

## Nurse Staffing Plan Submission

### **Cover Page**

The following is the nurse staffing plan for Providence Sacred Heart Medical Center and Children's Hospital, submitted to the Washington State Department of Health in accordance with Revised Code of Washington 70.41.420.

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Nurse Staffing Plan Submission

## Attestation Form

Nurse Staffing Coalition

December 29, 2022

I, the undersigned with responsibility for Providence Sacred Heart Medical Center and Children's Hospital, attest that the attached staffing plan and matrix was developed in accordance with RCW 70.41.420 for 2020 and includes all units covered under our hospital license under RCW 70.41. This plan was developed with consideration given to the following elements:

- Census, including total numbers of patients on the unit on each shift and activity such as patient discharges, admissions, and transfers;
- Level of intensity of all patients and nature of the care to be delivered on each shift;
- Skill mix;
- Level of experience and specialty certification or training of nursing personnel providing care;
- The need for specialized or intensive equipment;
- The architecture and geography of the patient care unit, including but not limited to placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment;
- Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations;
- Availability of other personnel supporting nursing services on the patient care unit; and
- Strategies to enable registered nurses to take meal and rest breaks as required by law or the terms of an applicable collective bargaining agreement, if any, between the hospital and a representative of the nursing staff.

This staffing plan was adopted by the hospital on: December 2022

As approved by:



Susan L. Stacey, Chief Executive

## **Nurse Staffing Plan Purpose**

This plan was developed for the management of scheduling and provision of daily staffing needs for the hospital, and to define a process that ensures the availability of qualified nursing staff to provide safe, reliable and effective care to our patients. This plan applies to all parts of the hospital licensed under RCW 70.41.

## **Nurse Staffing Plan Principles**

- Access to high-quality nursing staff is critical to providing patients safe, reliable and effective care.
- The optimal staffing plan represents a partnership between nursing leadership and direct nursing care staff.
- Staffing is multifaceted and dynamic. The development of the plan must consider a wide range of variables.
- Data and measurable nurse sensitive indicators should help inform the staffing plan.

\*These principles correspond to *The American Nursing Association Principles of Safe Staffing*.

## **Nurse Staffing Plan Policy**

- The nurse staffing committee is responsible for the development and oversight of the nurse staffing plan to ensure the availability of qualified nursing staff to provide safe, reliable and effective care to our patients.
- The committee's work is guided by its charter.
- The committee meets on a regular basis. Typically this is monthly.
- The committee's work is informed by information and data from individual patient care units. Appropriate staffing levels for a patient care unit reflect an analysis of:
  - Individual and aggregate patient needs;
  - Staffing guidelines developed for specific specialty areas;
  - The skills and training of the nursing staff;
  - Resources and supports for nurses;
  - Anticipated absences and need for nursing staff to take meal and rest breaks;
  - Hospital data and outcomes from relevant quality indicators; and
  - Hospital finances.

\*The American Nurses Association does not recommend a specific staffing ratio, but rather to make care assignments based on acuity, patient needs and staff competencies.

- The analysis of the above information is aggregated into the hospital's nurse staffing plan.
- Staff continuously monitor individual and aggregate patient care needs and make adjustments to staffing per agreed upon policy and collective bargaining agreement.
- The committee performs a semiannual review of the staffing plan. If changes are made to the staffing plan throughout the calendar year, an updated staffing plan is submitted to DOH.
- The hospital is committed to ensuring staff are able to take meal and rest breaks as required by law, and collective bargaining agreement. The committee considers breaks and strategies to ensure breaks when developing the plan. A global break policy may be used, or individual patient care units may have discretion in structuring breaks to meet specific needs while

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meeting the requirements of the law. Data regarding missed or interrupted breaks will be reviewed by the committee to help develop strategies to ensure nurses are able to take breaks.

### Nurse Staffing Plan Scope

\*Acute care hospitals licensed under [RCW 70.41](#) are required by law to develop a nurse staffing plan. The plan must cover areas of the hospital that: 1) are under the hospital's license (RCW 70.41) and 2) where a nurse(s) provides patient care (i.e., "patient care unit").

The following areas of the hospital are covered by the nurse staffing plan:

- Exhibit A – Critical Care Units
- Exhibit B – Telemetry Units
- Exhibit C – Acute Care Units
- Exhibit D - Emergency Services
- Exhibit E – Children's Hospital
- Exhibit F – Behavioral Health Units
- Exhibit G – Procedural Areas
- Exhibit H – Perioperative Services
- Exhibit I - Miscellaneous

### Nurse Staffing Plan Critical Elements

The following represents critical elements about the nurse staffing plan:

- Development of psychiatric inpatient unit guidelines after bed reduction (due to CON requirement for new behavioral health hospital) and psych ED expansion.
- Review of every unit staffing by having each unit send a staff RN to provide a presentation to the committee that reviews key elements of the plan, challenges and successes. This information was used to develop the letter to the CE and was instrumental in the development of the plan.
- Consideration for sitter usage criteria and expansion of telesitter to augment the need for 1:1 sitters except as required by regulatory requirements and hospital policy.
- Creation of a discharge lobby to expedite patient throughput and provide a safe place (with RN supervision) for discharged patients to wait for their rides. There is one RN in the lobby with nursing assistant for support.
- Support to nursing staff to care for unexpected acuity and census fluctuations includes 2 beeper RNs who float throughout the hospital (1 on nights and w/e) and a 24/7 Rapid Response team to assist units with patients who are have changing acuity or deteriorating conditions.



# Exhibit A – Critical Care Units

PSHMC: 2N CICU - Weekdays (34560300)

GENSUS	1:1 Pts	CHARGE RN*	RN Hours Only							NAC	Avg # RN
			7:00-11:00	11:00-15:00	15:00-19:00	19:00-23:00	23:00-3:00	3:00-7:00	15:00-03:00		
10	2.0	1.0	7.0	9.5	9.0	8.0	7.0	7.0	0.0	8.92	
11	2.0	1.0	8.0	10.0	10.0	9.0	8.0	8.0	0.0	9.83	
12	3.0	1.0	8.0	10.5	10.0	9.0	8.0	8.0	0.0	9.92	
13	3.0	1.0	9.0	11.5	11.0	10.0	9.0	9.0	1.0	10.92	
14	3.0	1.0	10.0	12.0	12.0	11.0	10.0	10.0	1.0	11.83	
15	3.0	1.0	10.0	12.5	12.0	11.0	10.0	10.0	1.0	11.92	
16	4.0	1.0	11.0	13.0	13.0	12.0	11.0	11.0	1.0	12.83	
17	4.0	1.0	11.0	13.5	13.0	12.0	11.0	11.0	1.0	12.92	
18	4.0	1.0	12.0	14.5	14.0	13.0	12.0	12.0	1.0	13.92	
19	4.0	1.0	13.0	15.0	15.0	14.0	13.0	13.0	1.0	14.83	
20	4.0	1.0	14.0	16.5	16.0	15.0	14.0	15.0	1.0	16.08	
21	5.0	1.0	15.0	17.0	17.0	16.0	15.0	15.0	1.0	16.83	
22	5.0	1.0	15.0	17.5	17.0	16.0	15.0	15.0	1.0	16.92	
23	5.0	1.0	16.0	18.5	18.0	17.0	16.0	16.0	1.0	17.92	
24	5.0	1.0	17.0	19.0	19.0	18.0	17.0	17.0	1.0	18.83	
25	6.0	1.0	17.0	19.5	19.0	18.0	17.0	17.0	1.0	18.92	
26	6.0	1.0	18.0	20.0	20.0	19.0	18.0	18.0	1.0	19.83	
27	6.0	1.0	18.0	20.5	20.0	20.0	18.0	18.0	1.0	20.08	
28	6.0	1.0	19.0	21.5	21.0	20.0	19.0	19.0	1.0	20.92	
29	6.0	1.0	20.0	21.5	22.0	21.0	20.0	20.0	1.0	21.75	
30	7.0	1.0	22.0	24.0	24.0	23.0	22.0	22.0	1.0	23.83	
31	7.0	1.0	22.0	24.0	25.0	23.0	22.0	22.0	1.0	24.00	
32	7.0	1.0	23.0	25.5	26.0	24.0	23.0	23.0	1.0	25.08	
33	7.0	1.0	23.0	26.0	26.0	25.0	23.0	23.0	1.0	25.33	
34	7.0	1.0	24.0	27.0	27.0	26.0	24.0	24.0	1.0	26.33	

**PSHMC: 2N CICU - Weekends (34560300)**

CENSUS	1:1 Pts	CHARGE RN*	RN Hours Only						NAC		Avg # RN/ANM
			7:00-11:00	11:00-15:00	15:00-19:00	19:00-23:00	23:00-3:00	3:00-7:00	15:00-03:00		
10	2.0	1.0	7.0	7.0	7.0	7.0	7.0	7.0	0.0	8.00	
11	2.0	1.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0	9.00	
12	3.0	1.0	8.0	8.0	8.0	8.0	8.0	8.0	0.0	9.00	
13	3.0	1.0	9.0	9.0	9.0	9.0	9.0	9.0	1.0	10.00	
14	3.0	1.0	10.0	10.0	10.0	10.0	10.0	10.0	1.0	11.00	
15	3.0	1.0	10.0	10.0	10.0	10.0	10.0	10.0	1.0	11.00	
16	4.0	1.0	11.0	11.0	11.0	11.0	11.0	11.0	1.0	12.00	
17	4.0	1.0	12.0	12.0	12.0	12.0	12.0	12.0	1.0	13.00	
18	4.0	1.0	12.0	12.0	12.0	12.0	12.0	12.0	1.0	13.00	
19	4.0	1.0	13.0	13.0	13.0	13.0	13.0	13.0	1.0	14.00	
20	4.0	1.0	14.0	14.0	14.0	14.0	14.0	14.0	1.0	15.00	
21	5.0	1.0	15.0	15.0	15.0	15.0	15.0	15.0	1.0	16.00	
22	5.0	1.0	16.0	16.0	16.0	16.0	16.0	16.0	1.0	17.00	
23	5.0	1.0	16.0	16.0	16.0	16.0	16.0	16.0	1.0	17.00	
24	5.0	1.0	17.0	17.0	17.0	17.0	17.0	17.0	1.0	18.00	
25	6.0	1.0	18.0	18.0	18.0	18.0	18.0	18.0	1.0	19.00	
26	6.0	1.0	18.0	18.0	18.0	18.0	18.0	18.0	1.0	19.00	
27	6.0	1.0	19.0	19.0	19.0	19.0	19.0	19.0	1.0	20.00	
28	6.0	1.0	20.0	20.0	20.0	20.0	20.0	20.0	1.0	21.00	
29	6.0	1.0	21.0	21.0	21.0	21.0	21.0	21.0	1.0	22.00	
30	7.0	1.0	22.0	22.0	22.0	22.0	22.0	22.0	1.0	23.00	
31	7.0	1.0	22.0	22.0	22.0	22.0	22.0	22.0	1.0	23.00	
32	7.0	1.0	23.0	23.0	23.0	23.0	23.0	23.0	1.0	24.00	
33	7.0	1.0	23.0	23.0	23.0	23.0	23.0	23.0	1.0	24.00	
34	7.0	1.0	24.0	24.0	24.0	24.0	24.0	24.0	1.0	25.00	

PSHMC: 2S ICU (34560100)

CENSUS	DAYS				NIGHTS				Total Staff
	CHARGE RN*	RN	NAC	HUC	CHARGE RN*	RN	NAC	HUC	
6	1.0	3.0	0.0	0.0	1.0	3.0	0.0	0.0	8.00
7	1.0	3.0	0.0	0.0	1.0	3.0	0.0	0.0	8.00
8	1.0	4.0	0.0	0.0	1.0	4.0	0.0	0.0	10.00
9	1.0	5.0	0.0	0.0	1.0	5.0	0.0	0.0	12.00
10	1.0	6.0	0.0	1.0	1.0	5.0	0.0	1.0	15.00
11	1.0	6.0	0.0	1.0	1.0	6.0	0.0	1.0	16.00
12	1.0	6.0	0.0	1.0	1.0	6.0	0.0	1.0	16.00
13	1.0	8.0	0.0	1.0	1.0	7.0	0.0	1.0	19.00
14	1.0	8.0	0.0	1.0	1.0	7.0	0.0	1.0	19.00
15	1.0	9.0	0.0	1.0	1.0	8.0	0.0	1.0	21.00
16	1.0	10.0	0.0	1.0	1.0	9.0	0.0	1.0	23.00
17	1.0	10.0	0.0	1.0	1.0	10.0	0.0	1.0	24.00
18	1.0	11.0	0.0	1.0	1.0	10.0	0.0	1.0	25.00
19	1.0	12.0	0.0	1.0	1.0	11.0	0.0	1.0	27.00
20	1.0	12.0	0.0	1.0	1.0	11.0	0.0	1.0	27.00
21	1.0	13.0	0.0	1.0	1.0	12.0	0.0	1.0	29.00
22	1.0	14.0	0.0	1.0	1.0	13.0	0.0	1.0	31.00
23	1.0	14.0	0.0	1.0	1.0	14.0	0.0	1.0	32.00
24	1.0	15.0	0.0	1.0	1.0	14.0	0.0	1.0	33.00
25	1.0	16.0	0.0	1.0	1.0	15.0	0.0	1.0	35.00
26	1.0	16.0	0.0	1.0	1.0	15.0	0.0	1.0	35.00



# Exhibit B – Telemetry Units

PSHMC: Cardiac Care Tele (34560341)

CENSUS	DAYS				EVENINGS				NIGHTS				Total Staff
	CHARGE RN*	RN	NAC	HUC	CHARGE RN*	RN	NAC	HUC	CHARGE RN*	RN	NAC	HUC	
10	1.0	5.0	0.0	0.0	1.0	4.0	0.0	0.0	1.0	3.0	0.0	0.0	15.00
11	1.0	5.0	0.0	0.0	1.0	5.0	0.0	0.0	1.0	3.0	0.0	0.0	16.00
12	1.0	5.0	0.0	0.0	1.0	5.0	0.0	0.0	1.0	3.0	0.0	0.0	16.00
13	1.0	5.0	0.0	0.0	1.0	5.0	0.0	0.0	1.0	3.0	1.0	0.0	17.00
14	1.0	6.0	0.0	0.0	1.0	6.0	0.0	0.0	1.0	3.0	1.0	0.0	19.00
15	1.0	6.0	0.0	0.0	1.0	6.0	0.0	0.0	1.0	3.0	1.0	0.0	19.00
16	1.0	6.0	0.0	0.0	1.0	6.0	0.0	0.0	1.0	4.0	1.0	0.0	20.00
17	1.0	7.0	0.0	0.0	1.0	7.0	0.0	0.0	1.0	4.0	1.0	0.0	22.00
18	1.0	7.0	0.0	1.0	1.0	7.0	0.0	0.5	1.0	4.0	1.0	0.0	23.50
19	1.0	8.0	0.0	1.0	1.0	7.0	0.0	0.5	1.0	5.0	1.0	0.0	25.50
20	1.0	8.0	0.0	1.0	1.0	8.0	0.0	0.5	1.0	5.0	1.0	0.0	26.50
21	1.0	8.0	0.0	1.0	1.0	8.0	0.0	0.5	1.0	5.0	1.0	0.0	26.50
22	1.0	9.0	0.0	1.0	1.0	9.0	0.0	0.5	1.0	5.0	1.0	0.0	28.50
23	1.0	9.0	0.0	1.0	1.0	9.0	0.0	0.5	1.0	5.0	1.0	0.0	28.50
24	1.0	9.0	0.0	1.0	1.0	9.0	0.0	0.5	1.0	6.0	1.0	0.0	29.50
25	1.0	10.0	0.0	1.0	1.0	10.0	0.0	0.5	1.0	6.0	1.0	0.0	31.50
26	1.0	10.0	0.0	1.0	1.0	10.0	0.0	0.5	1.0	6.0	1.0	0.0	31.50
27	1.0	10.0	0.0	1.0	1.0	10.0	0.0	0.5	1.0	7.0	1.0	0.0	32.50
28	1.0	11.0	0.0	1.0	1.0	11.0	0.0	0.5	1.0	7.0	1.0	0.0	34.50
29	1.0	11.0	0.0	1.0	1.0	11.0	0.0	0.5	1.0	7.0	1.0	0.0	34.50
30	1.0	12.0	0.0	1.0	1.0	11.0	0.0	0.5	1.0	8.0	1.0	0.0	36.50
31	1.0	12.0	0.0	1.0	1.0	12.0	0.0	0.5	1.0	8.0	1.0	0.0	37.50
32	1.0	12.0	0.0	1.0	1.0	12.0	0.0	0.5	1.0	8.0	1.0	0.0	37.50

PSHMC: 6S Cardiac Care Transplant (34560340)

GENSUS	DAYS				EVENINGS				NIGHTS				Total Staff
	CHARGE RN*	RN	NAC	HUC	CHARGE RN*	RN	NAC	HUC	CHARGE RN*	RN	NAC	HUC	
10	1.0	4.0	0.0	0.5	1.0	4.0	0.0	0.0	1.0	3.0	0.0	0.0	14.50
11	1.0	4.0	0.0	0.5	1.0	4.0	0.0	0.0	1.0	3.0	0.0	0.0	14.50
12	1.0	5.0	0.0	0.5	1.0	5.0	0.0	0.0	1.0	3.0	0.0	0.0	16.50
13	1.0	5.0	0.0	1.0	1.0	5.0	0.0	0.0	1.0	3.0	1.0	0.0	18.00
14	1.0	6.0	0.0	1.0	1.0	6.0	0.0	0.0	1.0	4.0	1.0	0.0	21.00
15	1.0	6.0	0.0	1.0	1.0	6.0	0.0	0.0	1.0	4.0	1.0	0.0	21.00
16	1.0	6.0	0.0	1.0	1.0	6.0	0.0	0.0	1.0	4.0	0.0	0.0	20.00
17	1.0	7.0	0.0	1.0	1.0	7.0	0.0	0.0	1.0	4.0	0.0	0.0	22.00
18	1.0	7.0	0.0	1.0	1.0	7.0	0.0	0.0	1.0	5.0	0.0	0.0	23.00
19	1.0	8.0	0.0	1.0	1.0	8.0	0.0	0.0	1.0	5.0	0.0	0.0	25.00
20	1.0	8.0	0.0	1.0	1.0	8.0	0.0	0.0	1.0	5.0	0.0	0.0	25.00
21	1.0	8.0	0.0	1.0	1.0	8.0	0.0	0.5	1.0	6.0	0.0	0.0	26.50
22	1.0	8.0	0.0	1.0	1.0	8.0	0.0	0.5	1.0	6.0	0.0	0.0	26.50
23	1.0	9.0	0.0	1.0	1.0	9.0	0.0	0.5	1.0	6.0	0.0	0.0	28.50
24	1.0	9.0	0.0	1.0	1.0	9.0	0.0	0.5	1.0	6.0	0.0	0.0	28.50
25	1.0	9.0	1.0	1.0	1.0	9.0	0.0	0.5	1.0	7.0	0.0	0.0	30.50
26	1.0	10.0	1.0	1.0	1.0	10.0	0.0	0.5	1.0	7.0	0.0	0.0	32.50
27	1.0	10.0	1.0	1.0	1.0	10.0	0.0	0.5	1.0	7.0	0.0	0.0	32.50
28	1.0	11.0	1.0	1.0	1.0	11.0	0.0	0.5	1.0	7.0	0.0	0.0	34.50
29	1.0	11.0	1.0	1.0	1.0	11.0	0.0	0.5	1.0	8.0	0.0	0.0	35.50
30	1.0	11.0	1.0	1.0	1.0	11.0	0.0	0.5	1.0	8.0	0.0	0.0	35.50
31	1.0	12.0	1.0	1.0	1.0	12.0	0.0	0.5	1.0	9.0	0.0	0.0	38.50
32	1.0	12.0	1.0	1.0	1.0	12.0	0.0	0.5	1.0	9.0	0.0	0.0	38.50
33	1.0	12.0	1.0	1.0	1.0	12.0	0.0	0.5	1.0	9.0	0.0	0.0	38.50
34	1.0	13.0	1.0	1.0	1.0	13.0	0.0	0.5	1.0	9.0	0.0	0.0	40.50
35	1.0	13.0	1.0	1.0	1.0	13.0	0.0	0.5	1.0	10.0	0.0	0.0	41.50
36	1.0	13.0	1.0	1.0	1.0	13.0	0.0	0.5	1.0	10.0	0.0	0.0	41.50

PSHMC: 8 Neurology (34561794)

CENSUS	DAYS				EVENINGS				NIGHTS				Total Staff
	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	
20	1.0	7.0	0.0	0.75	1.0	5.0	2.0	0.50	1.0	5.0	1.0	0.0	24.25
21	1.0	8.0	0.0	0.75	1.0	5.0	2.0	0.50	1.0	5.0	1.0	0.0	25.25
22	1.0	8.0	0.0	0.75	1.0	6.0	2.0	0.50	1.0	6.0	1.0	0.0	27.25
23	1.0	9.0	0.0	0.75	1.0	6.0	2.0	0.50	1.0	6.0	1.0	0.0	28.25
24	1.0	9.0	0.0	0.75	1.0	7.0	2.0	0.50	1.0	6.0	1.0	0.0	29.25
25	1.0	9.0	0.0	0.75	1.0	7.0	2.0	0.50	1.0	7.0	1.0	0.0	30.25
26	1.0	10.0	0.0	0.75	1.0	9.0	2.0	0.50	1.0	7.0	1.0	0.0	33.25
27	1.0	11.0	0.0	0.75	1.0	9.0	2.0	0.50	1.0	7.0	1.0	0.0	34.25
28	1.0	11.0	0.0	0.75	1.0	10.0	2.0	0.50	1.0	7.0	2.0	0.0	36.25
29	1.0	11.0	0.0	0.75	1.0	10.0	2.0	0.50	1.0	8.0	2.0	0.0	37.25
30	1.0	11.0	0.0	0.75	1.0	11.0	2.0	0.50	1.0	8.0	2.0	0.0	38.25
31	1.0	12.0	0.0	0.75	1.0	11.0	2.0	0.50	1.0	9.0	2.0	0.0	40.25
32	1.0	12.0	0.0	0.75	1.0	11.0	2.0	0.50	1.0	9.0	2.0	0.0	40.25
33	1.0	12.0	2.0	0.75	1.0	11.0	2.0	0.50	1.0	9.0	2.0	0.0	42.25
34	1.0	12.0	2.0	0.75	1.0	12.0	2.0	0.50	1.0	10.0	2.0	0.0	44.25
35	1.0	13.0	2.0	0.75	1.0	12.0	2.0	0.50	1.0	10.0	2.0	0.0	45.25
36	1.0	13.0	2.0	0.75	1.0	12.0	2.0	0.50	1.0	10.0	2.0	0.0	45.25
37	1.0	13.0	2.0	0.75	1.0	13.0	2.0	0.50	1.0	11.0	2.0	0.0	47.25
38	1.0	14.0	2.0	0.75	1.0	13.0	2.0	0.50	1.0	11.0	3.0	0.0	49.25
39	1.0	14.0	2.0	0.75	1.0	13.0	3.0	0.50	1.0	11.0	3.0	0.0	50.25
40	1.0	14.0	2.0	0.75	1.0	13.0	3.0	0.50	1.0	11.0	3.0	0.0	50.25
41	1.0	15.0	2.0	0.75	1.0	14.0	3.0	0.50	1.0	11.0	3.0	0.0	52.25
42	1.0	15.0	3.0	0.75	1.0	14.0	3.0	0.50	1.0	11.0	3.0	0.0	53.25
43	1.0	16.0	3.0	0.75	1.0	15.0	3.0	0.50	1.0	12.0	3.0	0.0	56.25
44	1.0	16.0	4.0	0.75	1.0	15.0	3.0	0.50	1.0	12.0	3.0	0.0	57.25
45	1.0	16.0	5.0	0.75	1.0	15.0	3.0	0.50	1.0	12.0	3.0	0.0	58.25
46	1.0	16.0	5.0	0.75	1.0	15.0	4.0	0.50	1.0	13.0	3.0	0.0	60.25
47	1.0	16.0	5.0	0.75	1.0	15.0	4.0	0.50	1.0	13.0	4.0	0.0	61.25
48	1.0	16.0	5.0	0.75	1.0	15.0	4.0	0.50	1.0	13.0	4.0	0.0	61.25



PSHMC: 9N Cardiac Medical (34561703)

CENSUS	DAYS				EVENINGS				NIGHTS				Total Staff
	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	
8	1.0	3.0	0.0	0.0	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	10.00
9	1.0	3.0	0.0	0.0	1.0	3.0	0.0	0.0	1.0	2.0	0.0	0.0	11.00
10	1.0	3.0	0.0	0.5	1.0	3.0	0.0	0.5	1.0	2.0	0.0	0.0	12.00
11	1.0	3.0	0.0	0.5	1.0	3.0	0.0	0.5	1.0	3.0	0.0	0.0	13.00
12	1.0	4.0	0.0	0.8	1.0	4.0	0.0	0.5	1.0	3.0	0.0	0.0	15.25
13	1.0	4.0	0.0	0.8	1.0	4.0	0.0	0.5	1.0	3.0	0.0	0.0	15.25
14	1.0	4.0	1.0	0.8	1.0	4.0	0.0	0.5	1.0	4.0	0.0	0.0	17.25
15	1.0	4.0	1.0	0.8	1.0	5.0	0.0	0.5	1.0	4.0	0.0	0.0	18.25
16	1.0	4.0	1.0	0.8	1.0	5.0	0.0	0.5	1.0	4.0	0.0	0.0	18.25
17	1.0	5.0	1.0	0.8	1.0	6.0	0.0	0.5	1.0	4.0	0.0	0.0	20.25
18	1.0	5.0	1.0	0.8	1.0	6.0	0.0	0.5	1.0	4.0	1.0	0.0	21.25
19	1.0	6.0	1.0	0.8	1.0	7.0	0.0	0.5	1.0	4.0	1.0	0.0	23.25
20	1.0	6.0	2.0	0.8	1.0	7.0	0.0	0.5	1.0	4.0	1.0	0.0	24.25
21	1.0	6.0	2.0	0.8	1.0	7.0	1.0	0.5	1.0	5.0	1.0	0.0	26.25
22	1.0	6.0	3.0	0.8	1.0	8.0	1.0	0.5	1.0	5.0	1.0	0.0	28.25
23	1.0	6.0	3.0	0.8	1.0	8.0	1.0	0.5	1.0	6.0	1.0	0.0	29.25
24	1.0	7.0	3.0	0.8	1.0	8.0	1.0	0.5	1.0	6.0	1.0	0.0	30.30
25	1.0	7.0	3.0	0.8	1.0	9.0	1.0	0.5	1.0	6.0	1.0	0.0	31.30
26	1.0	8.0	3.0	0.8	1.0	9.0	1.0	0.5	1.0	6.0	2.0	0.0	33.30
27	1.0	8.0	3.0	0.8	1.0	9.0	1.0	0.5	1.0	7.0	2.0	0.0	34.30
28	1.0	8.0	3.0	0.8	1.0	10.0	1.0	0.5	1.0	7.0	2.0	0.0	35.30
29	1.0	9.0	3.0	0.8	1.0	10.0	1.0	0.5	1.0	7.0	2.0	0.0	36.30
30	1.0	9.0	3.0	0.8	1.0	11.0	1.0	0.5	1.0	8.0	2.0	0.0	38.30
31	1.0	10.0	3.0	0.8	1.0	11.0	1.0	0.5	1.0	8.0	2.0	0.0	39.30
32	1.0	10.0	3.0	0.8	1.0	12.0	1.0	0.5	1.0	8.0	2.0	0.0	40.30
33	1.0	10.0	4.0	0.8	1.0	12.0	1.0	0.5	1.0	9.0	2.0	0.0	42.30
34	1.0	11.0	4.0	0.8	1.0	12.0	1.0	0.5	1.0	9.0	2.0	0.0	43.30
35	1.0	11.0	4.0	0.8	1.0	13.0	1.0	0.5	1.0	9.0	3.0	0.0	45.30
36	1.0	12.0	4.0	0.8	1.0	13.0	1.0	0.5	1.0	9.0	3.0	0.0	46.30
37	1.0	12.0	4.0	0.8	1.0	13.0	1.0	0.5	1.0	10.0	3.0	0.0	47.30
38	1.0	12.0	4.0	0.8	1.0	13.0	1.0	0.5	1.0	10.0	3.0	0.0	47.30

# Exhibit C – Acute Care Units

PSHMC: 4 Trauma/Orthopedics (34561770)

CENSUS	DAYS (7-3)			EVENING (3-11)			NIGHTS (11-7)			SEC II	Total Staff
	RN	CHARGE RN*	CCA	RN	CHARGE RN*	CCA	RN	CHARGE RN*	CCA	8 H = .75 12 H = 1 8+12 = 1.75	
14	4.0	1.0	0.0	3.0	1.0	0.0	3.0	1.0	0.0	1.00	14.00
15	4.0	1.0	0.0	4.0	1.0	0.0	4.0	1.0	0.0	1.00	16.00
16	4.0	1.0	1.0	4.0	1.0	1.0	4.0	1.0	0.0	1.00	18.00
17	4.0	1.0	1.0	4.0	1.0	1.0	4.0	1.0	0.0	1.00	18.00
18	5.0	1.0	1.0	5.0	1.0	1.0	4.0	1.0	0.0	1.00	20.00
19	5.0	1.0	2.0	5.0	1.0	2.0	4.0	1.0	0.0	1.00	22.00
20	5.0	1.0	2.0	5.0	1.0	2.0	4.0	1.0	1.0	1.00	23.00
21	5.0	1.0	2.0	5.0	1.0	2.0	4.0	1.0	1.0	1.00	23.00
22	5.0	1.0	2.0	5.0	1.0	2.0	5.0	1.0	1.0	1.00	24.00
23	5.0	2.0	2.0	5.0	2.0	2.0	5.0	1.0	1.0	1.00	26.00
24	6.0	2.0	2.0	6.0	2.0	2.0	5.0	1.0	1.0	1.00	28.00
25	6.0	2.0	2.0	6.0	2.0	2.0	5.0	1.0	1.0	1.00	28.00
26	6.0	2.0	2.0	6.0	2.0	2.0	5.0	1.0	2.0	1.00	29.00
27	6.0	2.0	2.0	6.0	2.0	2.0	6.0	1.0	2.0	1.50	30.50
28	7.0	2.0	2.0	7.0	2.0	2.0	6.0	1.0	2.0	1.50	32.50
29	7.0	2.0	2.0	7.0	2.0	2.0	6.0	1.0	2.0	2.00	33.00
30	7.0	2.0	2.0	7.0	2.0	2.0	7.0	1.0	2.0	2.00	34.00
31	8.0	2.0	3.0	8.0	2.0	2.0	7.0	1.0	2.0	2.00	37.00
32	8.0	2.0	3.0	8.0	2.0	3.0	7.0	1.0	2.0	2.00	38.00
33	8.0	2.0	3.0	8.0	2.0	3.0	7.0	1.0	2.0	2.00	38.00
34	8.0	2.0	3.0	8.0	2.0	3.0	8.0	1.0	2.0	2.00	39.00
35	9.0	2.0	3.0	9.0	2.0	3.0	8.0	1.0	2.0	2.00	41.00
36	10.0	2.0	3.0	10.0	2.0	3.0	8.0	1.0	2.0	2.00	43.00
37	10.0	2.0	3.0	10.0	2.0	3.0	8.0	1.0	3.0	2.00	44.00
38	10.0	2.0	3.0	10.0	2.0	3.0	8.0	1.0	3.0	2.00	44.00
39	10.0	2.0	3.0	10.0	2.0	3.0	9.0	1.0	3.0	2.00	45.00
40	10.0	2.0	4.0	10.0	2.0	4.0	9.0	1.0	3.0	2.00	47.00
41	11.0	2.0	4.0	11.0	2.0	4.0	9.0	1.0	3.0	2.00	49.00
42	11.0	2.0	5.0	11.0	2.0	4.0	9.0	1.0	3.0	2.00	50.00
43	11.0	2.0	5.0	11.0	2.0	4.0	9.0	1.0	3.0	2.00	50.00
44	12.0	2.0	5.0	12.0	2.0	4.0	10.0	1.0	3.0	2.00	53.00
45	12.0	2.0	5.0	12.0	2.0	4.0	10.0	1.0	4.0	2.00	54.00
46	12.0	2.0	5.0	12.0	2.0	5.0	10.0	1.0	4.0	2.00	55.00
47	12.0	2.0	5.0	12.0	2.0	5.0	10.0	1.0	4.0	2.00	55.00
48	13.0	2.0	5.0	13.0	2.0	5.0	11.0	1.0	4.0	2.00	58.00
49	13.0	2.0	5.0	13.0	2.0	5.0	11.0	1.0	4.0	2.00	58.00
50	13.0	2.0	5.0	13.0	2.0	5.0	11.0	2.0	4.0	2.00	59.00
51	13.0	2.0	5.0	13.0	2.0	5.0	12.0	2.0	4.0	2.00	60.00
52	14.0	2.0	5.0	14.0	2.0	5.0	12.0	2.0	4.0	2.00	62.00
53	15.0	2.0	5.0	15.0	2.0	5.0	12.0	2.0	4.0	2.00	64.00
54	15.0	2.0	5.0	15.0	2.0	5.0	12.0	2.0	4.0	2.00	64.00
55	15.0	2.0	5.0	15.0	2.0	5.0	13.0	2.0	4.0	2.00	65.00
56	15.0	2.0	6.0	15.0	2.0	5.0	13.0	2.0	4.0	2.00	66.00
57	16.0	2.0	6.0	16.0	2.0	6.0	13.0	2.0	4.0	2.00	69.00
58	16.0	2.0	6.0	16.0	2.0	6.0	13.0	2.0	5.0	2.00	70.00
59	16.0	2.0	6.0	16.0	2.0	6.0	14.0	2.0	5.0	2.00	71.00
60	16.0	2.0	6.0	16.0	2.0	6.0	14.0	2.0	5.0	2.00	71.00
61	16.0	2.0	6.0	16.0	2.0	6.0	15.0	2.0	5.0	2.00	72.00
62	17.0	2.0	6.0	17.0	2.0	6.0	15.0	2.0	5.0	2.00	74.00
63	17.0	2.0	6.0	17.0	2.0	6.0	15.0	2.0	5.0	2.00	74.00
64	17.0	2.0	6.0	17.0	2.0	6.0	15.0	2.0	5.0	2.00	74.00
65	18.0	2.0	6.0	18.0	2.0	6.0	16.0	2.0	5.0	2.00	77.00
66	18.0	2.0	6.0	18.0	2.0	6.0	16.0	2.0	5.0	2.00	77.00
67	19.0	2.0	6.0	19.0	2.0	6.0	16.0	2.0	5.0	2.00	79.00
68	19.0	2.0	6.0	19.0	2.0	6.0	16.0	2.0	5.0	2.00	79.00
69	20.0	2.0	6.0	20.0	2.0	6.0	17.0	2.0	5.0	2.00	82.00
70	20.0	2.0	6.0	20.0	2.0	6.0	17.0	2.0	5.0	2.00	82.00



PSHMC: 5N Nephrology (34561702)

CENSUS	DAYS				EVENINGS				NIGHTS				Total Staff
	CHARGE RN'	RN	NAC	Sec II	CHARGE RN'	RN	NAC	Sec II	CHARGE RN'	RN	NAC	Sec II	
4	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
5	1.0	2.0	0.0	0.00	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
6	1.0	2.0	0.0	0.00	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
7	1.0	2.0	0.0	0.00	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
8	1.0	2.0	0.0	0.00	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
9	1.0	2.0	0.0	0.75	1.0	2.0	0.0	0.5	1.0	2.0	0.0	0.0	10.25
10	1.0	3.0	0.0	0.75	1.0	2.0	0.0	0.5	1.0	2.0	0.0	0.0	11.25
11	1.0	3.0	0.5	0.75	1.0	3.0	0.0	0.5	1.0	3.0	0.0	0.0	13.75
12	1.0	3.0	0.5	0.75	1.0	3.0	0.0	0.5	1.0	3.0	0.0	0.0	13.75
13	1.0	3.0	0.5	0.75	1.0	3.0	0.5	0.5	1.0	3.0	0.0	0.0	14.25
14	1.0	4.0	0.5	0.75	1.0	4.0	0.5	0.5	1.0	3.0	0.0	0.0	16.25
15	1.0	4.0	0.5	0.75	1.0	4.0	0.5	0.5	1.0	3.0	0.0	0.0	16.25
16	1.0	4.0	1.0	0.75	1.0	4.0	1.0	0.5	1.0	4.0	0.0	0.0	18.25
17	1.0	4.0	1.0	0.75	1.0	4.0	1.0	0.5	1.0	4.0	0.0	0.0	18.25
18	1.0	5.0	2.0	0.75	1.0	4.0	1.0	0.5	1.0	4.0	0.0	0.0	20.25
19	1.0	6.0	2.0	0.75	1.0	4.0	1.0	0.5	1.0	4.0	0.0	0.0	21.25
20	1.0	6.0	2.0	0.75	1.0	5.0	1.0	0.5	1.0	4.0	0.0	0.0	22.25
21	1.0	6.0	2.0	0.75	1.0	5.0	2.0	0.5	1.0	5.0	2.0	0.0	26.25
22	1.0	7.0	2.0	0.75	1.0	5.0	2.0	0.5	1.0	5.0	2.0	0.0	27.25
23	1.0	7.0	2.0	0.75	1.0	5.0	2.0	0.5	1.0	5.0	2.0	0.0	27.25
24	1.0	7.0	2.0	0.75	1.0	5.0	2.0	0.5	1.0	5.0	2.0	0.0	27.25
25	1.0	7.0	3.0	0.75	1.0	6.0	3.0	0.5	1.0	5.0	2.0	0.0	30.25
26	1.0	8.0	3.0	0.75	1.0	6.0	3.0	0.5	1.0	6.0	2.0	0.0	32.25
27	1.0	8.0	3.0	0.75	1.0	7.0	3.0	0.5	1.0	6.0	2.0	0.0	33.25
28	1.0	8.0	3.0	0.75	1.0	7.0	3.0	0.5	1.0	6.0	2.0	0.0	33.25
29	1.0	9.0	3.0	0.75	1.0	7.0	3.0	0.5	1.0	6.0	2.0	0.0	34.25
30	1.0	9.0	3.0	0.75	1.0	8.0	3.0	0.5	1.0	6.0	2.0	0.0	35.25
31	1.0	9.0	3.0	0.75	1.0	8.0	3.0	0.5	1.0	7.0	2.0	0.0	36.25
32	1.0	10.0	3.0	0.75	1.0	8.0	3.0	0.5	1.0	7.0	2.0	0.0	37.25
33	1.0	10.0	3.0	0.75	1.0	9.0	3.0	0.5	1.0	7.0	2.0	0.0	38.25



**PSHMC: IP Dialysis (34577409)**

CENSUS	DAYS (0600-1400)		EVENINGS (1300-2100)		Total Staff
	RN	Tech	RN	Tech	
1	2.0	1.0	2.0	1.0	6.00
2	2.0	1.0	2.0	1.0	6.00
3	2.0	1.0	2.0	1.0	6.00
4	2.0	1.0	2.0	1.0	6.00
5	2.0	1.0	2.0	1.0	6.00
6	2.0	1.0	2.0	1.0	6.00
7	2.0	1.0	2.0	1.0	6.00
8	2.0	1.0	2.0	1.0	6.00
9	2.0	1.0	2.0	1.0	6.00
10	2.0	1.0	2.0	1.0	6.00
11	2.0	1.0	2.0	1.0	6.00
12	2.0	1.0	2.0	1.0	6.00
13	2.0	1.0	2.0	1.0	6.00
14	2.0	1.0	2.0	1.0	6.00
15	2.0	1.0	2.0	1.0	6.00
16	2.0	1.0	2.0	1.0	6.00
17	2.0	1.0	2.0	1.0	6.00
18	2.0	1.0	2.0	1.0	6.00
19	2.0	1.0	2.0	1.0	6.00
20	2.0	1.0	2.0	1.0	6.00
21	2.0	1.0	2.0	1.0	6.00
22	2.0	1.0	2.0	1.0	6.00
23	2.0	1.0	2.0	1.0	6.00
24	2.0	1.0	2.0	1.0	6.00

PSHMC: 5S Surgical (34561720)

CENSUS	CHARGE RN*	DAYS			EVENINGS				NIGHTS				Total Staff
		RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	
8	1.0	2.00	0.00	0.00	1.0	2.00	0.00	0.00	1.0	2.00	0.00	0.00	9.00
9	1.0	2.00	0.00	0.00	1.0	2.00	0.00	0.00	1.0	2.00	0.00	0.00	9.00
10	1.0	2.00	0.00	0.00	1.0	2.00	0.00	0.00	1.0	2.00	0.00	0.00	9.00
11	1.0	3.00	1.00	0.00	1.0	3.00	0.50	0.00	1.0	2.00	0.00	0.00	12.50
12	1.0	3.00	1.00	0.00	1.0	3.00	0.50	0.00	1.0	3.00	0.00	0.00	13.50
13	1.0	3.00	1.00	0.00	1.0	3.00	1.00	0.00	1.0	3.00	0.00	0.00	14.00
14	1.0	3.00	1.00	0.75	1.0	3.00	1.00	0.00	1.0	3.00	1.00	0.00	15.75
15	1.0	3.00	1.00	0.75	1.0	3.00	1.00	0.50	1.0	3.00	1.00	0.00	16.25
16	1.0	4.00	1.00	0.75	1.0	4.00	1.00	0.50	1.0	3.00	1.00	0.00	18.25
17	1.0	4.00	2.00	0.75	1.0	4.00	1.00	0.50	1.0	3.00	1.00	0.00	19.25
18	1.0	4.00	2.00	0.75	1.0	4.00	1.00	0.50	1.0	4.00	1.00	0.00	20.25
19	1.0	5.00	2.00	0.75	1.0	4.00	1.00	0.50	1.0	4.00	1.00	0.00	21.25
20	1.0	5.00	2.00	0.75	1.0	4.00	2.00	0.50	1.0	4.00	1.00	0.00	22.25
21	1.0	5.00	2.00	0.75	1.0	5.00	2.00	0.50	1.0	5.00	1.00	0.00	24.25
22	1.0	5.00	2.00	0.75	1.0	5.00	2.00	0.50	1.0	5.00	1.00	0.00	24.25
23	1.0	6.00	3.00	0.75	1.0	5.00	2.00	0.50	1.0	5.00	1.00	0.00	26.25
24	1.0	6.00	3.00	0.75	1.0	5.00	2.00	0.50	1.0	5.00	2.00	0.00	27.25
25	1.0	7.00	3.00	0.75	1.0	6.00	2.00	0.50	1.0	5.00	2.00	0.00	29.25
26	1.0	7.00	3.00	0.75	1.0	6.00	2.00	0.50	1.0	6.00	2.00	0.00	30.25
27	1.0	7.00	3.00	0.75	1.0	7.00	2.00	0.50	1.0	6.00	2.00	0.00	31.25
28	1.0	7.00	3.00	0.75	1.0	7.00	3.00	0.50	1.0	6.00	2.00	0.00	32.25
29	1.0	8.00	3.00	0.75	1.0	8.00	3.00	0.50	1.0	6.00	2.00	0.00	34.25
30	1.0	8.00	4.00	0.75	1.0	8.00	3.00	0.50	1.0	6.00	2.00	0.00	35.25
31	1.0	8.00	4.00	0.75	1.0	8.00	3.00	0.50	1.0	7.00	2.00	0.00	36.25
32	1.0	8.00	4.00	0.75	1.0	8.00	3.00	0.50	1.0	7.00	2.00	0.00	36.25
33	1.0	9.00	4.00	0.75	1.0	9.00	3.00	0.50	1.0	7.00	2.00	0.00	38.25
34	1.0	9.00	4.00	0.75	1.0	9.00	3.00	0.50	1.0	8.00	3.00	0.00	40.25
35	1.0	9.00	4.00	0.75	1.0	9.00	4.00	0.50	1.0	8.00	3.00	0.00	41.25
36	1.0	9.00	4.00	0.75	1.0	9.00	4.00	0.50	1.0	8.00	3.00	0.00	41.25

PSHMC: 7N MEDICAL/PULMONOLOGY (34561710)

CENSUS	DAYS				EVENINGS				NIGHTS				Total Staff
	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	
4	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
5	1.0	2.0	0.0	0.00	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
6	1.0	2.0	0.0	0.00	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
7	1.0	2.0	0.0	0.00	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
8	1.0	2.0	0.0	0.00	1.0	2.0	0.0	0.0	1.0	2.0	0.0	0.0	9.00
9	1.0	2.0	0.0	0.75	1.0	2.0	0.0	0.5	1.0	2.0	0.0	0.0	10.25
10	1.0	3.0	0.0	0.75	1.0	2.0	0.0	0.5	1.0	2.0	0.0	0.0	11.25
11	1.0	3.0	0.5	0.75	1.0	3.0	0.0	0.5	1.0	3.0	0.0	0.0	13.75
12	1.0	3.0	0.5	0.75	1.0	3.0	0.0	0.5	1.0	3.0	0.0	0.0	13.75
13	1.0	3.0	0.5	0.75	1.0	3.0	0.5	0.5	1.0	3.0	0.0	0.0	14.25
14	1.0	4.0	0.5	0.75	1.0	4.0	0.5	0.5	1.0	3.0	0.0	0.0	16.25
15	1.0	4.0	0.5	0.75	1.0	4.0	0.5	0.5	1.0	3.0	0.0	0.0	16.25
16	1.0	4.0	1.0	0.75	1.0	4.0	1.0	0.5	1.0	4.0	0.0	0.0	18.25
17	1.0	4.0	1.0	0.75	1.0	4.0	1.0	0.5	1.0	4.0	0.0	0.0	18.25
18	1.0	4.0	2.0	0.75	1.0	4.0	1.0	0.5	1.0	4.0	0.0	0.0	19.25
19	1.0	5.0	2.0	0.75	1.0	4.0	1.0	0.5	1.0	4.0	0.0	0.0	20.25
20	1.0	*5.5	2.0	0.75	1.0	*5.5	1.0	0.5	1.0	4.0	0.0	0.0	11.25
21	1.0	*5.5	2.0	0.75	1.0	*5.5	1.0	0.5	1.0	5.0	1.0	0.0	13.25
22	1.0	*6.5	2.0	0.75	1.0	*5.5	1.0	0.5	1.0	5.0	1.0	0.0	13.25
23	1.0	*6.5	2.0	0.75	1.0	*6.5	2.0	0.5	1.0	5.0	1.0	0.0	14.25
24	1.0	*6.5	2.0	0.75	1.0	*5.5	2.0	0.5	1.0	5.0	1.0	0.0	14.25
25	1.0	*6.5	3.0	0.75	1.0	*6.5	3.0	0.5	1.0	5.0	1.0	0.0	16.25
26	1.0	*7.5	3.0	0.75	1.0	*6.5	3.0	0.5	1.0	6.0	1.0	0.0	17.25
27	1.0	*7.5	3.0	0.75	1.0	*7.5	3.0	0.5	1.0	6.0	1.0	0.0	17.25
28	1.0	*7.5	3.0	0.75	1.0	*7.5	3.0	0.5	1.0	6.0	2.0	0.0	18.25
29	1.0	*8.5	3.0	0.75	1.0	*7.5	3.0	0.5	1.0	6.0	2.0	0.0	18.25
30	1.0	*8.5	3.0	0.75	1.0	*8.5	3.0	0.5	1.0	6.0	2.0	0.0	18.25
31	1.0	*8.5	3.0	0.75	1.0	*8.5	3.0	0.5	1.0	7.0	2.0	0.0	19.25
32	1.0	*9.5	3.0	0.75	1.0	*8.5	3.0	0.5	1.0	7.0	2.0	0.0	19.25
33	1.0	*9.5	3.0	0.75	1.0	*9.5	3.0	0.5	1.0	7.0	2.0	0.0	19.25
34	1.0	*9.5	3.0	0.75	1.0	*9.5	3.0	0.5	1.0	7.0	2.0	0.0	19.25
35	1.0	*9.5	3.0	0.75	1.0	*9.5	3.0	0.5	1.0	7.0	2.0	0.0	19.25

\* 0.5 reflects Discharge RN on Days and Evenings from census 20 to 35



PSHMC: 7S Oncology (34561730)

CENSUS	DAYS				Evenings				NIGHTS				Total Staff
	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	CHARGE RN*	RN	NAC	Sec II	
8	1.00	2.00	0.00	0.00	1.00	2.00	0.00	0.00	1.00	2.00	0.00	0.00	9.00
9	1.00	2.00	0.00	0.00	1.00	2.00	0.00	0.00	1.00	2.00	0.00	0.00	9.00
10	1.00	3.00	0.00	0.00	1.00	2.00	0.00	0.00	1.00	2.00	0.00	0.00	10.00
11	1.00	3.00	0.00	0.00	1.00	3.00	0.00	0.00	1.00	3.00	0.00	0.00	12.00
12	1.00	3.00	0.50	0.00	1.00	3.00	0.50	0.00	1.00	3.00	0.00	0.00	13.00
13	1.00	4.00	1.00	0.00	1.00	3.00	0.50	0.00	1.00	3.00	0.00	0.00	14.50
14	1.00	4.00	1.00	0.00	1.00	4.00	0.50	0.00	1.00	3.00	0.00	0.00	15.50
15	1.00	4.00	2.00	0.75	1.00	4.00	0.50	0.00	1.00	3.00	0.00	0.00	17.25
16	1.00	4.00	2.00	0.75	1.00	4.00	1.00	0.50	1.00	3.00	0.00	0.00	18.25
17	1.00	4.00	2.00	0.75	1.00	4.00	1.00	0.50	1.00	4.00	0.00	0.00	19.25
18	1.00	4.00	2.00	0.75	1.00	4.00	2.00	0.50	1.00	4.00	0.00	0.00	20.25
19	1.00	5.75	2.00	0.75	1.00	4.00	2.00	0.50	1.00	4.00	0.00	0.00	22.00
20	1.00	5.75	2.00	0.75	1.00	5.00	2.00	0.50	1.00	4.00	0.00	0.00	23.00
21	1.00	5.75	2.00	0.75	1.00	5.50	2.00	0.50	1.00	5.00	0.00	0.00	24.50
22	1.00	5.75	2.00	0.75	1.00	5.50	2.00	0.50	1.00	5.00	1.00	0.00	25.50
23	1.00	6.75	2.00	0.75	1.00	5.50	2.00	0.50	1.00	5.00	1.00	0.00	26.50
24	1.00	6.75	2.00	0.75	1.00	6.50	2.00	0.50	1.00	5.00	2.00	0.00	28.50
25	1.00	6.75	2.00	0.75	1.00	6.50	2.00	0.50	1.00	5.00	2.00	0.00	28.50
26	1.00	7.75	2.00	0.75	1.00	6.50	2.00	0.50	1.00	6.00	2.00	0.00	30.50
27	1.00	7.75	3.00	0.75	1.00	6.50	2.00	0.50	1.00	6.00	2.00	0.00	31.50
28	1.00	7.75	3.00	0.75	1.00	7.50	2.00	0.50	1.00	6.00	2.00	0.00	32.50
29	1.00	7.75	3.00	0.75	1.00	7.50	3.00	0.50	1.00	6.00	2.00	0.00	33.50
30	1.00	8.75	3.00	0.75	1.00	8.50	3.00	0.50	1.00	6.00	2.00	0.00	35.50
31	1.00	8.75	3.00	0.75	1.00	8.50	3.00	0.50	1.00	7.00	2.00	0.00	36.50
32	1.00	8.75	3.00	0.75	1.00	8.50	3.00	0.50	1.00	7.00	2.00	0.00	36.50



**PSHMC: 9S General Care Unit (34561790)**

CENSUS	DAYS			Evenings			NIGHTS			Total Staff
	RN	NAC	HUC	RN	NAC	HUC	RN	NAC	HUC	
1	2.0	1.0	0.0	1.0	1.0	0.0	1.0	1.0	0.0	7.00
2	2.0	1.0	0.0	1.0	1.0	0.0	1.0	1.0	0.0	7.00
3	2.0	1.0	0.0	1.0	1.0	0.0	1.0	1.0	0.0	7.00
4	2.0	1.0	0.0	1.0	1.0	0.0	1.0	1.0	0.0	7.00
5	2.0	1.0	0.0	1.0	1.0	0.0	1.0	1.0	0.0	7.00
6	2.0	1.0	0.0	2.0	1.0	0.0	2.0	1.0	0.0	9.00
7	2.0	2.0	0.0	2.0	1.0	0.0	2.0	1.0	0.0	10.00
8	2.0	2.0	0.0	2.0	2.0	0.0	2.0	1.0	0.0	11.00
9	2.0	3.0	0.0	2.0	2.0	0.0	2.0	1.0	0.0	12.00
10	2.0	3.0	0.0	2.0	2.0	0.0	2.0	2.0	0.0	13.00
11	2.0	3.0	0.0	2.0	2.0	0.0	2.0	2.0	0.0	13.00
12	2.0	4.0	0.0	2.0	2.0	0.0	2.0	2.0	0.0	14.00
13	3.0	4.0	0.0	3.0	3.0	0.0	3.0	3.0	0.0	19.00
14	3.0	4.0	0.0	3.0	3.0	0.0	3.0	3.0	0.0	19.00
15	3.0	4.0	0.0	3.0	3.0	0.0	3.0	3.0	0.0	19.00
16	3.0	4.0	0.0	3.0	4.0	0.0	3.0	3.0	0.0	20.00
17	3.0	4.0	0.0	3.0	4.0	0.0	3.0	3.0	0.0	20.00
18	3.0	4.0	0.0	3.0	4.0	0.0	3.0	3.0	0.0	20.00

**PSHMC: Enterostomal Therapy/Wound & Ostomy (34561793)**

Mondays:	5 RN's (target)
Thursday - Friday:	4 to 5 RN's (target staffing; depending on scheduled outpatient visits)

**PSHMC: LABOR & DELIVERY (34574000)**

Deliveries	DAYS			NIGHTS			Total Staff
	CHARGE RN*	RN	Admin Clerk	CHARGE RN*	RN	Admin Clerk	
1	1.0	2.0	1.0	1.0	2.0	1.0	8.00
2	1.0	2.0	1.0	1.0	2.0	1.0	8.00
3	1.0	3.0	1.0	1.0	3.0	1.0	10.00
4	1.0	4.0	1.0	1.0	4.0	1.0	12.00
5	1.0	5.0	1.0	1.0	5.0	1.0	14.00
6	1.0	6.0	1.0	1.0	6.0	1.0	16.00
7	1.0	7.0	1.0	1.0	7.0	1.0	18.00
8	1.0	8.0	1.0	1.0	8.0	1.0	20.00
9	1.0	8.0	1.0	1.0	8.0	1.0	20.00
10	1.0	9.0	1.0	1.0	9.0	1.0	22.00
11	1.0	10.0	1.0	1.0	10.0	1.0	24.00
12	1.0	11.0	1.0	1.0	11.0	1.0	26.00
13	1.0	12.0	1.0	1.0	12.0	1.0	28.00
14	1.0	13.0	1.0	1.0	13.0	1.0	30.00
15	1.0	13.0	1.0	1.0	13.0	1.0	30.00
16	1.0	13.0	1.0	1.0	13.0	1.0	30.00
17	1.0	14.0	1.0	1.0	14.0	1.0	32.00

\*ANM may fulfill the role of charge RN

**PSHMC: ANTEPARTUM (34563801)**

CENSUS	DAYS RN	NIGHTS RN	Total Staff
1	1.0	1.0	2.00
2	1.0	1.0	2.00
3	1.0	1.0	2.00
4	1.0	1.0	2.00
5	2.0	2.0	4.00
6	2.0	2.0	4.00
7	2.0	2.0	4.00
8	2.0	2.0	4.00
9	3.0	3.0	6.00
10	3.0	3.0	6.00
11	3.0	3.0	6.00
12	3.0	3.0	6.00
13	4.0	4.0	8.00
14	4.0	4.0	8.00
15	4.0	4.0	8.00
16	4.0	4.0	8.00
17	5.0	5.0	10.00
18	5.0	5.0	10.00



**PSHMC: MOTHER-BABY (34565300)**

CENSUS	DAYS			NIGHTS			Total Staff
	CHARGE RN*	RN	NAC	CHARGE RN*	RN	NAC	
1	1.0	1.0	-	1.0	1.0	-	4.00
2	1.0	1.0	-	1.0	1.0	-	4.00
3	1.0	1.0	-	1.0	1.0	-	4.00
4	1.0	1.0	-	1.0	1.0	-	4.00
5	1.0	1.0	-	1.0	1.0	-	4.00
6	1.0	1.0	-	1.0	1.0	-	4.00
7	1.0	2.0	-	1.0	2.0	-	6.00
8	1.0	2.0	-	1.0	2.0	-	6.00
9	1.0	3.0	-	1.0	3.0	-	8.00
10	1.0	3.0	-	1.0	3.0	-	8.00
11	1.0	3.0	-	1.0	3.0	-	8.00
12	1.0	3.0	-	1.0	3.0	-	8.00
13	1.0	3.0	1.0	1.0	3.0	-	9.00
14	1.0	3.0	1.0	1.0	3.0	-	9.00
15	1.0	4.0	1.0	1.0	4.0	-	11.00
16	1.0	4.0	1.0	1.0	4.0	-	11.00
17	1.0	4.0	1.0	1.0	4.0	-	11.00
18	1.0	4.0	1.0	1.0	4.0	-	11.00
19	1.0	4.0	1.0	1.0	4.0	-	11.00
20	1.0	4.0	1.0	1.0	4.0	-	11.00
21	1.0	5.0	1.0	1.0	5.0	-	13.00
22	1.0	5.0	1.0	1.0	5.0	-	13.00
23	1.0	5.0	1.0	1.0	5.0	-	13.00
24	1.0	5.0	1.0	1.0	5.0	-	13.00
25	1.0	6.0	1.0	1.0	6.0	-	15.00
26	1.0	6.0	1.0	1.0	6.0	-	15.00
27	1.0	6.0	1.0	1.0	6.0	-	15.00
28	1.0	6.0	1.0	1.0	6.0	1.0	16.00
29	1.0	6.0	1.0	1.0	6.0	1.0	16.00
30	1.0	6.0	2.0	1.0	6.0	1.0	17.00
31	1.0	7.0	2.0	1.0	7.0	1.0	19.00
32	1.0	7.0	2.0	1.0	7.0	1.0	19.00
33	1.0	7.0	2.0	1.0	7.0	1.0	19.00
34	1.0	7.0	2.0	1.0	7.0	1.0	19.00
35	1.0	7.0	2.0	1.0	7.0	1.0	19.00
36	1.0	8.0	2.0	1.0	8.0	1.0	21.00
37	1.0	8.0	2.0	1.0	8.0	1.0	21.00
38	1.0	8.0	2.0	1.0	8.0	1.0	21.00
39	1.0	8.0	2.0	1.0	8.0	1.0	21.00
40	1.0	9.0	2.0	1.0	9.0	1.0	23.00
41	1.0	9.0	2.0	1.0	9.0	1.0	23.00
42	1.0	9.0	2.0	1.0	9.0	1.0	23.00
43	1.0	9.0	2.0	1.0	9.0	1.0	23.00
44	1.0	10.0	2.0	1.0	10.0	1.0	25.00
45	1.0	10.0	2.0	1.0	10.0	1.0	25.00

\*ANM may fulfill the role of charge RN

**PSHMC: WOMEN'S HEALTH CENTER (34587901)**

Monday - Friday:	3 RNs
Saturday & Sunday:	2 RNs

# Exhibit D – Emergency Services

**PSHMC: Adult ED (34570100)**

<b>HOUR</b>	<b>CHARGE RN*</b>	<b>RN</b>	<b>EDA</b>	<b>Total Staff</b>
0500	1.0	9.0	4.0	14.00
0700	1.0	11.0	4.0	16.00
0900	1.0	15.0	6.0	22.00
1100	1.0	19.0	7.0	27.00
1300	1.0	19.0	7.0	27.00
1500	1.0	19.0	7.0	27.00
1700	1.0	21.0	8.0	30.00
1900	1.0	22.0	8.0	31.00
2100	1.0	19.0	7.0	27.00
2300	1.0	16.0	6.0	23.00
0100	1.0	12.0	5.0	18.00
0300	1.0	9.0	4.0	14.00



**PSHMC: PEDIATRIC EMERGENCY DEPARTMENT (34570102)**

HOUR	CHARGE RN*	RN	EDA	Total Staff
2400	1.0	4.0	3.0	8.00
0100	1.0	3.0	3.0	7.00
0200	1.0	3.0	3.0	7.00
0300	1.0	2.0	2.0	5.00
0400	1.0	2.0	2.0	5.00
0500	1.0	2.0	2.0	5.00
0600	1.0	2.0	2.0	5.00
0700	1.0	2.0	3.0	6.00
0800	1.0	2.0	3.0	6.00
0900	1.0	3.0	3.0	7.00
1000	1.0	3.0	3.0	7.00
1100	1.0	6.0	4.0	11.00
1200	1.0	6.0	4.0	11.00
1300	1.0	6.0	4.0	11.00
1400	1.0	6.0	4.0	11.00
1500	1.0	7.0	4.0	12.00
1600	1.0	7.0	4.0	12.00
1700	1.0	7.0	4.0	12.00
1800	1.0	7.0	4.0	12.00
1900	1.0	7.0	4.0	12.00
2000	1.0	7.0	4.0	12.00
2100	1.0	7.0	4.0	12.00
2200	1.0	7.0	4.0	12.00
2300	1.0	4.0	3.0	8.00

**PSHMC: Psych ED Orange Zone (34570600)**

CENSUS	DAYS			Evenings			NIGHTS			Total Staff
	RN	MHC	EDA/NAC	RN	MHC	EDA/NAC	RN	MHC	EDA/NAC	
1	2.0	0.0	1.0	2.0	0.0	1.0	2.0	0.0	1.0	9.00
2	2.0	0.0	1.0	2.0	0.0	1.0	2.0	0.0	1.0	9.00
3	2.0	0.0	1.0	2.0	0.0	1.0	2.0	0.0	1.0	9.00
4	2.0	0.0	1.0	2.0	0.0	1.0	2.0	0.0	1.0	9.00
5	2.0	0.0	1.0	2.0	0.0	1.0	2.0	0.0	1.0	9.00
6	2.0	0.0	1.0	2.0	0.0	1.0	2.0	0.0	1.0	9.00
7	2.0	0.0	1.0	2.0	0.0	1.0	2.0	0.0	1.0	9.00

PSHMC: Psych ED Gold Zone

CENSUS	DAYS			EVENINGS			NIGHTS			Total Staff			
	CHARGE RN*	RN	MHC	EDA/NAC	CHARGE RN*	RN	MHC	EDA/NAC	CHARGE RN*		RN	MHC	EDA/NAC
1	1	1.0	1.0	0.0	1	1.0	1.0	0.0	1	1.0	1.0	0.0	8.00
2	1	1.0	1.0	0.0	1	1.0	1.0	0.0	1	1.0	1.0	0.0	8.00
3	1	1.0	1.0	0.0	1	1.0	1.0	0.0	1	1.0	1.0	0.0	8.00
4	1	1.0	1.0	0.0	1	1.0	1.0	0.0	1	1.0	1.0	0.0	8.00
5	1	1.0	1.0	0.0	1	1.0	1.0	0.0	1	1.0	1.0	0.0	8.00
6	1	1.0	1.0	0.0	1	1.0	1.0	0.0	1	1.0	1.0	0.0	8.00
7	1	1.0	1.0	0.0	1	1.0	1.0	0.0	1	1.0	1.0	0.0	8.00
8	1	2.0	1.0	0.0	1	1.0	1.0	0.0	1	1.0	1.0	0.0	8.00
9	1	2.0	1.0	0.0	1	2.0	1.0	0.0	1	1.0	1.0	0.0	10.00
10	1	2.0	2.0	0.0	1	2.0	1.0	0.0	1	2.0	1.0	0.0	11.00
11	1	2.0	2.0	0.0	1	2.0	2.0	0.0	1	2.0	1.0	0.0	13.00
12	1	3.0	2.0	0.0	1	2.0	2.0	0.0	1	2.0	1.0	0.0	13.00
13	1	3.0	2.0	0.0	1	3.0	2.0	0.0	1	2.0	1.0	0.0	15.00
14	1	3.0	2.0	1.0	1	3.0	2.0	0.0	1	2.0	1.0	1.0	16.00
15	1	3.0	2.0	1.0	1	3.0	2.0	1.0	1	2.0	1.0	1.0	18.00
16	1	3.0	3.0	1.0	1	3.0	2.0	1.0	1	2.0	1.0	1.0	18.00
17	1	3.0	3.0	1.0	1	3.0	3.0	1.0	1	2.0	1.0	1.0	20.00
18	1	3.0	3.0	1.0	1	3.0	3.0	1.0	1	2.0	1.0	1.0	20.00
19	1	4.0	3.0	1.0	1	4.0	3.0	1.0	1	2.0	1.0	1.0	20.00
20	1	4.0	3.0	1.0	1	4.0	3.0	1.0	1	3.0	1.0	1.0	23.00
21	1	4.0	3.0	1.0	1	4.0	3.0	1.0	1	3.0	1.0	1.0	23.00

\*ANM may fulfill role of charge RN

# Exhibit E – Children’s Hospital



PSHMC: 3N PICU (34560500)

CENSUS	DAYS				NIGHTS				Total Staff
	CHARGE RN*	HELPER RN	RN	NAC	CHARGE RN*	HELPER RN	RN	NAC	
2	1.0	-	1.0	-	1.0	-	1.0	-	4.00
3	1.0	-	2.0	-	1.0	-	2.0	-	6.00
4	1.0	-	2.0	-	1.0	-	2.0	-	6.00
5	1.0	-	3.0	-	1.0	-	3.0	-	8.00
6	1.0	-	3.0	-	1.0	-	3.0	-	8.00
7	1.0	-	4.0	-	1.0	-	4.0	-	10.00
8	1.0	-	5.0	-	1.0	-	5.0	-	12.00
9	1.0	-	5.0	0.33	1.0	-	5.0	0.33	12.66
10	1.0	1.0	6.0	0.33	1.0	1.0	6.0	0.33	16.66
11	1.0	1.0	7.0	0.33	1.0	1.0	7.0	0.33	18.66
12	1.0	1.0	8.0	0.33	1.0	1.0	8.0	0.33	20.66
13	1.0	1.0	8.0	0.33	1.0	1.0	8.0	0.33	20.66
14	1.0	1.0	9.0	0.33	1.0	1.0	9.0	0.33	22.66
15	1.0	1.0	10.0	0.33	1.0	1.0	10.0	0.33	24.66
16	1.0	1.0	10.0	0.33	1.0	1.0	10.0	0.33	24.66
17	1.0	1.0	11.0	0.33	1.0	1.0	11.0	0.33	26.66
18	1.0	1.0	11.0	0.33	1.0	1.0	11.0	0.33	26.66
19	1.0	1.0	12.0	0.33	1.0	1.0	12.0	0.33	28.66
20	1.0	1.0	13.0	0.33	1.0	1.0	13.0	0.33	30.66

\*ANM may fulfill the role of charge RN

PSHMC: Peds (34560501)

CENSUS	DAYS			NIGHTS			Total Staff
	CHARGE RN*	RN	NAC	CHARGE RN*	RN	NAC	
2	1.0	1.0	-	1.0	1.0	-	4.00
3	1.0	1.0	-	1.0	1.0	-	4.00
4	1.0	1.0	-	1.0	1.0	-	4.00
5	1.0	2.0	-	1.0	2.0	-	6.00
6	1.0	2.0	-	1.0	2.0	-	6.00
7	1.0	2.0	-	1.0	2.0	-	6.00
8	1.0	3.0	-	1.0	3.0	-	8.00
9	1.0	3.0	-	1.0	3.0	-	8.00
10	1.0	3.0	-	1.0	3.0	-	8.00
11	1.0	3.0	-	1.0	3.0	-	8.00
12	1.0	3.0	1.0	1.0	3.0	0.3	9.30
13	1.0	4.0	1.0	1.0	4.0	0.3	11.30
14	1.0	4.0	1.0	1.0	4.0	0.3	11.30
15	1.0	4.0	1.0	1.0	4.0	0.3	11.30
16	1.0	4.0	2.0	1.0	4.0	0.3	12.30
17	1.0	5.0	2.0	1.0	5.0	0.3	14.30
18	1.0	5.0	2.0	1.0	5.0	0.3	14.30
19	1.0	5.0	2.0	1.0	5.0	0.3	14.30
20	1.0	6.0	2.0	1.0	6.0	0.3	16.30
21	1.0	6.0	2.0	1.0	6.0	0.3	16.30
22	1.0	6.0	2.0	1.0	6.0	1.0	17.00
23	1.0	7.0	2.0	1.0	7.0	1.0	19.00
24	1.0	7.0	2.0	1.0	7.0	1.0	19.00
25	1.0	8.0	2.0	1.0	8.0	1.0	21.00
26	1.0	8.0	2.0	1.0	8.0	1.0	21.00
27	1.0	8.0	2.0	1.0	8.0	1.0	21.00
28	1.0	9.0	2.0	1.0	9.0	1.0	23.00
29	1.0	9.0	2.0	1.0	9.0	1.0	23.00
30	1.0	10.0	2.0	1.0	10.0	1.0	25.00
31	1.0	10.0	2.0	1.0	10.0	1.0	25.00
32	1.0	10.0	2.0	1.0	10.0	1.0	25.00
33	1.0	10.0	2.0	1.0	10.0	1.0	25.00
34	1.0	10.0	2.0	1.0	10.0	1.0	25.00
35	1.0	11.0	2.0	1.0	11.0	1.0	27.00
36	1.0	11.0	2.0	1.0	11.0	1.0	27.00
37	1.0	12.0	2.0	1.0	12.0	1.0	29.00

\*ANM may fulfill the role of charge RN

PSHMC: NICU (34560700)

CENSUS	DAYS CHARGE RN*	DAYS RN	DAYS Clerk	NIGHTS CHARGE RN*	NIGHTS RN	NIGHTS Clerk	Total Staff
15	1.0	5.0		1.0	5.0		12.00
16	1.0	5.0		1.0	5.0		12.00
17	1.0	6.0		1.0	6.0		14.00
18	1.0	6.0		1.0	6.0		14.00
19	1.0	7.0		1.0	7.0		16.00
20	1.0	7.0		1.0	7.0		16.00
21	1.0	7.0		1.0	7.0		16.00
22	1.0	8.0		1.0	8.0		18.00
23	1.0	8.0		1.0	8.0		18.00
24	1.0	9.0		1.0	9.0		20.00
25	1.0	9.0		1.0	9.0		20.00
26	1.0	10.0		1.0	10.0		22.00
27	1.0	10.0		1.0	10.0		22.00
28	1.0	11.0		1.0	11.0		24.00
29	1.0	11.0		1.0	11.0		24.00
30	1.0	12.0		1.0	12.0		26.00
31	1.0	12.0		1.0	12.0		26.00
32	1.0	13.0		1.0	13.0		28.00
33	1.0	13.0		1.0	13.0		28.00
34	1.0	14.0		1.0	14.0		30.00
35	1.0	14.0		1.0	14.0		30.00
36	1.0	15.0		1.0	15.0		32.00
37	1.0	15.0		1.0	15.0		32.00
38	1.0	16.0		1.0	16.0		34.00
39	1.0	16.0		1.0	16.0		34.00
40	1.0	17.0		1.0	17.0		36.00
41	1.0	17.0		1.0	17.0		36.00
42	1.0	18.0		1.0	18.0		38.00
43	1.0	18.0		1.0	18.0		38.00
44	1.0	19.0		1.0	19.0		40.00
45	1.0	19.0		1.0	19.0		40.00
46	1.0	20.0		1.0	20.0		42.00
47	1.0	20.0		1.0	20.0		42.00
48	1.0	21.0		1.0	21.0		44.00
49	1.0	21.0		1.0	21.0		44.00
50	1.0	21.0		1.0	21.0		44.00
51	1.0	22.0		1.0	22.0		46.00
52	1.0	22.0		1.0	22.0		46.00
53	1.0	23.0		1.0	23.0		48.00
54	1.0	23.0		1.0	23.0		48.00
55	1.0	24.0		1.0	24.0		50.00
56	1.0	24.0		1.0	24.0		50.00
57	1.0	25.0		1.0	25.0		52.00
58	1.0	25.0		1.0	25.0		52.00
59	1.0	26.0		1.0	26.0		54.00
60	1.0	26.0		1.0	26.0		54.00
61	1.0	27.0		1.0	27.0		56.00

\*ANM may fulfill the role of charge RN

**PSHMC: 3E PEDS ONCOLOGY (34561731)**

CENSUS	DAYS			NIGHTS			Total Staff
	CHARGE RN*	RN	NAC	CHARGE RN*	RN	NAC	
2	1.0	1.0	-	1.0	1.0	-	4.00
3	1.0	1.0	-	1.0	1.0	-	4.00
4	1.0	1.0	-	1.0	1.0	-	4.00
5	1.0	2.0	-	1.0	2.0	-	6.00
6	1.0	2.0	-	1.0	2.0	-	6.00
7	1.0	2.0	-	1.0	2.0	-	6.00
8	1.0	3.0	-	1.0	2.0	-	7.00
9	1.0	3.0	-	1.0	3.0	-	8.00
10	1.0	3.0	-	1.0	3.0	-	8.00
11	1.0	3.0	0.3	1.0	3.0	-	8.30
12	1.0	3.0	1.0	1.0	3.0	-	9.00
13	1.0	4.0	1.0	1.0	4.0	-	11.00
14	1.0	4.0	1.0	1.0	4.0	-	11.00
15	1.0	4.0	1.0	1.0	4.0	-	11.00
16	1.0	5.0	1.0	1.0	5.0	-	13.00
17	1.0	5.0	1.0	1.0	5.0	-	13.00
18	1.0	5.0	1.0	1.0	5.0	-	13.00

\*ANM may fulfill the role of charge RN



PSHMC: PEDIATRIC OUTPATIENT ONCOLOGY/INFUSION CLINIC (34570777)

1 point	2 points	3 points	4 points	5 points	Guidelines
				Peg/Erwinia Temsirolimus Rituxin, VP-16	
Open lab draw and/or exam	DLHL/PICC/PORT draw only, no infusion	Single push chemo	Admits	Monitored infusion	<10 points: 1 RN to 20 points: 1 RN NAC
	Scans	TPA	Chemo infusion non push	All high risk infusions	20 to 24 points: 2 RNs NAC
	Consults	Single med push	More than 1 chemo push and more than 1 pre-med	Chemo with greater than 3 sets of vitals	25 to 49 points: 3 RNs NAC to 70 points: 4 RNs NAC
	Op lab draw with urine or stool collection	Immunizations	Non-monitored infusion	IGG	71 to 84 points: 4 RNs NAC plus lunch coverage
	DDAVP trials	Single Chemo, no pre-med	Dressing change	Phlebotomizing	83+ points: 5 RNs NAC
	Nasal with OP draws	IV Fluids	Procedures	High acuity needs	100+ points: 6 RNs NAC
	Isolation	DL PORT	Piv starts	2 or more pre-meeds with infusion	
		IM/SQ injections	Central line with urine or stool collection	Blood products	
			Bicarb fluids and Bicarb bolus for admits	All non-ONC infusions	Hem
	2 or more of above bump to 3 points	3 or more of above bump to 4 points	2 or more of above bump to 5 points	Nitrous plus 5 to total	

# Exhibit F – Behavioral Health Units

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PSHMC: AGPU Main Adult Psych (34563400)

CENSUS	DAYS			EVENINGS			NIGHTS			Total Staff				
	CHARGE RN*	RN	MHC	NAC	SEC II	CHARGE RN*	RN	MHC	NAC		CHARGE RN*	RN	MHC	NAC
7	1.0	1.0	1.0	0.0	0.0	1.0	1.0	1.0	0.0	0.0	1.0	1.0	0.0	9.00
8	1.0	2.0	2.0	0.0	0.0	1.0	2.0	2.0	0.0	0.0	1.0	2.0	0.0	14.00
9	1.0	2.0	2.0	0.0	0.0	1.0	2.0	2.0	0.0	0.0	1.0	2.0	0.0	14.00
10	1.0	2.0	2.0	0.0	0.0	1.0	2.0	2.0	0.0	0.0	1.0	2.0	0.0	14.00
11	1.0	2.0	2.0	0.0	0.0	1.0	2.0	2.0	0.0	0.0	1.0	2.0	0.0	15.00
12	1.0	2.0	2.0	0.0	0.0	1.0	2.0	2.0	0.0	0.0	1.0	2.0	0.0	15.00
13	1.0	3.0	2.0	1.0	0.0	1.0	3.0	2.0	1.0	0.0	1.0	2.0	1.0	17.00
14	1.0	3.0	2.0	1.0	0.5	1.0	3.0	2.0	1.0	0.5	1.0	2.0	1.0	19.00
15	1.0	3.0	2.0	1.0	0.5	1.0	3.0	2.0	1.0	0.5	1.0	2.0	1.0	20.00
16	1.0	3.0	2.0	1.0	1.0	1.0	3.0	2.0	1.0	1.0	1.0	2.0	1.0	20.00
17	1.0	3.0	3.0	1.0	1.0	1.0	3.0	3.0	1.0	1.0	1.0	3.0	1.0	21.00
18	1.0	3.0	3.0	1.0	1.0	1.0	3.0	3.0	1.0	1.0	1.0	3.0	1.0	24.00
19	1.0	3.0	3.0	1.0	1.0	1.0	3.0	3.0	1.0	1.0	1.0	3.0	1.0	24.00
20	1.0	3.0	3.0	1.0	1.0	1.0	3.0	3.0	1.0	1.0	1.0	3.0	1.0	24.00

**PSHMC: Psych Triage (34563403)**

2 MHC's on Days 7 days a week (0700 - 1730)

2 MHC's on Evenings 7 days a week - overlap onto Nights (1700 - 0130)

1 MHC on Nights 7 days a week (2200 - 0830)

Triage Supervisor/Admission Coordinator: Monday - Friday, 0700 - 1640

PSHMC: PCCA (34563400)

CENSUS	Days				Evenings				NIGHTS			Total Staff
	CHARGE RN	RN	MHC	HUC	CHARGE RN	RN	MHC	HUC	CHARGE RN	RN	NAC	
1	1.0	1.0	1.0	0.0	1.0	1.0	1.0	0.0	1.0	1.0	1.0	9.00
2	1.0	1.0	1.0	0.0	1.0	1.0	1.0	0.0	1.0	1.0	1.0	9.00
3	1.0	1.0	1.0	0.0	1.0	1.0	1.0	0.0	1.0	1.0	1.0	9.00
4	1.0	1.0	1.0	0.4	1.0	1.0	1.0	0.3	1.0	1.0	1.0	9.70
5	1.0	1.0	1.0	0.4	1.0	1.0	1.0	0.3	1.0	1.0	1.0	9.70
6	1.0	1.0	1.0	0.4	1.0	1.0	1.0	0.3	1.0	1.0	1.0	9.70
7	1.0	1.0	2.0	0.4	1.0	1.0	2.0	0.3	1.0	1.0	1.0	11.70
8	1.0	2.0	2.0	0.8	1.0	2.0	2.0	0.5	1.0	1.0	1.0	14.30
9	1.0	2.0	2.0	0.8	1.0	2.0	2.0	0.5	1.0	1.0	1.0	14.30
10	1.0	2.0	2.0	0.8	1.0	2.0	2.0	0.5	1.0	1.0	1.0	14.30
11	1.0	2.0	3.0	0.8	1.0	2.0	3.0	0.5	1.0	1.0	1.0	16.30
12	1.0	2.0	3.0	0.8	1.0	2.0	3.0	0.5	1.0	1.0	1.0	16.30
13	1.0	3.0	3.0	0.8	1.0	3.0	3.0	0.5	1.0	1.0	1.0	18.30
14	1.0	3.0	3.0	0.8	1.0	3.0	3.0	0.5	1.0	1.0	1.0	18.30
15	1.0	3.0	3.0	0.8	1.0	3.0	3.0	0.5	1.0	1.0	1.0	18.30
16	1.0	3.0	3.0	0.8	1.0	3.0	3.0	0.5	1.0	1.0	1.0	18.30
17	1.0	3.0	4.0	0.8	1.0	3.0	4.0	0.5	1.0	1.0	1.0	20.30
18	1.0	3.0	4.0	0.8	1.0	3.0	4.0	0.5	1.0	1.0	1.0	20.30
19	1.0	3.0	4.0	0.8	1.0	3.0	4.0	0.5	1.0	1.0	1.0	20.30
20	1.0	4.0	4.0	0.8	1.0	4.0	4.0	0.5	1.0	1.0	1.0	22.30
21	1.0	4.0	4.0	0.8	1.0	4.0	4.0	0.5	1.0	2.0	1.0	23.30
22	1.0	4.0	4.0	0.8	1.0	4.0	4.0	0.5	1.0	2.0	1.0	23.30
23	1.0	4.0	4.0	0.8	1.0	4.0	4.0	0.5	1.0	2.0	1.0	23.30
24	1.0	4.0	4.0	0.8	1.0	4.0	4.0	0.5	1.0	2.0	1.0	23.30

\*ANM may fulfill the role of charge RN



## PSHMC: Electroconvulsion Therapy (ECT)

Monday through Thursday:  
4 RN's

# Exhibit G – Procedural Areas

**PSHMC: OP INFUSION (34572340)**

Monday - Friday from 0700 to 1900  
One secretary at Infusion Desk from 0800 - 1630

Hours	Infusion RN
600	2
700	3
800	3
900	3 to 4
1000	3 to 4
1100	3 to 4
1200	3 to 4
1300	3 to 4
1400	3 to 4
1500	2 to 3
1600	2 to 3
1700	2 to 3
1800	2
1900	0

### CARA Staffing Guidelines: Based off ASPAN Guidelines Phases of Care

Staffing is based on clinical judgment and critical thinking to determine nurse to patient ratios, patient mix and staffing mix that reflect patient acuity and nursing interventions.

- **Pre-Op** 1:2 Nurse to Patient Ratio (guided by standard of 30 min/pt and time of admission prior to procedure).
- **Intraprocedure** 1:1 Nurse to Patient Ratio
- **Phase 1** 1:1/2 Nurse to Patient Ratio
- **Phase 2** 1:2-3 Nurse to Patient Ratio
- **Extended Level of Care** 1:3/5

Night Shift staffing consists of 3 RNs and 1 NAC depending on census, for cap of 7 overnight patients

Census	RN	NAC
7	3	1
6	3	1
5	2	1
4	2	1
3	2	1
2	2	1
1	2	1

**PSHMC: CV CATH LAB (34575700)**

Monday - Friday:	8 RNs
Saturday & Sunday:	2 RNs



**PSHMC: RADIOLOGY NURSING (34576301)**

Radiology nursing guidelines are procedural, 1:1 nursing.  
If working in the Holding Room for pre-op patients, it is a 1:3 ratio.

RN/Pt Ratio	
Day Shift:	1 to 1 (Holding Room 1 to 3)
Evening Shift:	1 to 1
Night Shift:	N/A

**PSHMC: IV Therapy (34577150)**

Day Shift:	4 RNs
Evening Shift:	3 RNs
Night Shift:	2 RNs

**PSHMC: ENDOSCOPY (34577610)**

Monday - Friday from 0600 to 1930  
One secretary at Endo desk from 0700 to 1730

Hours	Pre/Post RN	Procedure RN	GI Tech	NAC
600	2	1 to 2	1	0
700	3	4 to 6	1	1
800	4	7 to 8	1	1
900	6	9 to 10	2	1
1000	6 to 7	9 to 10	2	1
1100	6 to 7	9 to 10	2	1
1200	6 to 7	9 to 10	3	1
1300	6 to 7	9 to 10	3	1
1400	6 to 7	9 to 10	3	1
1500	6	7 to 9	3	1
1600	4 to 5	6	2	1
1700	4	4	2	1
1800	5	2	1	0
1900	2	2	1	0

# Exhibit H – Perioperative Services

**PSHMC: CVOR (34574200)**

Hours M-F	RN's	Techs
600	1	0
700	11	14
800	11	14
900	11	14
1000	11	14
1100	11	14
1200	11	14
1300	11	14
1400	11	14
1500	6	7
1600	6	7
1700	2	3
1800	2	3
1900	2	3

On call staffing utilized after 1900 & on weekends/holidays

Staffing will be prorated based on the number of OR suites being utilized



**PSHMC: MOR (34574200)**

**Open 24 hours per day**

<u>Hours</u>	<u>RN's</u>	<u>Techs</u>
Monday - Friday		
600	1	2
700	20	30
800	20	30
900	20	30
1000	20	30
1100	20	30
1200	20	30
1300	20	30
1400	20	30
1500	14	21
1600	14	21
1700	9	14
1800	9	14
1900	3	5
2000	3	5
2100	1	2
2200	1	2
2300	1	1
2400 - 0700	1	1
Weekends		
0700 - 1900	3	4
1900 - 0600	1	1

Staffing will be prorated based on the number of surgical suites being utilized

**PSHMC: SAU (34574271)**

Open Monday - Friday from 0500 to 2030  
One secretary staffed daily from 0430 - 1500

<u>Hours</u>	<u>RN</u>	<u>CNA</u>
500	5	3
600	10	3
700	10	3
800	10	3
900	10	3
1000	11	3
1100	15	3
1200	15	3
1300	15	3
1400	10	3
1500	4	1
1600	4	1
1700	3	1
1800	3	1
1900	1	1
2000	1	1

**PSHMC: PACU (34574270)**

Open 24 hours a day; Monday - Friday  
One secretary staffed daily from 0900 - 1930

<u>Hours</u>	<u>RN</u>	<u>CNA</u>
700	1	0
800	3	0
900	7	0
1000	8	0
1100	11	1
1200	11	1
1300	11	1
1400	11	1
1500	11	1
1600	11	1
1700	9	1
1800	9	1
1900	7	1
2000	3	0
2100	3	0
2200	2	0
2300	2	0
2400 - 0700	1	0

**PSHMC: PRE ADMISSION UNIT (34574272)**

One front desk secretary from 0800 - 1630  
Chart Room secretary (1-2) from 0800 - 1730

<u>Hour</u>	<u>0830 - 1700</u> <u>RN</u>
700	0
800	6 to 9
900	6 to 9
1000	6 to 9
1100	6 to 9
1200	6 to 9
1300	6 to 9
1400	6 to 9
1500	6 to 9
1600	6 to 9
1700	6 to 9

**PSHMC: DBDS PRE & POST (34574300)**

Secretary staffed Monday - Friday from 0515 to 1645

<u>Hours</u>	<u>0530 - 1930 Pre &amp; Post RN</u>
600	1
700	3
800	4
900	5
1000	7
1100	8
1200	8
1300	8
1400	8
1500	8
1600	5
1700	3
1800	2
1900	2



**PSHMC: DBDS INTRA-OP (34574300)**

Hours	Intra-Op RN	Intra-Op ST
600	1	1
700	7	10
800	7	10
900	8	11
1000	8	11
1100	8	11
1200	8	11
1300	8	11
1400	8	11
1500	3	3
1600	3	3
1700	3	3
1800	2	0
1900	2	0

**PSHMC: PEDIATRIC SURGERY CENTER (34574274)**

Monday - Friday from 0530 - 1930 (Average)

Hours	RN	CNA	Secretary
530	1	0	1
600	4	0	1
700	7	0	1
800	10	0	1
900	12	1	1
1000	Same	1	1
1100	Same	1	1
1200	Same	1	1
1300	Same	1	1
1400	8	0	0
1500	7	0	0
1600	4	0	0
1700	3	0	0
1800	3	0	0
1900	1	0	0

# Exhibit I – Miscellaneous

## PSHMC: CLINICAL DOCUMENTATION

Monday - Thursday:	10 to 12 CD RNs (depending on PTO/leaves/ill calls)
Friday:	9 to 12 CD RNs (depending on PTO/leaves/ill calls)

All CD RNs are exempt employees.

Per MOU, sections 8.1 & 8.2, the expectation is that clinical documentation specialists will work approximately 8 hours per day depending on volume of work.