Session – Report of Closed Session**
- 14. **Continuation of Regular Calendar**
 - A. Approve MOU with USW/TESMA 12-911 - July 1, 2024 to June 30, 2028 **Action**
- 15. **Director Correspondence, Comments, Future Agenda Items** Information Only
- 16. **Upcoming Regular Board and Standing Committee Meeting Dates Information**

Finance – Wed, Aug 21 @ 6:30 PM	Board – Mon, Aug 26 @ 6:00 PM
Finance – Wed, Sep 25 @ 6:30 PM	Board – Mon, Sep 30 @ 6:00 PM
Finance – Wed, Oct 23 @ 6:30 PM	Board – Mon, Oct 28 @ 6:00 PM
- 17. **Adjourn**



BOARD OF DIRECTORS BOARD OF DIRECTORS

Anne Stokman, RN, President
 Timothy Benefield, Vice-President
 Becky Campo, Secretary
 Luis Avila, Treasurer

PO Box 187, Patterson, CA 95363
 Phone (209) 892-8781 Fax (209) 892-3755

BOARD OF DIRECTORS MEETING MINUTES
Monday, June 24, 2024 @ 6:00 pm

1. **Call to order at 6:02 pm** by President, Anne Stokman

2. **Pledge of Allegiance**

3. **Roll Call**

Directors Present: President, Anne Stokman
 Vice President, Timothy Benefield
 Treasurer, Luis Avila
 Secretary, Becky Campo

Staff Present: CEO, Karin Freese
 Ambulance Director, Paul Willette
 HC Manager, Suzie Benitez
 HR Manager, Robert Trefault
 Clerk of the Board/Financial Accounting Manager, Maria Reyes-Palad
 Clinical Ed and QI Manager, Jim Whitworth

District Legal Council: Dave Ritchie, Cole Huber, LLP

We have a quorum.

4. **Reading of the District's Vision, Mission, and Value Statements:**

Vision: "A locally cultivated, healthier community."
Mission: "To provide, promote, and partner in quality healthcare for all."
Values: "Compassion – Commitment – Excellence"

5. **Public Comment Period**

None

6. **Declarations of Conflict** [Board members disclose any conflicts of interest with agenda items]

None.

7. **Approval of Agenda:**

Director Stokman requested to pull Item E *Approve Bond Counsel, Underwriter, and Document Preparation from Consent Calendar for further discussion.

M/S/C: To approve the agenda with Item E for further discussion.

Directors Campo/Avila

Ayes: Directors Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed

8. **Consent Calendar*** [Routine committee reports, minutes, and non-controversial items]

- A. * Approve Board Meeting Minutes – June 03, 2024
- B. *Approve Finance Committee Minutes – April 29, 2024
- C. *Approve Financial Report for the month ending April 30, 2024
- D. *Approve Financial Report for the month ending May 31, 2024
- E. *Approve Bond Counsel, Underwriter, and Document Preparation
- F. *Approve Updated Extended Sick Leave Policy

M/S/C. Approve the Consent Calendar with Item E moved to Regular Calendar for further discussion.

Directors Benefield/Avila

Ayes: Directors: Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed

9. Regular Calendar* *[Members of the public may address the Board as the Board considers each item. Each speaker is allowed a maximum of five minutes.]*

- A. **Consent Calendar Item E** * Approve Bond Counsel, Underwriter, and Document Preparation

Ms. Freese and Mr. Ritchie explained the background what the bond is for and the process in connection with the building project. She enumerated the process starting with identifying the need, feasibility study, identifying municipal advisor as well as bond counsel and underwriter. Item E is an authorization given to CEO with legal counsel to apply for Cal Mortgage Insurance and prepare bond issuance documents. Item E also designated Briant Quint as bond counsel and Piper Sandler & Co. as underwriter.

M/S/C. To approve Bond Counsel, Underwriter and Document Preparation.

Director Benefield/Avila

Ayes: Directors: Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed - Roll Call Vote

- B. **Approval of Chasis Order & Deposit for 2025 Victoryliner Type III Ambulance**

Ms. Freese stated that ordering chassis is necessary for the district to be on target with the ambulance replacement plan. The district has to submit a letter of intent to purchase a 2025 chassis in order for Ford Motor Company to reserve a 2025 or 2026 ambulance.

Downpayment of \$85K is required on August 2025 to make chassis order.

M/S/C. To approve Chasis Order & Deposit for 2025 Victoryliner Type III Ambulance.

Director Benefield/Avila

Ayes: Directors: Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed – Roll Call Vote

- C. **Approval of a Contract with TPMG for Dr. Bains as EMS Medical Director**

Ms. Freese presented the contract with The Permanente Medical Group (TPMG),

securing services of Gurvijay Bains, MD as PDA's EMS Medical Director with a contract amount of \$18K per year for two (2) years at eight (8) hours per month billed monthly.

M/S/C. To approve Contract with TPMG for Dr. Bains as EMS Medical Director

Directors Avila/Campo

Ayes: Directors: Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed – Roll Call Vote

D. Approval of Proposal from APLogic for Data File

Ms. Freese presented APLogic proposal for transitioning the district to a Microsoft Teams-based directory. The file system, structure and importance are explained which will improve the file organization and accessibility. Fiscal impact is the total consulting cost of \$19,772.

M/S/C. To approve Proposal from APLogic for Data File
Directors Campo/Avila

Ayes: Directors: Stokman, Benefield, Avila, Campo

Nays: None

Abstain: None

Motion: Passed

E. Review and Approval of the FY 2024-25 Operating Budget

The finance committee recommended the FY2024-25 Overall Budget to Board for approval with overall Net Income of \$1.782K.

Ms. Freese explained the financial highlights of the budget for each department.

Administration salaries increased due to plan of hiring a full-time executive secretary for clerical functions to assist CEO and HR. Professional fees variance is for Community Health Assessment and APLogic cost.

PDA's operating budget is projected with a 5% step increase without COLA adjustment since union negotiation is still ongoing. Huge increase on depreciation due to purchase of new ambulance and new truck. Plus administrative share of cost of 47%.

Health Center's operating cost is due to 3.6% COLA adjustment, hiring of a new X-ray technician and hiring additional MAs and supplies to assist and utilized by the new provider. Plus administrative share of cost of 47%.

\$100,000 to be spent to achieve strategic goals is not included in the budget, which will change the overall operating net result to \$1,682K.

Urgent care hours and numbers are not reflected in the budget since it is only changing staff's working hours.

M/S/C. To review and approve FY 2024-25 Operating Budget.

Directors Benefield/Campo

Ayes: Directors: Stokman, Benefield, Avila, Campo

Nays: None
Abstain: None
Motion: Passed – Roll Call Vote

10. Review of Written Reports

- A. Administration – Ms. Freese
 Proposition 1 on Behavioral Health was discussed.

Strategic Planning survey resulted to only 7 respondents out of 25 participants. It is to be tabled for next meeting.

Happy or Not reporting was also discussed.

- B. Ambulance – Mr. Willette
 C. Health Center – Ms. Benitez
 D. Human Resources – Mr. Trefault
 E. Legislative Watch List – Ms. Freese

11. Strategic Planning

- A. Review 9 Days-9 Weeks-9 Months Survey Results – tabled to next meeting.

Adjourned to Closed Session @ 7:33 pm

12. Closed Session *[Board of Directors may recess to closed session to discuss certain matters as legally permitted. Any action taken shall be reported in open session.]*

- A. Gov't Code § 54957.6
 Conference with Labor Negotiator
 Employee Organization: USW TEMSA
 Local 12911
 Negotiators: David Ritchie, JD
 Karin Freese & Paul Willette

13. Reconvene to Open Session @ 7:52 pm - Report of Closed Session

14. Director Correspondence, Comments, Future Agenda Items - None

15. Upcoming Regular Board and Standing Committee Meeting Dates Information

- | | |
|-----------------------------------|----------------------------------|
| Finance – Wed, July 24 @ 6:30 | Board – Mon, July 29 @ 6:00 PM |
| Finance – Thurs, August 22 @ 6:30 | Board – Mon, August 26 @ 6:00 PM |
| Finance – Wed, Sept 25 @ 6:30 | Board – Mon, Sep 30 @ 6:00 PM |

16. Adjourn @ 7:53 pm

Respectfully Submitted:

 Becky Campo, Board Secretary

 Date Signed

BOARD OF DIRECTORS OF DEL PUERTO HEALTH CARE DISTRICT

Board Meeting – July 29, 2024

9B. Middle Management Salary Range

Department: Human Resources
Consent Calendar: Yes

CEO Concurrence: Yes
4/5 Vote Required: No

SUBJECT: Development of Middle Management Salary Range

STAFF REPORT: The proposed salary range would encompass the three positions within DPHCD that assist in the management of day-to-day operations. These positions are Staff Accountant, Assistant Health Center Manager, and the new Executive Secretary. Having a range for middle management will allow DPHCD to better attract, recruit, and retain selectees according to their experience and qualifications.

- The range is an average of the three positions average market data.
- Each position in the range will be evaluated based on their qualifications and properly placed at competitive salaries.
- Two of the three positions currently have high performing incumbents

DISTRICT PRIORITY: Provide benefits that attract and retain employees

FISCAL IMPACT: Budgeted salary range

STAFFING IMPACT: None

CONTACT PERSON: Robert Trefault

ATTACHMENT(S): Middle Management Market Survey

RECOMMENDED BOARD ACTION:

ROLL CALL REQUIRED: YES / NO

RECOMMENDED MOTION: *I move the Board of Directors to adopt the Middle Management Salary Range effective July 1, 2024.*

Motion Made By	Motion	Second
Director Avila		
Director Benefield		
Director Campo		
Director Stokman		
[vacant]		

Roll Call Vote	Aye	No	Abstain	Absent
Director Avila				
Director Benefield				
Director Campo				
Director Stokman				
[vacant]				

2024 DPHCD MID-MANAGEMENT MARKET ADJUSTMENT SURVEY RECOMMENDATIONS

Recommended Mid-Manager Salary Range Based of Market

\$71,570.15 \$82,891.47 \$94,212.79

Incumbant Experience

Positions included	Direct Experience	Indirect Experience	Management Experience	Current Salary
Staff Accountant	28 yrs	14	14 years	\$69,493
Exec Sec	?	?	?	\$0
Asst HC Manager	16 Years		10 years	\$56,202

Range Based of Market Ranges

	Current Range			2022 Data with 23/24 COLA			Current Salary	Percentage Difference		
	Low	Mid	High	Low	Mid	High				
	Accountant	\$64,034	\$75,099	\$86,164	\$70,834	\$81,220	\$91,606	\$69,493	10.62%	8.15%
Exec Sec	\$0	\$0	\$0	\$71,012	\$80,359	\$89,706	\$0		New Position	
Asst HC Manager	\$45,760	\$52,000	\$58,240	\$72,864	\$87,095	\$101,326	\$56,202		New Position	
Average	\$54,897	\$63,550	\$72,202	\$71,570	\$82,891	\$94,213				

2024 DPHCD STAFF ACCOUNTANT MARKET ADJUSTMENT SALARY SURVEY

Incumbent	Direct Experience	Indirect Experience	Leadership Experience
Danae Skinner	28	14	14

	Previous Salary Increase					
	2023	2022	2021	2020	2019	2018
DPHCD Salary	\$64,313.60	\$61,256.00	\$54,204.80	\$49,275.20	\$47,840.00	\$47,840.00
Percentage Change	4.99%	13.01%	10.00%	3.00%	0.00%	

Year	Employer Type	Employer Name	County	Livable Wage Hourly Salary	Cost of Living Difference	Department / Subdivision	Position	Min Position Salary	Regular Salary	Max Position Salary	Min Position Salary w/Geo	Regular Salary w/GEO	Max Position Salary w/GEO	Employer Retirement Contribution	Employer Benefits Contribution	Total Employer Health & Retirement Contribution	Applicable Defined Pension
2022	Special District	Oak Valley Hospital District	Stanislaus	\$23.10	0.0%	General Accounting	Senior Accountant I	\$77,212	\$86,823	\$112,034	\$77,212	\$86,823	\$112,034	\$14,550	\$8,064	\$22,614	NA
2022	Special District	Sierra View Local Health Care District	Tulare	\$21.88	5.3%	General Accounting	Accountant, Staff	\$62,296	\$74,554	\$87,214	\$65,586	\$78,491	\$91,820	\$7,522	\$69,928	\$77,450	NA
2022	Special District	Pioneers Memorial Hospital District	Imperial	\$20.82	9.9%	Finance	Senior Accountant I	\$84,090	\$65,549	\$116,500	\$92,390	\$72,019	\$127,999	\$2,294	\$7,737	\$10,031	0
2022	Special District	Southern Mono Health Care District	Mono	\$23.68	-2.5%	Financial Management	Staff Accountant	\$61,776	\$55,610	\$87,984	\$60,225	\$54,214	\$85,775	\$2,722	\$17,738	\$20,460	NA
Average CY22								\$64,110	\$72,195	\$89,513	\$60,148	\$66,370	\$83,848				

	Low	Actual	High
2022 Public Salaries Average w/GEO + 23/24 COLA	\$64,659	\$71,347	\$90,137
2024 Private Sector Salaries	\$77,009	\$85,043	\$93,076
Average Salary Range	\$70,834	\$78,195	\$91,606

2024 Salary Recommendations			
Based of Average Market Range			
	AVG Low	Mid-Range	Avg High
Market Range	\$70,834	\$81,220	\$91,606
Current Range	\$64,034	\$75,099	\$86,164
Current Salary		\$69,493	

Excluded	Year	Employer Type	Employer Name	County	Livable Wage Hourly Salary	Cost of Living Difference	Position	Min Position Salary	Min Position Salary w/Geo	Regular Salary	Regular Salary w/GEO	Max Position Salary	Max Position Salary w/GEO	Employer Retirement Contribution	Employer Benefits Contribution	Total Employer Health & Retirement Contribution	Applicable Defined Pension
HIGH	2022	Special District	Kern County Hospital Authority	Kern	\$21.44	7.2%	Accountant III	\$144,384	\$154,760	\$193,826	\$207,755	\$205,638	\$220,415	\$5,969	\$14,613	\$20,582	NA
Low	2022	Special District	Soledad Community Health Care District	Monterey	\$32.94	-42.6%	Accountant II (Payroll)	\$61,828	\$35,491	\$62,495	\$72,739	\$83,650	\$48,017	\$0	\$4,227	\$4,227	NA
DPCHD	2024	Special District	Del Puerto Health Care District	Stanislaus	23.1	0.0%	Staff Accountant	\$0		\$69,493	\$69,493	\$0	\$0	\$4,336	\$10,533	\$14,869	

2024 DPHCD ASSISTANT HEALTH CARE MANAGER MANAGER MARKET ADJUSTMENT SALARY SURVEY

	Direct	Indirect	Leadership
Incumbent	Experience	Experience	Experience
Jennifer Gurski	16		10

Data for an Assistant Health Center Manager does not exist as the job itself is named differently at most installations or "other duty" such positions. To get a baseline for salary setting, 70% of the HC Managers recommended salary ranges.

Year	Employer Type	Employer Name	County	Livable Wage Hourly Salary	Cost of Living Difference	Department / Subdivision	Position	Min Position Salary	Regular Salary	Max Position Salary	Min Position Salary w/Geo	Regular Salary w/GEO	Max Position Salary w/GEO	Employer Retirement Contribution	Employer Benefits Contribution	Total Employer Health & Retirement Contribution	Applicable Defined Pension
2022	Special District				100.0%				\$0.00		\$0.00	\$0.00				\$0.00	
2022	Special District				100.0%				\$0.00		\$0.00	\$0.00				\$0.00	

Average CY22

	Low	Actual	High
2022 Public Salaries Average w/GEO	\$0	\$0	\$0
2024 Private Sector Salaries			
Average Salary Range	\$0	\$0	\$0

2024 Salary Recommendations			
Based of Average Salary Range			
	AVG Low	Mid-Range	Avg High
Market Range	\$ 72,864	\$ 87,095	\$ 101,326
Current Range	\$ 45,760	\$ 52,000	\$ 58,240
Current Salary		\$ 56,202	

Excluded	Year	Employer Type	Employer Name	County	Livable Wage Hourly Salary	Cost of Living Difference	Position	Min Position Salary	Min Position Salary w/Geo	Regular Salary	Regular Salary w/GEO	Max Position Salary	Max Position Salary w/GEO	Employer Retirement Contribution	Employer Benefits Contribution	Total Employer Health & Retirement Contribution	Applicable Defined Pension
HIGH	2022	Special District				100.0%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	NA
Low		Special District				100.0%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	NA
DPCHD	2022	Special District	Del Puerto Health Care District	Stanislaus	23.1	0.0%		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00			\$0.00	

2024 DPHCD EXECUTIVE SECRETARY MARKET ADJUSTMENT SALARY SURVEY

DPCHD Executive Secretary is a mix of Executive Secretary/Assistant and HR Generalist due to the nature of the position. Data was averaged between private and public center like organizations.

Year	Employer Type	Employer Name	County	Livable Wage Hourly Salary	Cost of Living Difference	Department / Subdivision	Position	Min Position Salary	Regular Salary	Max Position Salary	Min Position Salary w/Geo	Regular Salary w/GEO	Max Position Salary w/GEO	Employer Retirement Contribution	Employer Benefits Contribution	Total Employer Health & Retirement Contribution	Applicable Defined Pension
2022	Special District				100.0%											\$0.00	
2022	Special District				100.0%											\$0.00	
2022	Special District				100.0%											\$0.00	
2022	Special District				100.0%											\$0.00	

Average CY22

	Low	Actual	High
2022 Public Salaries Average w/GEO + 23/24 COLA	\$67,045.64	\$77,689.73	\$88,333.84
2024 Private Sector Salaries	\$74,978.95	\$83,029.00	\$91,079.00
Average Salary Range	\$71,012.30	\$80,359.37	\$89,706.42

2024 Salary Range Recommendations			
Based of Average Salary Range			
	AVG Low	Mid-Range	Avg High
Market Range	\$71,012.30	\$80,359.36	\$89,706.42
Current Range	\$0.00	\$0.00	\$0.00
Current Salary	\$0.00	\$0.00	\$0.00

Excluded	Year	Employer Type	Employer Name	County	Livable Wage Hourly Salary	Cost of Living Difference	Position	Min Position Salary	Min Position Salary w/Geo	Regular Salary	Regular Salary w/GEO	Max Position Salary	Max Position Salary w/GEO	Employer Retirement Contribution	Employer Benefits Contribution	Total Employer Health & Retirement Contribution	Applicable Defined Pension
HIGH	2022	Special District				100.0%		\$0.00		\$0.00		\$0.00				\$0.00	NA
Low		Special District				100.0%		\$0.00		\$0.00		\$0.00				\$0.00	NA

DPCHD	2022	Special District	Del Puerto Health Care District	Stanislaus	23.1	0.0%		\$0.00		\$0.00		\$0.00				\$0.00	
-------	------	------------------	---------------------------------	------------	------	------	--	--------	--	--------	--	--------	--	--	--	--------	--

BOARD OF DIRECTORS OF DEL PUERTO HEALTH CARE DISTRICT

Board Meeting – July 29, 2024

9B1. Executive Secretary Job Description

Page 1 of 1

Department: Human Resources

CEO Concurrence: Yes

Consent Calendar: Yes

4/5 Vote Required: No

SUBJECT: Executive Secretary Job Description

STAFF REPORT: The proposed Job Description is to provide the duties of the position previously approved by the Board. This position will provide high-level administrative support to the District's Chief Executive Officer, Human Resources Manager and occasional support to the Director of Ambulance Operations and Health Center Manager.

- Executive Support
- Clerk of the Board
- Human Resources assistance
- District Office support

DISTRICT PRIORITY: Provide support to attract and retain employees

FISCAL IMPACT: Salary range provide in Item 9B

STAFFING IMPACT: Position previously approved

CONTACT PERSON: Robert Trefault

ATTACHMENT(S): Executive Secretary Job Description

RECOMMENDED BOARD ACTION:

ROLL CALL REQUIRED: YES / NO

RECOMMENDED MOTION: *I move the Board of Directors to adopt the Middle Management Salary Range effective July 1, 2024.*

Motion Made By	Motion	Second
<i>Director Avila</i>		
<i>Director Benefield</i>		
<i>Director Campo</i>		
<i>Director Stokman</i>		
<i>[vacant]</i>		

Roll Call Vote	Aye	No	Abstain	Absent
<i>Director Avila</i>				
<i>Director Benefield</i>				
<i>Director Campo</i>				
<i>Director Stokman</i>				
<i>[vacant]</i>				



Position: **District Executive Secretary**
 Department: **Administration**
 Reports To: **District CEO**
 FLSA Status: **Exempt**
 Compensation: **\$XX,XXX - \$XX,XXX annually**

Date Last Updated: July 2024 **Written By:** Robert Trefault **Approved By:** Karin Freese

JOB SUMMARY

Provides high-level administrative support to the District's Chief Executive Officer, Human Resources Manager and occasional support to the Director of Ambulance Operations and Health Center Manager. This role involves handling confidential information and assisting with various administrative tasks to ensure the smooth functioning of executive operations across all departments. Provides clerical support to the Human Resources Manager with basic HR functions. Under the guidance of the CEO, provides administrative support for the District Board of Directors, ensuring the proper preparation, distribution, and maintenance of Board documents and coordinating of Board meetings.

ESSENTIAL DUTIES AND RESPONSIBILITIES

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

Executive Support

- Assist the District CEO with administrative, research, and clerical support.
- As part of a three-member team, answer District phones and direct calls to appropriate parties or take messages.
- Perform general secretarial and administrative duties, as directed by the CEO, supporting the administrative functions of all departments within the District.
- Aid the CEO in planning, developing, organizing, implementing, and directing day-to-day functions, programs, and activities and assist in long-term planning and special projects.
- Conduct research, compile data, and prepare papers for consideration and presentation by managers, committees, and the Board of Directors.
- Draft and update administrative policies and procedures.
- Make travel arrangements for executives.

- Other related duties as assigned.

Clerk of the Board

- Assist in preparing and distributing Board and Board Committee agendas and correspondence.
- Attend meetings to take notes, draft, and distribute minutes.
- Act as the official record keeper for the Board of Directors, preparing, indexing, and retaining meeting notifications, agendas, minutes, and related documents.
- Maintain an organized indexing and filing system for Board actions and directives and ensure they are codified and published.
- Stay updated on Brown Act requirements, including notice posting and board meeting regulations.

Human Resources Assistance

- Assist the Human Resources Manager with basic HR functions and clerical support.
- Track expirations of employees' required certifications and licensing.
- Enter and update information in employee databases – BambooHR, Target Solutions, eSchedule.
- Enter bi-weekly payroll data – QuickBooks.
- File employee documents alphabetically, numerically, or by other prescribed methods.
- Post job openings, check references, and conduct employment verification processes.

District Office Support

- File and retrieve corporate documents, records, and reports.
- Read and analyze incoming memos, requests, and reports to determine their significance and plan their distribution.
- Provide clerical support to other departments as assigned.
- Make hospitality arrangements (e.g., coordinating catering) for board, committee, and other meetings.

SUPERVISORY RESPONSIBILITIES: None

QUALIFICATION REQUIREMENTS:

To perform this job successfully, an individual must satisfactorily function in each essential duty. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions.

- Excellent verbal and written communication skills
- Excellent time management skills with a proven ability to meet deadlines.
- Excellent interpersonal and customer service skills.

- Excellent organizational skills.
- Expert-level abilities with Microsoft Office Suite.

Experience

- Minimum three (3) years' experience as an executive-level assistant or secretary
- Must have secretarial experience taking notes at meetings, writing minutes, and creating agendas
- Must have a Human Resources background (e.g., benefits, leaves of absence, new hire orientation, and document control).
- Basic skills in information technology are desirable.

Language, Education, And Licensing

- Spanish-speaking is ideal
- High School Diploma or GED
- Current and continued possession of a valid California Driver's License issued by the California Department of Motor Vehicles is required.

Other Skills And Abilities

- Ability to act with integrity, professionalism, and confidentiality.
- Ability to communicate with co-workers and the public professionally and effectively.
- Ability to handle confidential information.
- Ability to follow HIPAA non-disclosure standards.
- Ability to work with ethnically diverse people in a culturally sensitive manner.
- Ability to suggest improvements with a high degree of diplomacy and tact.
- Ability to pay attention to details.
- Ability to function well in a high-paced environment and to wait patiently.
- Ability to define problems, collect data, establish facts, and draw valid conclusions.
- Ability to interpret an extensive variety of data.
- Ability to meet and interact with the community at various events.
- Ability to adjust or change priorities and handle multiple tasks simultaneously.

PHYSICAL DEMANDS:

The physical demands described here represent those that an employee must meet to perform the essential functions of this job successfully. Reasonable accommodations may be made to enable individuals with disabilities to perform these functions.

While performing the duties of this job, the employee is frequently required to sit, use hands to finger, handle or feel objects, tools, or controls, reach with hands and arms, and talk or hear. The employee is occasionally required to stand, walk, climb, balance, stoop, or crouch.

District Executive Secretary
Position Description
Page 4 of 4

The employee may occasionally lift and/or move up to 50 pounds and push up to 100 pounds on wheels. Specific vision abilities required by this job include close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus. (See the complete "Physical Requirements" attached.)

WORK ENVIRONMENT:

The business office work environment characteristics described here represent those encountered while performing the essential functions of this job.

RISK EXPOSURE CATEGORY 3:

Tasks do not involve any risk of exposure to blood/body fluids.

DISCLAIMER:

This job description indicates the critical features as described under the headings above. They may be subject to change at any time due to reasonable accommodation or other reasons. The incumbent may be asked to perform other duties as assigned.

ADDITIONAL INFORMATION

- All your information will be kept confidential according to EEO guidelines.
- Del Puerto Health Care District is an Equal Opportunity Employer. Minorities, women, veterans, and individuals with disabilities are encouraged to apply.
- Del Puerto Health Care District participates in E-Verify during the hiring process for all new employees.

Del Puerto Health Care District

CEO's Report by Karin Freese

June 2024

Financial Position– June 30, 2024:

• Cash Balance (all funds)	+	\$6,415,443
• Restricted Funds	-	\$3,928,557
• Current Liabilities	-	\$563,349
• Unencumbered Cash	=	\$1,923,537

FY 2023-24 Net Revenue Available to Service Capital Improvement Debt

• FYE 2024 Projected ADM, AMB, HC Operating Loss	-	\$209,349
• FYE 2024 Projected Net Tax Revenue	+	\$1,708,360
• FYE 2024 Projected Net Investment Income	+	\$82,608
• FYE 2024 Projected Net Tax Rev, Invest Inc, Impact Fees	+	\$918,183
• FYE 2024 Available for Capital Improvement Debt	+	\$2,524,102

As of June 30, 2024, the financial position shows a cash balance of \$6,415,443, with \$3,928,557 in restricted funds and \$563,349 in current liabilities, leaving \$1,923,537 in unencumbered cash. For FY 2023-24, the projected operating loss is \$209,349, offset by net tax revenue of \$1,708,360 and net investment income of \$82,608. After accounting for all sources, including impact fees, the projected net amount available for servicing capital improvement debt is \$2,524,102. This strong financial position indicates solid liquidity and sufficient resources to manage capital improvement obligations.

- FYI: Typical healthcare administrative costs as a percentage of expenses
 - **Typical healthcare administrative cost is 15-30% of total expenses.**
 - **The DPHCD Administration budget is 11.3% of total expenses.**
 - source: <https://www.healthaffairs.org/doi/10.1377/hpb20220909.830296/>.

Administration:

- Nexus Study: EPS is refining the study's service population, residential project details, and employee density data, aiming for completion by the end of August.
- Business Loss insurance paid \$95,000 for lost revenue during COVID shutdowns. This is a proportional share of a maximum \$2,000,000 benefit divided among all claimants for the incident. **(see attached)**
- "Behavioral Health Transformation" – formerly referred to as "Proposition 1".
 - The **Behavioral Health Services Act**, replacing the Mental Health Services Act of 2004, prioritizes services for those with significant mental health needs and includes substance use disorder treatment, housing interventions, and workforce expansion. It enhances oversight and accountability while promoting equitable access to care. Part of Proposition 1, the Behavioral Health Bond authorizes \$6.4 billion for behavioral health treatment, supportive housing, and funding for housing veterans with behavioral health needs. Administered by DHCS and the California Department of Housing and Community Development, these funds support existing programs like BHCIP, Project Homekey, and VHHP. Proposition 1 increases the state's capacity to provide behavioral health care and housing, reforms funding allocations, and ensures comprehensive support for vulnerable populations. It emphasizes early intervention, culturally responsive services, and workforce investments, with \$2.4 billion allocated for workforce training over five years and \$20 million annually for an Innovation Partnership Fund.
 - I attended two seminars on the funding rollout, which raised many questions. ACHD continues to monitor the progress and status of funding availability, currently focused on county programs. The California Department of Health Care Services (DHCS) provides updates on funding opportunities through a dedicated webpage: [DHCS Behavioral Health Treatment https://www.dhcs.ca.gov/BHT/Pages/home.aspx](https://www.dhcs.ca.gov/BHT/Pages/home.aspx). Keeping an eye on this resource is crucial for staying informed about the latest developments in funding availability.
- Attached is an example of the **monthly IT security report** received from Data Path.

Community Engagement:

- Social Media Posts **(June 22 to July 26 report attached)**
- CPR Saturdays continue monthly

Del Puerto Health Care District

CEO's Report by Karin Freese
June 2024

- [Health Center Patient Satisfaction](#) survey results are attached

Legislation/Advocacy Activities:

- Tracking several bills ([see Board Agenda Item 10E LegiScan Report](#)).

Strategic Planning:

- The board requested a simpler survey to establish priorities ([Strategic Priorities Surveys 1 & 2 Results attached](#)).
- Results from the first and second surveys were combined to establish a score for each item ([see attached](#))

Upcoming Events:

Event	Location	Notes
Back to School Block Party	PHS Stadium	Sat, August 3, 8:30 am to 11:30 am
National Night Out Block Party	N&S Patterson Parks	Tue, August 6, 5:00 pm to 9:30 pm
CSDA Annual Conf (Sept 9-12)	Indian Wells/Palm Springs	All types of Special Districts are present (Dir Avila, Mr. Trefault, Ms. Reyes-Palad, and Ms. Freese are registered to attend)
CAA Annual Conference (Sep 17-20)	Anaheim	Ambulance industry state-wide meeting
ACHD Annual Conference (Sep 25-27)	Sacramento	Health care districts' state-wide meeting
Special District Leadership Academy (Nov 3-6)	San Rafael	Special District Leadership Academy (Mr. Trefault & Mr. Avila attending)

FINAL MASTER PROOF OF LOSS

TO THE VARIOUS COMPANIES UNDER THEIR RESPECTIVE POLICIES AS INDICATED IN THE ANNEXED SCHEDULE OF INSURANCE AND APPORTIONMENT OF CLAIM WHICH IS MADE A PART HEREOF

At time of loss, by the annexed indicated policies of insurance you insured Del Puerto Health Care District

against loss by All Risk of physical loss or damage to the property described

under Schedule annexed according to the terms and conditions of the said policies and all forms, endorsements, transfer and assignments attached thereto.

1. **Time and Origin:** A COVID-19 Communicable Disease loss occurred about the hour of STATE KIND o'clock M., on the 12th day of March 2020. The cause and origin of the said loss were: Business interruption

2. **Occupancy:** The building described, or containing the property described, was occupied at the time of the loss as follows, and for no other purpose whatever: Healthcare operations – Patterson, California

3. **Title and Interest:** At the time of the loss the interest of your insured in the property described therein was sole and unconditional ownership, and no other person or persons had any interest therein or encumbrance thereon, except: No exceptions

4. **Changes:** Since the said policies were issued there have been no assignments thereof, or change of interest, use, occupancy, possession, location or exposure of the property described, except: No exceptions

5. **Total Insurance:** The total amount of insurance upon the property described by the involved policies was, at the time of the loss, \$ as more particularly specified in the apportionment attached, besides which there was no policy or other contract of insurance, written or oral, valid or invalid.

6. **The Actual Cash Value** of said property at the time of loss was \$ Not Determined

7. **The Whole Loss and Damage** was \$

8. **The Amount Claimed** under this Master Proof of Loss \$ 95,238.10

(Amount Claimed is net applicable deductible.) SEE APPORTIONMENT ATTACHED.

The said loss did not originate by any act, design or procurement on the part of your insured, or this affiant; nothing has been done by or with the privity or consent of your insured or this affiant, to violate the conditions of the policies of insurance or render them void; no articles are mentioned herein or in annexed schedules but such as were destroyed or damaged at the time of said loss, has in any manner been made. Any other information that may be required will be furnished and considered a part of this proof.

The furnishing of this blank or the preparation of this Master Proof of Loss by a representative of the annexed mentioned insurance companies is not a waiver of any of their rights.

FOR YOUR PROTECTION, CALIFORNIA LAW REQUIRES THE FOLLOWING TO APPEAR ON THIS FORM:
Any person who knowingly presents false or fraudulent claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.

State of _____ (Insured Signature)

County of _____ Insured

Subscribed and sworn to (or affirmed) before me on this _____ day of _____ (month), _____ (year) by _____ proved to me on the basis of satisfactory evidence to be

the person(s) who appear before me.

_____ (signature of Notary)

SCHEDULE OF APPORTIONMENT

Policy Period: July 1, 2019/2020

DEL PUERTO HEALTH CARE DISTRICT**PATTERSON, CALIFORNIA****COVID-19 – MARCH 12, 2020**

<u>COMPANY</u>	<u>POLICY NUMBER</u>	<u>PERCENT</u>	<u>SHARE</u>
Lexington	38412453	35.0%	\$33,333.34
Underwriters at Lloyd's	PJ193647	38.0%	\$36,190.48
Aspen	PX006CP19	2.5%	\$ 2,380.95
Underwriters at Lloyd's	PJ1900131	4.0%	\$ 3,809.52
Homeland (Intact)	798000228	3.0%	\$ 2,857.14
Hallmark	73PRX19A17E	7.5%	\$ 7,142.86
Aspen	PRAGET719	6.0%	\$ 5,714.29
Ironshore	003661401	2.0%	\$ 1,904.76
Underwriters at Lloyd's - Syn. 1200 AMA	PJ1900124	<u>2.0%</u>	<u>\$ 1,904.76</u>
TOTAL		<u>100.0%</u>	<u>\$95,238.10</u>

THREAT REPORT

2024-06-01 - 2024-06-30



DEL PUERTO HEALTHCARE DISTRICT



Powered by:



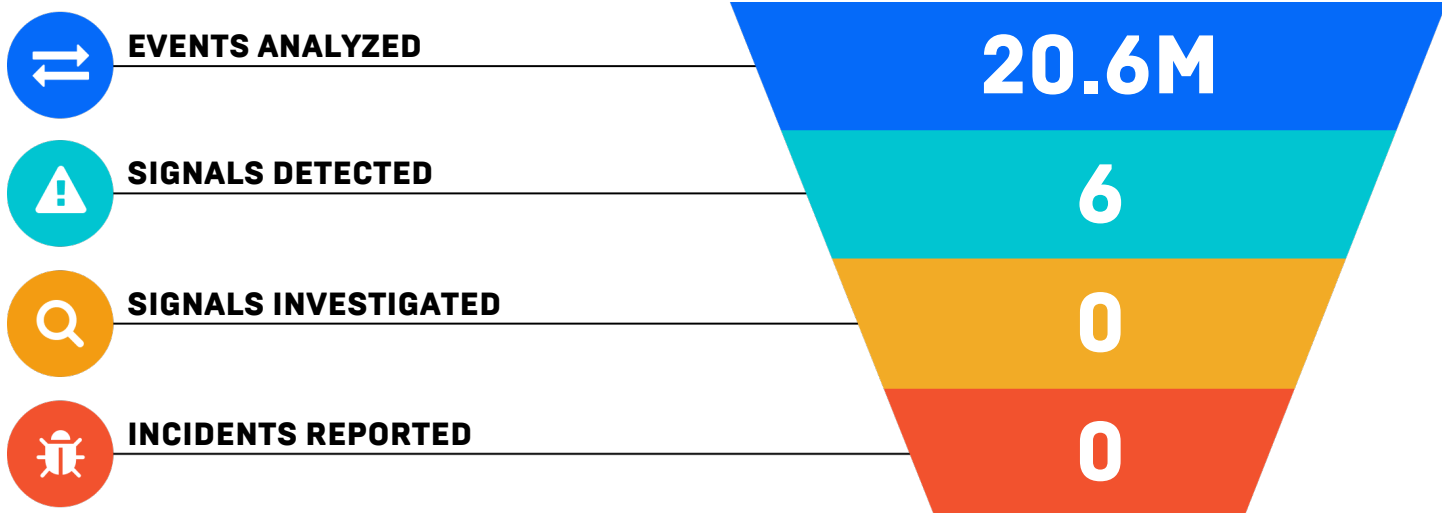


SUMMARY

During the time frame of this report, your cybersecurity platform **analyzed 20,592,944 events** from **79 entities** on your network.

Of those events, there were **6 signals detected** through automated and human analysis. None of the detected signals were suspicious in nature, thus no further investigation was warranted by your security team. This defense strategy continues to reduce your risk, which maximizes your security and minimizes cyberattack damage to your business.

ENTITIES PROTECTED



ANALYST NOTES



DRAY AGHA
MALWARE ANALYST

GLOBAL THREATS

- BRUTE FORCING
- CONDITIONAL ACCESS POLICY

We have observed an uptick in threat actors deploying the simple but effective method of brute forcing to gain entry into networks - whether it be RDP, MSSQL, or Microsoft 365 identities. Adversaries' initial access attempts can be frustrated both by simple means like ceasing to expose services like RDP to the public internet and also by more complex approaches like conditional access policies and MFA for email, cloud, and VPNs.

PERSISTENT FOOTHOLDS

During this time frame, your cybersecurity platform **analyzed 12,685 autorun events** to discover persistent footholds that, if not remediated quickly, could become malicious threats to your business.

Of those events, there were **0 autorun signals detected**.

AUTORUN EVENT TRIAGE



12,685

Autorun Events Analyzed



0

Autorun Signals Detected



0

Autorun Signals Investigated



0

Foothold Incidents Reported

WHAT IS A PERSISTENT FOOTHOLD?



Persistent Footholds are mechanisms attackers use to gain long-term access to a network by exploiting common auto-starting applications (autoruns), such as Skype or Google Updater.

By abusing and masquerading as legitimate system components, attackers can slip by other security tools, remaining undetected while planning their next move.

RANSOMWARE CANARIES

During this time frame, your cybersecurity team monitored **2,073 canary files deployed** on Windows endpoints, which acted as early warning signals for ransomware on your network.

Like the old canary in the coal mine, Ransomware Canaries enable faster and earlier detection of potential ransomware incidents. When deployed, small lightweight files are placed on all protected endpoints—and if those files are modified or changed in any way, an investigation is conducted.

CANARIES IN YOUR MINE

209

Protected User Profiles

with **2,073** total canary files, deploying multiple canary files per user

0

Ransomware Incidents Reported

across **79** endpoints

RANSOMWARE IN THE NEWS



Multiple car dealerships across the US are grappling with operational halts due to a ransomware attack on CDK Global, a key Illinois-based automotive software provider serving over 15,000 retail locations. The incident, widely reported on social media, caused significant operational issues that shut down sales, parts supply, and financing operations across North America. CDK initially labeled it a 'cybersecurity event,' but has been criticized for the lack of further communication. Major customers of CDK such as Lithia Motors Inc, Group 1 Automotive Inc, Sonic Automotive, and Penske Automotive Group took proactive steps, filing SEC reports to mitigate impacts. CDK on Friday confirmed an attack by BlackSuit ransomware group, which not only encrypted systems but also impersonated CDK employees and targeted other businesses. Impacted customers are urged to monitor and freeze credit and stay alert for future phishing attacks that may use stolen data from this breach.

Powered by:

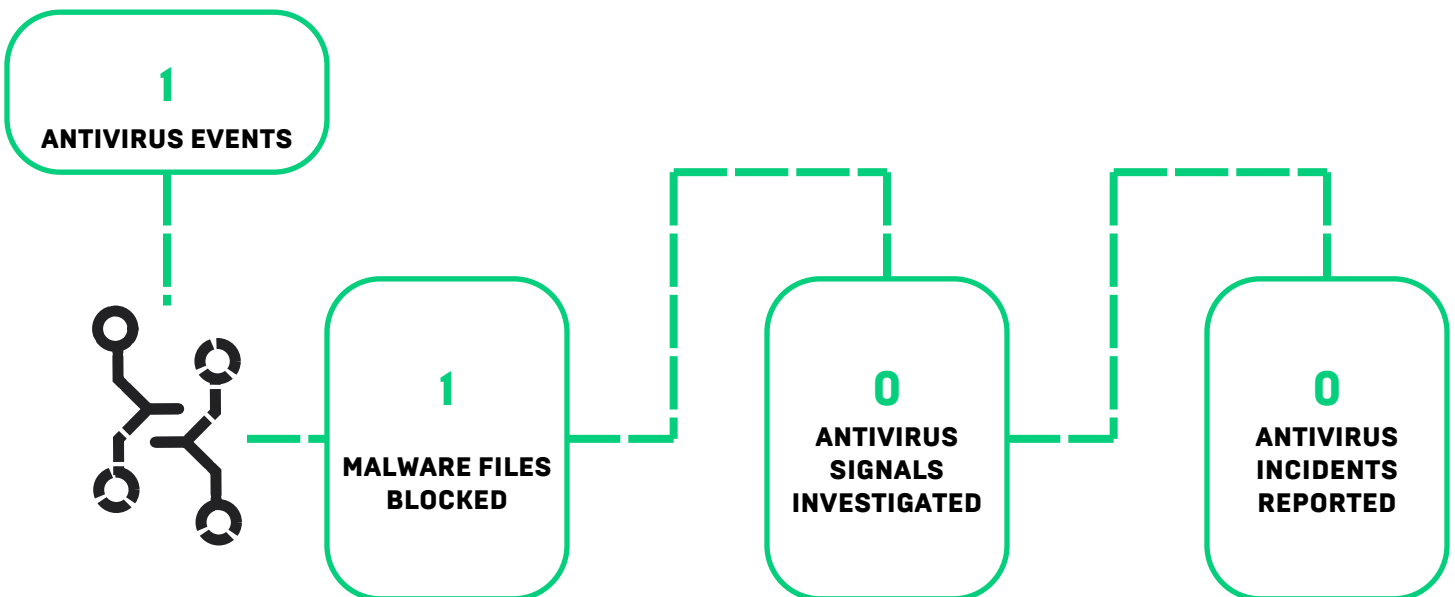


MANAGED AV

During this time frame, your cybersecurity platform **analyzed 1 antivirus event** and automatically **blocked 1 potential malware file** from executing on your Windows endpoints.

Of those events, there were **0 antivirus signals investigated** because none were suspicious in nature.

ANTIVIRUS EVENT TRIAGE



WHAT IS MAV?



Managed antivirus helps your security team proactively scan and enforce policy settings on your organization's devices ensuring they are protected against the latest cyber threats.

By aggregating antivirus findings into a single-pane of glass, your security team uses MAV to filter out noise and focus on the threats that are not mitigated by AV alone.

Powered by:

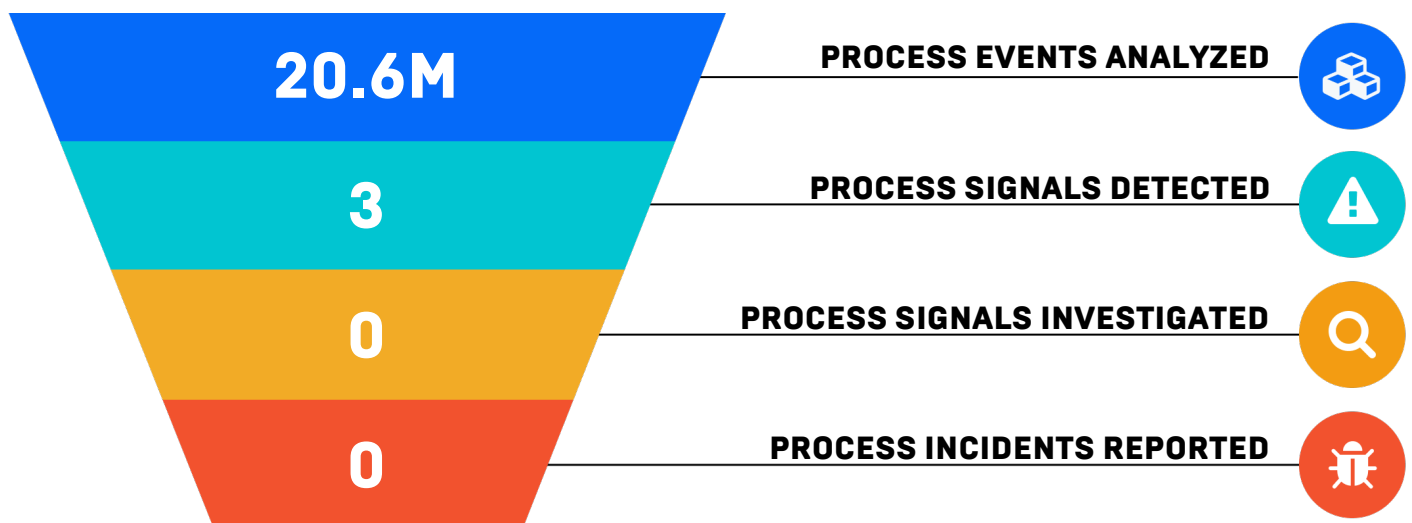


PROCESS INSIGHTS

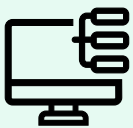
During this time frame, your cybersecurity platform **analyzed 20,578,027 process events** to identify suspicious processes that could lead to malware execution.

Of those events, there were **3 process signals detected** through automated and human analysis. None of the detected signals were suspicious in nature, thus no further investigation was warranted by your security team.

PROCESS INSIGHTS EVENT TRIAGE



WHAT IS PROCESS INSIGHTS?



Before causing disruption, malicious actors use covert processes to stalk the systems they plan to exploit. Process Insights enables your security team to detect these precursor actions.

Once identified your cybersecurity platform is able to stop the maliciously running processes in their tracks, preventing further cyber attack spread.

INCIDENT SUMMARY

Great news! During this time frame, your organization had **0 incidents reported**. Keep up the good work. In the meantime, stay updated on the cyber threat landscape with this Global Threat Spotlight.

GLOBAL THREAT SPOTLIGHT





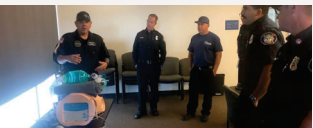
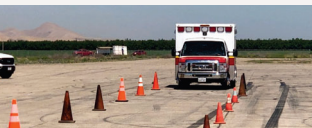
Recently details emerged about a new version of SugarGh0st, a type of malware that lets hackers control your computer from afar. This new version is part of the Gh0st RAT family, which has been around since 2009. Initially seen as a minor change to Gh0st RAT, SugarGh0st is now linked to several targeted attacks by a hacker group called SneakyChef. Security vendors, Vulnera and Zscaler, have reported similar capabilities in ValleyRAT, another version of Gh0st RAT. Both ValleyRAT and SugarGh0st use updated methods to sneak in, communicate with hackers, and steal information, making them very effective. Recently, ValleyRAT and SugarGh0st have been used to attack the military, political groups, universities, AI, and tech companies. With over 1500 versions in the last 15 years, Gh0st RAT is one of the most common and copied types of malware. When new features like those in these versions appear, they usually spread to other malware quickly.

Post performance - Facebook Pages

Data from 22 Jun, 2024 to 10 Jul, 2024

Sources

- Del Puerto Health Care District
- Del Puerto Health Center
- Patterson District Ambulance

<p>June is Men's Health Month! Do you know which he...</p>		<p>** June is Men's Health Month! ** Your...</p>	<table border="1"> <thead> <tr> <th>Location</th> <th>Event Name</th> <th>Start Time</th> <th>End Time</th> </tr> </thead> <tbody> <tr> <td>Del Puerto Health Center</td> <td>Men's Health Month</td> <td>10:00 am - 12:00 pm</td> <td>12:00 pm - 1:00 pm</td> </tr> <tr> <td>Patterson District Ambulance</td> <td>Men's Health Month</td> <td>10:00 am - 12:00 pm</td> <td>12:00 pm - 1:00 pm</td> </tr> <tr> <td>Del Puerto Health Care District</td> <td>Men's Health Month</td> <td>10:00 am - 12:00 pm</td> <td>12:00 pm - 1:00 pm</td> </tr> </tbody> </table>	Location	Event Name	Start Time	End Time	Del Puerto Health Center	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm	Patterson District Ambulance	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm	Del Puerto Health Care District	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm
Location	Event Name	Start Time	End Time																
Del Puerto Health Center	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm																
Patterson District Ambulance	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm																
Del Puerto Health Care District	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm																
<p>Del Puerto Health Center Jun 24, 16:21</p> <p>June is Men's Health Month! Do you know which health issue is the leading cause of death among men and often highlighted during this awareness month? Heart disease is the leading cause of death among men and is a key focus during Men's</p> <p>3.33 % engagement rate</p>	<p>Patterson District Ambulance Jun 25, 16:33</p> <p>Celebrate safely with these reminders from West Stanislaus County Fire Protection District 🇺🇸</p> <p>1.64 % engagement rate</p>	<p>Patterson District Ambulance Jun 26, 22:16</p> <p>** June is Men's Health Month! ** Your health is your most valuable asset, and we're here to help you protect it. This month, Patterson District Ambulance is focusing on men's health. It's time to take charge and prioritize your well-being! 🇺🇸</p> <p>0.99 % engagement rate</p>	<p>Del Puerto Health Care District Jul 01, 00:24</p> <p>(Post with no description)</p> <p>20 % engagement rate</p>																
<table border="1"> <thead> <tr> <th>Location</th> <th>Event Name</th> <th>Start Time</th> <th>End Time</th> </tr> </thead> <tbody> <tr> <td>Del Puerto Health Center</td> <td>Men's Health Month</td> <td>10:00 am - 12:00 pm</td> <td>12:00 pm - 1:00 pm</td> </tr> <tr> <td>Patterson District Ambulance</td> <td>Men's Health Month</td> <td>10:00 am - 12:00 pm</td> <td>12:00 pm - 1:00 pm</td> </tr> <tr> <td>Del Puerto Health Care District</td> <td>Men's Health Month</td> <td>10:00 am - 12:00 pm</td> <td>12:00 pm - 1:00 pm</td> </tr> </tbody> </table>	Location	Event Name	Start Time	End Time	Del Puerto Health Center	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm	Patterson District Ambulance	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm	Del Puerto Health Care District	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm	<p>☀️🔥🧊 Beat the upcoming heat wave with these cool...</p>	<p>Water Safety</p>	<p>Water Safety</p>
Location	Event Name	Start Time	End Time																
Del Puerto Health Center	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm																
Patterson District Ambulance	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm																
Del Puerto Health Care District	Men's Health Month	10:00 am - 12:00 pm	12:00 pm - 1:00 pm																
<p>Del Puerto Health Center Jul 01, 00:24</p> <p>Here are some cooling centers in Patterson for the upcoming heat wave:</p> <p>8.33 % engagement rate</p>	<p>Patterson District Ambulance Jul 01, 20:05</p> <p>☀️🔥🧊 Beat the upcoming heat wave with these cool tips from Patterson District Ambulance! 🇺🇸 Stay hydrated, wear light clothing, and seek shade when possible. Remember to check on elderly neighbors and never leave kids or pets in</p> <p>1.94 % engagement rate</p>	<p>Del Puerto Health Care District Jul 02, 16:02</p> <p>🇺🇸 With the heat wave and the 4th of July holiday around the corner, it's important to stay safe in and around water! Here are some water safety tips to keep yourself and others safe: 🏊 Always swim with a buddy 🚫 Wear a life jacket 🇺🇸 Keep</p> <p>3.21 % engagement rate</p>	<p>Del Puerto Health Center Jul 03, 00:18</p> <p>🇺🇸 With the heat wave and the 4th of July holiday around the corner, it's important to stay safe in and around water! Here are some water safety tips to keep yourself and others safe: 🏊 Always swim with a buddy 🚫 Wear a life jacket 🇺🇸 Keep</p> <p>0 % engagement rate</p>																
<p>Water Safety</p>	<p>SAARCOMA AWARENESS MONTH</p> <p>Sarcoma is a rare cancer that develops in bones and soft tissues; it accounts for only about 1% of adult cancers but 15% of childhood cancers.</p> <p>Sarcomas can occur anywhere in the body, but</p>	<p>Happy 4th of July</p>	<p>HAPPY 4th of July</p>																
<p>Patterson District Ambulance Jul 03, 00:18</p> <p>🇺🇸 With the heat wave and the 4th of July holiday around the corner, it's important to stay safe in and around water! Here are some water safety tips to keep yourself and others safe: 🏊 Always swim with a buddy 🚫 Wear a life jacket 🇺🇸 Keep</p> <p>1.47 % engagement rate</p>	<p>Del Puerto Health Center Jul 03, 18:01</p> <p>🇺🇸 July is Sarcoma Awareness Month! At Del Puerto Health Center, we stand with those affected by Sarcoma and their loved ones. Let's come together to spread awareness about this rare cancer and support those who are fighting it. Wear</p> <p>0 % engagement rate</p>	<p>Patterson District Ambulance Jul 04, 15:02</p> <p>🇺🇸 Happy 4th of July from all of us at Patterson District Ambulance! While we know you're out enjoying the fireworks and celebrations, please remember to stay safe. Keep hydrated, have a designated driver, and be mindful of firework safety. Let's</p> <p>2.65 % engagement rate</p>	<p>Del Puerto Health Care District Jul 04, 17:01</p> <p>🇺🇸 Happy 4th of July from Del Puerto Health Care District! 🇺🇸 Celebrate responsibly by using sunscreen 🇺🇸, having a designated driver 🚫, and practicing water safety. And remember, fireworks are beautiful but dangerous - stay safe and</p> <p>5.88 % engagement rate</p>																
<p>Happy 4th of July</p>																			
<p>Del Puerto Health Center Jul 04, 18:01</p> <p>🇺🇸 Happy 4th of July from Del Puerto Health Center! 🇺🇸 Let's celebrate this special day with family, friends, and fireworks! Remember to stay safe, wear sunscreen, and drink plenty of water. Have a blast and enjoy the festivities! #Happy4th</p> <p>8.33 % engagement rate</p>	<p>Patterson District Ambulance Jul 06, 00:38</p> <p>🇺🇸 Our newest ambulance has officially hit the streets and is ready to serve our community with top-notch equipment and care. We're committed to providing the best service possible to our residents, so rest assured that this ambulance is</p> <p>10.14 % engagement rate</p>	<p>Patterson District Ambulance Jul 08, 20:01</p> <p>🇺🇸 Last week, we teamed up with PHI Med 4-1 Modesto to provide airway training to both Patterson City Fire Department (City of Patterson - Local Government) and employees of Patterson District Ambulance. Our dedication to serving our community</p> <p>19.21 % engagement rate</p>	<p>Patterson District Ambulance Jul 09, 16:02</p> <p>🇺🇸 We recently had some of our new employees complete some Emergency Vehicle Operations Course training and we're so proud of our team! They've been honing their skills to ensure they can safely and efficiently respond to emergencies.</p> <p>9.82 % engagement rate</p>																

Post performance - Facebook Pages

Data from 11 Jul, 2024 to 26 Jul, 2024

Sources

- Del Puerto Health Care District
- Del Puerto Health Center
- Patterson District Ambulance

<p>Patterson District Ambulance Jul 11, 16:07</p> <p>West Stanislaus County Fire Protection District Westley-El Solyo Volunteer Fire Dept Rescue 53, CAL FIRE Santa Clara Unit 1675, City of Patterson - Local Government Fire Department, CHP - Modesto and Patterson District Ambulance are on scene</p> <p>1.64 % engagement rate</p>	<p>Del Puerto Health Care District Jul 12, 19:01</p> <p>Save the date and join us for a fun night.</p> <p>25 % engagement rate</p>	<p>Did you know we offer comprehensive adult, pediatric...</p> <p>Del Puerto Health Center Jul 15, 14:38</p> <p>Did you know we offer comprehensive adult, pediatric, and industrial health services to our community. Our medical services include women's health care education, diabetes education, laceration treatment, and asthma treatment</p> <p>0 % engagement rate</p>	<p>Del Puerto Health Center Jul 17, 19:10</p> <p>Did you know that July is Sarcoma Awareness Month? Here are 3 super important facts about sarcoma: 1. It's a rare cancer that can develop in bones and soft tissues. 2. There are over 50 different types of sarcoma, so early detection is crucial. 3.</p> <p>0 % engagement rate</p>
<p>Patterson District Ambulance Jul 17, 22:01</p> <p>🚒 Today, we want to take a moment to acknowledge and thank our incredible team at Patterson District Ambulance 🚒 Your dedication, hard work, and unwavering commitment to serving our community do not go unnoticed. From the</p> <p>9.52 % engagement rate</p>	<p>Del Puerto Health Center Jul 18, 23:00</p> <p>🌟 A big shoutout to our amazing team at Del Puerto Health Center! 🎉 From our admin superstars to our incredible Doctors and Nurses, and everyone in between - THANK YOU for your hard work in keeping our community healthy and providing top-</p> <p>5 % engagement rate</p>	<p>Patterson District Ambulance Jul 18, 23:00</p> <p>Did you know that the history of the ambulance dates back to ancient times when patients were transported on carts? And here's a fun fact 📌 The evolution of ambulances has come a long way and continues to play a crucial role in saving</p> <p>0 % engagement rate</p>	<p>Del Puerto Health Care District Jul 24, 23:06</p> <p>SAVE THE DATE 📅 Bring the entire family and enjoy a fun evening out.</p> <p>10 % engagement rate</p>
<p>Del Puerto Health Center Jul 24, 23:30</p> <p>🌟 Don't forget that we've got extended hours till 9pm on Tuesdays and Thursdays for your convenience! 📌 We're also open from 8am to 5pm, Monday through Friday. Whether you need a check-up or have a question, our doors are always open for you!</p> <p>12 % engagement rate</p>	<p>Patterson District Ambulance Jul 25, 03:54</p> <p>(Post with no description)</p> <p>18.37 % engagement rate</p>	<p>Patterson District Ambulance Jul 25, 05:25</p> <p>(Post with no description)</p> <p>11.34 % engagement rate</p>	

Please rate our service today



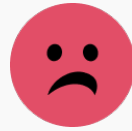
59%
129 resp.



17%
37 resp.



9%
20 resp.

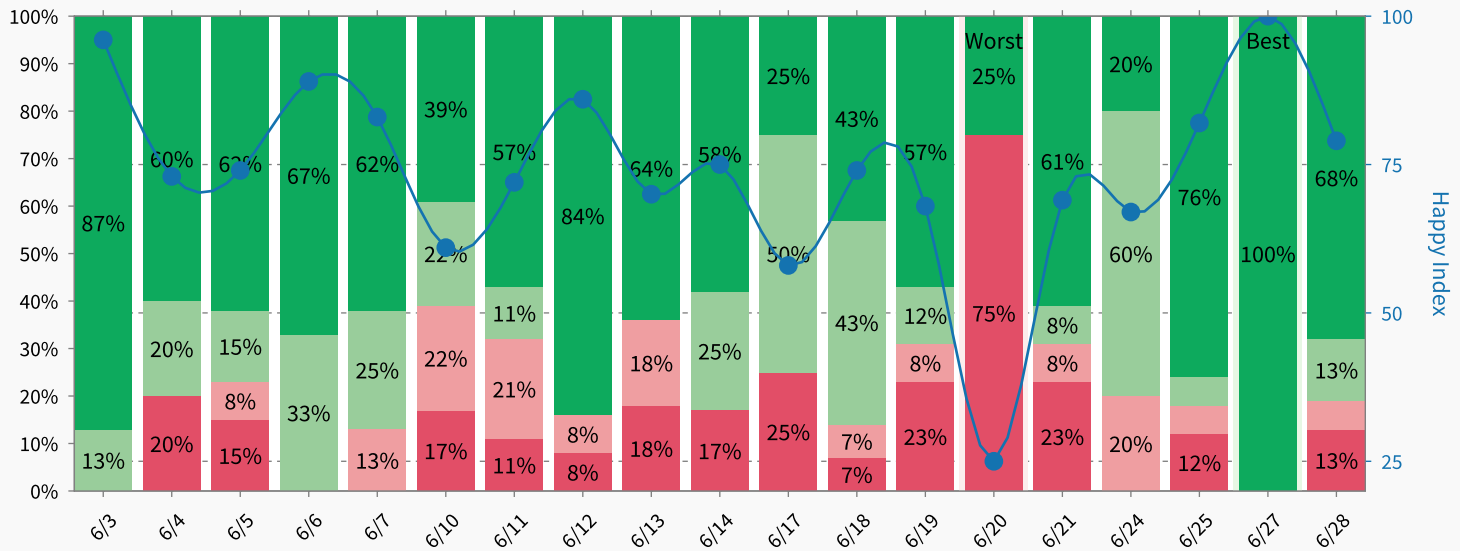


15%
33 resp.

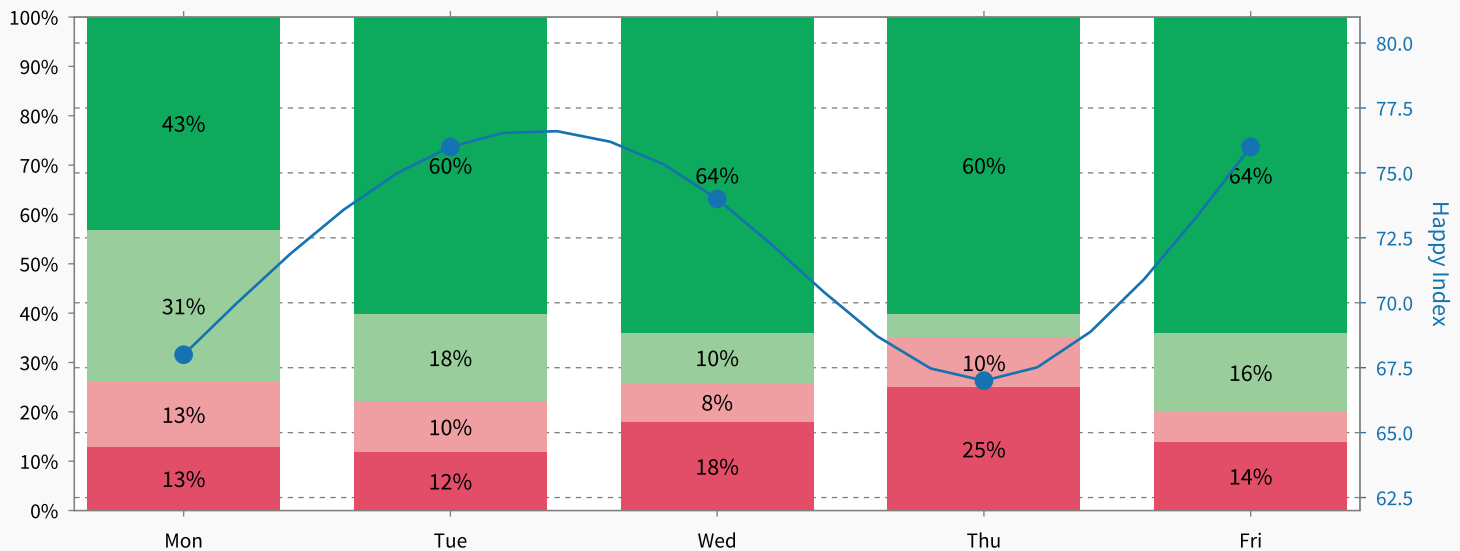
Happy Index: 73/100

Responses: 219

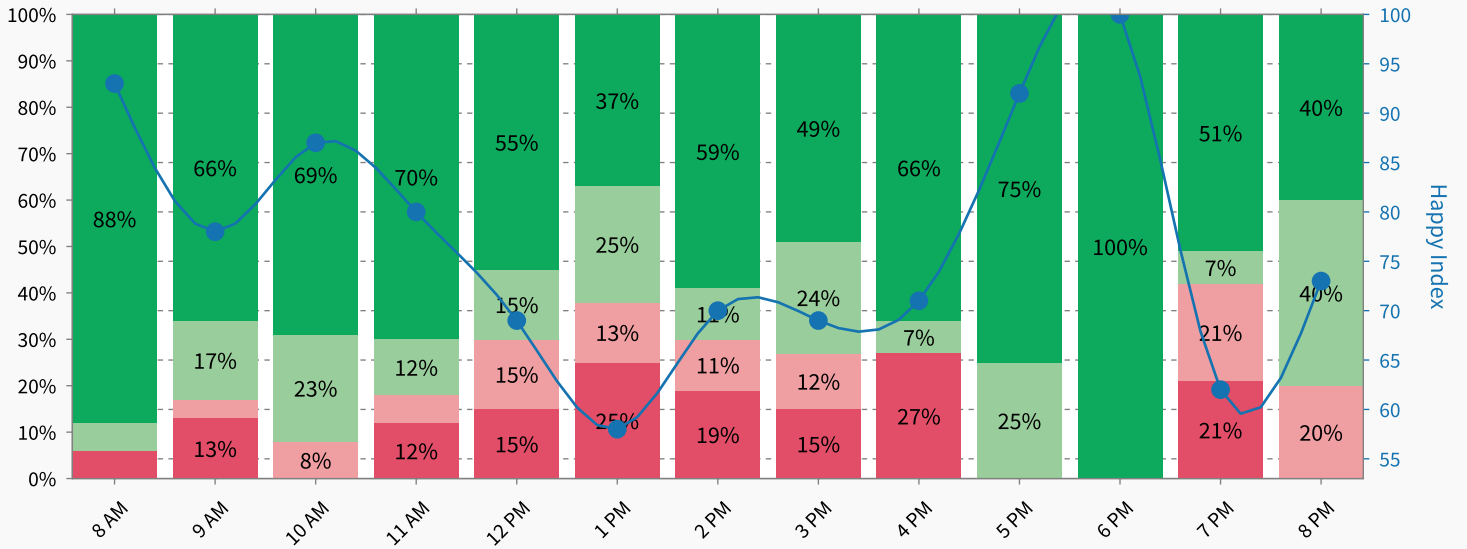
Daily distribution



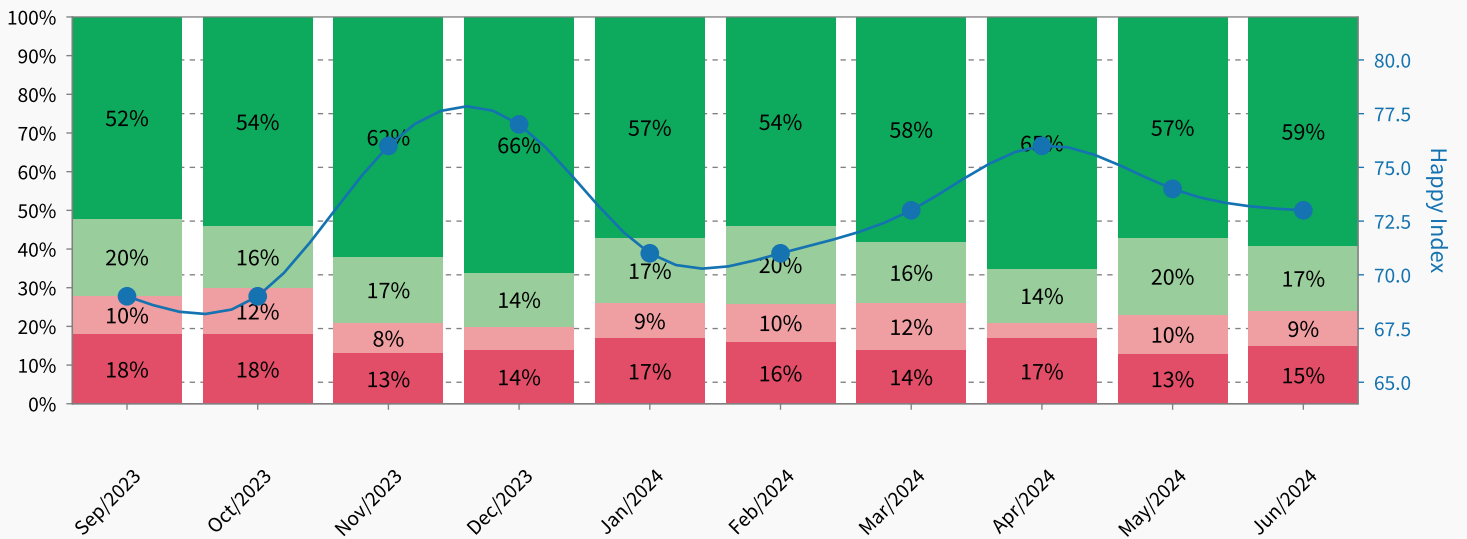
Weekday distribution



Hourly distribution



Same question, comparison with previous months



Setting Strategic Plan Priorities for the next 9-Weeks and 9-Months

Q1. Which category best describes your relationship with the Del Puerto Health Care District?

Answer Choices	Responses	
DPHCD Board Member	0.14	1
Community Leader on the west side of Stanislaus County	0.43	3
DPHCD Management Team	0.43	3
	Answered	7

Q2. Please prioritize these 9-week (June '24 - August '24) Strategic Plan Actions

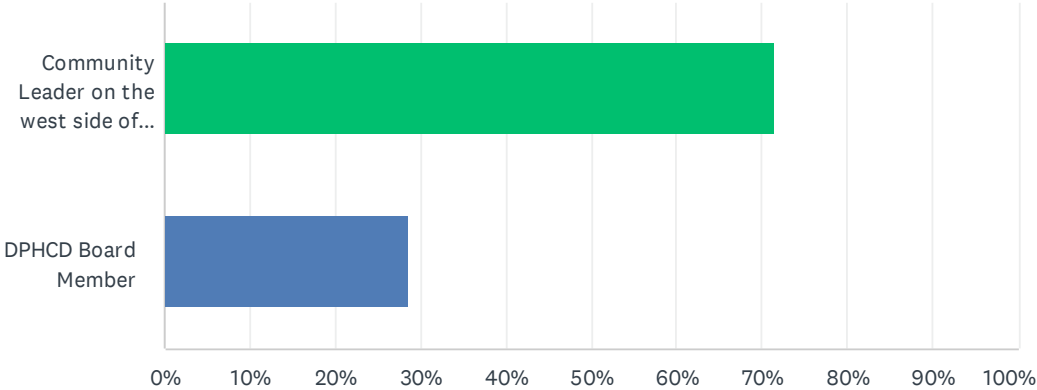
	Score
1 Create a "Community Advisory Council" to guide our work in population health and addressing the Social Determinates of Health	8.71
2 Recruit county physicians for PT or FT roles in health center	8.29
3 Establish list of organizations, strategies, calendars, and messaging for Community presentations by Board and Managers	7.86
4 Develop Service Level Agreement (SLA) between Health Center and Ambulance Teams	7.86
5 Establish strategy to build community partnerships (captured in Memoranda of Collaborations) with public agencies and private organizations to advance our plans and programs (comprehensive directory of their decision-makers	7.57
6 Identify Sister Health Care Districts to consider for mutually beneficial exchange opportunities	7.29
7 Contact SacState to administer Community Health Needs Assessment update	6.71
8 Develop calendar and game-plan for community outreach events and who will represent us at the events/groups	6.00
9 Recruit, onboard, and celebrate our Fifth District Board Member	5.00
10 Set aside \$100,000 to fuel expanded collaboration in the community for health enhancements and partnering and form a task force to work with management on targeting grant-making to prime-pump of community relationships for health gains	4.57
11 Contact payers and subspecialists related to the District on strategies/plans for telehealth initiatives	4.14
12 Engage a Grant Writer to lead our pursuit of philanthropy from public and private sources	4.00

Q3. Please prioritize these 9-month (June '24 - March '25) Strategic Plan Goals.

	Score
1 Establish a Mental Health access and promotion program in partnership with other providers and the County	12.00
2 Secure property for Medical Park Campus Master Plan	12.00
3 Secure commitments for funding from Prop 1	11.86
4 Establish and promote our Annual Health Fair for next few years	11.00
5 Establish Telehealth programming for various specialties within our Health Center	10.86
6 Establish Community Advisory Council/Committee to guide our work in population health and health gains	10.43
7 Review staff assignments for our plans, assess progress of plan, and publish an updated Strategic Plan before Fiscal Year July 2025- June 2026 begins	9.86
8 Assign a person to draft our strategy to secure Prop 1 Funding from County	8.71
9 Actively engage Board members in Community Relationships and Partnerships	8.57
10 Celebrate a series of successful community engagement events	8.14
11 Update our Community Health Needs Assessment to shape our updated Strategic Master Plan for 2030	7.14
12 Make positive headlines in all media that we are walking-the-talk of our bold plans and capital investments	6.29
13 Celebrate new DPHCD providers serving in our District	5.57
14 Develop waiting list of talented District Board Members	5.00
15 Survey public on their knowledge of and support for District activities	4.43
16 Establish new partnerships for many of our services and technologies	4.14

Q1 Which category best describes your relationship with the Del Puerto Health Care District?

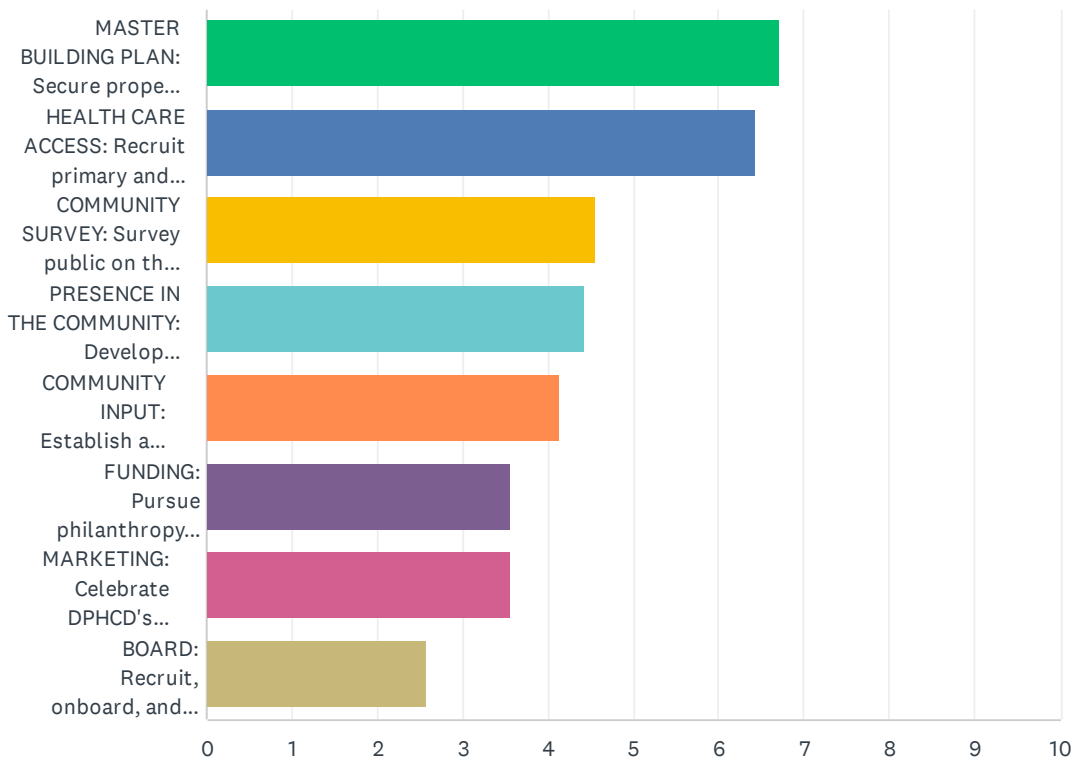
Answered: 7 Skipped: 0



ANSWER CHOICES	RESPONSES	
Community Leader on the west side of Stanislaus County	71.43%	5
DPHCD Board Member	28.57%	2
TOTAL		7

Q2 In May 2024, DPCHD board members and staff identified the following strategic objectives. Please help sort them from most important (top) to least important (bottom) for impact on the community.

Answered: 7 Skipped: 0



	1	2	3	4	5	6	7	8	TOTAL	SCORE
MASTER BUILDING PLAN: Secure property for development of DPHCD's medical campus to include ambulance operations, primary and specialty care offices, behavioral health programming, skilled nursing, 24-hour urgent care, and, eventually, a hospital.	42.86% 3	14.29% 1	28.57% 2	0.00% 0	14.29% 1	0.00% 0	0.00% 0	0.00% 0	7	6.71
HEALTH CARE ACCESS: Recruit primary and specialty physicians for full or part-time roles in the DPHCD health center.	42.86% 3	14.29% 1	14.29% 1	0.00% 0	28.57% 2	0.00% 0	0.00% 0	0.00% 0	7	6.43
COMMUNITY SURVEY: Survey public on their health care needs as well as knowledge of and interest in DPHCD's activities.	0.00% 0	28.57% 2	14.29% 1	0.00% 0	14.29% 1	28.57% 2	14.29% 1	0.00% 0	7	4.57
PRESENCE IN THE COMMUNITY: Develop community outreach events and determine who will represent DPHCD in each event or group.	0.00% 0	14.29% 1	14.29% 1	28.57% 2	14.29% 1	0.00% 0	28.57% 2	0.00% 0	7	4.43
COMMUNITY INPUT: Establish a "Community Advisory Council" to guide DPHCD's work in population health and the social determinates of health.	0.00% 0	0.00% 0	28.57% 2	42.86% 3	0.00% 0	0.00% 0	0.00% 0	28.57% 2	7	4.14
FUNDING: Pursue philanthropy from public and private sources.	0.00% 0	28.57% 2	0.00% 0	0.00% 0	14.29% 1	14.29% 1	14.29% 1	28.57% 2	7	3.57
MARKETING: Celebrate DPHCD's expanding services with events and promotions.	14.29% 1	0.00% 0	0.00% 0	0.00% 0	14.29% 1	42.86% 3	28.57% 2	0.00% 0	7	3.57
BOARD: Recruit, onboard, and celebrate DPHCD's Board Members every two years.	0.00% 0	0.00% 0	0.00% 0	28.57% 2	0.00% 0	14.29% 1	14.29% 1	42.86% 3	7	2.57



Ambulance Report

April - June 2024

By Paul Willette

APRIL Responses

Patterson responses in April: 281 responses resulting in 182 transports, including 5 by our BLS unit. There were 268 responses in the Patterson District Ambulance response area resulting in 166 transports. PDA units responded to 255 of 268 (95.15%) EMS calls in our district and transported 156 of 166 (93.98%) of all patients transported from our district. AMR had 4 responses into the district with 3 transports and Westside had 9 responses yielding 7 transports. PDA responded into the Westside District 21 times which resulted in 19 transports and 5 responses in AMR response area with 4 transports.

MAY Responses

Patterson responses in May: 294 responses resulting in 181 transports, including 5 by our BLS unit. There were 286 responses in the Patterson District Ambulance response area resulting in 186 transports. PDA units responded to 267 of 286 (93.36%) EMS calls in our district and transported 170 of 186 (91.40%) of all patients transported from our district. AMR had 7 responses into the district with 6 transports and Westside had 12 responses yielding 10 transports. PDA responded into the Westside District 19 times which resulted in 5 transports and 8 responses in AMR response area with 6 transports.

JUNE Responses

Patterson responses in May: 273 responses resulting in 186 transports, including 1 by our BLS unit. There were 262 responses in the Patterson District Ambulance response area resulting in 186 transports. PDA units responded to 239 of 262 (91.22%) EMS calls in our district and transported 153 of 163 (93.87%) of all patients transported from our district. AMR had 8 responses into the district with 2 transports and Westside had 15 responses yielding 8 transports. PDA responded into the Westside District 34 times which resulted in 27 transports and 11 responses in AMR response area with 6 transports.

ACTIVITIES

There were discussions in April regarding reduced unit hour staffing in the Westside District. A county-wide contingency plan was established, however Westside unit hour staffing improved enough that the contingency plan was not activated.

The Apricot Fiesta is a significant event for Patterson. PDA participated in planning meetings in May with law enforcement and fire leadership. On a related note, we provided active shooter EMS response refresher training, in coordination with law enforcement, to all Patterson Fire and PDA staff.

PDA staff provided first-aid and EMS response for the Apricot Fiesta again this year based from a brand new double wide booth adorned with the new health care district branding.

PDA had four ambulances in service in support of normal Patterson EMS call volume and the Apricot Fiesta event. An EMS supervisor was on duty in Patterson throughout the fiesta weekend.

We participated in the United Patterson initiative in support of the Patterson Joint Unified School District. We also participate in a school district Medical Advisory Committee which is relatively new to coordinate resources for support classes to prepare students for careers in the medical field.

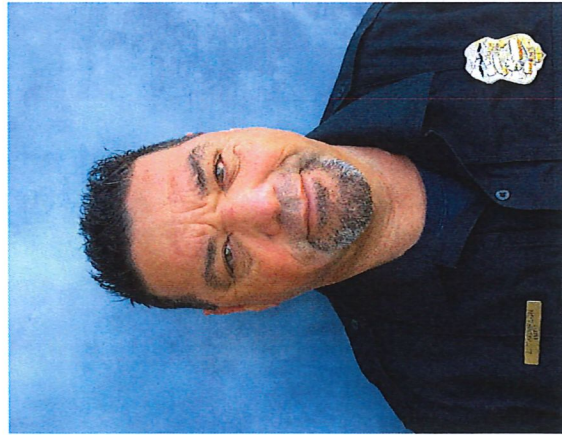
In May planning meetings started with City staff, law, and fire in preparation for this years Patterson National Night Out festivities on August 6th.

Participated in the strategic plan social and retreat, then in subsequent weeks traveled to Sumner Iowa for the acceptance review of our new ambulance and traveled to San Diego for the Emergency Medical Services Administrators Association of California (EMSAAC) conference. The EMSAAC conference brings together administrators for the 34 Local EMS Agencies (LEMSA) in California and State level EMS administrators as they consider changes in EMS models and service delivery in California. The time spent with EMS administrators was especially valuable as we plan for the future.

We took delivery of our new 2024 ambulance just in time to participate in the Apricot Fiesta parade. We continue to have unexpected challenges in our ambulance fleet to maintain our ambulance service level. We invested considerable effort to get the new ambulance online to augment our fleet. Since our mobile radio vendor could not begin the radio installation for approximately one month, I installed the mobile radios which made the vehicle available to us much sooner. The new ambulance was placed in service in the first week of July and immediately became a vital asset to our ambulance deployment.

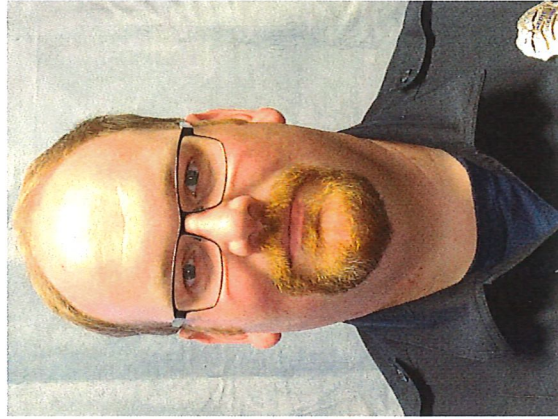
Patterson District Ambulance

21 Years



Eddie Thompson
(EMT)

9 Years



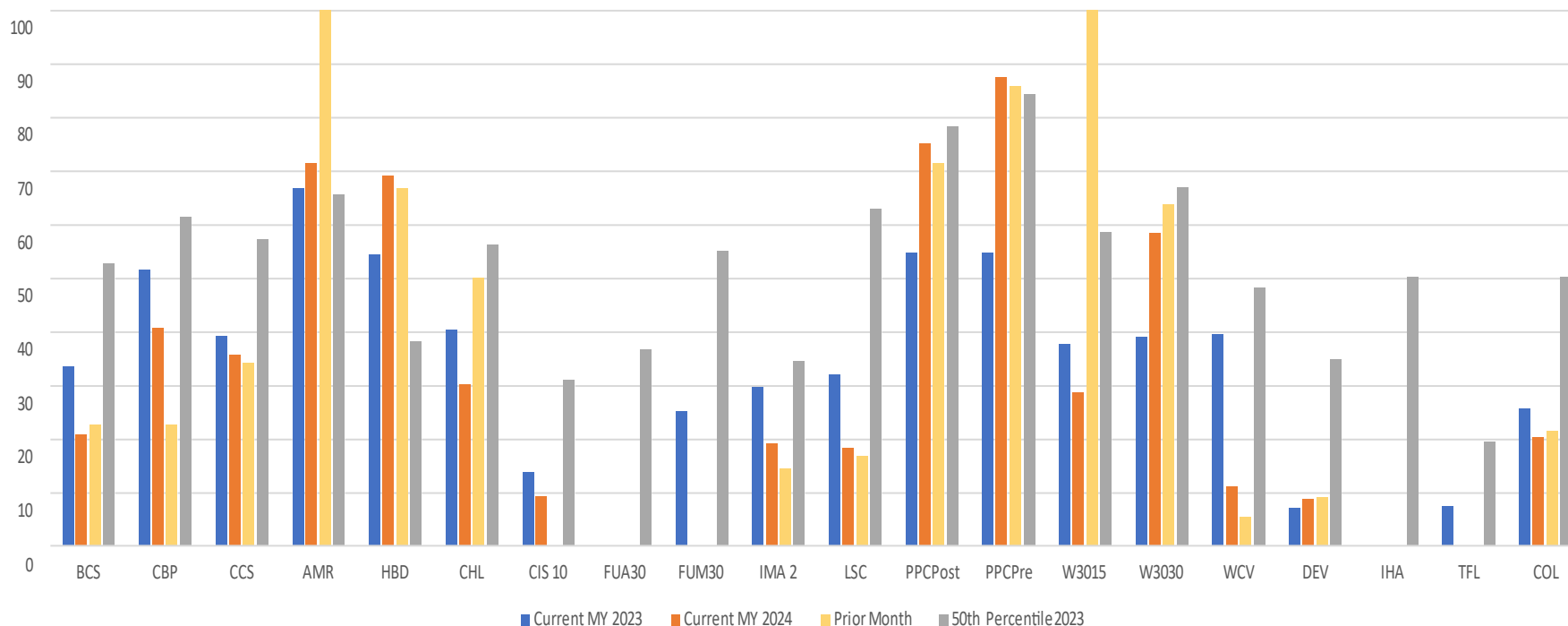
Brian Hannameyer
(Paramedic)

Health Center Report June 2024/ Suzie Benitez

Encounter June 2024		
<i>Primary Care Vacation/Sick/CME time off</i>		
Provider	Hours worked	Encounters
Rodriguez	120	490
Singh	136	396
Barragan	124	303
Primary Total	380	1,189
<i>Mental Health Encounters</i>		
Herrera		71
<i>Saturday Clinics</i>		0
HC Total Encounters		1,260
Urgent Care Clinic Encounters (Tuesday and Thursday)		
Date	Time	Encounters
February	5:00pm-9:00pm	170
March	5:00pm-9:00pm	134
April	5:00pm-9:00pm	133
May	5:00pm-9:00pm	82% Medi-cal 18% Private =136
June	5:00pm-9:00pm	91
<u>Announcements in June:</u>		
<ul style="list-style-type: none"> • Staff and Provider meeting-June 13th. • Completion of Staff Evaluations-June 27th. • Completion of Health Center Inventory-June 28th. • Back to School Block Party participation on Saturday, August 3rd 8:30-11:30 am. • Community Event-Topic "Depression" scheduled for Tuesday, October 8th from 10:00-11:30 am. Presentation will be provided by Dr. Rodriguez and Jessica Herrera, LCSW. 		

Quality Performance – 2024MY

Performance for Del Puerto Health Center



	BCS*	CBP*	CCS*	AMR	HBD*^	CHL	CIS10*	FUA30	FUM30	IMA2*	LSC*	PPC POST	PPC PRE*	W30_15*	W30_30*	WCV*	DEV*	IHA*	TFL*	COL*	WCV REL*
Cur MY 2023	33.3%	51.4%	39.1%	66.7 %	54.2%	40.1%	13.6%	0%	25%	29.5%	31.8%	54.5%	54.5 %	37.5%	38.9%	39.3%	7.0%	0%	7.2%	25.5%	-
Cur MY 2024	20.59%	40.63%	35.51%	71.4%	69.05%	30.0%	9.09%	-	-	18.92%	18.18%	75.0%	87.5%	28.57%	58.33%	10.89%	8.57%	0%	0%	21.17%	-
2024 Den	34	32	214	7	42	10	11	0	0	37	11	8	8	7	12	597	35	123	616	119	-
Prior Month	22.5%	22.58%	33.96%	100%	66.6%	50%	0%	-	-	14.2%	16.7%	71.4%	85.7%	100%	63.6%	5.21%	9.0%	0%	0%	21.3%	-
50 th Percentile	52.6%	61.3%	57.1%	65.5%	38%	56%	30.9%	36.5%	54.9%	34.3%	62.8%	78.1%	84.2%	58.4%	66.8%	48.1%	34.7%	50%	19.3%	50%	-



Confidential and Proprietary Information

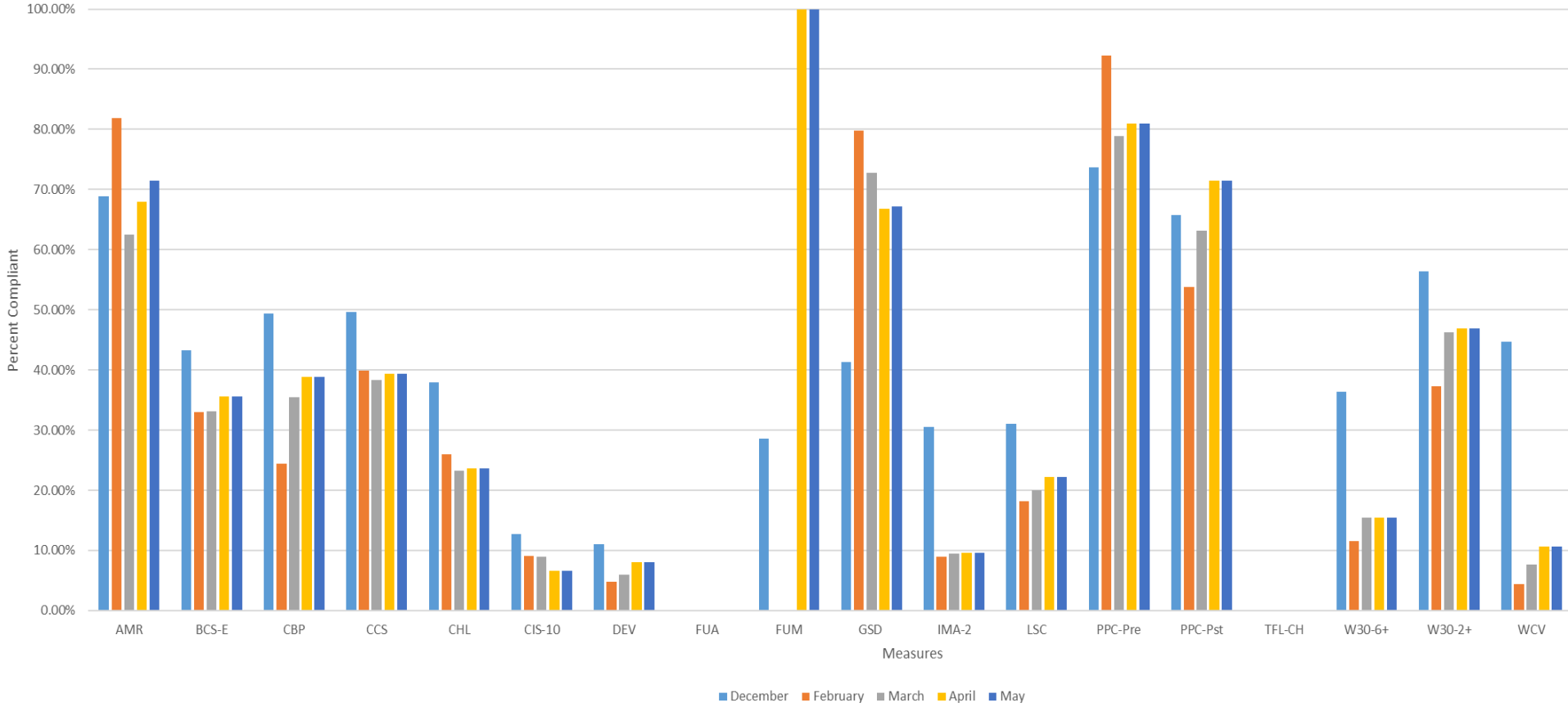
*Incentivized Measure

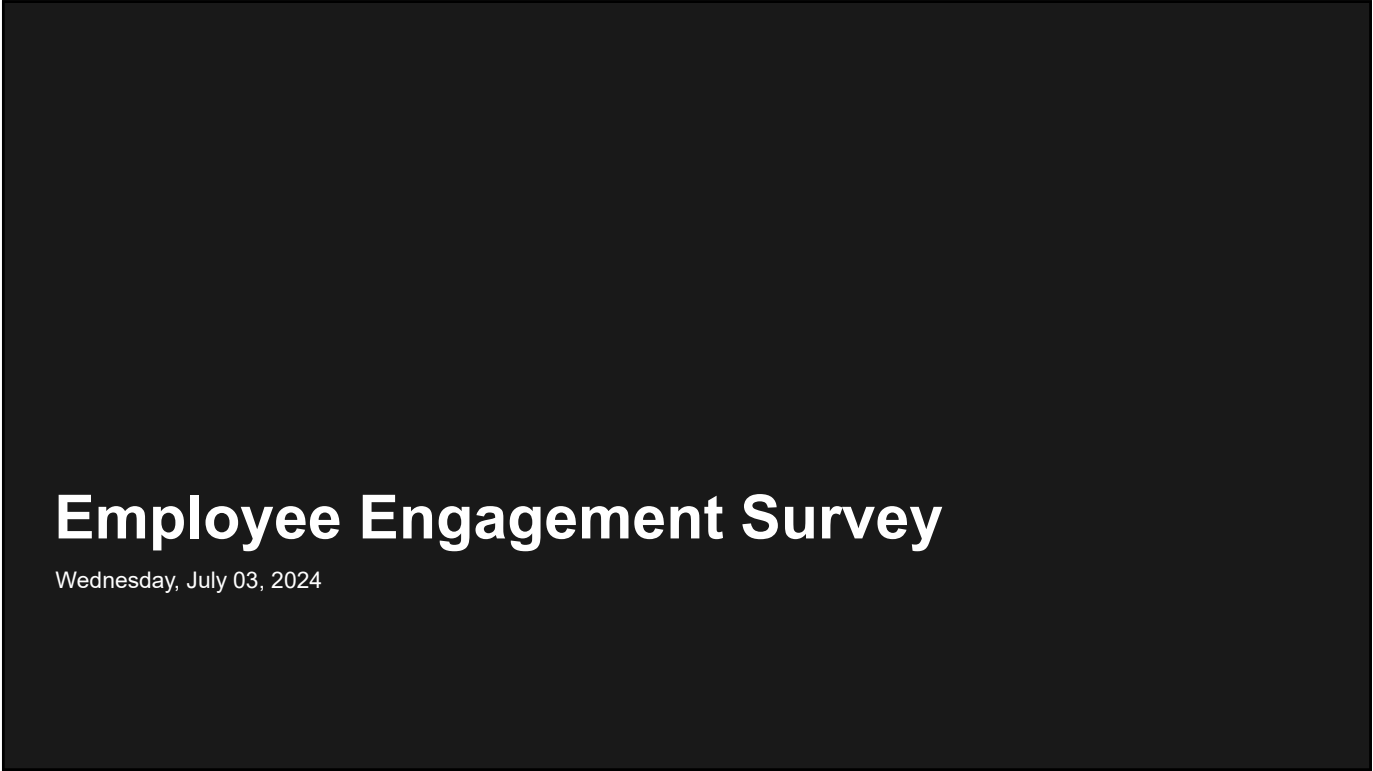
^Inverse measure – lower is better

COZEVA Data received through June 4, 2024



HPSJ Trend Report

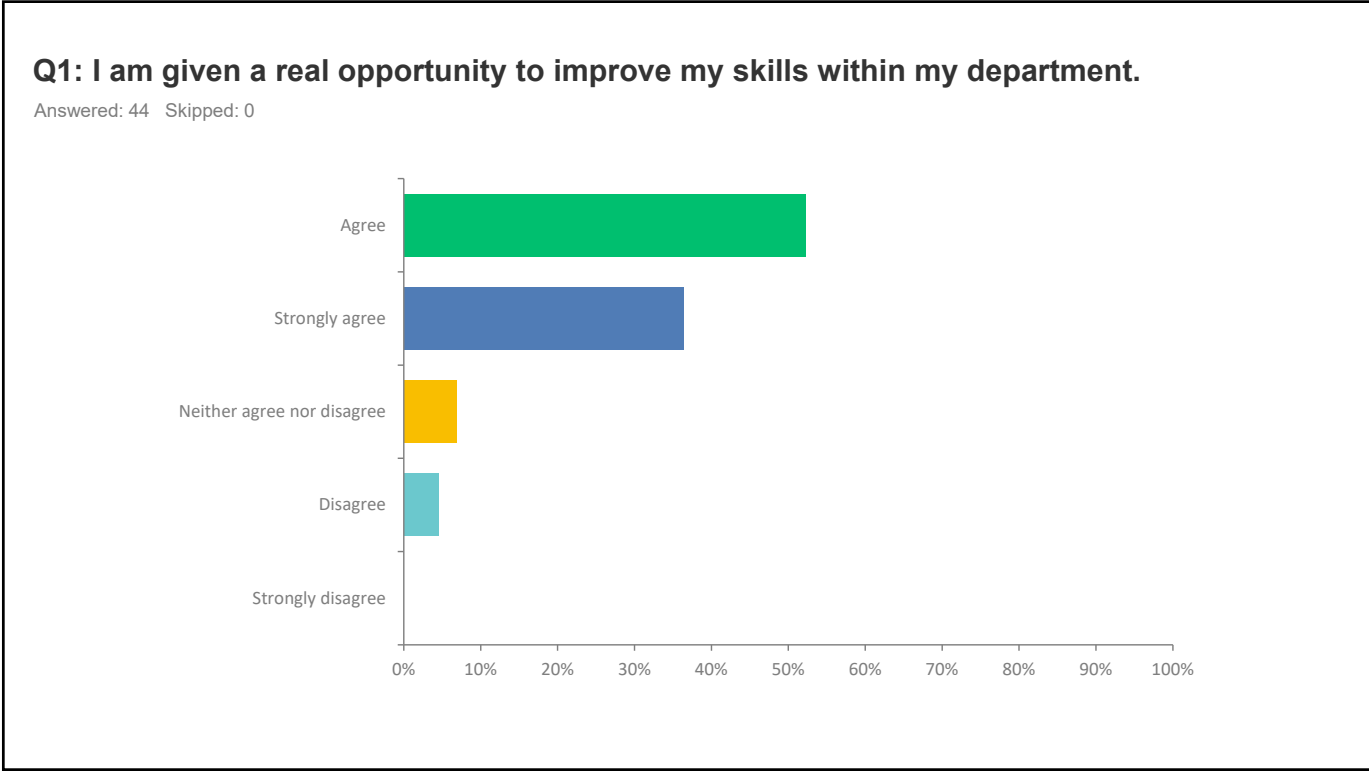




1



2



3

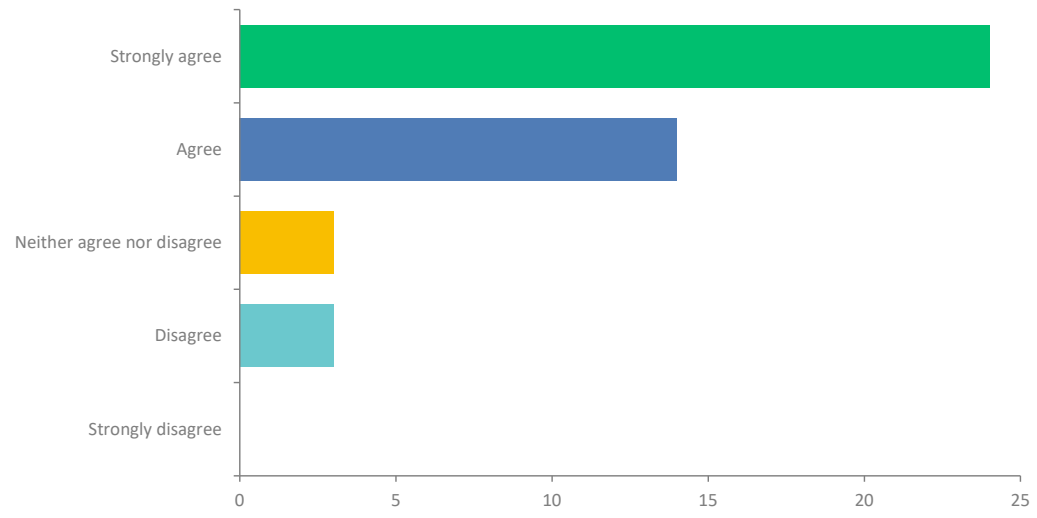
Q1: I am given a real opportunity to improve my skills within my department.
 Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Agree	52.27%	23
Strongly agree	36.36%	16
Neither agree nor disagree	6.82%	3
Disagree	4.55%	2
Strongly disagree	0%	0
TOTAL		44

4

Q2: My work gives me a feeling of personal accomplishment

Answered: 44 Skipped: 0



5

Q2: My work gives me a feeling of personal accomplishment

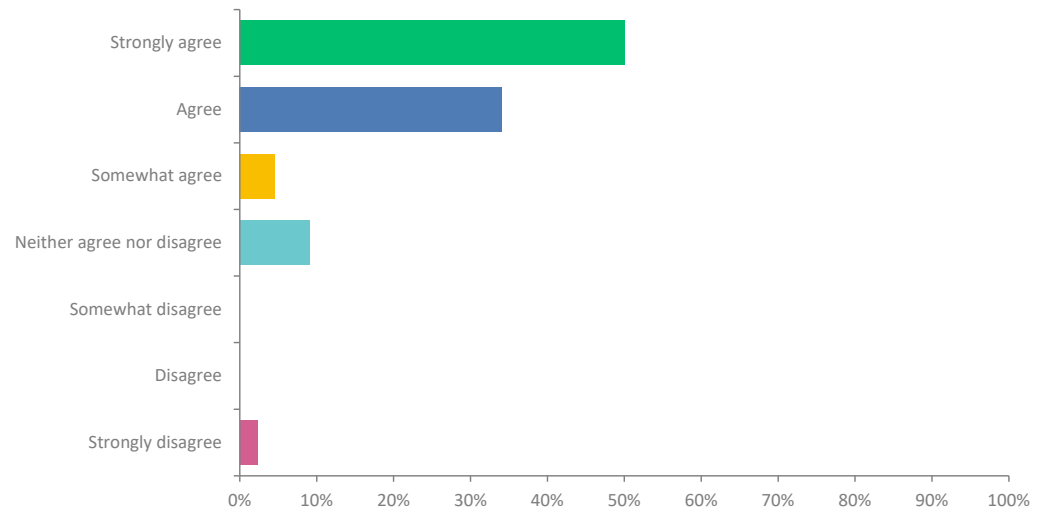
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	54.55%	24
Agree	31.82%	14
Neither agree nor disagree	6.82%	3
Disagree	6.82%	3
Strongly disagree	0%	0
TOTAL		44

6

Q3: I know my work relates to the district's goals.

Answered: 44 Skipped: 0



7

Q3: I know my work relates to the district's goals.

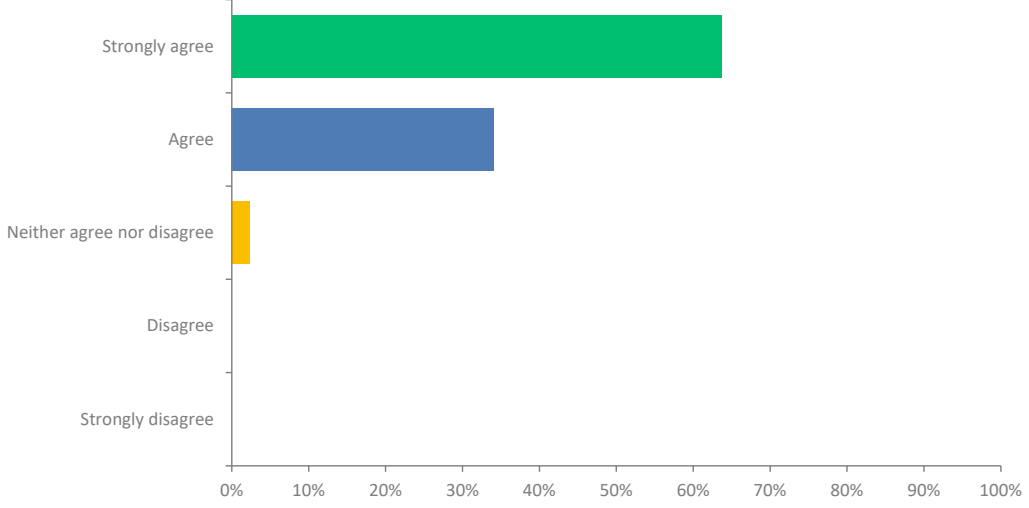
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	50.0%	22
Agree	34.09%	15
Somewhat agree	4.55%	2
Neither agree nor disagree	9.09%	4
Somewhat disagree	0%	0
Disagree	0%	0
Strongly disagree	2.27%	1
TOTAL		44

8

Q4: I know what is expected of me on the job.

Answered: 44 Skipped: 0



9

Q4: I know what is expected of me on the job.

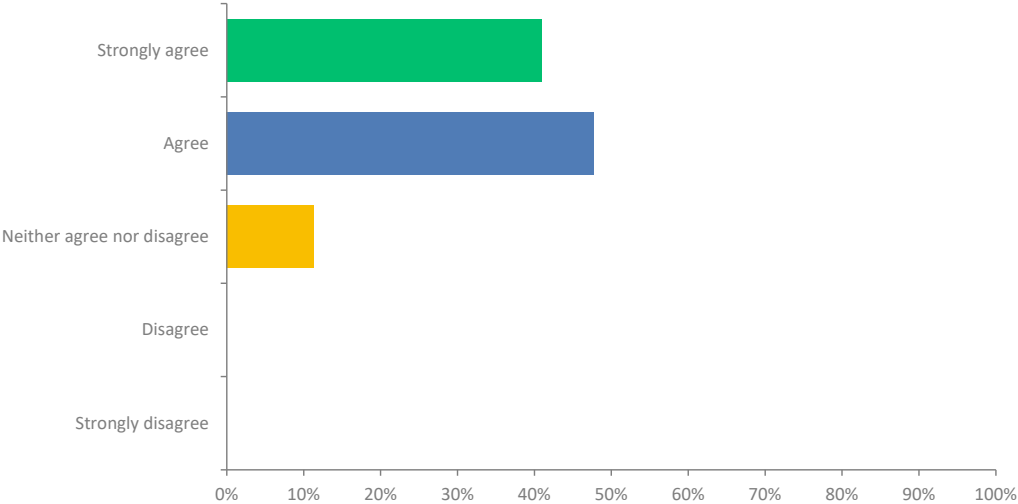
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	63.64%	28
Agree	34.09%	15
Neither agree nor disagree	2.27%	1
Disagree	0%	0
Strongly disagree	0%	0
TOTAL		44

10

Q5: I have a clear idea of how well I am doing my job.

Answered: 44 Skipped: 0



11

Q5: I have a clear idea of how well I am doing my job.

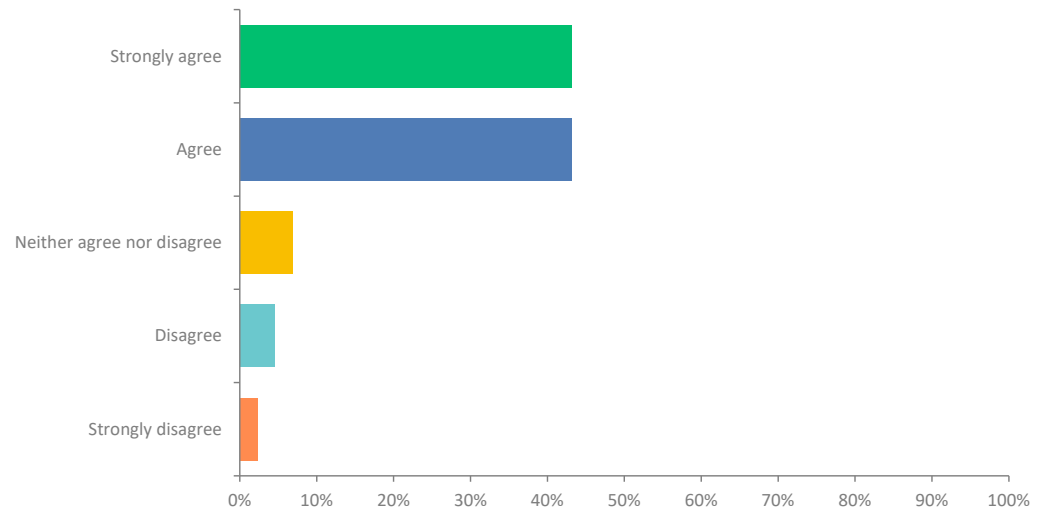
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	40.91%	18
Agree	47.73%	21
Neither agree nor disagree	11.36%	5
Disagree	0%	0
Strongly disagree	0%	0
TOTAL		44

12

Q6: I receive the training I need to do my job well.

Answered: 44 Skipped: 0



13

Q6: I receive the training I need to do my job well.

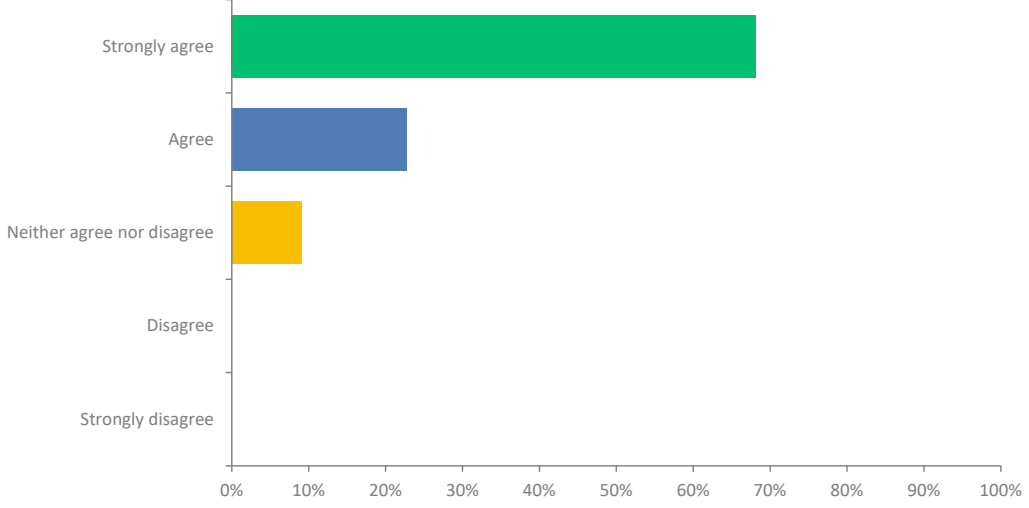
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	43.18%	19
Agree	43.18%	19
Neither agree nor disagree	6.82%	3
Disagree	4.55%	2
Strongly disagree	2.27%	1
TOTAL		44

14

Q7: My manager treats me with respect.

Answered: 44 Skipped: 0



15

Q7: My manager treats me with respect.

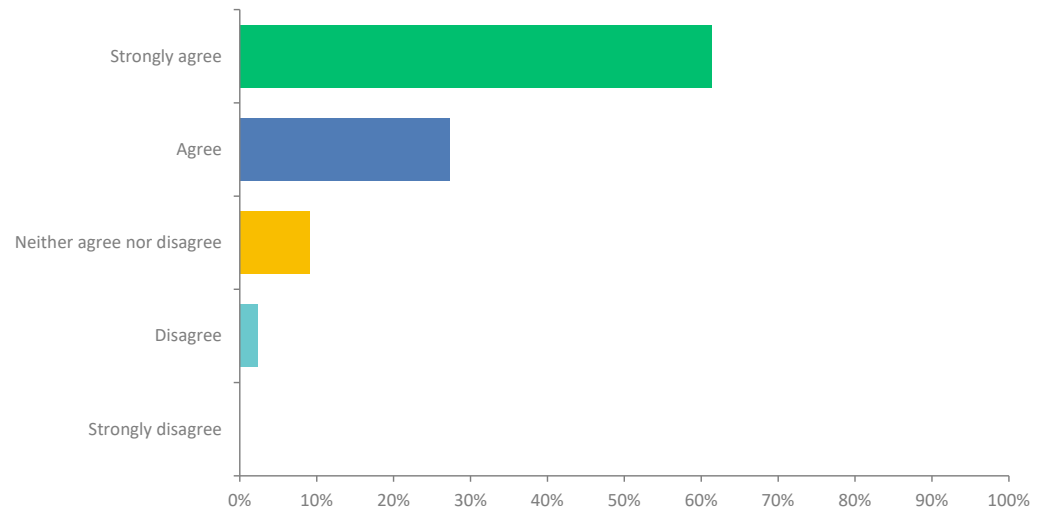
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	68.18%	30
Agree	22.73%	10
Neither agree nor disagree	9.09%	4
Disagree	0%	0
Strongly disagree	0%	0
TOTAL		44

16

Q8: My manager listens to what I have to say.

Answered: 44 Skipped: 0



17

Q8: My manager listens to what I have to say.

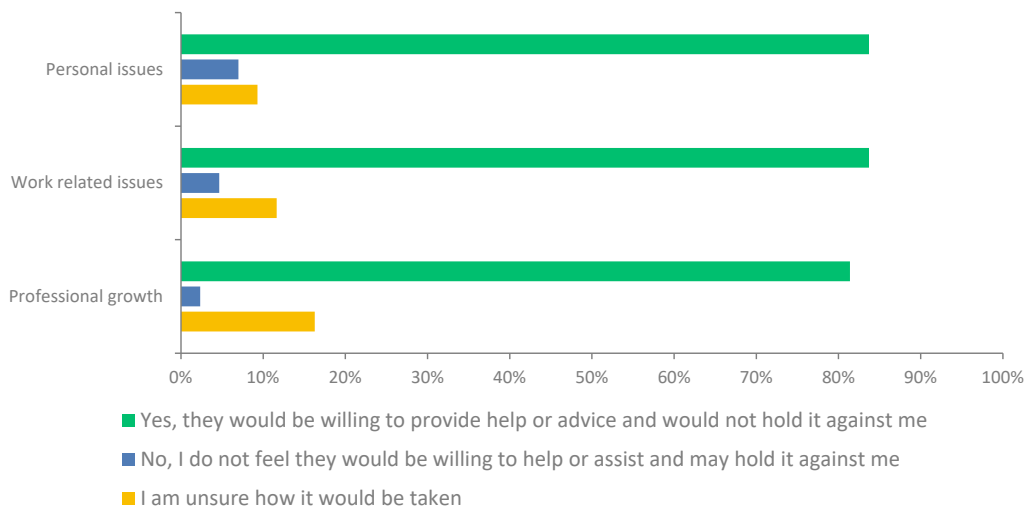
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	61.36%	27
Agree	27.27%	12
Neither agree nor disagree	9.09%	4
Disagree	2.27%	1
Strongly disagree	0%	0
TOTAL		44

18

Q9: I feel comfortable speaking with my manager about

Answered: 44 Skipped: 0



19

Q9: I feel comfortable speaking with my manager about

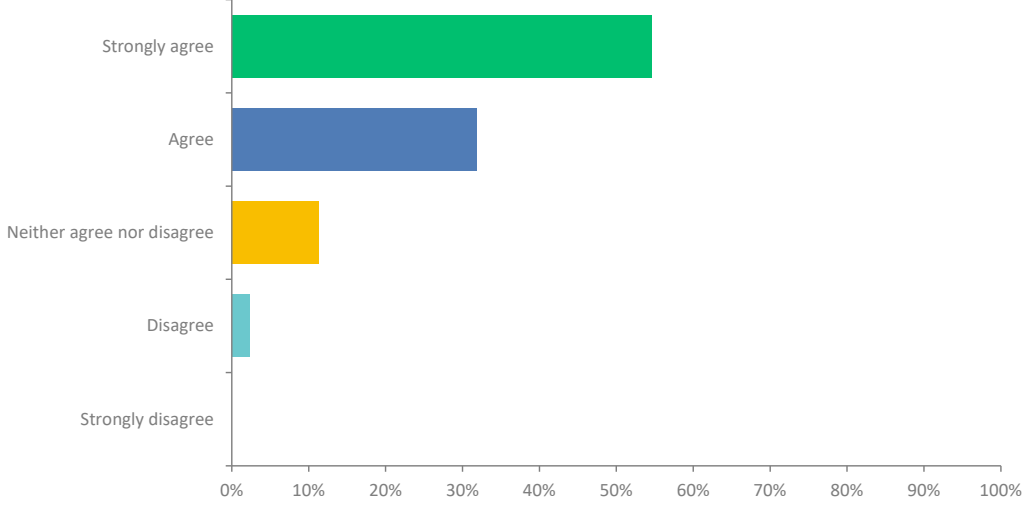
Answered: 44 Skipped: 0

	YES, THEY WOULD BE WILLING TO PROVIDE HELP OR ADVICE AND WOULD NOT HOLD IT AGAINST ME	NO, I DO NOT FEEL THEY WOULD BE WILLING TO HELP OR ASSIST AND MAY HOLD IT AGAINST ME	I AM UNSURE HOW IT WOULD BE TAKEN	TOTAL	WEIGHTED AVERAGE
Personal issues	83.72% 36	6.98% 3	9.30% 4	43	1
Work related issues	83.72% 36	4.65% 2	11.63% 5	43	1
Professional growth	81.40% 35	2.33% 1	16.28% 7	43	1

20

Q10: 1. I trust my manager to do what's right.

Answered: 44 Skipped: 0



21

Q10: 1. I trust my manager to do what's right.

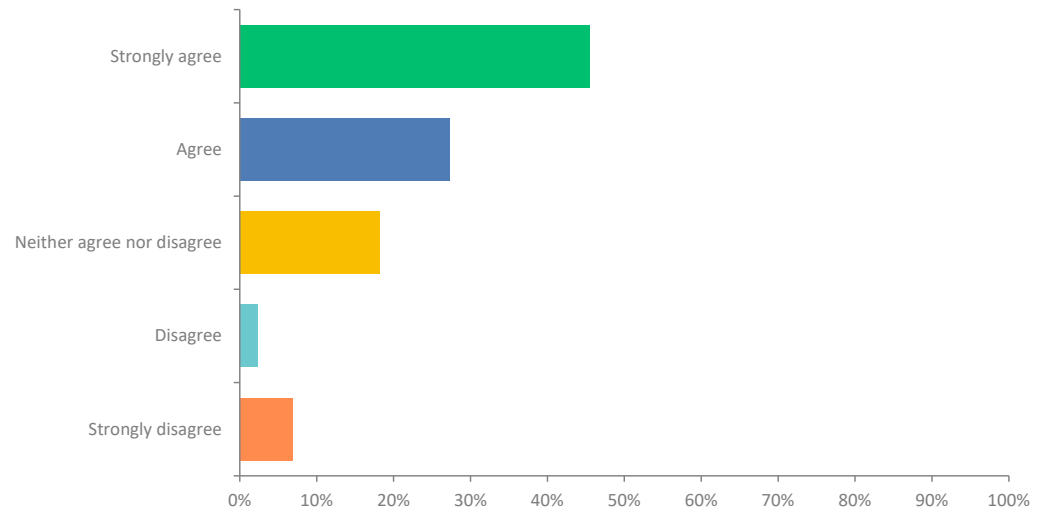
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	54.55%	24
Agree	31.82%	14
Neither agree nor disagree	11.36%	5
Disagree	2.27%	1
Strongly disagree	0%	0
TOTAL		44

22

Q11: If my manager is out, I know who to speak to and feel they will help me the same way

Answered: 44 Skipped: 0



23

Q11: If my manager is out, I know who to speak to and feel they will help me the same way

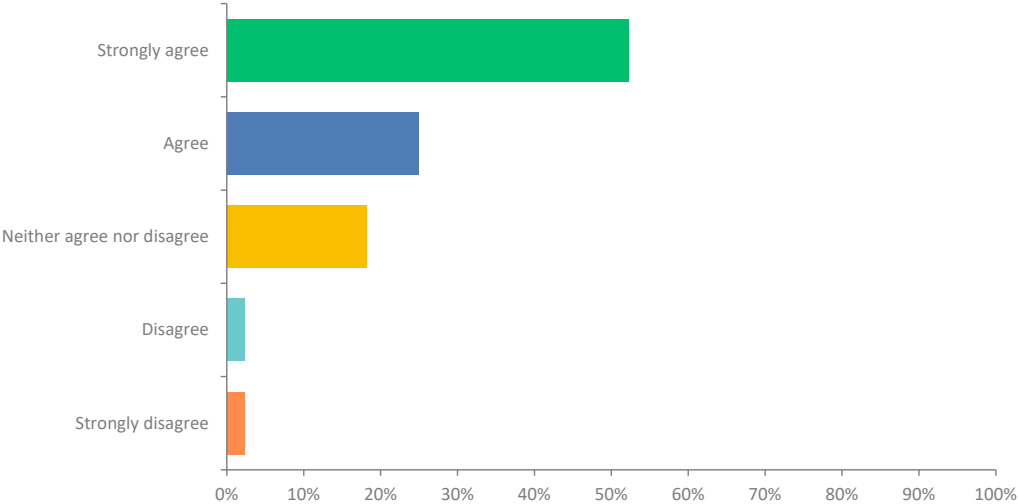
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	45.45%	20
Agree	27.27%	12
Neither agree nor disagree	18.18%	8
Disagree	2.27%	1
Strongly disagree	6.82%	3
TOTAL		44

24

Q12: The CEO cares about my wellbeing and work-life balance.

Answered: 44 Skipped: 0



25

Q12: The CEO cares about my wellbeing and work-life balance.

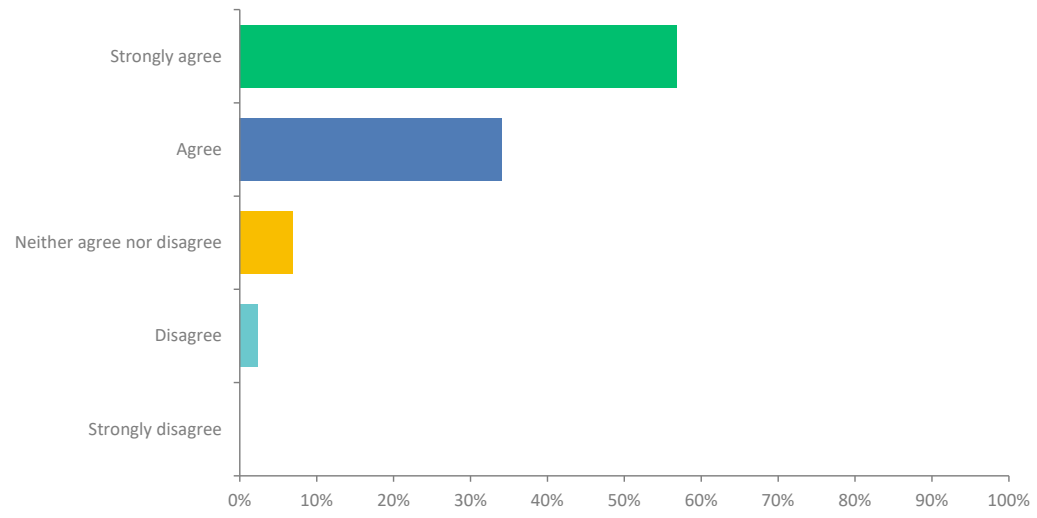
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	52.27%	23
Agree	25.00%	11
Neither agree nor disagree	18.18%	8
Disagree	2.27%	1
Strongly disagree	2.27%	1
TOTAL		44

26

Q13: The CEO makes sure I have the tools I need to do my job.

Answered: 44 Skipped: 0



27

Q13: The CEO makes sure I have the tools I need to do my job.

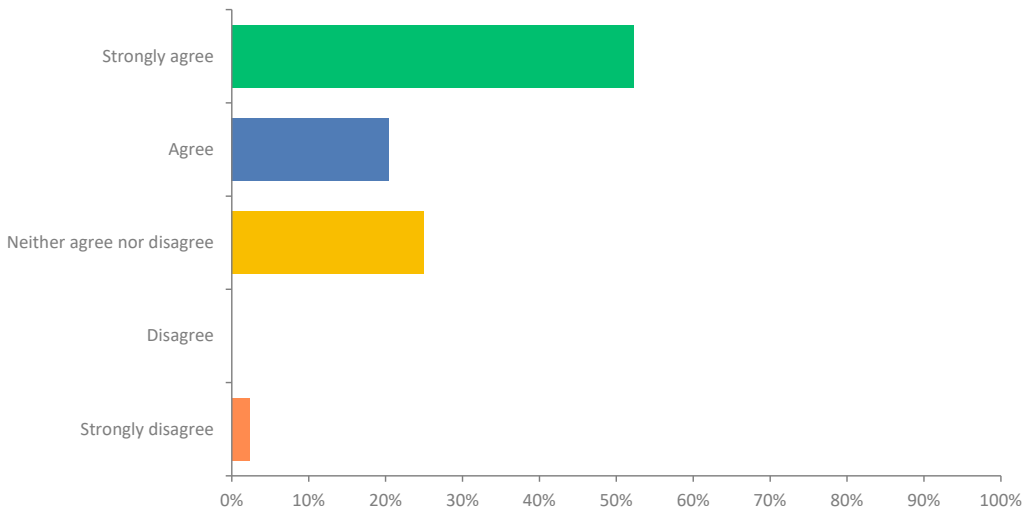
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	56.82%	25
Agree	34.09%	15
Neither agree nor disagree	6.82%	3
Disagree	2.27%	1
Strongly disagree	0%	0
TOTAL		44

28

Q14: The CEO is a person I trust to do the right thing.

Answered: 44 Skipped: 0



29

Q14: The CEO is a person I trust to do the right thing.

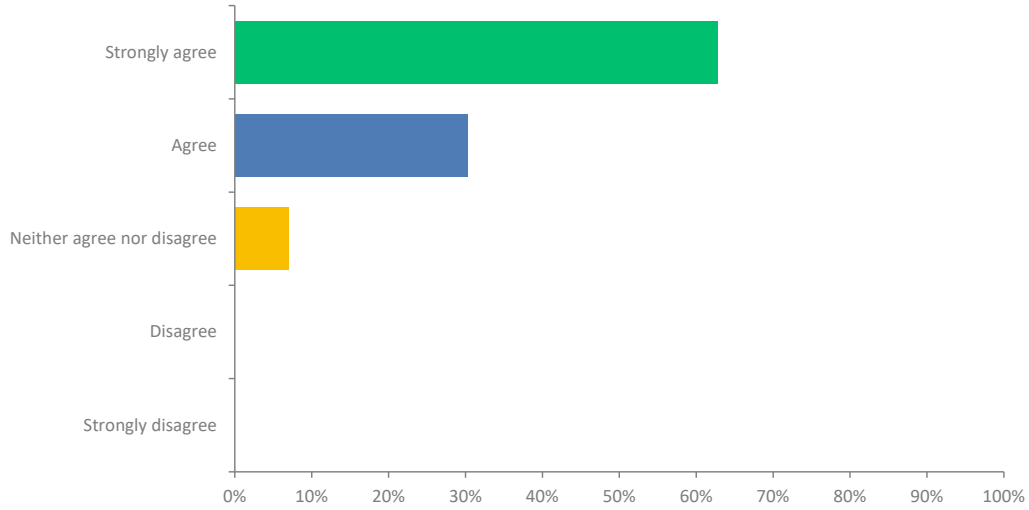
Answered: 44 Skipped: 0

ANSWER CHOICES	RESPONSES	
Strongly agree	52.27%	23
Agree	20.45%	9
Neither agree nor disagree	25.00%	11
Disagree	0%	0
Strongly disagree	2.27%	1
TOTAL		44

30

Q15: Our district strives to provide the best health care possible.

Answered: 43 Skipped: 1



31

Q15: Our district strives to provide the best health care possible.

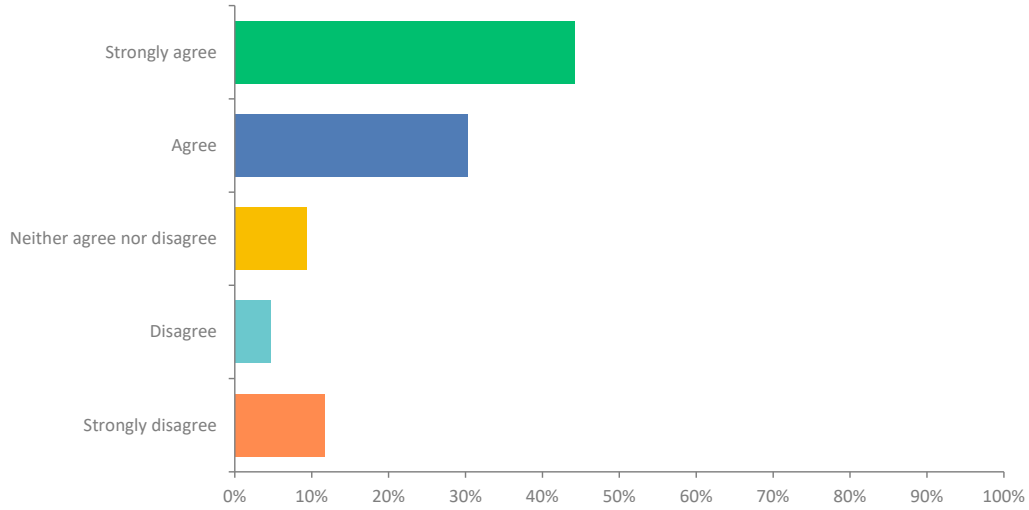
Answered: 43 Skipped: 1

ANSWER CHOICES	RESPONSES	
Strongly agree	62.79%	27
Agree	30.23%	13
Neither agree nor disagree	6.98%	3
Disagree	0%	0
Strongly disagree	0%	0
TOTAL		43

32

Q16: Our district strives to hire the best candidates

Answered: 43 Skipped: 1



33

Q16: Our district strives to hire the best candidates

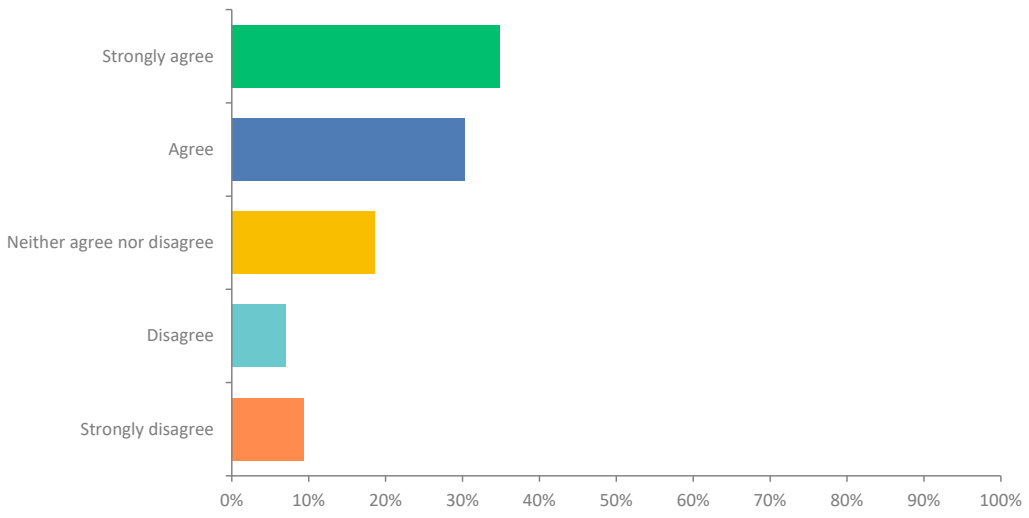
Answered: 43 Skipped: 1

ANSWER CHOICES	RESPONSES	
Strongly agree	44.19%	19
Agree	30.23%	13
Neither agree nor disagree	9.30%	4
Disagree	4.65%	2
Strongly disagree	11.63%	5
TOTAL		43

34

Q17: Although we would all like to be paid more, I feel management works hard to compensate me fairly.

Answered: 43 Skipped: 1



35

Q17: Although we would all like to be paid more, I feel management works hard to compensate me fairly.

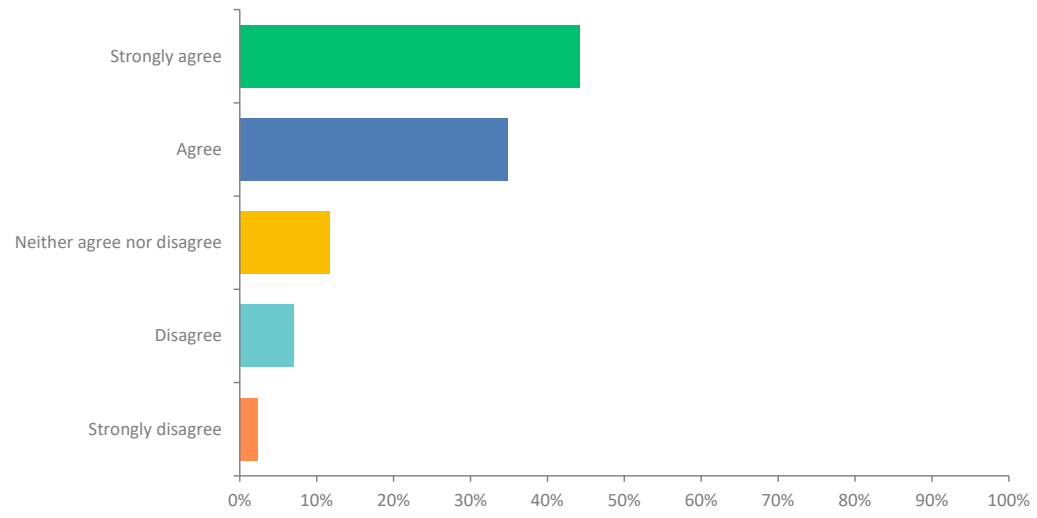
Answered: 43 Skipped: 1

ANSWER CHOICES	RESPONSES	
Strongly agree	34.88%	15
Agree	30.23%	13
Neither agree nor disagree	18.60%	8
Disagree	6.98%	3
Strongly disagree	9.30%	4
TOTAL		43

36

Q18: The people I work with cooperate to get the job done well.

Answered: 43 Skipped: 1



37

Q18: The people I work with cooperate to get the job done well.

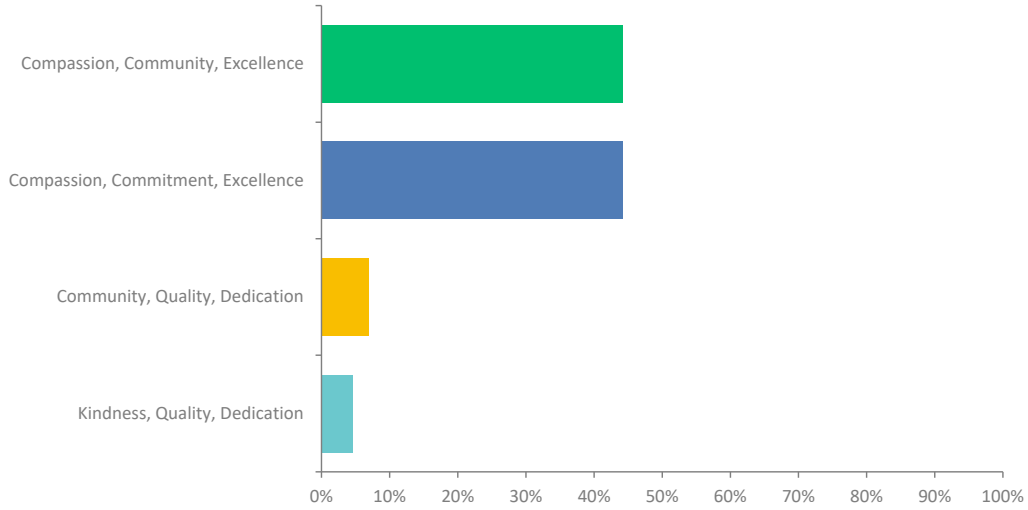
Answered: 43 Skipped: 1

ANSWER CHOICES	RESPONSES	
Strongly agree	44.19%	19
Agree	34.88%	15
Neither agree nor disagree	11.63%	5
Disagree	6.98%	3
Strongly disagree	2.33%	1
TOTAL		43

38

Q19: The Del Puerto Health Care District's core values are:

Answered: 43 Skipped: 1



39

Q19: The Del Puerto Health Care District's core values are:

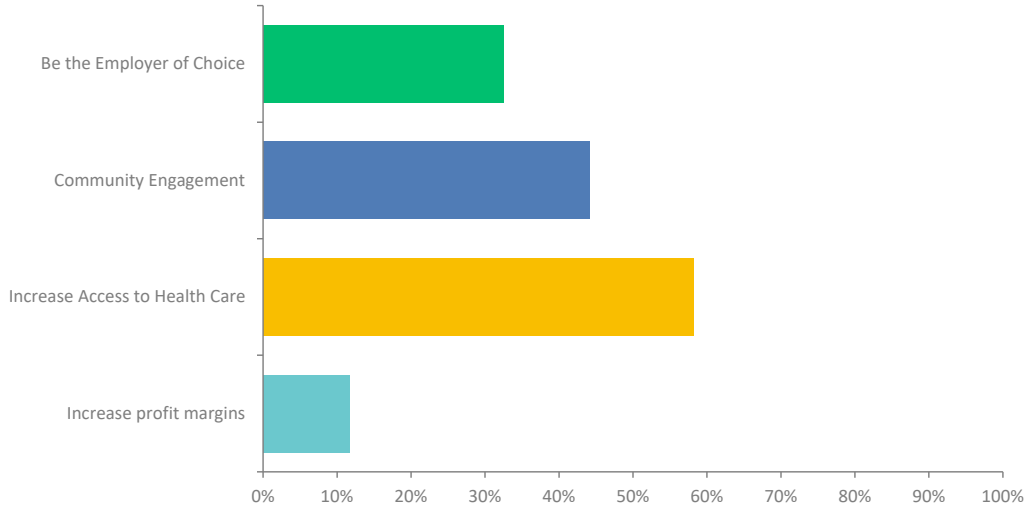
Answered: 43 Skipped: 1

ANSWER CHOICES	RESPONSES	
Compassion, Community, Excellence	44.19%	19
Compassion, Commitment, Excellence	44.19%	19
Community, Quality, Dedication	6.98%	3
Kindness, Quality, Dedication	4.65%	2
TOTAL		43

40

Q20: The goals of the Del Puerto Health Care District are

Answered: 43 Skipped: 1



41

Q20: The goals of the Del Puerto Health Care District are

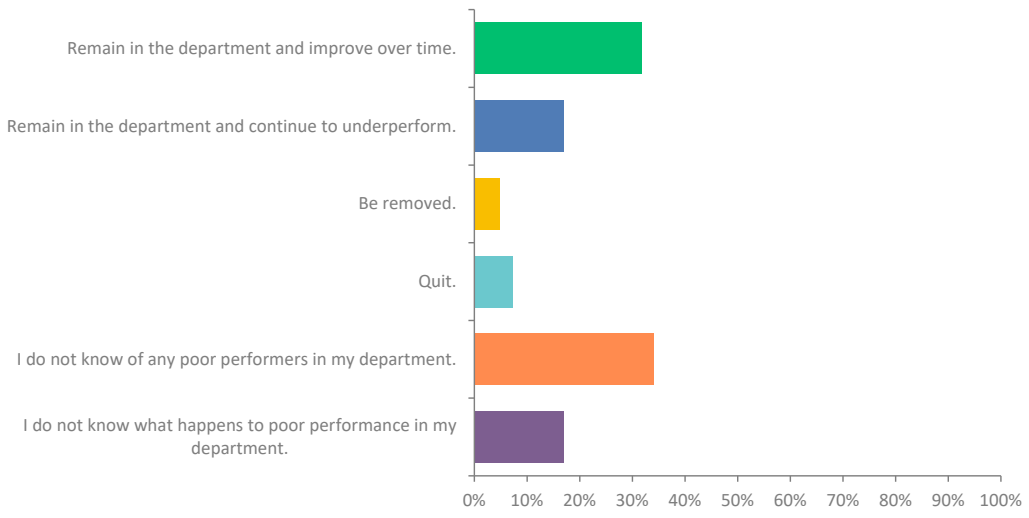
Answered: 43 Skipped: 1

ANSWER CHOICES	RESPONSES	
Be the Employer of Choice	32.56%	14
Community Engagement	44.19%	19
Increase Access to Health Care	58.14%	25
Increase profit margins	11.63%	5
TOTAL		63

42

Q21: Poor performers in my department tend to:

Answered: 41 Skipped: 3



43

Q21: Poor performers in my department tend to:

Answered: 41 Skipped: 3

ANSWER CHOICES	RESPONSES	
Remain in the department and improve over time.	31.71%	13
Remain in the department and continue to underperform.	17.07%	7
Be removed.	4.88%	2
Quit.	7.32%	3
I do not know of any poor performers in my department.	34.15%	14
I do not know what happens to poor performance in my department.	17.07%	7
TOTAL		46

44

Board Legislative Update Report

LegiScan Monitor Report

July 26, 2024

State	Bill #	Summary	Pending	Sponsors	Status
CA	AB1843	<p>This bill would require an EAP to provide up to 20 mental health treatments per issue per calendar year, and would include post-traumatic stress disorder in the definition of "issue" for purposes of those provisions. The bill would also require an EAP to schedule an appointment with a mental health treatment provider within 48 hours, upon request of an emergency ambulance employee.</p> <p>This bill would require an emergency ambulance provider to offer to all emergency ambulance employees, upon the employee's request, peer-to-peer services to provide peer representatives who are available to come to the aid of their fellow employees on a broad range of emotional or professional issues. The bill would require a peer support program to be implemented through a labor-management agreement negotiated separately from a collective bargaining agreement covering affected employees.</p>	In Senate Appropriations Committee	Rodriguez, F. ; Cervantes, S.	<p>[Hearing: Aug 5 @ 10:00 am in 1021 O Street, Room 2200]</p> <p>2024-06-27 / Engrossed Read second time and amended. Re-referred to Com. on APPR.</p>
CA	AB2859	<p>This bill would authorize an EMS provider to establish a peer support and crisis referral program to provide a network of peer representatives available to aid fellow employees on emotional or professional issues.</p>	In Senate Appropriations Committee	Patterson, J. ; Alvarado-Gil, M. ; Alvarado-Gil, M.	<p>[Hearing: Aug 5 @ 10:00 am in 1021 O Street, Room 2200]</p> <p>2024-06-27 / Engrossed Read second time and amended. Re-referred to Com. on APPR.</p>
CA	SB1061	<p>The bill would prohibit a person from furnishing information regarding a medical debt to a consumer credit reporting agency, make a medical debt void and unenforceable if a person knowingly violates this provision by furnishing information regarding the medical debt is furnished to a consumer credit reporting agency, require a contract creating a medical debt to include a term describing these requirements, as specified, and make a violation of these provisions by a person holding a license or permit issued by the state to be deemed to be a violation of the law governing that license or permit.</p>	In Assembly Appropriations Committee	Limon, M. ; Becker, J.	<p>2024-07-03 / Engrossed Read second time and amended. Re-referred to Com. on APPR.</p>
CA	SB1423	<p>This bill would require that each critical access hospital that elects to participate be reimbursed at 100% of the hospital's projected reasonable and allowable costs for covered Medi-Cal services on or after January 1, 2026</p>	In Assembly Appropriations Committee	Dahle, B. ; Alvarado-Gil, M. ; Gallagher, J. ; Grove, S. ; Hurtado, M. ; Patterson, J. ; Jones, B. ; Dahle, M. ; Ochoa Bogh, R.	<p>2024-06-27 / Engrossed Read second time and amended. Re-referred to Com. on APPR.</p>