



NEVADA STATE BOARD OF OSTEOPATHIC MEDICINE

****PUBLIC NOTICE****

BOARD MEETING

June 11, 2024 @ 5:30 PM

AT THE FOLLOWING LOCATION:

*Nevada State Board of Osteopathic Medicine ~ Conference Room
2275 Corporate Circle, Suite 210
Henderson, NV 89074*

To join by Video/Teleconference on your computer, mobile app or room device, control+click:
https://teams.microsoft.com/l/meetup-join/19%3ameeting_ZTY4N2IwNzYtY2VjZi00OGIwLWFhMDAtMWNiZThjYjdmYmNm%40threan.v2/0?context=%7b%22Tid%22%3a%22e4a340e6-b89e-4e68-8eaa-1544d2703980%22%2c%22Oid%22%3a%2205628d65-31b9-47d5-9114-70d3f53bf58d%22%7d

To join by Meeting ID through Microsoft Teams:

Meeting ID: 218 655 727 360

Passcode: YD8HMU

Or to join by telephone (audio only):

Audio Conference Number: +1 775-321-6111

Phone Conference ID: 993 728 703#

Please Note: The Board may take action on any agenda item delineated for action (discussion /for possible action); likewise, no action may take place on non-agenda items, including public proposals.

A (+) plus sign preceding an agenda item signifies that if the matter is an action item, in certain situations, the option exists to declare the meeting on that agenda item to be a Closed (Executive) Session per NRS 241.030.

All information or documents supplementing agenda items that are not otherwise confidential will be available in limited quantity at the board meeting office.

***** MINUTES *****

I. CALL TO ORDER (Discussion/ For Possible Action) Carla Perlotto, President

Roll call to determine presence of a quorum. A quorum was present.

Carla Perlotto, PhD

Swadeep Nigam, MSc, MBA

Paul Janda, D.O.

Jaldeep Daulat, D.O.

Nasim McDermott, D.O.

Billie Casse, D.O.

Board Staff present:

Frank DiMaggio, Executive Director
Carolyn Klein, Administrative Assistant
Richard Dreitzer, Esq., Board Counsel

Public:

Cassidy Wilson, McDonald Carano
Dominique Katona, Nevada Academy of Physician Assistants

II. PUBLIC COMMENT

NOTE: *Prior to the commencement and conclusion of a contested case or a quasi-judicial proceeding that may affect the due process rights of an individual, the board may refuse to consider public comment. See NRS 233B.126.*

No public comments were received.

III. APPROVAL OF MINUTES (Discussion/For Possible Action) Carla Perlotto, President

- a. *Board Open Meeting Minutes from May 14, 2024-* Mr. Nigam made a motion to approve the Board open meeting minutes from May 14, 2024; seconded by Dr. McDermott. There being no further discussion, the Board open meeting minutes from May 14, 2024, were unanimously approved by the Board.
- b. *Board Closed Meeting Minutes from May 14, 2024-* Mr. Nigam made a motion to approve the Board closed meeting minutes from May 14, 2024; seconded by Dr. Daulat. There being no further discussion, the Board closed meeting minutes from May 14, 2024, were unanimously approved by the Board.

IV. CONSENT AGENDA TO GRANT LICENSURE FOR OSTEOPATHIC PHYSICIANS, SPECIAL LICENSES, AND RESTORATIONS OF LICENSE (Discussion/ For Possible Action) Carla Perlotto, President

Under this item the Board may consider the recommendations of the Executive Director and/or President/Vice President to grant licensure to the below listed applicants. The Board may remove any applicant’s name from the consent motion but may not discuss the contents of the application for licensure without the applicant present following proper notice pursuant to the open meeting law.

<i>Osteopathic Physician Name</i>	<i>Specialty</i>
<i>Peter Choi, D.O.</i>	<i>Family Medicine</i>
<i>Zahra Dossaji, D.O.</i>	<i>Internal Medicine</i>
<i>Michael Gehman, D.O.</i>	<i>Internal Medicine/Infectious Diseases</i>
<i>Edward Kim, D.O.</i>	<i>Internal Medicine</i>
<i>Kelsey Lannon, D.O.</i>	<i>Pediatrics</i>
<i>Douglas Lucas, D.O.</i>	<i>Orthopedic Surgery</i>
<i>Jason Ma, D.O.</i>	<i>Internal Medicine</i>
<i>Joann Moschella, D.O.</i>	<i>Family Medicine</i>
<i>Terrence Prasad, D.O.</i>	<i>Internal Medicine</i>
<i>Nicholas Regas, D.O.</i>	<i>Pediatrics</i>
<i>Ryan Shao, D.O.</i>	<i>Internal Medicine</i>
<i>Jaime Umberger, D.O.</i>	<i>General Surgery</i>

Effective 07/01/2024

<i>Osteopathic Physician Name</i>	<i>Specialty</i>
<i>Charity May Aranez, D.O.</i>	<i>Anesthesiology</i>
<i>Andrea Attenasio, D.O.</i>	<i>Orthopedic Surgery</i>

Melanie De Shadarevian, D.O.
Christopher Gonzalez, D.O.
Miranda Hall, D.O.
Preston Hatch, D.O.
Aaron Jones, D.O.
William Mendanha, D.O.
Luigi Mangiacotti, D.O.
Ken Oba, D.O.
Jeffrey Pham, D.O.
Shelby Schuh, D.O.
Joel Speir, D.O.
Jing Sun, D.O.
Brent Wright, D.O.

Internal Medicine
General Surgery
OB/GYN
Physical Medicine & Rehabilitation
Emergency Medicine
Physical Medicine & Rehabilitation
Neurology
Anesthesiology
Emergency Medicine
Internal Medicine
Internal Medicine
Pathology
Emergency Medicine

Effective 07/01/2024

Special Licenses NRS.633.411:

Timothy Ahn, D.O.
William Brady, D.O.
Marie Chuapoco, D.O.
Keenan Danger, D.O.
Jose Del Castillo, D.O.
Vasiliki Tasouli Drakou, D.O.
Joshua Eredics, D.O.
William Fang, D.O.
Jasper John Garcia, D.O.
Nichole Guzolek, D.O.
Shawn Hingorani, D.O.
Tan Ho, D.O.
Christian Joya, D.O.
Amrit Kooner, D.O.
Kenny Lam, D.O.
Jaskirat Malhi, D.O.
Daivd Nguyen, D.O.
Jacqueline Phan, D.O.
Zurriat Syed, D.O.
Crystal Yung, D.O.
Griselda Zavaleta, D.O.

Valley – Internal Medicine
Valley – Internal Medicine
Southern Hills - Psychiatry
Valley – Family Medicine
Valley – Family Medicine
UNLV SOM – Internal Medicine
UNLV SOM – Psychiatry
Valley – Orthopedic Surgery
Southern Hills – Family Medicine
UNR – Family Medicine
UNR – Internal Medicine
Valley – Internal Medicine
Valley – Internal Medicine
UNLV SOM – Internal Medicine
UNLV SOM – Internal Medicine
Southern Hills – Transitional
Valley – Internal Medicine
Southern Hills – Family Medicine
UNLV SOM – Internal Medicine
UNLV SOM – Psychiatry
Valley – Internal Medicine

Restoration of License:

Justen Watkins, D.O.
Collin Blattner, D.O.

Specialty

Family Medicine
Dermatology

Dr. Perlotto stated that Dr. Terrence Prasad withdrew his application as he was able to gain appointment in a different State.

Dr. McDermott made a motion to approve the licenses for the applicants as written above, excluding Terrence Prasad, D.O.; seconded by Mr. Nigam. There being no discussion, the Board unanimously approved licensure for the applicants as written above, excluding Terrence Prasad, D.O.

V. DISCUSSION/POSSIBLE ACTION OF APPROVING CONTRACT FOR AUDITING SERVICES WITH WATKINS JACKSON CPAs, (Discussion/For Possible Action) Carla Perlotto, President

Executive Director Frank DiMaggio stated that he did contact a couple of other Boards and the main source of this information was from the Executive Director of the Nevada Board of Accountancy. The Executive Director of the Accountancy Board explained that the market for these types of CPA firms that do public agency audits is getting smaller and smaller and more of them are withdrawing, thereby driving up the market price for audits. Executive Director DiMaggio reached out to the Board auditors Watkins Jackson CPAs and spoke with Mr. Watkins. Mr. Watkins stated that there are fewer agencies doing these types of audits and they have not raised their rates with the Board for a while, so they are forced to increase their rates to stay in the market. Executive Director DiMaggio informed Mr. Watkins that it was a high amount of increase, which is basically a \$10,000.00 increase over the two-year period. Mr. Watkins did agree to cut \$1,000.00 off each year, making the cost to be \$16,000.00 for the year ending June 30, 2024, and \$18,000.00 for the year ending June 30, 2025. This makes the total amount of the proposed contract to be \$34,000.00 total.

Mr. Nigam made a motion to approve the proposed contract with Watkins Jackson CPA's; seconded by Dr. McDermott. There being no discussion, the Board unanimously approved the proposed contract with Watkins Jackson CPA's.

VI. CONSIDERATION OF AND POSSIBLE ACTION REGARDING ANNUAL BUDGET AND RESERVE POLICY, (Discussion/For Possible Action) Carla Perlotto, President

Executive Director DiMaggio stated that the operating reserve fund policy has not been revised since 6/12/2018. Every year around this time, the matter is put on the agenda for the Board to consider whether they want to modify, change or just keep the Reserve Policy as is. Dr. Perlotto stated that this is so the Board can pay for things if need be and it delineates what needs to be in cash holdings, CD holdings, and what money can be spent on. The Board's Reserve Policy states that the Board is to have 18 months of reserve funds which has been in effect since it was written in 2018 and has been approved by the Board every year since then.

Dr. McDermott made a motion to approve the Reserve Policy as is; seconded by Dr. Janda. There being no discussion, the Board unanimously approved the Reserve Policy.

Mr. Nigam had a question on the proposed budget regarding PERS, stating that the cost for PERS traditionally increases every fiscal year. Executive Director DiMaggio stated that he was notified by one of the PERS administrators that the PERS rate for this upcoming fiscal year remains unchanged. Mr. Nigam stated that he felt the amount budgeted for PERS for this coming fiscal year is under budgeted, and it needs to be budgeted at a higher amount. Mr. Nigam felt that the PERS budget item for this coming fiscal year should be moved up to \$165,000.00. Executive Director DiMaggio stated that he can make that change if the Board puts it in the motion.

Mr. Nigam made a motion to approve the Board's proposed budget for July 1, 2024, through June 30, 2025, with the editing of the PERS expenses from \$130,000.00 to \$165,000.00; seconded by Dr. McDermott. There being no discussion, the Board unanimously approved the Board's proposed budget for July 1, 2024, through June 30, 2025, with the editing of the PERS expenses from \$130,000.00 to \$165,000.00.

VII. CONSIDERATION/ACTION REGARDING PAY RECOMMENDATIONS AND ADJUSTMENTS FOR BOARD STAFF, INCLUDING ADJUSTMENTS TO THE PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS), (Discussion/For Possible Action) Carla Perlotto, President

NOTE: The Board may go into closed session pursuant to NRS 241.030 to move to a closed session because the discussion may involve a staff member's character, alleged misconduct, professional competence, or similar items

Dr. Perlotto stated that there are a couple of things to consider regarding this agenda item. Per Nevada AB522, Nevada State employees are getting a COLA raise of 11% effective July 1, 2024. Last year, the Board approved a 12% increase for Board staff which was applied as 6% COLA and 6% merit increase. Dr. Perlotto stated we can follow what the State of Nevada is doing with their employees and have the Board employees get an 11% cola and when staff reach their anniversary date of hire, then staff would be eligible for the next level of merit pay increase; or does the Board want to do as was done last year and split any increase between COLA and merit pay and, if so, what amount does the Board want to approve. Mr. Nigam wanted to know what Executive Director DiMaggio budgeted for payroll. Per Executive Director DiMaggio, he included an 11% increase for staff and an 11% increase for the Executive Director in the budget. In addition to that, Mr. DiMaggio stated that he added a new staff position, and budgeted that new position at a maximum annual pay of \$45,000.00. Executive Director DiMaggio stated that his plan would be to move Carrie Klein, who is currently helping Nikki Montano with some licensing duties and also doing the administrative duties as a receptionist, over to a full-time licensing assistant. Ms. Klein's annual pay would remain the same amount as approved by the Board in the budget and then the new position would be a maximum annual pay of \$45,000.00. Executive Director DiMaggio stated that the Bureau of Labor Statistics (BLS) nationally has said that the cost of living increased 3.4% over the last 12 months. While Governor Lombardo approved an 11% COLA for this coming fiscal year, such would not be in line with the BLS national standards.

Mr. Nigam wanted to know if the Board gives a longevity bonus to the employees. Per Executive Director DiMaggio, the Board does not give a longevity bonus. Mr. Nigam wanted to know if the Board had to follow the guidelines of the State. Dr. Perlotto stated that some of the pay-related items approved by the Board fall in line with the State and some pay-related items do not. The Board was presented with a similar issue when dealing with the policy regarding the number of leave days for staff and the general thought was to stay with the system the Board already had in place. Mr. Nigam stated that he would not mind having a longevity bonus for the employees which could range from \$200.00 to \$500.00 per year of service but it would only take effect after the fifth year of the employee's service. Dr. Perlotto stated that the State's longevity bonus requires eight years of employment with the State, and it must be eight consecutive years. Mr. Nigam suggested the Board should consider requiring three continuous years of service to qualify for a longevity bonus and a longevity bonus of \$200.00 for each continuous year of service. Mr. Dreitzer stated that the County has been doing that for a long time and the retention of employees is good. It serves a purpose, and he thinks the Board is approaching it in a very reasonable way and the goal is to incentivize employees to stay. Executive Director DiMaggio wanted to know if the longevity bonus policy would be retroactive or only prospective. Mr. Nigam responded that he thinks it should be retroactive.

Mr. Nigam made a motion to adopt a new policy program to reward Board employees for their consecutive years of service, beginning with the third anniversary of their hire date for \$200.00 per year, that this policy be retroactive, and to accordingly modify the Board's budget; seconded by Dr. Janda. There being no further discussion, the Board approved to start a new policy program to reward Board employees for their consecutive years of service, beginning with the third anniversary of their hire date for \$200.00 per year, that this policy be retroactive, and to accordingly modify the Board's budget for this upcoming fiscal year beginning July 1, 2024.

Dr. Perlotto stated that the Board needs to figure out the COLA/merit increase for Board employees. She presented several different options to the Board. Mr. Nigam stated that he

thought the Board should grant an 11% increase which would be split as follows: 5 ½% COLA and up to a maximum 5 ½% merit increase based on the Executive Director's discretion.

Dr. Perlotto made a motion to grant Board staff a pay increase of 11% for this upcoming fiscal year beginning on July 1, 2024, which will be split as follows: 5 ½% COLA and up to 5 ½% merit increase based on the Executive Director's discretion; seconded by Mr. Nigam. There being no further discussion, the Board unanimously approved a pay increase of 11% for Board staff for this upcoming fiscal year beginning July 1, 2024, split as follows: 5 ½% COLA and up to 5 ½% merit increase based on the Executive Director's discretion.

VIII. CONDUCT ANNUAL REVIEW FOR EXECUTIVE DIRECTOR, INCLUDING POTENTIAL ADJUSTMENT TO SALARY, (Discussion/For Possible Action) Carla Perlotto, President

NOTE: The Board may not discuss the Executive Director's character, alleged misconduct, professional competence, or similar items in closed session.

Dr. Perlotto stated that everyone should have the self-evaluation in their Microsoft Teams folder that Executive Director Frank DiMaggio submitted. Dr. Perlotto also wanted to go through some of the accomplishments Executive Director DiMaggio achieved in the past year. Dr. Perlotto summarized the list of accomplishments set forth in Executive Director Frank DiMaggio's self-evaluation.

Dr. Perlotto stated that the Board could grant Mr. DiMaggio a pay increase similar to Board staff, which would consist of an 11% pay increase split as 5 ½% COLA and 5 ½% merit increase as well as grant Mr. DiMaggio a longevity bonus under the same terms as approved by the Board for Board staff. Dr. Perlotto also stated that Executive Director DiMaggio is doing a great job and is extremely helpful. Mr. Dreitzer stated that it has been a pleasure to work with Mr. DiMaggio and that he does an amazing job. Dr. Janda stated that working with Executive Director DiMaggio has been outstanding and he has been a great resource to him.

Dr. Perlotto made a motion to approve the 11% pay increase for Mr. DiMaggio which would be split as 5 ½% COLA and 5 ½% merit increase; seconded by Mr. Nigam. There being no further discussion, the Board unanimously approved an 11% pay increase for Mr. DiMaggio, which would be split as 5 ½% COLA and 5 ½% merit increase, for the upcoming fiscal year beginning July 1, 2024.

Dr. Perlotto also made a motion to include the Executive Director position in the newly adopted longevity policy program under the same terms approved by the Board for Board staff; seconded by Dr. McDermott. There being no further discussion, the Board approved including the Executive Director position in the newly adopted longevity policy program under the same terms approved by the Board for Board staff.

IX. EXECUTIVE DIRECTOR'S REPORT by Frank DiMaggio

Executive Director Frank DiMaggio thanked the Board for their generous comments, and that it has been a pleasure to work with every Board member. Executive Director DiMaggio stated for clarification purposes, the increases and bonuses will start on July 1st, 2024.

- a. *Compressed Work Schedule update-* Executive Director DiMaggio stated that Dr. Perlotto requested at the March 2024 Board meeting that a test period be implemented for employees with an approved compressed work schedule. Two of the three current staff members have opted for a compressed schedule. Dr. Perlotto's concerns about the compressed work schedule were to ensure that we have adequate staffing to answer phones Monday through Friday from 8 a.m. to 5 p.m. and to ensure that the compressed work schedules would not in any way interfere with the Board's operations in general. Mr. DiMaggio reported that after a two-month evaluation period for those employees

who opted for a compressed work schedule, there has been no negative effect on Board operations. Executive Director DiMaggio met with Board staff prior to this Board meeting, and everyone stated they like the compressed work schedule.

- b. *Financial Statements*- Executive Director DiMaggio stated that the financial statements are included in the Board members' Teams folder and if he offered to answer any questions from Board members. No questions were asked.
- c. *Licensing*-Executive Director DiMaggio stated the licensing numbers are increasing and we have established a residency portal that makes it easier for all residency coordinators to use which allows them to pay the residents' licensing fees. Nikki Montano recently conducted a training with the residency coordinators, which had about 70%-75% attendance.
- d. *Comments*-Executive Director DiMaggio stated that one of his comments is regarding Thentia. He said that since September of 2022 there have been three different customer success managers and a couple of different project managers and that the salesperson and Julian Cardarelli, CEO, are no longer employed at Thentia. The Thentia contract comes up for renewal in March of 2025. Even though March 2025 seems like a long way off, the Board is required to give a 90-day advance notice if the Board is not going to renew the contract; otherwise, the contract will automatically renew for a 12-month period. Executive Director DiMaggio mentioned that soon the Board will have to consider whether or not to extend the contract with Thentia. Executive Director DiMaggio has spoken with the three current Board staff members about the possibility of switching to a new licensing system. Their feeling was that the Thentia system is operational and even though some of the bells and whistles they thought they would have do not appear to be materializing, it would present a tremendous workload and burden to switch to a new licensing system.

Executive Director DiMaggio also brought up CE Broker, which is a third-party vendor that collects the CME hours completed by licensees and then reports it through Thentia. CE Broker has an API interface that can be set up through Thentia so if a licensee subscribes to CE Broker, CE Broker will upload the licensee's completed CME hours into Thentia. CE Broker has agreed to do a presentation to the Board at July's Board meeting and Executive Director DiMaggio wanted to give the Board some advance notice in case Board members might have any questions. According to Mr. DiMaggio, CE Broker has three different account levels: the first account is a free account, the second account is a medium level account, and the third account is a premium account. CE Broker would prefer the Board to encourage licensees to use CE Broker and not just Thentia for recording their CME hours. Mr. Nigam wanted to know if there was a timeline for when issues with the Thentia system will be fixed and will the issues be fixed before the new contract comes up. Executive Director DiMaggio stated that his answer is a guarded "yes", because he has been given completion deadlines by Thentia in the past and when those deadlines arrive, there is some further problem, such as a development issue, that supposedly prevented completion.

X. *LEGAL REPORT (Discussion/For Possible Action) by Richard Dreitzer (Fennemore Craig, LLC) Board Counsel*

Mr. Dreitzer stated that there is a very complex legal matter that he is working on right now for which a hearing officer has been appointed by the Board. There are some smaller matters that are moving relatively quickly and should not cause any delay. Executive Director DiMaggio asked how the Anesthesiology Assistant regulations are going. Mr. Dreitzer stated that the Board must set a public hearing after which those regulations can then go back to LCB.

XI. *LEGISLATIVE UPDATE (Discussion/For Possible Action) by Cassidy Wilson, Board Government Affairs/Lobbyist*

Ms. Wilson stated that today is June 11th which is primary election day in Nevada, and she hopes everyone voted. Ms. Wilson believes that she will have a final result count of the races either by Friday or Monday and she will be sending over a full report of who will be in the Nevada general election. In the meantime, she will be working on trying to find a bill sponsor for the next legislation session for any bills proposed by the Board.

Mr. Nigam stated that there is a political action committee named Whitecoat pack and they will be supporting the candidates who support the physicians. Ms. Wilson stated she is familiar with that group through the Las Vegas Heals group.

XII. ITEMS FOR FUTURE DISCUSSION/ACTION/UPCOMING AGENDA

No items for future discussion.

XIII. PRESIDENT'S REPORT on Board Business, Carla Perlotto, President

Dr. Perlotto stated that this would be Dr. Daulat's last official meeting as a Board member and she wanted to say thank him for his thoughtfulness and hard work at the Board. Dr. Daulat thanked Executive Director DiMaggio as he feels he has been helpful to him. Dr. Daulat stated he has had a wonderful experience working with the Board members and he wishes everyone the best.

Dr. Perlotto stated one of the issues she would like to add to the agenda next month is the preview of Artificial Intelligence (AI). The issues surrounding AI were prevalent at the FSMB Annual Conference in April. Some of those issues concerned overreliance on AI. Dr. Perlotto stated that she and Executive Director DiMaggio will be going to FSMB's symposium on alternative licensing models in Washington, D.C., which will be dealing with State licensure requirements and international medical graduate students. Dr. Perlotto would like to take the Board's opinions about AI with her when she goes to Washington, D.C. Mr. Nigam stated that in the past Senator Donate talked to the Board about international medical graduates who have not gone through residency and being able to work as a physician in Nevada. Mr. Nigam stated that maybe the Board should consider having Senator Donate talk to the Board again because the senator was supportive of this idea as we need more physicians due to being underserved. Dr. Perlotto said mention was made at the FSMB Annual conference of a physician shortage, and that it is global. Dr. Perlotto stated that if any Board member has any questions or thoughts they would like for her to bring up at the symposium, they should email them to Executive Director DiMaggio.

- a. *Next Board Meeting date: July 9, 2024*-Dr. Perlotto mentioned that the next Board meeting will be July 9, 2024, at 5:30pm and there will be no Board meeting in August.

XIV. PUBLIC COMMENT

No public comments were received.

XV. ADJOURNMENT (For Possible Action) Carla Perlotto, President

Mr. Nigam made a motion to adjourn the meeting; seconded by Dr. McDermott. There being no further discussion, the Board unanimously approved adjourning the meeting.

Minutes approved by the Board at the July 9, 2024 Board Meeting.