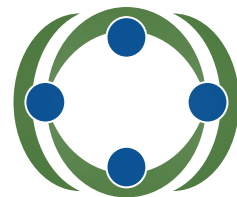




# **Public Meeting**

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## **November 2025**



**community health  
center board**

*Multnomah County*

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October 13, 2025

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# AGENDA



**community health  
center board**

*Multnomah County*



# Public Meeting Agenda

## November 10, 2025

### 6:00-8:00 PM

### Via Zoom

*Health Center Purpose: Bringing services to individuals, families, and communities that improve health and wellness while advancing health equity and eliminating health disparities.*

#### CHCB Board:

**Tamia Deary (she/they)** – Chair

**Darrell Wade (he/him)** – Vice Chair

**Susana Mendoza (she/her)** – Secretary

**Brandi Velasquez (she/her/ella)** – Member at Large

**Dani Slyman (she/her)** – Member at Large

**Brenda Chambers (she/her)** – Board Member

**Monique Johnson (she/her)** – Board Member

**Anirudh Padmala (he/him)** – Interim Executive Director (Ex Officio)

- Meetings are open to the public
- There is no public comment period
- Guests are welcome to observe/listen
- All guests will be muted upon entering the Zoom

Please email questions/comments to **the CHCB Liaison at CHCB.Liaison@multco.us**. Responses will be addressed within 48 hours after the meeting.

| Time                           | Topic/Presenter                                                                                                                                                                                                                                                                       | Process/Desired Outcome                                      |
|--------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|
| <b>6:00 - 6:10</b><br>(10 min) | <b>Call to Order / Welcome</b><br><i>Tamia Deary, CHCB Chair</i>                                                                                                                                                                                                                      |                                                              |
| <b>6:10 - 6:20</b><br>(10 min) | <b>Consent Agenda - VOTE REQUIRED</b> <ul style="list-style-type: none"> <li>• Board Committee Updates</li> <li>• Vacancy Report</li> </ul> <b>Minutes Review - VOTE REQUIRED</b> <ul style="list-style-type: none"> <li>• October 13, 2025</li> </ul> <i>Tamia Deary, CHCB Chair</i> | Board reviews and votes                                      |
| <b>6:20 - 6:30</b><br>(10 min) | <b>Treasurer Succession Plan Approval - VOTE REQUIRED</b><br><i>Tamia Deary, CHCB Chair</i>                                                                                                                                                                                           | Board reviews and votes                                      |
| <b>6:30-6:40</b><br>(10 min)   | <b>Executive Officer Election Slate of Candidates - VOTE REQUIRED</b><br><i>Tamia Deary, CHCB Chair</i>                                                                                                                                                                               | Board reviews and votes                                      |
| <b>6:40 - 6:50</b><br>(10 min) | <b>New Board Member Election- VOTE REQUIRED</b><br><i>Bee Velasquez, Nominating Committee Chair</i>                                                                                                                                                                                   | Board reviews Nominating Committee recommendations and votes |
| <b>6:50-7:05</b><br>(15 min)   | <b>Q2 Patient Surveys</b><br><i>Brieshon D'Agostini, Quality &amp; Compliance Officer</i>                                                                                                                                                                                             | Board reviews                                                |
| <b>7:05-7:15</b><br>(10 min)   | <b>Break</b>                                                                                                                                                                                                                                                                          |                                                              |



|                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                   |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>7:15 - 7:25</b><br>(10 min) | <b>Monthly Financial Report</b><br><i>Hasan Bader, Finance Manager</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Board receives update                                                                                                                                                                                                             |
| <b>7:25 - 7:35</b><br>(10 min) | <b>NACHC CHI &amp; Expo Takeaways</b><br><i>CHCB Members</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Board discusses                                                                                                                                                                                                                   |
| <b>7:35-7:40</b><br>(5 min)    | <b>Executive Director Strategic Updates</b><br><i>Anirudh Padmala, Interim Executive Director</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Board receives update                                                                                                                                                                                                             |
| <b>7:40 - 8:00</b><br>(20 min) | <b>Board Discussion (<i>Closed Executive Session</i>)</b><br><i>Tamia Deary, CHCB Chair</i><br><i>Per ORS 192.660(2), the following topics could be discussed:</i> <ul style="list-style-type: none"><li><i>b) To consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent who does not request an open hearing.</i></li><li><i>f) To consider information or records that are exempt by law from public inspection.</i></li><li><i>h) To consult with counsel concerning the legal rights and duties of a public body with regard to current litigation or litigation likely to be filed.</i></li><li><i>o) To consider matters relating to the safety of the governing body and of public body staff and volunteers and the security of public body facilities and meeting spaces.</i></li><li><i>p) To consider matters relating to cyber security infrastructure and responses to cyber security threats.</i></li></ul> | Board considers matters in a closed executive session<br><br><i>Per Oregon Public Meetings Law, deliberation and decisions may only be made in a public CHCB meeting where a quorum is present through official public votes.</i> |
| <b>8:00</b>                    | <b>Meeting Adjourns</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Thank you for your participation                                                                                                                                                                                                  |

# PUBLIC MEETING MINUTES



**community health  
center board**

*Multnomah County*



**CHCB Public Meeting Minutes**  
**October 13, 2025**  
**6:00-8:00 PM In Person, Gladys McCoy**  
**Building Rm 850**

*Health Center Purpose: Bringing services to individuals, families, and communities that improve health and wellness while advancing health equity and eliminating health disparities.*

**Board Members:**

**Tamia Deary (she/they)** – Chair

**Darrell Wade (he/him)**- Vice Chair

**Susana Mendoza (she/her)** - Secretary

**Brandi Velasquez (she/her/ella)** – Member at Large

**Dani Slyman (she/her)** - Member at Large

**Brenda Chambers (she/her)** - Board Member

**Monique Johnson (she/her)** - Board Member

**Kerry Hoeschen (she/her)** – Board Member

**Anirudh Padmala (he/him)- Interim Executive Director (Ex Officio)**

**Board Members Excused/Absent:**

|                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                              |  |  |  |
|--------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| <b>Call to Order /<br/>Welcome</b><br><i>Tamia Deary, CHCB<br/>Chair</i> | Meeting called to order at 6:05pm.<br><br>We <u>do have a quorum</u> with 5 members present<br><br>Interpreters : Victor and Felipe<br><br><ul style="list-style-type: none"><li>● Agenda reviewed and adjusted</li><li>● The executive session moved to the front due to legal counsel availability and at the request of the Chair.</li><li>● Public attendance welcomed; questions and comments limited to board members and invited presenters</li></ul> |  |  |  |
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|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| <b>Consent Agenda -<br/>VOTE REQUIRED</b><br><i>Tamia Deary, CHCB<br/>Chair</i>                                          | Board Committee Updates                                              | <b>Motion to<br/>approve:</b><br><b>Second:</b><br>Yays:<br>Nays: 0<br>Abstain:<br><b>Decision:</b>                                                |  |  |
| <b>Minutes Review -<br/>VOTE REQUIRED</b><br><i>Tamia Deary, CHCB<br/>Chair</i>                                          | September 8, 2025 Public Meeting Minutes<br>Edits/Comments: No edits | <b>Motion to<br/>approve:</b><br><b>Second:</b><br>Yays: 6<br>Nays: 0<br>Abstain:<br><b>Decision:</b><br><b>Approved</b>                           |  |  |
| <b>New Board<br/>Member<br/>Election - VOTE<br/>REQUIRED</b><br><i>Bee Velasquez,<br/>Nominating<br/>Committee Chair</i> |                                                                      | <b>Motion to<br/>approve Kallie:</b><br><b>Second:</b><br>Yays:<br>Nays:<br>Abstain:<br><b>Decision:</b><br><br><b>Motion to<br/>approve John:</b> |  |  |



|                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                      |  |  |
|----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|--|--|
|                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>Second:</b><br>Yays:<br>Nays: 0<br>Abstain: 0<br><b>Decision:</b> |  |  |
| <b>Vacancy Report</b><br>Erin Murphy,<br>Health Department<br>HR Deputy Director | <ul style="list-style-type: none"> <li>Vacancy Report to be added as a consent agenda item at the next meeting</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Moving to next meeting                                               |  |  |
| <b>Q2 Incidents and Complaints</b><br>Kimmy Hicks,<br>Project Manager            | Key Notes: <ul style="list-style-type: none"> <li>Total visits : 43,429</li> <li>Total incidents: 66</li> <li>Top incident types: Medication/fluid events (vaccine date range issue)</li> <li>Suicidal ideation/behavioral events</li> <li>Lab/division of care incidents <ul style="list-style-type: none"> <li>Patient feedback: 28 submitted forms</li> <li>By category: dental, medical, pharmacy</li> <li>Top feedback reasons: accessibility, attitude/courtesy, care/treatment, communication</li> <li>Data also reviewed by interpretation complaints, race/ethnicity, age, sex, program area and site.</li> </ul> </li> </ul> |                                                                      |  |  |

|                                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |  |  |  |
|---------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| <b>Operational Job Savings</b><br><i>Daniel Martinez Tovar, Interim Deputy Chief Operations Officer</i> | <b>Key Notes:</b> Operational savings report prioritized before other reports <ul style="list-style-type: none"> <li>Dental clinic being charged for interpretation services that should be saved by Care Oregon <ul style="list-style-type: none"> <li>Escalation led to review by dental leadership and operational excellence specialist Olivia Stottman</li> <li>Discovered I pads not setup to bill insurers for interpretation, leading to health center absorbing unnecessary costs</li> <li>In person interpreter vendors were billing the dental program incorrectly</li> <li>System wide review found similar issues in primary care</li> <li>Workflow and contract revisions, plus IT fixes, enabled direct insurer billing for interpretation, except for uninsured patients</li> <li>Achieved approximately \$2,000,000 in reimbursement</li> <li>History: <ul style="list-style-type: none"> <li>Operational Changes: A new comprehensive reconciliation workflow was implemented.</li> <li>Ongoing Support: We are reviewing contracts and supporting adherence with vendors, as well as reconciling billing errors that have led us to utilize</li> </ul> </li> </ul> </li> </ul> |  |  |  |
| <b>Monthly Financial Report</b><br><i>Hasan Bader, Finance Manager</i>                                  | Hasan Badar presented on the monthly financials available in October 2025 Report <p><b>Highlights include:</b></p> <ul style="list-style-type: none"> <li>Net Position: \$2.9 Million ahead, attributed to timing of invoices and late state payment</li> <li>A large payment from the state was received late so this means we have a larger savings than usual.</li> <li>The largest expense is personal expense.</li> <li>12.8% increase from July and August</li> <li>72% the largest visits coming from Care Oregon</li> <li>Tracked by COO and Trillium</li> <li>By August: 16.7% of fiscal year completed</li> <li>Revenue received: 15% of budget (\$53.2 M out of \$217M)</li> <li>Exededitures: 14% of the budget</li> <li>Self-pay/client fee collections: \$27k (July), \$23.5k (August)</li> <li>No budget modifications/adjustments processed for FY26</li> </ul>                                                                                                                                                                                                                                                                                                                   |  |  |  |

|                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                    |  |  |
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| <p><b>Executive Director Strategic Updates</b><br/>Anirudh Padmala,<br/>Interim Executive Director</p> | <p><b>Key Notes:</b></p> <ul style="list-style-type: none"> <li>• HRSA Board Composition Compliance in effect due to pending board member approvals (expected to be temporary)</li> <li>• Immunization Quality Improvement Project: <ul style="list-style-type: none"> <li>○ Mult-year effort begun in 2022, now entering third phase</li> <li>○ Reduced incidents and patient risk</li> <li>○ Next phase to focus on continuous quality improvement</li> </ul> </li> <li>• Mid County Capital Evaluation: <ul style="list-style-type: none"> <li>○ Evaluation work started in August, including staff feedback surveys focused on services and community partnership</li> <li>○ Next Steps: Additional surveys for dental and primary care, plus focus groups</li> </ul> </li> </ul> |                                                                                                                                                                                                                                                                                                                                    |  |  |
| <p><b>Board Discussion</b><br/><b>(Closed Executive Session)</b><br/>Tamia Deary, CHCB Chair</p>       | <p>Board leaves to break out room for Closed Executive Session</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <p><b>Motion to enter executive Session -</b><br/><b>First:</b><br/><b>Second:</b><br/>Yays:5<br/>Nays:<br/>Abstain:<br/><b>Decision:</b><br/><b>Approved</b></p> <p><b>Motion to leave Executive Session</b><br/><b>approve:</b><br/><b>Second:</b><br/>Yays:<br/>Nays:<br/>Abstain:<br/><b>Decision:</b><br/><b>Approved</b></p> |  |  |

|                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |  |  |  |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|--|
| <b>Topic</b>            | Next Steps & Action Items: <ul style="list-style-type: none"> <li>• Treasurer succession plan vote outcome pending and tabled for future resolution</li> <li>• Vacancy report to appear as consent agenda item next month</li> <li>• Ongoing reconciliation and vendor review for laundry services</li> <li>• Continue progress on HRSA compliance, immunization project, and Mid County capital evaluation</li> <li>• Appreciation for board member patience and flexibility amid technical/connectivity challenges</li> </ul> |  |  |  |
| <b>Meeting Adjourns</b> | 8:08 PM                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |  |  |  |

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

**Susana Mendoza, Secretary**

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

**Tamia Deary, Board Chair**

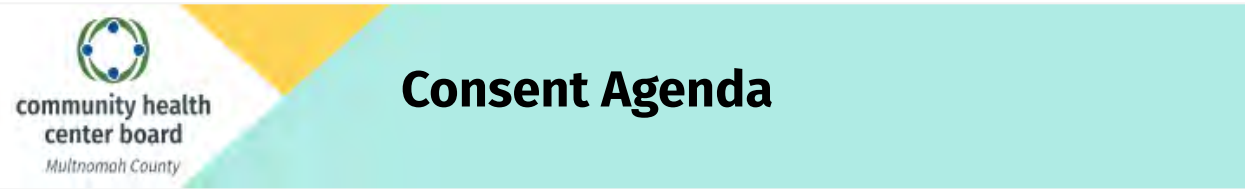
**Scribe: // Email: /Gina Hale:gina.hale@multco.us**

# Consent Agenda November 2025



**community health  
center board**

*Multnomah County*



November 10, 2025  
Vacancy Report

| Division Name                     | Program Group                                   | Related Cost | Related Cost Center Name                 | Position Number | Position status | RSA                                                                                                    | JCN  | JCN Description                         | Total FTE | Vacant Since | Today     | Days vacant | Recruitment status    | Position Status for CHCB Report               | Dup or Non-Dup         | Revenue Generating     | Revenue lost | Manager (per WorkDay) |
|-----------------------------------|-------------------------------------------------|--------------|------------------------------------------|-----------------|-----------------|--------------------------------------------------------------------------------------------------------|------|-----------------------------------------|-----------|--------------|-----------|-------------|-----------------------|-----------------------------------------------|------------------------|------------------------|--------------|-----------------------|
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417630       | HD FQHC PC Northeast Clinic              | 700610          | Frozen          |                                                                                                        | 9361 | Program Supervisor                      | 1.00      | 2/11/2025    | 8/19/2025 | 183         | Home position for Za  | Total duplicated, inactive vacancies          | Duplicated Vacancy     | Non-Revenue Generating |              | Katie Thornton        |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416530       | HD FQHC Dental Southeast Clinic          | 701035          | Open            |                                                                                                        | 6346 | Dental Assistant (LFDA)                 | 0.75      | 2/21/2025    | 8/19/2025 | 910         | MQ                    | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Maria Deming          |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations                | 417200       | HD FQHC OHP Enrollment                   | 701919          | Open            | Vietnamese Language                                                                                    | 6300 | Eligibility Specialist                  | 1         | 1/11/2025    | 8/19/2025 | 49          | Interview             | Non duplicated: Interview or final hire stage | Non-Duplicated Vacancy | Non-Revenue Generating |              | Belma Nunez           |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416600       | HD FQHC Dental Northeast Clinic          | 702538          | Open            |                                                                                                        | 6346 | Dental Assistant (LFDA)                 | 1         | 12/30/2023   | 8/19/2025 | 598         | MQ                    | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Wintress Watson       |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416600       | HD FQHC Dental Northeast Clinic          | 702662          | Open            |                                                                                                        | 6346 | Dental Assistant (LFDA)                 | 0.75      | 8/4/2025     | 8/19/2025 | 15          | MQ                    | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Wintress Watson       |
| FQHC Integrated Clinical Services | HD FQHC Quality and Compliance                  | 418502       | HD FQHC ICS Medical Records              | 702986          | Open            |                                                                                                        | 6321 | Health Information Technician           | 1         | 1/22/2025    | 8/19/2025 | 28          | Job Posted            | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Shanny Annis          |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416530       | HD FQHC Dental Southeast Clinic          | 703854          | Open            |                                                                                                        | 6348 | Dental Hygienist                        | 1         | 1/9/2025     | 8/19/2025 | 41          | No Requisition        | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Revenue Generating     | \$42,684.99  | Maciek Dolata         |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations                | 417200       | HD FQHC OHP Enrollment                   | 703981          | Open            | Position requires ability to speak, write and read fluently in both the Spanish and English languages. | 6300 | Eligibility Specialist                  | 1         | 12/16/2024   | 8/19/2025 | 246         | Ready for Hire        | Non duplicated: Interview or final hire stage | Non-Duplicated Vacancy | Non-Revenue Generating |              | Belma Nunez           |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416750       | HD FQHC Dental East County Clinic        | 704358          | Open            | Russian                                                                                                | 6001 | Office Assistant 2                      | 1         | 8/12/2025    | 8/19/2025 | 7           | Lateral Transfer      | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Ale Thrasher          |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417002       | HD FQHC ICS Administration               | 705544          | Open            |                                                                                                        | 9699 | Integrated Clinical Services Director   | 1.00      | 3/23/2024    | 8/19/2025 | 514         | Backfilled by Anirudh | Total duplicated, inactive vacancies          | Duplicated Vacancy     | Non-Revenue Generating |              | Rachael Banks         |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations                | 417100       | HD FQHC Central Call Center              | 705799          | Open            |                                                                                                        | 6013 | Community Information Specialist        | 1         | 1/11/2025    | 8/19/2025 | 39          | Lateral Transfer      | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Demi Frazier          |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416530       | HD FQHC Dental Southeast Clinic          | 706097          | Open            | Bilingual in English and Spanish languages.                                                            | 6001 | Office Assistant 2                      | 0.75      | 8/6/2025     | 8/19/2025 | 13          | Lateral Transfer      | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Maria Deming          |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417006       | HD FQHC ICS Support and Infrastructure   | 706236          | Frozen          |                                                                                                        | 6033 | Administrative Analyst                  | 1.00      | 2/24/2025    | 8/19/2025 | 176         | Home position for Jo  | Total duplicated, inactive vacancies          | Duplicated Vacancy     | Non-Revenue Generating |              | Anna Johnston         |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416600       | HD FQHC Dental Northeast Clinic          | 706368          | Open            |                                                                                                        | 6346 | Dental Assistant (LFDA)                 | 1         | 11/15/2023   | 8/19/2025 | 643         | HOLD                  | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Non-Revenue Generating |              | Wintress Watson       |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417550       | HD FQHC PC Mid County Clinic             | 706378          | Open            | Russian Speaking CMA                                                                                   | 6012 | Medical Assistant                       | 1         | 5/10/2025    | 8/19/2025 | 101         | No Requisition        | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Non-Revenue Generating |              | Joana Michel          |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417500       | HD FQHC PC East County Clinic            | 707081          | Frozen          |                                                                                                        | 9365 | Manager Senior                          | 1.00      | 8/1/2025     | 8/19/2025 | 18          | Backfilled by Aaron B | Total duplicated, inactive vacancies          | Duplicated Vacancy     | Non-Revenue Generating |              | Debbie Powers         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Administration and Support | 417005       | HD FQHC Clinical Support and Development | 708622          | Open            |                                                                                                        | 9551 | Health Centers Division Operations Dire | 1.00      | 3/12/2024    | 8/19/2025 | 525         | Backfilled by Debbie  | Total duplicated, inactive vacancies          | Duplicated Vacancy     | Non-Revenue Generating |              | Anirudh Padimala      |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416630       | HD FQHC Dental Mid County Clinic         | 708630          | Open            |                                                                                                        | 6348 | Dental Hygienist                        | 0.75      | 4/30/2024    | 8/19/2025 | 476         | Job Posted            | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Revenue Generating     | \$371,671.23 | Maciek Dolata         |
| FQHC Integrated Clinical Services | HD FQHC HIV Clinic                              | 413800       | HD FQHC HIV Clinic Services              | 709877          | Open            |                                                                                                        | 6012 | Medical Assistant                       | 1         | 1/24/2025    | 8/19/2025 | 26          | Lateral Transfer      | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Billettia Broussard   |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417650       | HD FQHC PC Northeast Clinic              | 709927          | Open            |                                                                                                        | 6303 | Licensed Community Practical Nurse      | 1         | 2/21/2025    | 8/19/2025 | 173         | Job Posted            | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Nina Spring           |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417500       | HD FQHC PC East County Clinic            | 712097          | Open            |                                                                                                        | 6012 | Medical Assistant                       | 1         | 4/1/2025     | 8/19/2025 | 134         | Lateral Transfer      | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Heather Flores        |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417550       | HD FQHC PC Mid County Clinic             | 712367          | Open            |                                                                                                        | 6317 | Physician                               | 0.7       | 3/5/2024     | 8/19/2025 | 532         | No Requisition        | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Revenue Generating     | \$425,964.38 | Dvineet Kaur          |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417020       | HD FQHC Electronic Health Records (EHR)  | 712399          | Open            |                                                                                                        | 6300 | Business Analyst                        | 1         | 8/1/2025     | 8/19/2025 | 18          | No Requisition        | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Non-Revenue Generating |              | Brie Kennedy          |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417700       | HD FQHC PC Southeast Clinic              | 712679          | Open            |                                                                                                        | 6012 | Medical Assistant                       | 1         | 4/1/2025     | 8/19/2025 | 140         | No Requisition        | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Non-Revenue Generating |              | Billettia Broussard   |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations                | 417100       | HD FQHC Central Call Center              | 714202          | Open            |                                                                                                        | 6013 | Community Information Specialist        | 1         | 8/16/2025    | 8/19/2025 | 3           | No Requisition        | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Non-Revenue Generating |              | Demi Frazier          |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417650       | HD FQHC PC Northeast Clinic              | 714240          | Open            | Spanish Language                                                                                       | 6012 | Medical Assistant                       | 1         | 8/1/2025     | 8/19/2025 | 18          | No Requisition        | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Non-Revenue Generating |              | Daisy Ponce Quiroz    |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417800       | HD FQHC PC La Clinica Clinic             | 714299          | Open            | Spanish language                                                                                       | 6314 | Advanced Practice Clinician             | 1         | 8/29/2023    | 8/19/2025 | 721         | Job Posted            | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Revenue Generating     | \$641,986.30 | Agnes White           |
| FQHC Integrated Clinical Services | HD FQHC HIV Clinic                              | 413800       | HD FQHC HIV Clinic Services              | 714489          | Open            |                                                                                                        | 6295 | Clinical Services Specialist            | 1         | 5/15/2025    | 8/19/2025 | 96          | Ready for Hire        | Non duplicated: Interview or final hire stage | Non-Duplicated Vacancy | Revenue Generating     | \$39,452.09  | Elwood E              |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416800       | HD FQHC Dental Rockwood Clinic           | 714516          | Open            |                                                                                                        | 6346 | Dental Assistant (LFDA)                 | 1         | 6/11/2025    | 8/19/2025 | 69          | Job Posted            | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Rachel Morsette       |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417400       | HD FQHC PC Rockwood Clinic               | 714616          | Open            |                                                                                                        | 6314 | Advanced Practice Clinician             | 0.8       | 1/8/2025     | 8/19/2025 | 42          | HOLD                  | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Revenue Generating     | \$29,911.81  | Nancy Schwarzkopt     |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417650       | HD FQHC PC Northeast Clinic              | 714649          | Frozen          |                                                                                                        | 6001 | Office Assistant 2                      | 1.00      | 3/11/2025    | 8/19/2025 | 155         | Home position for Ro  | Total duplicated, inactive vacancies          | Duplicated Vacancy     | Non-Revenue Generating |              | Ron Aranguren         |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416530       | HD FQHC Dental Southeast Clinic          | 715079          | Open            |                                                                                                        | 6346 | Dental Assistant (LFDA)                 | 0.75      | 5/19/2025    | 8/19/2025 | 92          | Job Posted            | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Maria Deming          |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416630       | HD FQHC Dental Mid County Clinic         | 715105          | Open            | Bilingual Spanish                                                                                      | 6001 | Office Assistant 2                      | 1         | 8/16/2025    | 8/19/2025 | 3           | Lateral Transfer      | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |              | Sergei Zaharia        |

|                                   |                                  |        |                                                   |        |        |                                                                                                                                                                                                                                                                                                                                                                                                                  |      |                                      |      |            |           |      |                      |                                        |                        |                        |                |                      |
|-----------------------------------|----------------------------------|--------|---------------------------------------------------|--------|--------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|--------------------------------------|------|------------|-----------|------|----------------------|----------------------------------------|------------------------|------------------------|----------------|----------------------|
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417300 | HD FQHC PC East County Clinic                     | 719461 | Open   | Spanish language                                                                                                                                                                                                                                                                                                                                                                                                 | 6324 | Advanced Practice Clinician (Exempt) | 1    | 6/14/2023  | 8/19/2023 | 797  | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Revenue Generating     | \$709,637.33   | Lindsay Braun        |
| FQHC Integrated Clinical Services | HD FQHC HIV Clinic               | 413800 | HD FQHC HIV Clinic Services                       | 715713 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6012 | Medical Assistant                    | 1    | 7/19/2023  | 8/19/2023 | 396  | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Non-Revenue Generating |                | Billietina Broussard |
| FQHC Integrated Clinical Services | HD FQHC Dental                   | 416300 | HD FQHC Dental Bill Odegaard Clinic               | 716439 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6319 | Dentist                              | 0.75 | 7/23/2023  | 8/19/2023 | 27   | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Revenue Generating     | \$38,835.62    | Azma Ahmed           |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417700 | HD FQHC PC Southeast Clinic                       | 716647 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6012 | Medical Assistant                    | 1    | 11/9/2024  | 8/19/2023 | 283  | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Non-Revenue Generating |                | Billietina Broussard |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417700 | HD FQHC PC Southeast Clinic                       | 716630 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6001 | Office Assistant 2                   | 1    | 7/23/2023  | 8/19/2023 | 27   | No Requisition       | Non duplicated: Not posted             | Non-Duplicated vacancy | Non-Revenue Generating |                | Iris Venasco         |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations | 417100 | HD FQHC Central Call Center                       | 716791 | Open   | Bilingual in English and Spanish languages.                                                                                                                                                                                                                                                                                                                                                                      | 6001 | Office Assistant 2                   | 1    | 7/28/2023  | 8/19/2023 | 22   | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Non-Revenue Generating |                | Gabby Mora           |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations | 417100 | HD FQHC Central Call Center                       | 716793 | Open   | This position requires bilingual written and verbal language skills in Russian and English.                                                                                                                                                                                                                                                                                                                      | 6001 | Office Assistant 2                   | 1    | 7/28/2023  | 8/19/2023 | 22   | Lateral Transfer     | Non duplicated: Posted for recruitment | Non-Duplicated Vacancy | Non-Revenue Generating |                | Gabby Mora           |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations | 417100 | HD FQHC Central Call Center                       | 716785 | Open   | Bilingual in English and Spanish languages                                                                                                                                                                                                                                                                                                                                                                       | 6001 | Office Assistant 2                   | 1    | 6/27/2023  | 8/19/2023 | 78   | No Requisition       | Non duplicated: Not posted             | Non-Duplicated vacancy | Non-Revenue Generating |                | Gabby Mora           |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations | 417100 | HD FQHC Central Call Center                       | 716798 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6001 | Office Assistant 2                   | 1    | 7/28/2023  | 8/19/2023 | 22   | HOLD                 | Non duplicated: Not posted             | Non-Duplicated vacancy | Non-Revenue Generating |                | Gabby Mora           |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417500 | HD FQHC PC East County Clinic                     | 716833 | Open   | Spanish                                                                                                                                                                                                                                                                                                                                                                                                          | 6303 | Licensed Community Practical Nurse   | 1    | 11/29/2024 | 8/19/2023 | 263  | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Non-Revenue Generating |                | Joanna De Matias     |
| FQHC Integrated Clinical Services | HD Corrections Health            | 405002 | HD Corrections Health Administration In/Out Scope | 716872 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6300 | Business Analyst                     | 1    | 5/19/2023  | 8/19/2023 | 92   | No Requisition       | Non duplicated: Not posted             | Non-Duplicated vacancy | Non-Revenue Generating |                | Brie Kennedy         |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration       | 417030 | HD FQHC Medical Director                          | 716964 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 9541 | Deputy Medical Director              | 1    | 4/23/2023  | 8/19/2023 | 118  | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Non-Revenue Generating |                | Amy Henninger        |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417530 | HD FQHC PC Mid County Clinic                      | 717129 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6317 | Physician                            | 1    | 10/17/2021 | 8/19/2023 | 1418 | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Revenue Generating     | \$1,621,938.90 | Divneet Kaur         |
| FQHC Integrated Clinical Services | HD FQHC Dental                   | 416130 | HD FQHC Dental School Community Oral Health       | 717236 | Frozen |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6001 | Office Assistant 2                   | 0.83 | 9/30/2024  | 8/19/2023 | 323  | Home position for Cl | Total duplicated, inactive vacancies   | Duplicated vacancy     | Non-Revenue Generating |                | Barbara Broderick    |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417025 | HD FQHC Community Health Workers                  | 717443 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6047 | Community Health Specialist 2        | 1    | 6/30/2023  | 8/19/2023 | 50   | Lateral Transfer     | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Revenue Generating     | \$1,808.22     | Adriana Cardenas     |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417025 | HD FQHC Community Health Workers                  | 717526 | Open   | Language: Bilingual in Spanish and English, and advanced knowledge of and experience working with the Latino community as shared below. These skills are demonstrated by knowledge of the traditions, values and customs of the community being served as well as the ability to identify specific examples of experience working directly with individuals and families who identify with the Latino community. | 6047 | Community Health Specialist 2        | 1    | 8/4/2023   | 8/19/2023 | 15   | No Requisition       | Non duplicated: Not posted             | Non-Duplicated Vacancy | Revenue Generating     | \$542.47       | Adriana Cardenas     |
| FQHC Integrated Clinical Services | HD FQHC Student Health Centers   | 414315 | HD FQHC SHC Jefferson                             | 717362 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6012 | Medical Assistant                    | 0.83 | 6/23/2023  | 8/19/2023 | 57   | Lateral Transfer     | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Non-Revenue Generating |                | Evelyn Pelayo        |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417530 | HD FQHC PC Mid County Clinic                      | 717927 | Open   |                                                                                                                                                                                                                                                                                                                                                                                                                  | 6012 | Medical Assistant                    | 1    | 9/11/2023  | 8/19/2023 | 708  | Job Posted           | Non duplicated: Posted for recruitment | Non-Duplicated vacancy | Non-Revenue Generating |                | Joana Michel         |

| Division Name                     | Program Group                                   | Related Cost | Related Cost Center Name                          | Position Number | Position status | KSA                                                                                                                                                                                                                                                             | JCN  | JCN Description                    | Total FTE | vacant Since | Today     | Days vacant | Recruitment status     | Position Status for CACB Report               | Dup or Non-Dup         | Revenue Generating     | Revenue lost   | Manager (per WorkDay)   |
|-----------------------------------|-------------------------------------------------|--------------|---------------------------------------------------|-----------------|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|------------------------------------|-----------|--------------|-----------|-------------|------------------------|-----------------------------------------------|------------------------|------------------------|----------------|-------------------------|
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417006       | HD FQHC ICS Support and Infrastructure            | 718019          | Frozen          |                                                                                                                                                                                                                                                                 | 9063 | Project Manager (Nk)               | 1.00      | 8/11/2023    | 8/19/2023 | 8           | Home position for M    | Total duplicated, inactive vacancies          | Duplicated vacancy     | Non-Revenue Generating |                | Adrienne Daniels        |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417530       | HD FQHC PC Mid County Clinic                      | 718386          | Open            |                                                                                                                                                                                                                                                                 | 6314 | Advanced Practice Clinician        | 1         | 3/28/2023    | 8/19/2023 | 875         | Ready for Hire         | Non duplicated: Interview or final hire stage | Non-Duplicated vacancy | Revenue Generating     | \$779,109.39   | Divneet Kaur            |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416330       | HD FQHC Dental Southeast Clinic                   | 718382          | Open            |                                                                                                                                                                                                                                                                 | 6346 | Dental Assistant (LFDA)            | 1         | 5/4/2023     | 8/19/2023 | 838         | MQ                     | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |                | Maria Deming            |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416330       | HD FQHC Dental Southeast Clinic                   | 718394          | Open            |                                                                                                                                                                                                                                                                 | 6346 | Dental Assistant (LFDA)            | 1         | 2/21/2023    | 8/19/2023 | 910         | MQ                     | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |                | Maria Deming            |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416800       | HD FQHC Dental Rockwood Clinic                    | 718397          | Open            | Spanish and English languages                                                                                                                                                                                                                                   | 6346 | Dental Assistant (LFDA)            | 1         | 11/18/2024   | 8/19/2023 | 274         | HOLD                   | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Rachel Morsette         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Administration and Support | 417005       | HD FQHC Clinical Support and Development          | 719377          | Frozen          |                                                                                                                                                                                                                                                                 | 9601 | Division Director 1                | 1.00      | 5/17/2024    | 8/19/2023 | 475         | Backfilled by Daniel I | Total duplicated, inactive vacancies          | Duplicated vacancy     | Non-Revenue Generating |                | Anirudh Padmaia         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417530       | HD FQHC PC Mid County Clinic                      | 741103          | Open            | Position requires skill to speak, write and read fluently in both the English and Spanish languages.                                                                                                                                                            | 6012 | Medical Assistant                  | 1         | 7/16/2024    | 8/19/2023 | 399         | Job Posted             | Non duplicated: Posted for recruitment        | Non-Duplicated Vacancy | Non-Revenue Generating |                | Joana Michel            |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417007       | HD FQHC Health Center Finance                     | 742039          | Open            |                                                                                                                                                                                                                                                                 | 9338 | Finance Manager Senior             | 1         | 3/30/2024    | 8/19/2023 | 307         | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Anirudh Padmaia         |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417016       | Health Center Information Systems and Technology  | 742189          | Frozen          |                                                                                                                                                                                                                                                                 | 9452 | IT Manager I                       | 1.00      | 5/5/2023     | 8/19/2023 | 106         | Backfilled by Margar   | Total duplicated, inactive vacancies          | Duplicated vacancy     | Non-Revenue Generating |                | Rachael Banks           |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417002       | HD FQHC ICS Administration                        | 742242          | Open            |                                                                                                                                                                                                                                                                 | 6200 | Program Communications Coordinator | 1         | 6/14/2023    | 8/19/2023 | 66          | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Daniel Martinez Tovar   |
| FQHC Integrated Clinical Services | HD FQHC HIV Clinic                              | 413800       | HD FQHC HIV Clinic Services                       | 742444          | Open            |                                                                                                                                                                                                                                                                 | 6047 | Community Health Specialist 2      | 1         | 7/12/2023    | 8/19/2023 | 38          | Lateral Transfer       | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Revenue Generating     | \$1,374.23     | Edwoud L.               |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417600       | HD FQHC PC North Portland Clinic                  | 742838          | Open            |                                                                                                                                                                                                                                                                 | 6317 | Physician                          | 0.9       | 12/21/2023   | 8/19/2023 | 607         | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Revenue Generating     | \$624,877.40   | Brooks Gaston           |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417006       | HD FQHC ICS Support and Infrastructure            | 743999          | Frozen          |                                                                                                                                                                                                                                                                 | 6063 | Project Manager Represented        | 0.80      | 11/12/2024   | 8/19/2023 | 280         | Home position for No   | Total duplicated, inactive vacancies          | Duplicated vacancy     | Non-Revenue Generating |                | Adrienne Daniels        |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417002       | HD FQHC ICS Administration                        | 744004          | Open            |                                                                                                                                                                                                                                                                 | 9615 | Manager I                          | 1         | 7/21/2023    | 8/19/2023 | 29          | Interview              | Non duplicated: Interview or final hire stage | Non-Duplicated vacancy | Non-Revenue Generating |                | Anirudh Padmaia         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417530       | HD FQHC PC Mid County Clinic                      | 744207          | Open            |                                                                                                                                                                                                                                                                 | 6314 | Advanced Practice Clinician        | 1         | 3/21/2024    | 8/19/2023 | 516         | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Revenue Generating     | \$439,432.03   | Divneet Kaur            |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417007       | HD FQHC Health Center Finance                     | 744341          | Open            |                                                                                                                                                                                                                                                                 | 6032 | Finance Specialist Senior          | 1         | 3/5/2024     | 8/19/2023 | 332         | HOLD                   | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Hasan Bader             |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417007       | HD FQHC Health Center Finance                     | 744412          | Open            |                                                                                                                                                                                                                                                                 | 9355 | Finance Supervisor                 | 1         | 8/13/2021    | 8/19/2023 | 1467        | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Hasan Bader             |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416001       | HD FQHC Dental Administration                     | 746112          | Frozen          |                                                                                                                                                                                                                                                                 | 9365 | Manager Senior                     | 1.00      | 9/3/2024     | 8/19/2023 | 330         | Home position for Da   | Total duplicated, inactive vacancies          | Duplicated vacancy     | Non-Revenue Generating |                | Daniel Martinez Tovar   |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417730       | HD FQHC PC Mobile Clinic                          | 746166          | Open            |                                                                                                                                                                                                                                                                 | 6348 | Dental Hygienist                   | 1         | 9/30/2023    | 8/19/2023 | 1054        | Job Posted             | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Revenue Generating     | \$1,097,315.07 | Maciek Dolata           |
| FQHC Integrated Clinical Services | HD FQHC Student Health Centers                  | 414330       | HD FQHC SHC McDaniel                              | 746221          | Open            |                                                                                                                                                                                                                                                                 | 6314 | Advanced Practice Clinician        | 0.67      | 8/9/2023     | 8/19/2023 | 10          | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Revenue Generating     | \$5,965.73     | Katie Strawn            |
| FQHC Integrated Clinical Services | HD Corrections Health                           | 405002       | HD Corrections Health Administration In/Out Scope | 746640          | Open            |                                                                                                                                                                                                                                                                 | 6300 | Business Analyst                   | 1         | 5/7/2023     | 8/19/2023 | 104         | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Brie Kennedy            |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417730       | HD FQHC PC Mobile Clinic                          | 746648          | Open            |                                                                                                                                                                                                                                                                 | 9518 | Nursing Development Consultant     | 0.5       | 9/18/2024    | 8/19/2023 | 335         | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Debbie Powers           |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417700       | HD FQHC PC Southeast Clinic                       | 746728          | Open            |                                                                                                                                                                                                                                                                 | 6012 | Medical Assistant                  | 1         | 2/12/2023    | 8/19/2023 | 188         | Job Posted             | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |                | Billietina Broussard    |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417400       | HD FQHC PC Rockwood Clinic                        | 746808          | Open            |                                                                                                                                                                                                                                                                 | 6001 | Office Assistant 2                 | 1         | 3/3/2023     | 8/19/2023 | 169         | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Marvin Watts            |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416330       | HD FQHC Dental Southeast Clinic                   | 747197          | Open            |                                                                                                                                                                                                                                                                 | 6348 | Dental Hygienist                   | 1         | 10/27/2023   | 8/19/2023 | 662         | Job Posted             | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Revenue Generating     | \$689,205.48   | Maciek Dolata           |
| FQHC Integrated Clinical Services | HD FQHC Pharmacy                                | 418260       | HD FQHC Pharmacy PCC Clinic                       | 748495          | Open            |                                                                                                                                                                                                                                                                 | 6119 | Pharmacy Technician                | 1         | 8/18/2023    | 8/19/2023 | 1           | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |                | Rosalio Espinoza Zavala |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417800       | HD FQHC PC La Clinica Clinic                      | 748871          | Open            |                                                                                                                                                                                                                                                                 | 6303 | Licensed Community Practical Nurse | 1         | 12/16/2024   | 8/19/2023 | 246         | Job Posted             | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |                | Edith Butler            |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417020       | HD FQHC Electronic Health Records (EHR)           | 749315          | Open            | Advanced knowledge of patient care clinical processes, charting and workflows, in an Electronic Health Record (EHR) and/or EHR only. One to three years and experience delivering training in Electronic Health Record (EHR) and/or EHR only to adult learners. | 6501 | Business Analyst Senior            | 1         | 5/14/2023    | 8/19/2023 | 97          | No Requisition         | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Non-Revenue Generating |                | Margaret Spurlock       |

|                                   |                                  |        |                                       |                 |                       |                                                                                                                                                                                                                        |      |                             |     |           |           |    |                  |                                               |                        |                        |             |                    |
|-----------------------------------|----------------------------------|--------|---------------------------------------|-----------------|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-----------------------------|-----|-----------|-----------|----|------------------|-----------------------------------------------|------------------------|------------------------|-------------|--------------------|
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations | 417100 | HD FQHC Central Call Center           | 749335          | Open                  | bilingual russian and english language skills                                                                                                                                                                          | 6319 | Community Health Nurse      | 1   | 8/17/2025 | 8/19/2025 | 12 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Revenue Generating     | \$8,375.34  | Sarah Haas         |
| FQHC Integrated Clinical Services | HD FQHC Pharmacy                 | 418250 | HD FQHC Pharmacy Contract Pharmacy    | 749386          | Open                  | licensed pharmacy technician with the Oregon Board of Pharmacy                                                                                                                                                         | 6021 | Program Specialist          | 1   | 5/29/2025 | 8/19/2025 | 82 | No Requisition   | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Non-Revenue Generating |             | Michele Koder      |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417650 | HD FQHC PC Northeast Clinic           | 749408          | Open                  | Candidates must have knowledge of and/or extensive experience with the Black African American community. This would be demonstrated by knowledge of the traditions, values, and customs of the community being served. | 6314 | Advanced Practice Clinician | 0.8 | 7/8/2025  | 8/19/2025 | 42 | HOLD             | Non duplicated: Not posted                    | Non-Duplicated Vacancy | Revenue Generating     | \$29,917.81 | Madeline Grandy    |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations | 417100 | HD FQHC Central Call Center           | 749459          | Open                  |                                                                                                                                                                                                                        | 6001 | Office Assistant 2          | 1   | 6/11/2025 | 8/19/2025 | 63 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Celia Rendon       |
| FQHC Integrated Clinical Services | HD FQHC Dental                   | 416001 | HD FQHC Dental Administration         | 749531          | Open                  |                                                                                                                                                                                                                        | 9361 | Program supervisor          | 1   | 1/2/2025  | 8/19/2025 | 48 | Offer            | Non duplicated: Interview or final hire stage | Non-Duplicated vacancy | Non-Revenue Generating |             | Noelle Phan        |
| FQHC Integrated Clinical Services | HD FQHC Quality and Compliance   | 418502 | HD FQHC ICS Medical records           | 749541          | Open                  |                                                                                                                                                                                                                        | 6001 | Office Assistant 2          | 1   | 1/1/2025  | 8/19/2025 | 49 | No Requisition   | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |             | Shanny Annis       |
| FQHC Integrated Clinical Services | HD FQHC Quality and Compliance   | 418502 | HD FQHC ICS Medical records           | 749542          | Open                  |                                                                                                                                                                                                                        | 6001 | Office Assistant 2          | 1   | 1/1/2025  | 8/19/2025 | 49 | No Requisition   | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |             | Shanny Annis       |
| FQHC Integrated Clinical Services | HD FQHC Quality and Compliance   | 418502 | HD FQHC ICS Medical records           | 749543          | Open                  |                                                                                                                                                                                                                        | 6001 | Office Assistant 2          | 1   | 1/1/2025  | 8/19/2025 | 49 | No Requisition   | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |             | Shanny Annis       |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417600 | HD FQHC PC North Portland Clinic      | 749530          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/14/2025 | 8/19/2025 | 36 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Daisy Ponce Quiroz |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417600 | HD FQHC PC North Portland Clinic      | 749531          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/14/2025 | 8/19/2025 | 36 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Daisy Ponce Quiroz |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417630 | HD FQHC PC Northeast Clinic           | 749532          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/14/2025 | 8/19/2025 | 36 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Daisy Ponce Quiroz |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417650 | HD FQHC PC Northeast Clinic           | 749533          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/14/2025 | 8/19/2025 | 36 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Daisy Ponce Quiroz |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417630 | HD FQHC PC Northeast Clinic           | 749534          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/14/2025 | 8/19/2025 | 36 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Daisy Ponce Quiroz |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration       | 417007 | HD FQHC Health Center Finance         | 749535          | Open                  |                                                                                                                                                                                                                        | 9335 | Finance Supervisor          | 1   | 1/21/2025 | 8/19/2025 | 29 | Interview        | Non duplicated: Interview or final hire stage | Non-Duplicated vacancy | Non-Revenue Generating |             | Connie Warner      |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417530 | HD FQHC PC Mid County Clinic          | 749535          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/16/2025 | 8/19/2025 | 34 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Joana Michel       |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417530 | HD FQHC PC Mid County Clinic          | 749536          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/16/2025 | 8/19/2025 | 34 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Joana Michel       |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417530 | HD FQHC PC Mid County Clinic          | 749537          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/16/2025 | 8/19/2025 | 34 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Joana Michel       |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics     | 417530 | HD FQHC PC Mid County Clinic          | 749538          | Open                  |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/16/2025 | 8/19/2025 | 34 | Lateral Transfer | Non duplicated: Posted for recruitment        | Non-Duplicated vacancy | Non-Revenue Generating |             | Joana Michel       |
| FQHC Integrated Clinical Services | HD FQHC Lab                      | 418505 | HD FQHC Clinical Lab Svcs             | NewFY25-ICS-001 | New/ Needs Class Comp |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/1/2025  | 8/19/2025 | 49 | New              | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |             | Matthew Hoffman    |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration       | 417150 | HD FQHC Integrated BHI Administration | NewFY25-ICS-023 | New/ Needs Class Comp |                                                                                                                                                                                                                        | 6297 | Case Manager 2              | 1   | 1/1/2025  | 8/19/2025 | 49 | New              | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |             | Kevin Minor        |
| FQHC Integrated Clinical Services | HD FQHC HIV Clinic               | 413800 | HD FQHC HIV Clinic Services           | NewFY26ICS-01   | New/ Needs Class Comp |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/1/2025  | 8/19/2025 | 49 | New              | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |             | Elwood L           |
| FQHC Integrated Clinical Services | HD FQHC HIV Clinic               | 413800 | HD FQHC HIV Clinic Services           | NewFY26ICS-02   | New/ Needs Class Comp |                                                                                                                                                                                                                        | 6012 | Medical Assistant           | 1   | 1/1/2025  | 8/19/2025 | 49 | New              | Non duplicated: Not posted                    | Non-Duplicated vacancy | Non-Revenue Generating |             | Elwood L           |

| Division Name                     | Program Group                                   | Related Cost | Related Cost Center Name                 | Position Number | Position status       | RSA  | JCN  | JCN Description                         | Total FTE | Vacant Since | Today     | Days vacant | Recruitment status    | Position Status for CHCB Report      | Dup or Non-Dup         | Revenue Generating     | Revenue lost | Manager (per WorkDay) |
|-----------------------------------|-------------------------------------------------|--------------|------------------------------------------|-----------------|-----------------------|------|------|-----------------------------------------|-----------|--------------|-----------|-------------|-----------------------|--------------------------------------|------------------------|------------------------|--------------|-----------------------|
| FQHC Integrated Clinical Services | HD FQHC Pharmacy                                | 418260       | HD FQHC Pharmacy PCC Clinic              | NewFY26ICS-03   | New/ Needs Class Comp |      | 6325 | Pharmacist                              | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Revenue Generating     | \$40,213.97  | Michele Koder         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417700       | HD FQHC PC Southeast Clinic              | NewFY26ICS-04   | New/ Needs Class Comp |      | 6001 | Office Assistant 2                      | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Iris Velasco          |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417700       | HD FQHC PC Southeast Clinic              | NewFY26ICS-05   | New/ Needs Class Comp |      | 6012 | Medical Assistant                       | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Billetiaha Broussard  |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417600       | HD FQHC PC North Portland Clinic         | NewFY26ICS-12   | New/ Needs Class Comp |      | 6325 | Pharmacist                              | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Revenue Generating     | \$40,213.97  | Michele Koder         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417530       | HD FQHC PC Mid County Clinic             | NewFY26ICS-17   | New/ Needs Class Comp |      | 6270 | Peer Support Specialist                 | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Edith Butler          |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417530       | HD FQHC PC Mid County Clinic             | NewFY26ICS-18   | New/ Needs Class Comp |      | 6305 | Licensed Community Practical Nurse      | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Edith Butler          |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417500       | HD FQHC PC East County Clinic            | NewFY26ICS-19   | New/ Needs Class Comp |      | 6012 | Medical Assistant                       | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Heather Flores        |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417500       | HD FQHC PC East County Clinic            | NewFY26ICS-20   | New/ Needs Class Comp |      | 6012 | Medical Assistant                       | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Heather Flores        |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417400       | HD FQHC PC Rockwood Clinic               | NewFY26ICS-21   | New/ Needs Class Comp |      | 6012 | Medical Assistant                       | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Heather Flores        |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417400       | HD FQHC PC Rockwood Clinic               | NewFY26ICS-22   | New/ Needs Class Comp |      | 6270 | Peer Support Specialist                 | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Joanna De Matias      |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417400       | HD FQHC PC Rockwood Clinic               | NewFY26ICS-23   | New/ Needs Class Comp |      | 6305 | Licensed Community Practical Nurse      | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Joanna De Matias      |
| FQHC Integrated Clinical Services | HD FQHC Health Center Operations                | 417100       | HD FQHC Central Call Center              | NewFY26ICS-25   | New/ Needs Class Comp |      | 6013 | Community Information Specialist        | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Demi Frazier          |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417020       | HD FQHC Electronic Health Records (EHR)  | NewFY26ICS-31   | New/ Needs Class Comp |      | 6301 | Business Analyst Senior                 | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Margaret Spuriock     |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Administration and Support | 417005       | HD FQHC Clinical Support and Development | NewFY26ICS-33   | New/ Needs Class Comp |      | 6088 | Program Specialist Senior               | 1         | 1/1/2025     | 8/19/2025 | 49          | CC underway           | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Anna Johnston         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Administration and Support | 417005       | HD FQHC Clinical Support and Development | NewFY26ICS-34   | New/ Needs Class Comp |      | 6300 | Business Analyst                        | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Non-Revenue Generating |              | Brie Kennedy          |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416750       | HD FQHC Dental East County Clinic        | NewFY26ICS-35   | New/ Needs Class Comp |      | 6319 | Dentist                                 | 0.75      | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Revenue Generating     | \$/0,479.45  | Azma Ahmed            |
| FQHC Integrated Clinical Services | HD FQHC Dental                                  | 416700       | HD FQHC Dental PCC Clinic                | NewFY26ICS-36   | New/ Needs Class Comp |      | 6348 | Dental Hygienist                        | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Revenue Generating     | \$51,013.70  | Maciek Dozeta         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417530       | HD FQHC PC Mid County Clinic             | NewFY26ICS-39   | New/ Needs Class Comp |      | 6325 | Pharmacist                              | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Revenue Generating     | \$40,213.97  | Michele Koder         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Clinics                    | 417600       | HD FQHC PC North Portland Clinic         | NewFY26ICS-40   | New/ Needs Class Comp |      | 6314 | Advanced Practice Clinician             | 1         | 1/1/2025     | 8/19/2025 | 49          | New                   | Non duplicated: Not posted           | Non-Duplicated vacancy | Revenue Generating     | \$43,630.14  | Brooks Gaston         |
| FQHC Integrated Clinical Services | HD FQHC Primary Care Administration and Support | 417005       | HD FQHC Clinical Support and Development |                 | 708622                | Open | 9551 | Health Centers Division Operations Dire | 1.00      | 3/12/2024    | 8/19/2025 | 525         | Backfilled by Debbie  | Total duplicated, inactive vacancies | Duplicated Vacancy     | Non-Revenue Generating |              | Anirudh Padmalai      |
| FQHC Integrated Clinical Services | HD FQHC ICS Administration                      | 417002       | HD FQHC ICS Administration               |                 | 705944                | Open | 9699 | Integrated Clinical Services Director   | 1.00      | 3/23/2024    | 8/19/2025 | 514         | Backfilled by Anirudh | Total duplicated, inactive vacancies | Duplicated vacancy     | Non-Revenue Generating |              | Rachael Banks         |



# SUMMARIES



**community health  
center board**

*Multnomah County*

# Q2 2025 Patient Surveys: Trends, Improvements, and QI Work

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**Quality Committee Meeting**  
**September 16, 2025**

Linda Niksich, Patient Experience Sr. Specialist

# Q2 2025 Update // Trends We Are Monitoring

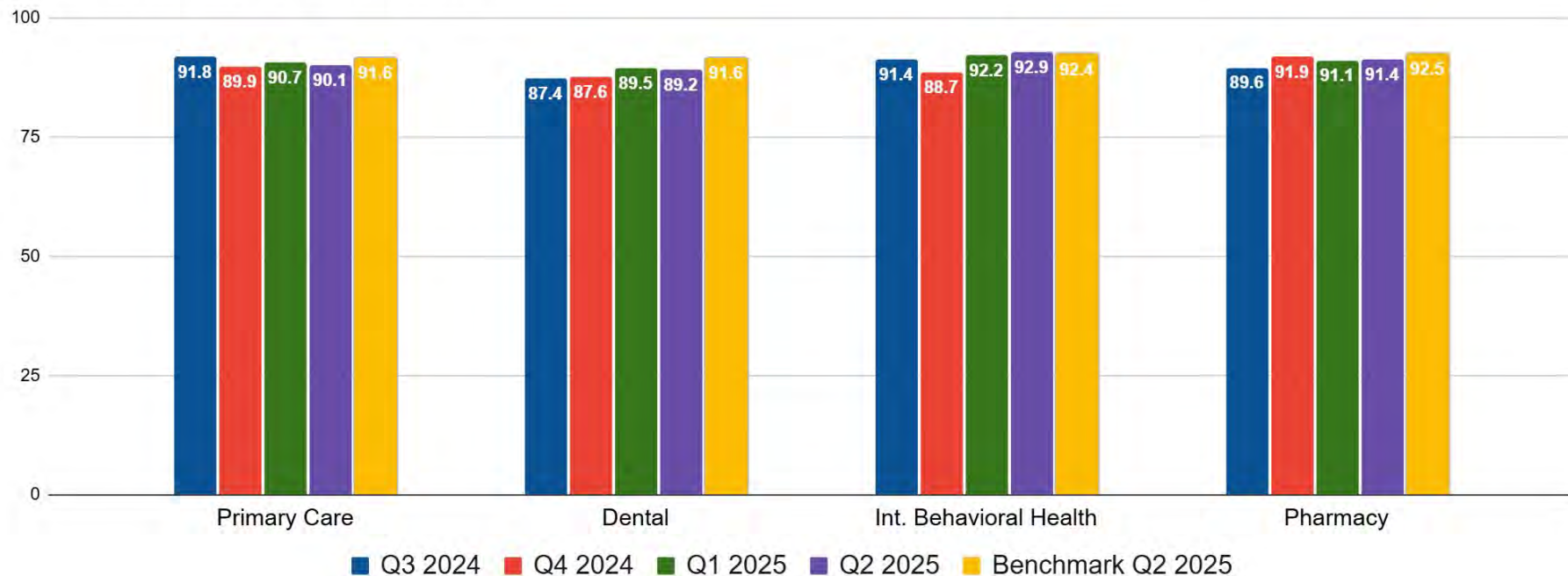
| Service Line             | Topic                                                                                                                                                                                                                                                         | Trend                                                       |
|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| Across the Health Center | Satisfaction Questions Below Benchmarks<br>Appointment Wait Times (Access)<br>Demographic Disparities                                                                                                                                                         | 14 of 17<br>6.6% below Benchmark<br>Asian/Cantonese         |
| Primary Care             | Quality of Care (92.3% - 91.2%)<br>Provider Wait (89.5% - 88.8%)<br>Provider Asst. Courtesy/Helpfulness (92% - 91%)<br>Test Results Communication (88.5 - 86.5%)<br>Cultural and Language Needs (90.1% - 89.5%)<br>Same Day Response to ?s (Exp)(84.5% - 82%) | All trending down over time<br>(at least 3 quarters)        |
| Dental                   | Reception Staff Helpfulness (89.3% - 88.8%)<br>Provider; Listening, Respect, Time Spent<br>Cultural/Language Needs Being Met                                                                                                                                  | Trending down over time<br>All Down from Q1<br>Down from Q1 |
| IBH                      | Provider Knowledge of Health History<br>Provider Time Spent<br>Cultural and Language Needs Being Met<br>Referral Intentions                                                                                                                                   | All down from Q1                                            |
| Pharmacy                 | Comfort While Waiting in the Pharmacy                                                                                                                                                                                                                         | Down from Q1                                                |

## Q2 2025 // Improvements

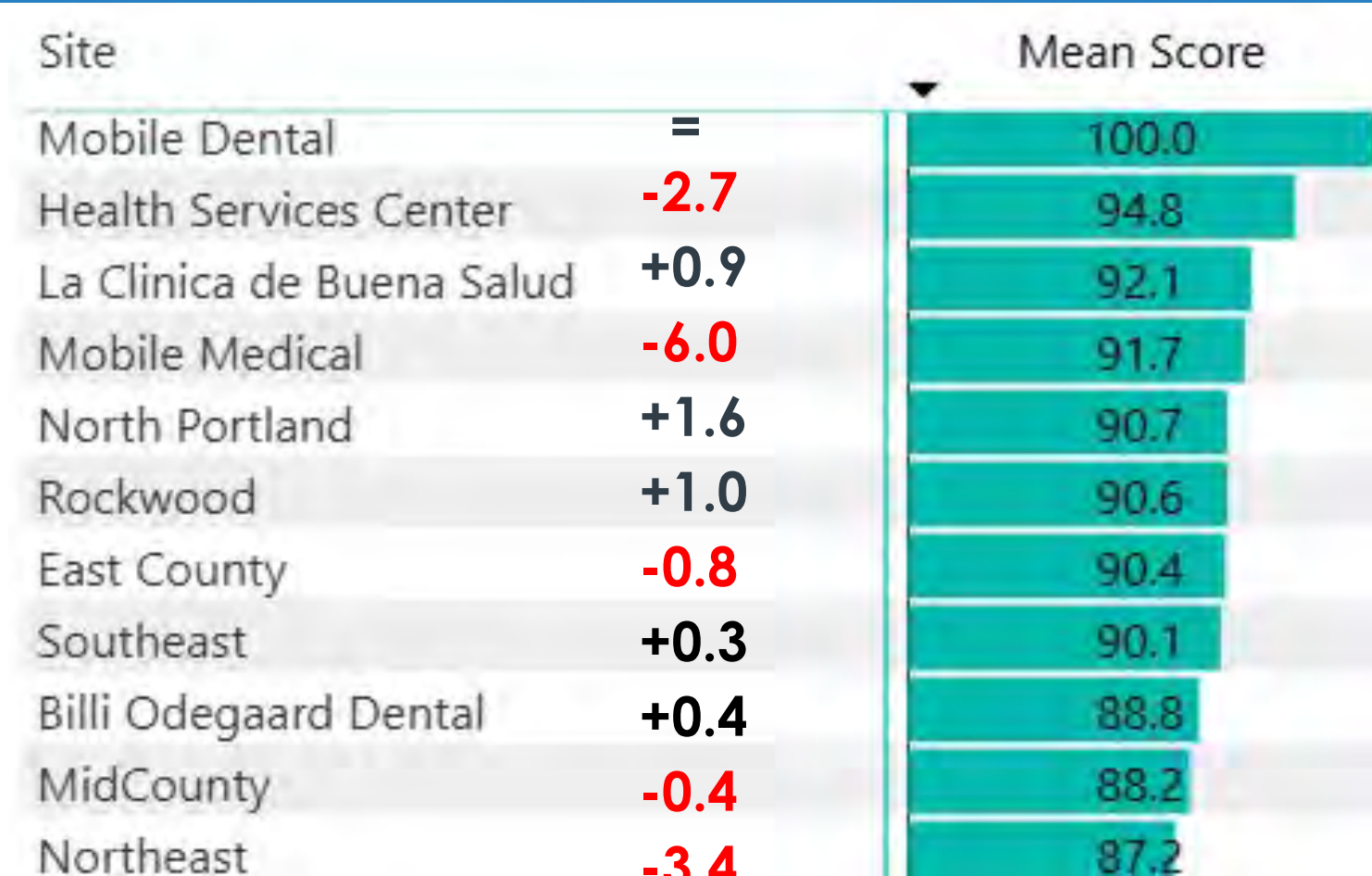
| Service Line                 | Topic                                                                                                               | Trend                                            |
|------------------------------|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| Across the Health Center     | Portal Satisfaction (n=51)                                                                                          | Up from Q1                                       |
| Primary Care                 | Provider Listening<br>Provider Involved you in Health Care Decisions                                                | Up over time<br>Up from Q1                       |
| Dental                       | Quality of Care<br>Provider Assistant Courtesy/Helpfulness<br>Overall Provider Rating                               | Up over time<br>Up over time<br>Up from Q1       |
| Integrated Behavioral Health | Overall Satisfaction<br>Quality of Care<br>Phone Attendant Courtesy/Helpfulness<br>Reception Staff Courtesy/Respect | All up over time                                 |
| Pharmacy                     | Staff Friendliness and Professionalism<br>Patient Told When RX Would Be Ready                                       | Up over time<br><b>100% 4th Straight Quarter</b> |

# Q2 2025 // Overall Satisfaction By Service Line

Overall Satisfaction by Service Line

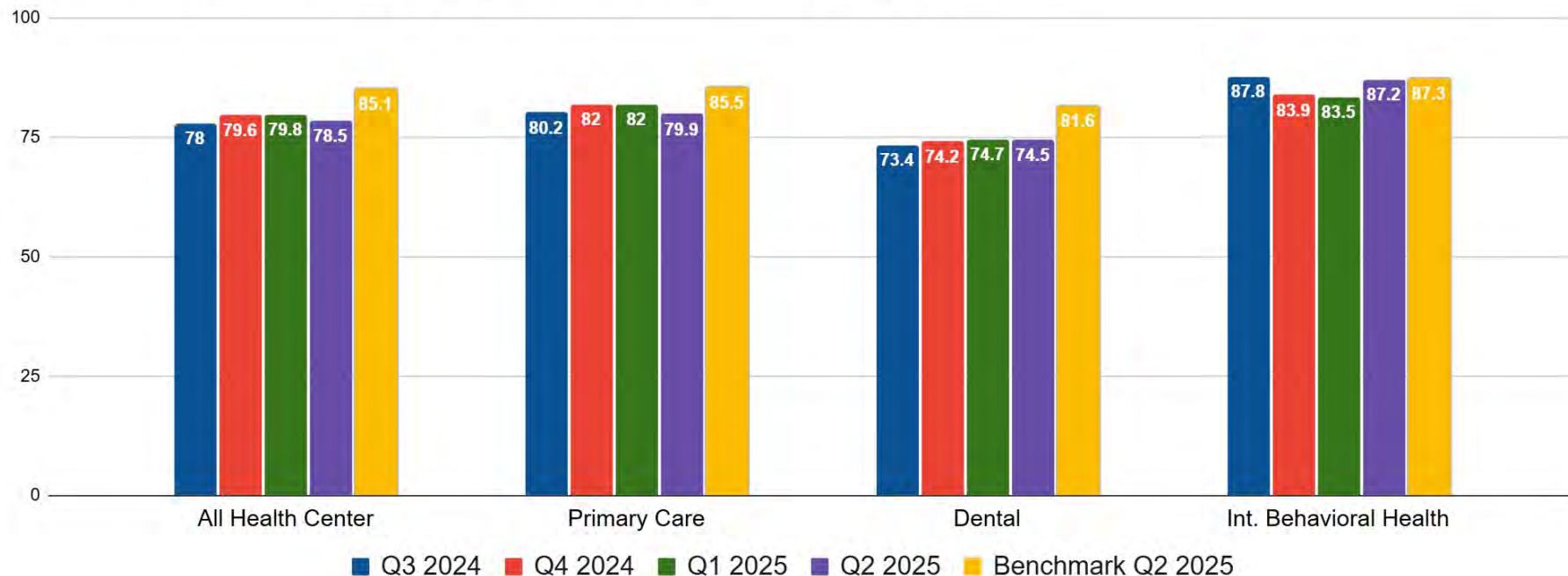


## Q2 2025 // Overall Satisfaction By Clinic Site

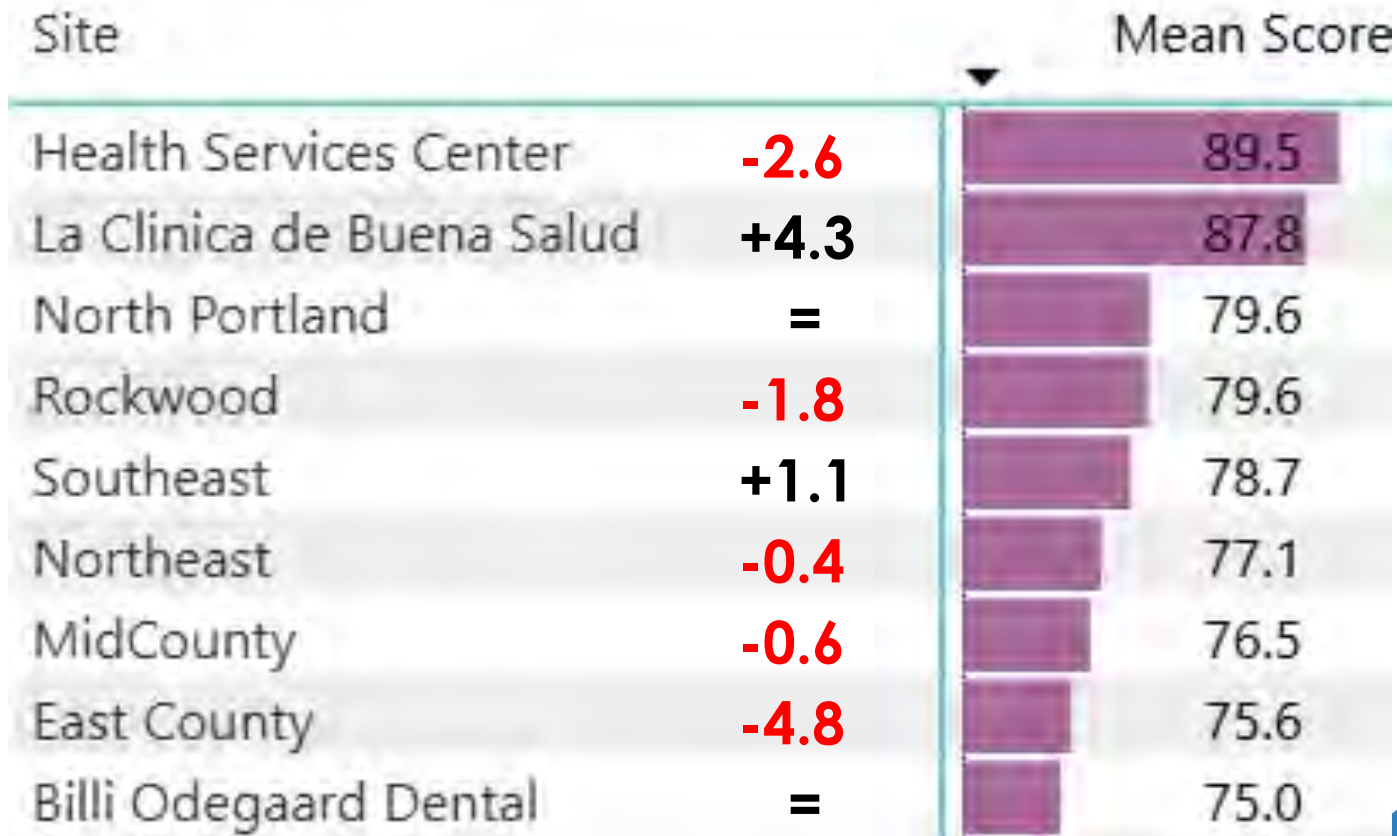


# Q2 2025 // Appointment Wait By Service Line

How satisfied are clients with the length of time from scheduling to appointment?

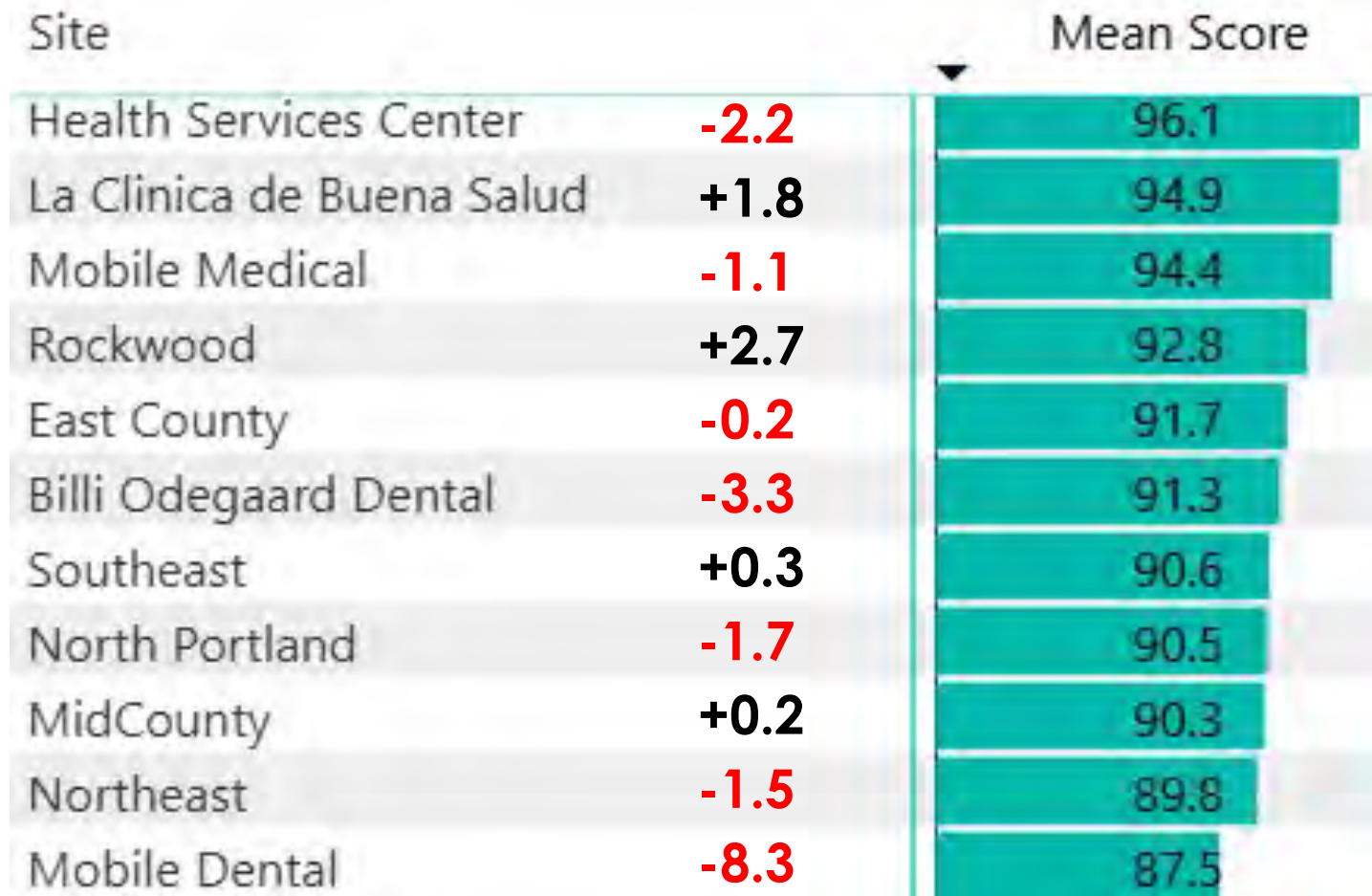


## Q2 2025 // Appointment Wait By Clinic Site

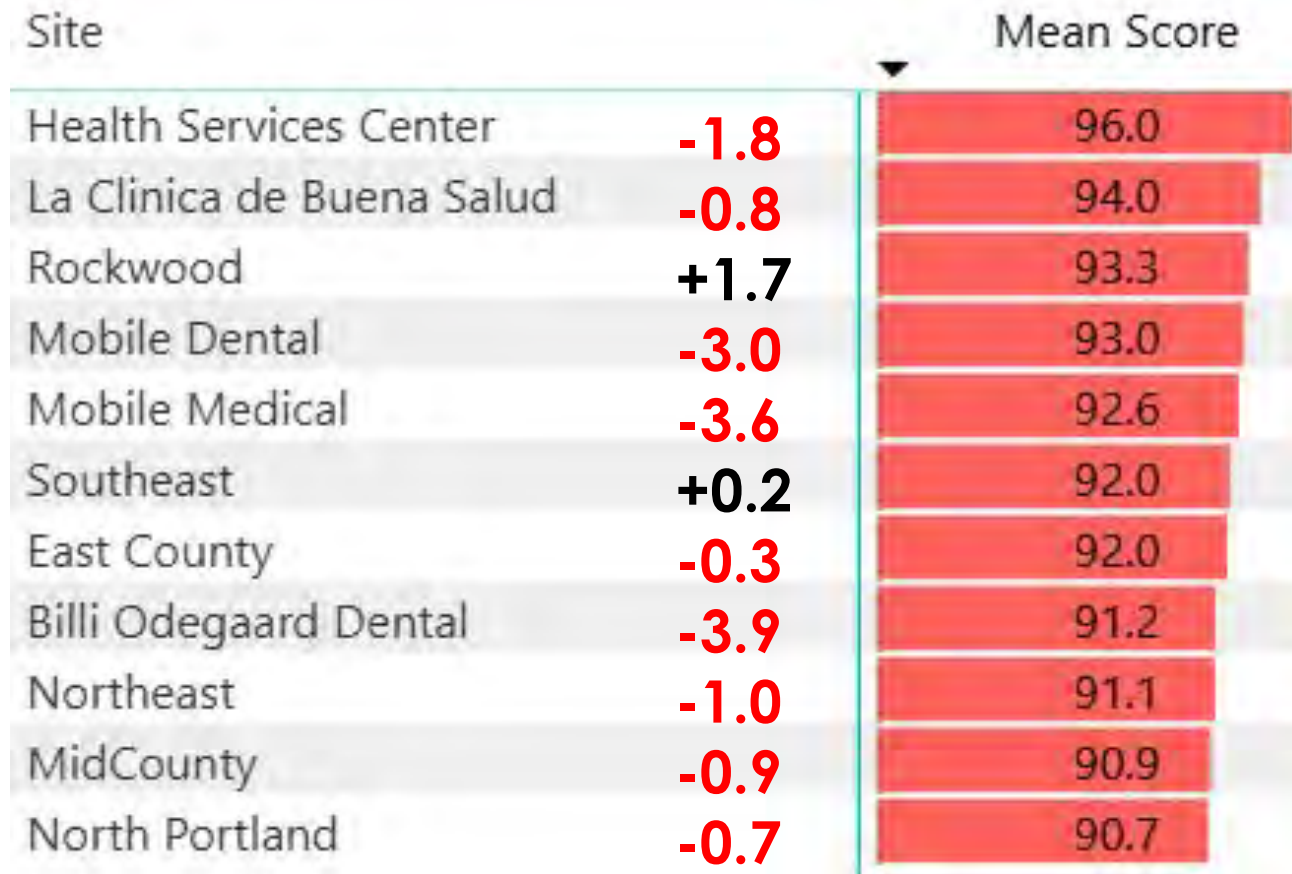




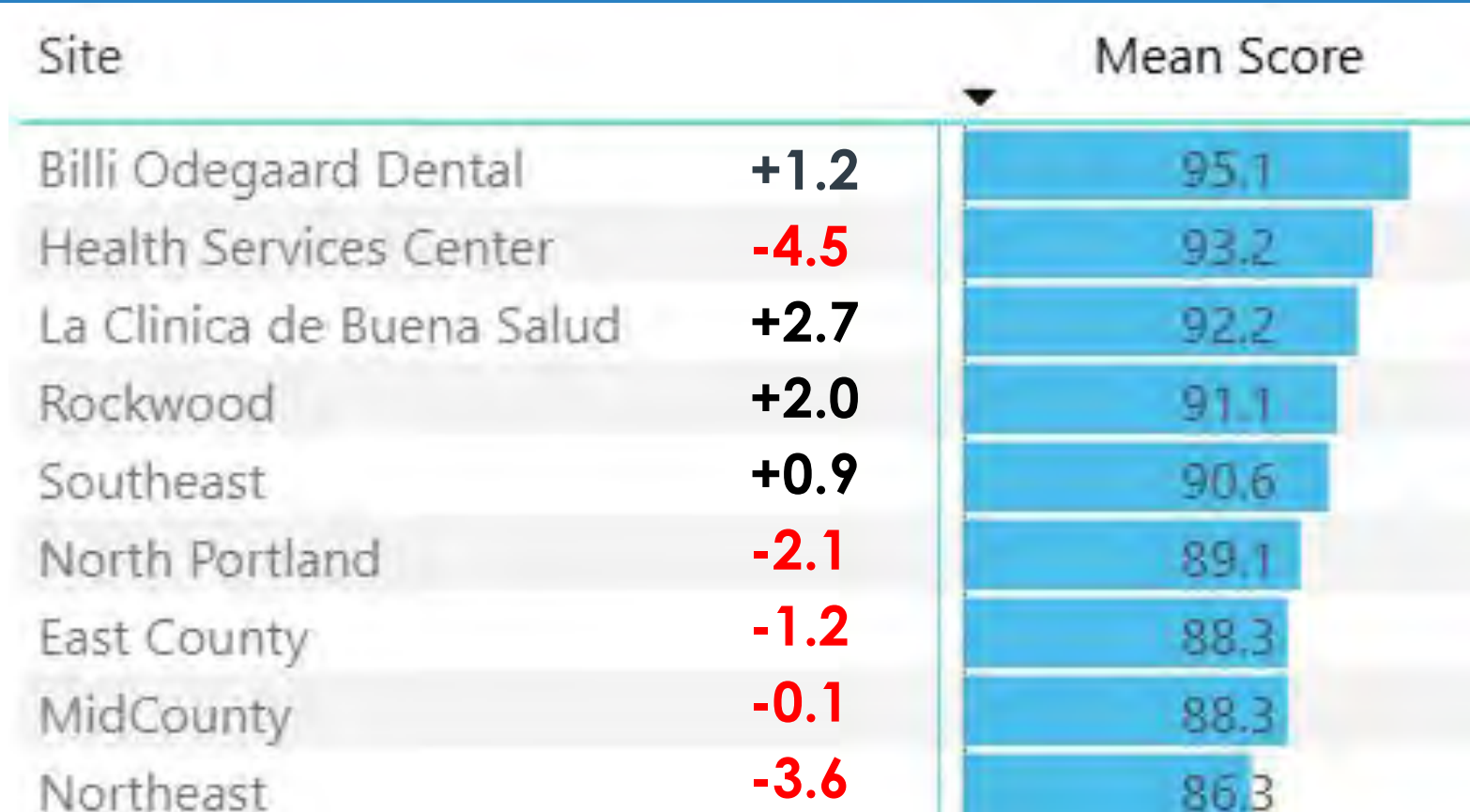
## Q2 2025 // Quality of Care - By Clinic Site



## Q2 2025 // Provider Satisfaction Group - By Clinic Site



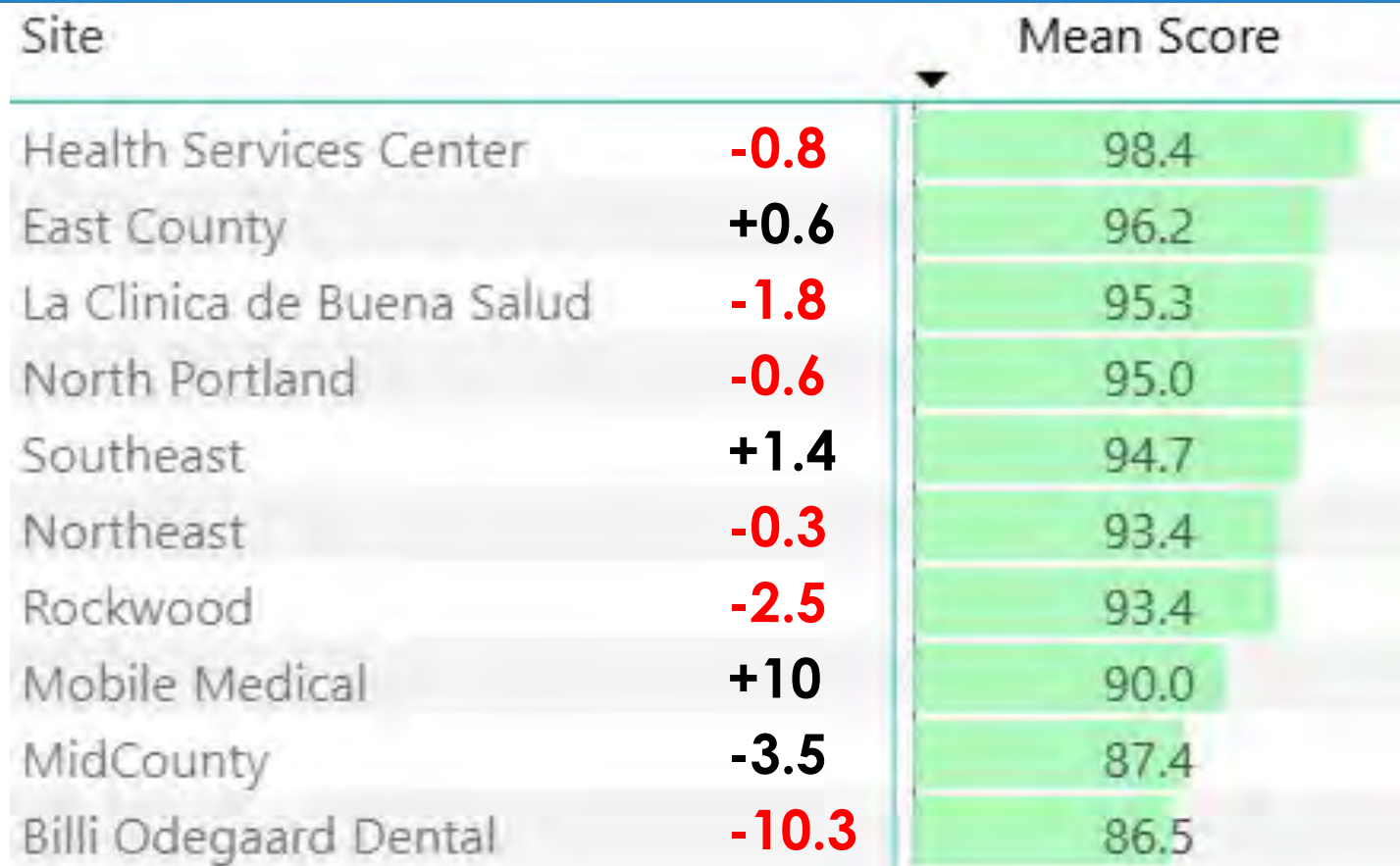
## Q2 2025 // Phone/Reception Staff - By Clinic Site



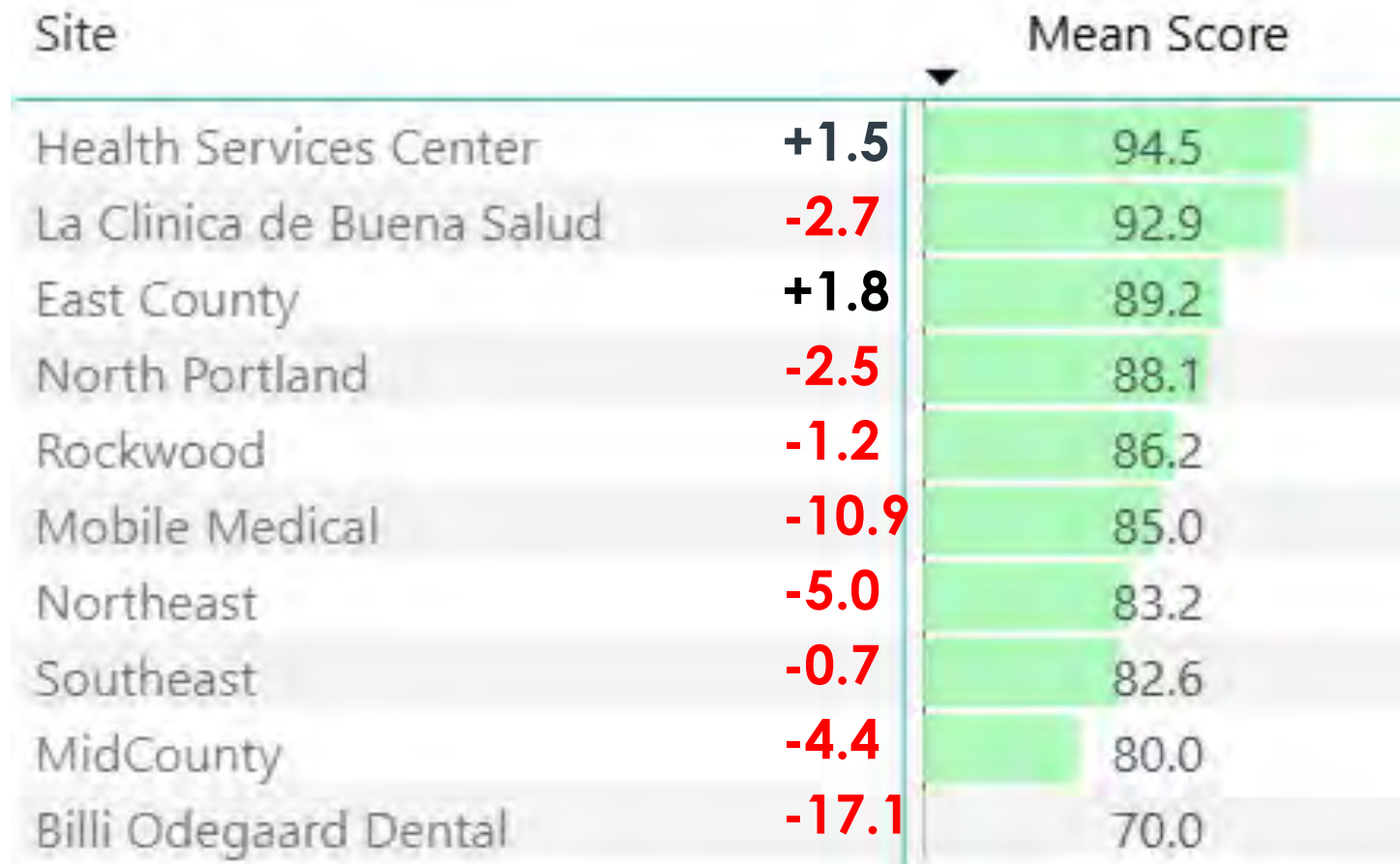
## Q2 2025 // Cultural & Language Needs Met - By Clinic Site

| Site                      |              | Mean Score |
|---------------------------|--------------|------------|
| North Portland            | <b>+2.5</b>  | 91.3       |
| La Clinica de Buena Salud | <b>+0.1</b>  | 91.1       |
| Rockwood                  | <b>-0.5</b>  | 90.8       |
| MidCounty                 | <b>-0.3</b>  | 89.1       |
| Health Services Center    | <b>-11.2</b> | 88.8       |
| East County               | <b>-1.2</b>  | 88.7       |
| Northeast                 | <b>-0.7</b>  | 88.0       |
| Southeast                 | <b>-3.6</b>  | 86.4       |

## Q2 2025 // Loyalty Intentions - By Clinic Site

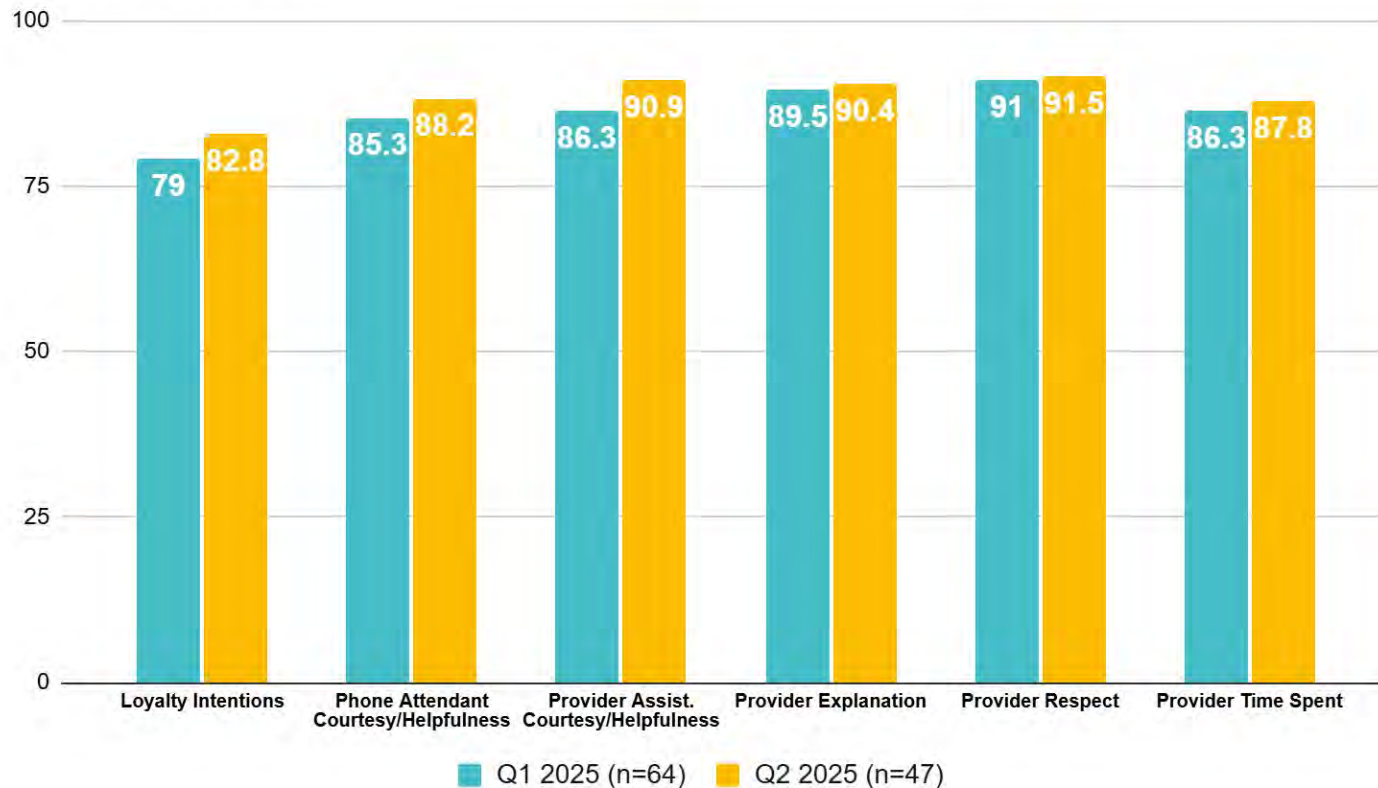


## Q2 2025 // Referral Intentions - By Clinic Site



# Q2 2025 // Improvements for Disparities

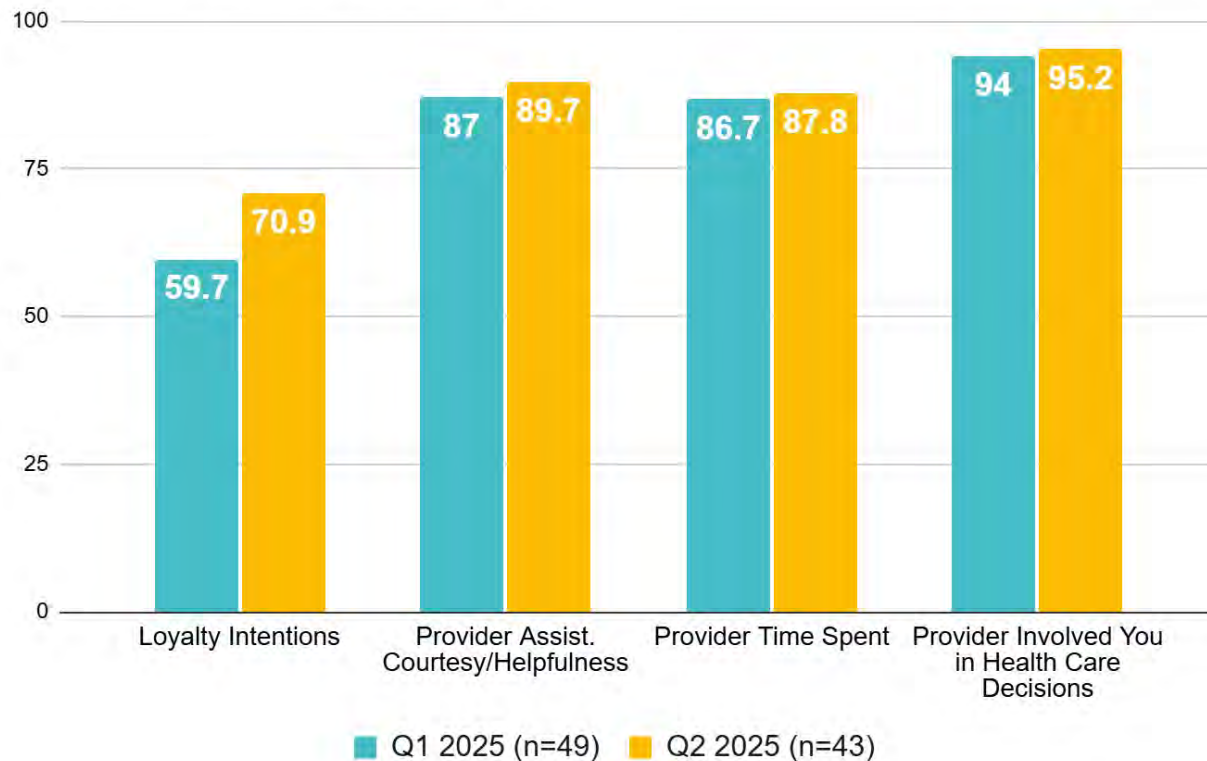
## Asian Populations





# Q2 2025 // Improvements for Disparities

## Cantonese Speaking Population





## Q2 2025 // Opportunities for Improvement

-I was hoping to get the appointment much sooner because I had a medication I needed to fill, and I had to go to a walk-in clinic in order to get it in the meantime. (PC)

-I waited 30 days for the appointment. I would prefer not to have to wait so long. I prefer to have my appointment sooner because I don't know what will happen in my life, so I prefer to have it sooner. (Dental)

-My satisfaction with waiting for an appointment was fair because it could have been sooner. (IBH)

-I feel like everyone at the pharmacy takes a long time to deliver the medications. I had to wait for about an hour and twenty minutes. When I took my turn, there were only three people waiting in front of me. It's a long wait to have only three people in front of me. (Pharmacy)

## Q2 2025 // Kudos

-I like how quick I got in and out. My provider and the woman who took my blood were very gentle and accommodating. (PC)

-I have been going there for over 10 years, and they try to get you in as soon as they can depending on the dental work you need. (Dental)

-The sessions with (IBH Provider) are very helpful. (IBH Provider) is a good professional. The appointments and the services in general at Multnomah County are helping me. (IBH)

-Those who gave me the prescription, were very kind and attended to me very quickly. (Pharmacy)

## Clinic QI Work

### **Fernhill & Mid County Health Centers**

- **Dec 2024:** Developed workflow using EPIC Chat to update front desk (who then update patients) if a provider is behind

### **Northeast Health Center**

- **March 2024:** Started a redesign project for the front desk area based on patient feedback
- **July 2025:** New Front Desks have been installed

### **Appointment Wait**

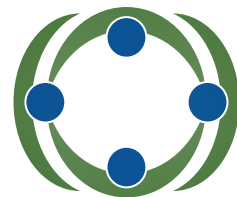
- **May 2025:** Convenient Care Pilot @ Northeast
- **August 2025:** Convenient Care Expansion @ Rockwood



# Executive Director Strategic Updates

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- Interim Executive Director
- Operations
- Clinical
- Quality



**community health  
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*Multnomah County*

# Community Health Center Board

## Health Center Highlights



TO: Community Health Center Board  
FROM: Anirudh Padmala, Interim Executive Director & Senior Leadership  
RE: Public Meeting Memo - **Monthly Report**  
DATE: **November 2025** (previous memos available under public meeting materials on the [CHCB Member site](#))



### Executive Director Updates *System level information and updates*

|                                                     |                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Welcoming our CHCB Liaison</b>                   | We welcomed Mavis Sanchez-Scholes as our Community Health Center Board Liaison on 10/28/2025.                                                                                                                                                                                                                  |
| <b>Board Member Recruitment and HRSA Compliance</b> | The Nominating committee has been hard at work reviewing and meeting prospective board member applicants. We have a strong slate of 12 consumer and community members that have expressed interest in joining the board. We anticipate resolving the HRSA compliance condition in time for the 12/29 deadline. |



### Capital Projects *Facilities updates, high cost projects*

|                                               |                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Mid County Capital Planning Evaluation</b> | The health center kicked off its staff, patient, and community engagement activities in support of the Mid County Capital Planning evaluation this month. Staff surveys have been completed and patient/community focus groups are being booked for November and December. Four focus groups will be offered, including options for English, Spanish, Cantonese, Russian and Dari languages. |
|-----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|



### Strategic Program Updates *Strategic plan/direction of the Health Center*

|                               |                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Strategic Planning</b>     | The operational teams and supporting staff continue to develop and refine key performance indicators for the strategic plan in support of tracking progress. Initial projects and operational work is mapped across the seven strategic priorities to support the first 12 months of the strategic plan.                                                                                          |
| <b>Federal Policy Support</b> | The Health Center held two educational webinars in October to support staff understanding of federal health policy, including SNAP and Medicaid changes predicted to impact health center patients. The health center continues to maintain talking points and support for patients with concerns and questions about using Medicaid benefits during the federal shutdown and future HR1 changes. |



## **Risk and Compliance Updates** *Compliance events, major incidents/events updates*

### **Joint Commission Lab Survey**

The Joint Commission is conducting a survey of our Laboratory services the week of November 3rd-7th. Some preliminary results are usually provided at the conclusion of the visit, and final results will likely be available later in the month.



## **Quality/Process Improvement** *Improvement events and activities*

### **QI Showcase at OPCA!**

The Oregon Primary Care Association (OPCA) has invited our health center to present on Quality Improvement (QI) implemented from patient survey feedback. Our Northeast Health Center front desk/lobby improvement is being highlighted!



## **General Program Updates** *Program/Service-line specific updates*

### **Primary Care**

This fall in Primary care we held two trainings to improve teams knowledge and capacity. We had a Grand Rounds training related to identifying and supporting clients who report intimate partner violence and human trafficking- all care teams participated in this including non-clinical staff members because we all play a role in helping to identify those who may be impacted.

Primary care teams also had a review of best practices related to prescribing antibiotics as part of our work to ensure antibiotic stewardship. This year we focused on the treatment of H.Pylori, a common gut infection. We reviewed our current prescribing practices and how to improve this to reduce infections and antibiotic resistance.

### **Integrated Behavioral Health**

We are now fully implementing our partnership with Oregon Health and Science University (OHSU) to host two psychiatric mental health nurse practitioners. This provides our clinics with additional mental health support, specifically for patients considering mental health medication. We are also navigating recent Care Oregon cuts that have directly impacted transitional services and support from the behavioral health division. This involves coordinating continued support when current services end this year and collaborating with the division on possible staff transfers to our team to avoid losing staff and lessening patient impact.

### **Dental**

The Dental Team received the 2025 John McFarland Leadership Award from the [National Network for Oral Health Access \(NNOHA\)](#). This award recognizes outstanding leadership and initiative in promoting community-oriented oral health for underserved populations.

|                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                            | <p>Furthermore, the dental team will showcase its EFDA Workforce program at the NNOHA Conference in San Antonio on November 10. They also presented at a webinar hosted by NNOHA on their Clinical Quality Evaluation process, aimed at dentists, hygienists, and dental assistants.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Pharmacy</b>            | <p>On Thursday, October 30th, we celebrated the graduation of our first pharmacy technician workforce development program cohort who all passed the National Pharmacy Technician Certification Board Exams!</p>  <p>The Office of Pharmacy Affairs at HRSA announced on October 20th that it granted approval to eight drug manufacturers to implement a 340B rebate model on 10 drugs that are also subject to the Medicare Maximum Fair Price in 2026. The rebate pilot will require us to purchase the drugs at the higher wholesale acquisition cost and seek a 340B rebate after dispensing. We continue to evaluate the impact this will have on expenses and revenue.</p> |
| <b>Information Systems</b> | <p>We're excited to welcome Giovanni Hernandez as the new manager for the Business Intelligence team, leading our data and analytics work for the Health Center. He comes to us with a strong background in Epic, healthcare IT, and process improvement – we look forward to taking our Business Intelligence program to the next level under his leadership.</p>                                                                                                                                                                                                                                                                                                                                                                                                  |