

COVER PAGE

The following is the comprehensive hospital staffing plan for Kaiser Permanente Central Hospital submitted to the Washington State Department of Health in accordance with [Revised Code of Washington 70.41.420](#) for the year 2026 .

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Hospital Staffing Form

Attestation

Date: 12/24/25

I, the undersigned with responsibility for Kaiser Permanente Central Hospital attest that the attached hospital staffing plan and matrix are in accordance with RCW 70.41.420 for 2026, and includes all units covered under our hospital license under RCW 70.41.

As approved by: Maria Faulve-Montojo

Signed by: *Maria Faulve-Montojo*
 12/24/2025 | 1:40 PM PST
 4E7AF19D21C44AF...

Hospital Information

Name of Hospital: Kaiser Permanente Central Hospital		
Hospital License #: HAC.FS.00000020		
Hospital Street Address: 201 16th Avenue East		
City/Town: Seattle	State: WA	Zip code: 98112
Is this hospital license affiliated with more than one location?		<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
If "Yes" was selected, please provide the location name and address		
Review Type:	<input checked="" type="checkbox"/> Annual	Review Date: 12/12/25
	<input type="checkbox"/> Update	Next Review Date: 7/15/26
Effective Date: 1/1/26		
Date Approved: 12/12/25		

Hospital Information Continued (Optional)

Factors Considered in the Development of the Hospital Staffing Plan (check all that apply):

- Staffing guidelines adopted or published by national nursing professional associations, specialty nursing organizations, and other health professional organizations

Description:

The American Nursing Association Principles of Safe Staffing:
 Access to high-quality nursing staff is critical to providing safe, reliable, and effective care to patients. The optimal 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 such as census, patient acuity, staff skill, and patient care activities. Data and measurable nurse sensitive indicators should help inform staffing plan.

- Terms of applicable collective bargaining agreement

Description:

SEIU 1199NW RN
 SEIU 1199NW Service Unit
 UFCW L3000 ProTech

- Relevant state and federal laws and rules including those regarding meal and rest breaks and use of overtime and on-call shifts

Description:

Kaiser Permanente Central Hospital ensure staff can take meal and rest breaks as required by RCW 49.12.480.

- Hospital finances and resources

Description:

Department and hospital-specific budgets approved by leadership and finance play a crucial role in ensuring resources are allocated efficiently and effectively. Each department must provide a detailed overview of their projected expenses and anticipated revenue, which is then reviewed by leadership for alignment with the hospital's overall strategic goals.

- Other

Description:

Signature

CEO & Co-chairs Name:	Signature:	Date:
Maria Faulve-Montojo		12/24/25
Elizabeth O'Shaughnessy		12/24/25
Jessica Wolfe		12/24/25
	<p><small>Signed by:</small> 12/24/2025 1:40 PM PST</p> <p><i>Maria Faulve-Montojo</i></p> <p><small>4E7AF19D21C44AF...</small></p>	
	<p><small>Signed by:</small> 12/24/2025 12:28 PM PST</p> <p><i>Elizabeth O'Shaughnessy</i></p> <p><small>4BA6CBED32004C3...</small></p>	
	<p><small>Signed by:</small> 12/24/2025 2:37 PM PST</p> <p><i>Jessica Wolfe</i></p> <p><small>9FD2D0540CEA477...</small></p>	

Total Votes	
# of Approvals	# of Denials
12	0

[Access unit staffing matrices here.](#)

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11	Days	12.00	4.00	0.00	2.00	1.00	4.36	0.00	2.18	1.09	15.27
	Nights	12.00	4.00	0.00	2.00	1.00	4.36	0.00	2.18	1.09	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
10	Days	12.00	3.00	0.00	2.00	1.00	3.60	0.00	2.40	1.20	14.40
	Nights	12.00	3.00	0.00	2.00	1.00	3.60	0.00	2.40	1.20	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
9	Days	12.00	3.00	0.00	1.00	1.00	4.00	0.00	1.33	1.33	13.33
	Nights	12.00	3.00	0.00	1.00	1.00	4.00	0.00	1.33	1.33	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
8	Days	12.00	3.00	0.00	1.00	1.00	4.50	0.00	1.50	1.50	15.00
	Nights	12.00	3.00	0.00	1.00	1.00	4.50	0.00	1.50	1.50	

All patients admitted will be appropriate per the unit scope of service and scope of practice of the staff nurses. Patients will be admitted based on the medical/surgical/ telemetry admission guidelines. Patient's with change of acuity and needing higher level of care will be supported by a critical care or resource nurse with the appropriate scope of practice until patient is safely transferred to a higher level of care unit or facility.

Skill mix

RN, CNA, MA, HUC,

Level of experience of nursing and patient care staff

3 new grad nurse, nurses new to inpatient 2, several experienced nurses, NA/MA all experienced

Need for specialized or intensive equipment

Safe patient handling equipment to include hover mats and hooyer lift. Glucometer, EKG, BIPAP/CPAP. Code cart with defibrillator.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Patient rooms located in same wing with multiple hallway nurses stations outside of rooms. One pyxis in the unit, located in medication room next to charge/HUC front desk. Safe patient handling equipment located on the same floor in adjacent wing. EKG and emergency equipment located in main patient care wing on unit.

Other

***This staffing matrix is to be used as a guideline for base staffing only. Daily CORE staffing will be determined by census/acuity tool. Patient Ratio for Day/Night tech: If no tech, RNs do primary care. 5:1 with tech support, 3:1 without tech support. Day charge and night charge can take up to 3 patients. Recommended charge RN have "0" patients based on clinical needs and census. Breaks will be covered by unit resource RN or charge RN. If unit is high acuity, resource RN may be added an extra RN to the staffing matrix for support.



DOH 346-154

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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Central Hospital Advanced Urgent Care					
Unit/ Clinic Type:	Emergency Department					
Unit/ Clinic Address:	201 16th Ave E, Seattle, Wa 98122					
Effective as of:	1/1/2026					
Hours of the day						
Hour of the day	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
0:00	Monday	12 hours	4.00	0.00	0.00	2.00
	Tuesday	12 hours	5.00	0.00	0.00	2.00
	Wednesday	12 hours	5.00	0.00	0.00	2.00
	Thursday	12 hours	4.00	0.00	0.00	2.00
	Friday	12 hours	4.00	0.00	0.00	2.00
	Saturday	12 hours	4.00	0.00	0.00	2.00
	Sunday	12 hours	4.00	0.00	0.00	2.00
1:00	Monday	12 hours	4.00	0.00	0.00	2.00
	Tuesday	12 hours	4.00	0.00	0.00	2.00
	Wednesday	12 hours	4.00	0.00	0.00	2.00
	Thursday	12 hours	4.00	0.00	0.00	2.00
	Friday	12 hours	4.00	0.00	0.00	2.00
	Saturday	12 hours	4.00	0.00	0.00	2.00
	Sunday	12 hours	4.00	0.00	0.00	2.00

2:00	Monday	12 hours	4.00	0.00	0.00	2.00
	Tuesday	12 hours	5.00	0.00	0.00	2.00
	Wednesday	12 hours	5.00	0.00	0.00	2.00
	Thursday	12 hours	4.00	0.00	0.00	2.00
	Friday	12 hours	4.00	0.00	0.00	2.00
	Saturday	12 hours	4.00	0.00	0.00	2.00
	Sunday	12 hours	4.00	0.00	0.00	2.00
3:00	Monday	12 hours	3.00	0.00	0.00	2.00
	Tuesday	12 hours	4.00	0.00	0.00	2.00
	Wednesday	12 hours	4.00	0.00	0.00	2.00
	Thursday	12 hours	3.00	0.00	0.00	2.00
	Friday	12 hours	3.00	0.00	0.00	2.00
	Saturday	12 hours	3.00	0.00	0.00	2.00
	Sunday	12 hours	3.00	0.00	0.00	2.00
4:00	Monday	12 hours	3.00	0.00	0.00	2.00
	Tuesday	12 hours	4.00	0.00	0.00	2.00
	Wednesday	12 hours	4.00	0.00	0.00	2.00
	Thursday	12 hours	3.00	0.00	0.00	2.00
	Friday	12 hours	3.00	0.00	0.00	2.00
	Saturday	12 hours	3.00	0.00	0.00	2.00
	Sunday	12 hours	3.00	0.00	0.00	2.00
5:00	Monday	12 hours	3.00	0.00	0.00	2.00
	Tuesday	12 hours	4.00	0.00	0.00	2.00
	Wednesday	12 hours	4.00	0.00	0.00	2.00
	Thursday	12 hours	3.00	0.00	0.00	2.00
	Friday	12 hours	3.00	0.00	0.00	2.00
	Saturday	12 hours	3.00	0.00	0.00	2.00
	Sunday	12 hours	3.00	0.00	0.00	2.00
6:00	Monday	12 hours	3.00	0.00	0.00	2.00
	Tuesday	12 hours	4.00	0.00	0.00	2.00

	Wednesday	12 hours	4.00	0.00	0.00	2.00
	Thursday	12 hours	3.00	0.00	0.00	2.00
	Friday	12 hours	3.00	0.00	0.00	2.00
	Saturday	12 hours	3.00	0.00	0.00	2.00
	Sunday	12 hours	3.00	0.00	0.00	2.00
7:00	Monday	12 hours	5.00	0.00	0.00	2.00
	Tuesday	12 hours	5.00	0.00	0.00	2.00
	Wednesday	12 hours	4.00	0.00	0.00	2.00
	Thursday	12 hours	4.00	0.00	0.00	2.00
	Friday	12 hours	4.00	0.00	0.00	2.00
	Saturday	12 hours	4.00	0.00	0.00	2.00
	Sunday	12 hours	4.00	0.00	0.00	2.00
8:00	Monday	12 hours	5.00	0.00	0.00	2.00
	Tuesday	12 hours	5.00	0.00	0.00	2.00
	Wednesday	12 hours	4.00	0.00	0.00	2.00
	Thursday	12 hours	4.00	0.00	0.00	2.00
	Friday	12 hours	4.00	0.00	0.00	2.00
	Saturday	12 hours	4.00	0.00	0.00	2.00
	Sunday	12 hours	4.00	0.00	0.00	2.00
9:00	Monday	12 hours	7.00	0.00	0.00	2.00
	Tuesday	12 hours	7.00	0.00	0.00	2.00
	Wednesday	12 hours	6.00	0.00	0.00	2.00
	Thursday	12 hours	6.00	0.00	0.00	2.00
	Friday	12 hours	6.00	0.00	0.00	2.00
	Saturday	12 hours	6.00	0.00	0.00	2.00
	Sunday	12 hours	6.00	0.00	0.00	2.00
10:00	Monday	12 hours	7.00	0.00	0.00	3.00
	Tuesday	12 hours	7.00	0.00	0.00	3.00
	Wednesday	12 hours	6.00	0.00	0.00	3.00
	Thursday	12 hours	6.00	0.00	0.00	3.00
	Friday	12 hours	6.00	0.00	0.00	3.00
	Saturday	12 hours	6.00	0.00	0.00	3.00

	Sunday	12 hours	6.00	0.00	0.00	3.00
11:00	Monday	12 hours	8.00	0.00	0.00	3.00
	Tuesday	12 hours	8.00	0.00	0.00	3.00
	Wednesday	12 hours	7.00	0.00	0.00	3.00
	Thursday	12 hours	7.00	0.00	0.00	3.00
	Friday	12 hours	7.00	0.00	0.00	3.00
	Saturday	12 hours	7.00	0.00	0.00	3.00
	Sunday	12 hours	7.00	0.00	0.00	3.00
12:00	Monday	12 hours	8.00	0.00	0.00	3.00
	Tuesday	12 hours	8.00	0.00	0.00	3.00
	Wednesday	12 hours	7.00	0.00	0.00	3.00
	Thursday	12 hours	7.00	0.00	0.00	3.00
	Friday	12 hours	7.00	0.00	0.00	3.00
	Saturday	12 hours	7.00	0.00	0.00	3.00
	Sunday	12 hours	7.00	0.00	0.00	3.00
13:00	Monday	12 hours	9.00	0.00	0.00	3.00
	Tuesday	12 hours	9.00	0.00	0.00	3.00
	Wednesday	12 hours	8.00	0.00	0.00	3.00
	Thursday	12 hours	8.00	0.00	0.00	3.00
	Friday	12 hours	8.00	0.00	0.00	3.00
	Saturday	12 hours	8.00	0.00	0.00	3.00
	Sunday	12 hours	8.00	0.00	0.00	3.00
14:00	Monday	12 hours	9.00	0.00	0.00	3.00
	Tuesday	12 hours	9.00	0.00	0.00	3.00
	Wednesday	12 hours	8.00	0.00	0.00	3.00
	Thursday	12 hours	8.00	0.00	0.00	3.00
	Friday	12 hours	8.00	0.00	0.00	3.00
	Saturday	12 hours	8.00	0.00	0.00	3.00
	Sunday	12 hours	8.00	0.00	0.00	3.00

15:00	Monday	12 hours	10.00	0.00	0.00	3.00
	Tuesday	12 hours	10.00	0.00	0.00	3.00
	Wednesday	12 hours	8.00	0.00	0.00	3.00
	Thursday	12 hours	8.00	0.00	0.00	3.00
	Friday	12 hours	8.00	0.00	0.00	3.00
	Saturday	12 hours	8.00	0.00	0.00	3.00
	Sunday	12 hours	8.00	0.00	0.00	3.00
16:00	Monday	12 hours	10.00	0.00	0.00	3.00
	Tuesday	12 hours	10.00	0.00	0.00	3.00
	Wednesday	12 hours	8.00	0.00	0.00	3.00
	Thursday	12 hours	8.00	0.00	0.00	3.00
	Friday	12 hours	8.00	0.00	0.00	3.00
	Saturday	12 hours	8.00	0.00	0.00	3.00
	Sunday	12 hours	8.00	0.00	0.00	3.00
17:00	Monday	12 hours	10.00	0.00	0.00	3.00
	Tuesday	12 hours	10.00	0.00	0.00	3.00
	Wednesday	12 hours	8.00	0.00	0.00	3.00
	Thursday	12 hours	8.00	0.00	0.00	3.00
	Friday	12 hours	8.00	0.00	0.00	3.00
	Saturday	12 hours	8.00	0.00	0.00	3.00
	Sunday	12 hours	8.00	0.00	0.00	3.00
18:00	Monday	12 hours	10.00	0.00	0.00	3.00
	Tuesday	12 hours	10.00	0.00	0.00	3.00
	Wednesday	12 hours	8.00	0.00	0.00	3.00
	Thursday	12 hours	8.00	0.00	0.00	3.00
	Friday	12 hours	8.00	0.00	0.00	3.00
	Saturday	12 hours	8.00	0.00	0.00	3.00
	Sunday	12 hours	8.00	0.00	0.00	3.00
19:00	Monday	12 hours	9.00	0.00	0.00	3.00
	Tuesday	12 hours	9.00	0.00	0.00	3.00
	Wednesday	12 hours	8.00	0.00	0.00	3.00
	Thursday	12 hours	8.00	0.00	0.00	3.00

	Friday	12 hours	8.00	0.00	0.00	3.00
	Saturday	12 hours	7.00	0.00	0.00	3.00
	Sunday	12 hours	7.00	0.00	0.00	3.00
20:00	Monday	12 hours	9.00	0.00	0.00	3.00
	Tuesday	12 hours	9.00	0.00	0.00	3.00
	Wednesday	12 hours	8.00	0.00	0.00	3.00
	Thursday	12 hours	8.00	0.00	0.00	3.00
	Friday	12 hours	8.00	0.00	0.00	3.00
	Saturday	12 hours	7.00	0.00	0.00	3.00
	Sunday	12 hours	7.00	0.00	0.00	3.00
21:00	Monday	12 hours	7.00	0.00	0.00	3.00
	Tuesday	12 hours	7.00	0.00	0.00	3.00
	Wednesday	12 hours	6.00	0.00	0.00	3.00
	Thursday	12 hours	6.00	0.00	0.00	3.00
	Friday	12 hours	6.00	0.00	0.00	3.00
	Saturday	12 hours	5.00	0.00	0.00	3.00
	Sunday	12 hours	5.00	0.00	0.00	3.00
22:00	Monday	12 hours	7.00	0.00	0.00	3.00
	Tuesday	12 hours	7.00	0.00	0.00	3.00
	Wednesday	12 hours	6.00	0.00	0.00	3.00
	Thursday	12 hours	6.00	0.00	0.00	3.00
	Friday	12 hours	6.00	0.00	0.00	3.00
	Saturday	12 hours	5.00	0.00	0.00	3.00
	Sunday	12 hours	5.00	0.00	0.00	3.00
23:00	Monday	12 hours	6.00	0.00	0.00	2.00
	Tuesday	12 hours	6.00	0.00	0.00	2.00
	Wednesday	12 hours	5.00	0.00	0.00	2.00
	Thursday	12 hours	5.00	0.00	0.00	2.00
	Friday	12 hours	5.00	0.00	0.00	2.00
	Saturday	12 hours	4.00	0.00	0.00	2.00
	Sunday	12 hours	4.00	0.00	0.00	2.00

Activity such as patient admissions, discharges, and transfers

Staff will be involved in admits, discharges, and transfers. Will follow KP policy. Leaders, AOC, and/or house supervisors will be able assist as needed.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Patients with various chief complaints and illnesses to include STEMI, stroke, trauma, burn, and pediatric emergencies. Staff are trained to assess and care for all patient types and ages in the ED. Patient assignments (ratios) may be reduced to care for higher acuity patients such as ICU or mental health emergencies.

Skill mix

At least 70% of scheduled RN's on shift should be experienced with 2 or more years of ED/critical care experience. At least 30% should be triage trained. At least 1 assigned charge nurse on each shift.

Level of experience of nursing and patient care staff

Staff should have emergency nursing, ESI triage, and critical care training. No more than 25% of scheduled staff should be residency RN's or novice with less than 2 years nursing experience. All residency RN's and new to specialty nurses will have a preceptor until orientation has been completed.

Need for specialized or intensive equipment

Safe patient handling equipment to include hoist lift, hover mats, sliding sheets and boards. Emergency equipment such as defibrillators, cardiac monitors, and portable suction. Glucometers, vital sign machines, ultrasound (for trained RN's inserting US-Guided IVs). Bladder scanners. EKG machines.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Two wings: East and West. Lobby. 24 patient beds/22 rooms (2 double).

Other

Breaks: Float nurses are scheduled throughout the day to cover breaks and float as needed. In critical situations, resource nurses can assist with breaks.



DOH 346-154

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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Interventional Radiology					
Unit/ Clinic Type:						
Unit/ Clinic Address:	201 16th Ave E, Seattle, WA 98122					
Effective as of:	1/1/2026					
Metric:						
Room assignment	Day of the week	Anticipated # of Visits	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
1 Provider		1 Provider	3.00	0.00	1.00	1.00

Activity such as patient admissions, discharges, and transfers

Day of Admissions from Urgent Care/BVU/CHIPS -- Walk-ins due to scheduling errors --Patient cancellations -- Cases taking longer than planned, emergencies during procedures requiring rapid response

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Varied: Sedation patients higher acuity, requires more time based on procedure, 1hr - 4hrs for procedure time for sedation patients with 1hr minimum for set up and assessment. Non-sedation patients, generally lower acuity, min 1hr required for patient admit, procedure, discharge.

Skill mix

Varied: most experienced has 10 years procedural care experience, multiple nurses with 1+ year of IR experience, currently two new to specialty RNs recently off orientation, 3 cross trained SPU RNs.

Level of experience of nursing and patient care staff

Varied: most experienced has 10 years procedural care experience, multiple nurses with 1+ year of IR experience, currently two new to specialty RNs recently off orientation, 3 cross trained SPU RNs.

Need for specialized or intensive equipment

Angio suite, ultrasound, and radiology equipment

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

3 patient procedural rooms and one angio suite.

Other

Meals and rest breaks scheduled. Charge RNs to facilitate.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Operating Room					
Unit/ Clinic Type:	Main OR					
Unit/ Clinic Address:	201 16TH AVE E, SEATTLE, WA 98122					
Effective as of:	1/1/2026					
Metric:						
Hour of the day	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
6:00	Monday	10 hrs	3.00	0.00	0.00	0.00
	Tuesday	10 hrs	3.00	0.00	0.00	0.00
	Wednesday	10 hrs	3.00	0.00	0.00	0.00
	Thursday	10 hrs	3.00	0.00	0.00	0.00
	Friday	10 hrs	3.00	0.00	0.00	0.00
	(Call) Saturday		2.00	0.00	0.00	0.00

	(Call) Sunday		2.00	0.00	0.00	0.00
6:30	Monday	10 hrs	4.00	0.00	0.00	1.00
	Tuesday	10 hrs	4.00	0.00	0.00	1.00
	Wednesday	10 hrs	4.00	0.00	0.00	1.00
	Thursday	10 hrs	4.00	0.00	0.00	1.00
	Friday	10 hrs	4.00	0.00	0.00	1.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00
6:45	Monday	12 hrs	25.00	0.00	0.00	1.00
	Tuesday	12 hrs	25.00	0.00	0.00	1.00
	Wednesday	12 hrs	25.00	0.00	0.00	1.00
	Thursday	12 hrs	25.00	0.00	0.00	1.00
	Friday	12 hrs	25.00	0.00	0.00	1.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00
9:00	Monday	10 & 12 hrs	25.00	0.00	0.00	1.00
	Tuesday	10 & 12 hrs	25.00	0.00	0.00	1.00
	Wednesday	10 & 12 hrs	25.00	0.00	0.00	1.00
	Thursday	10 & 12 hrs	25.00	0.00	0.00	1.00
	Friday	10 & 12 hrs	25.00	0.00	0.00	1.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00

11:00	Monday	10 hrs	25.00	0.00	0.00	1.00
	Tuesday	10 hrs	25.00	0.00	0.00	1.00
	Wednesday	10 hrs	25.00	0.00	0.00	1.00
	Thursday	10 hrs	25.00	0.00	0.00	1.00
	Friday	10 hrs	25.00	0.00	0.00	1.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00
14:30	Monday	10 hrs	25.00	0.00	0.00	1.00
	Tuesday	10 hrs	25.00	0.00	0.00	1.00
	Wednesday	10 hrs	25.00	0.00	0.00	1.00
	Thursday	10 hrs	25.00	0.00	0.00	1.00
	Friday	10 hrs	25.00	0.00	0.00	1.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00
16:30	Monday	10 hrs	25.00	0.00	0.00	1.00
	Tuesday	10 hrs	25.00	0.00	0.00	1.00
	Wednesday	10 hrs	25.00	0.00	0.00	1.00
	Thursday	10 hrs	25.00	0.00	0.00	1.00
	Friday	10 hrs	25.00	0.00	0.00	1.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00
17:00	Monday	10 hrs	25.00	0.00	0.00	1.00
	Tuesday	10 hrs	25.00	0.00	0.00	1.00

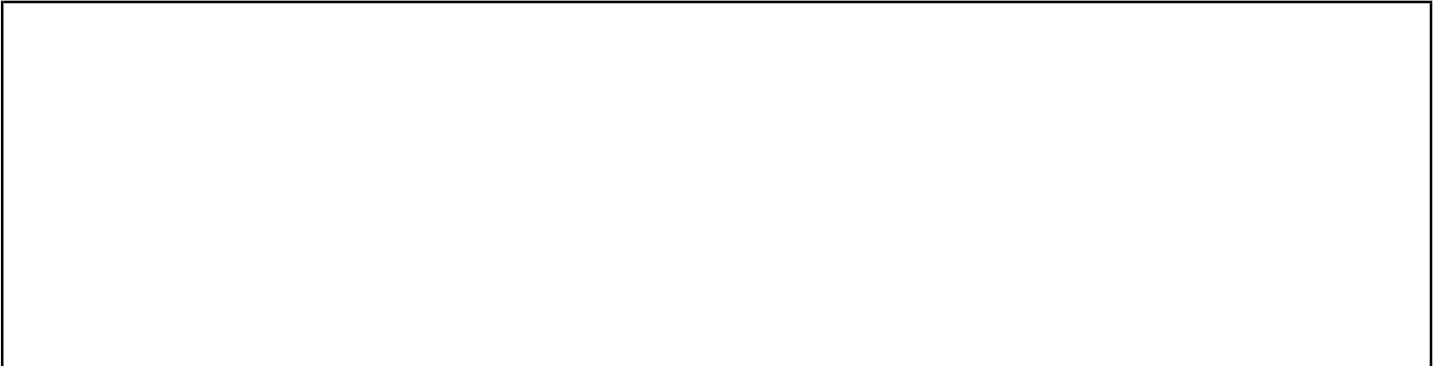
	Wednesday	10 hrs	25.00	0.00	0.00	1.00
	Thursday	10 hrs	25.00	0.00	0.00	1.00
	Friday	10 hrs	25.00	0.00	0.00	1.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00
17:15	Monday	10 hrs	25.00	0.00	0.00	1.00
	Tuesday	10 hrs	25.00	0.00	0.00	1.00
	Wednesday	10 hrs	25.00	0.00	0.00	1.00
	Thursday	10 hrs	25.00	0.00	0.00	1.00
	Friday	10 hrs	25.00	0.00	0.00	1.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00
19:15	Monday	10 hrs	6.00	0.00	0.00	0.00
	Tuesday	10 hrs	6.00	0.00	0.00	0.00
	Wednesday	10 hrs	6.00	0.00	0.00	0.00
	Thursday	10 hrs	6.00	0.00	0.00	0.00
	Friday	10 hrs	6.00	0.00	0.00	0.00
	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00
19:30 - 6:00	(Call) Monday		2.00	0.00	0.00	0.00
	(Call) Tuesday		2.00	0.00	0.00	0.00
	(Call) Wednesday		2.00	0.00	0.00	0.00
	(Call) Thursday		2.00	0.00	0.00	0.00
	(Call) Friday		2.00	0.00	0.00	0.00

	(Call) Saturday		2.00	0.00	0.00	0.00
	(Call) Sunday		2.00	0.00	0.00	0.00

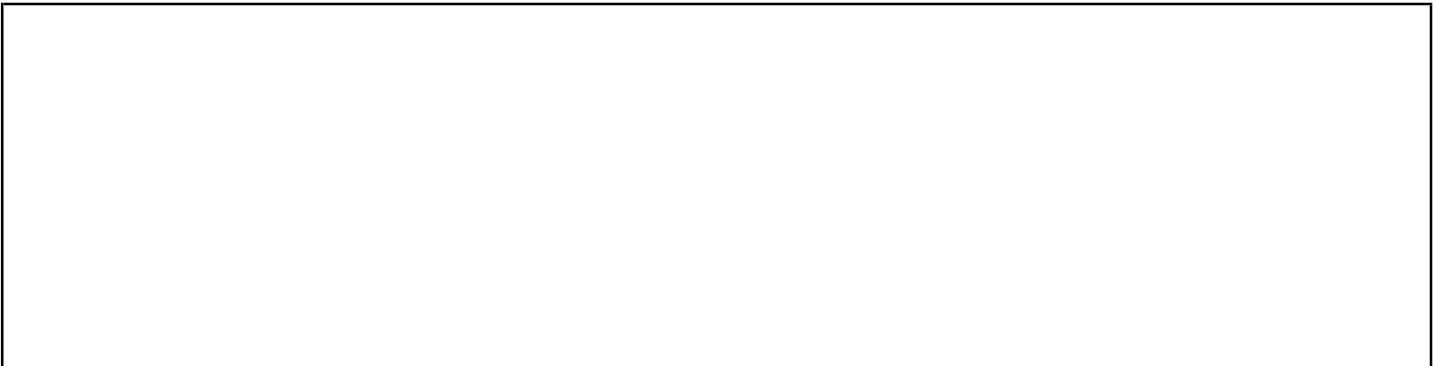
Activity such as patient admissions, discharges, and transfers

A large, empty rectangular box with a black border, intended for recording activity such as patient admissions, discharges, and transfers.

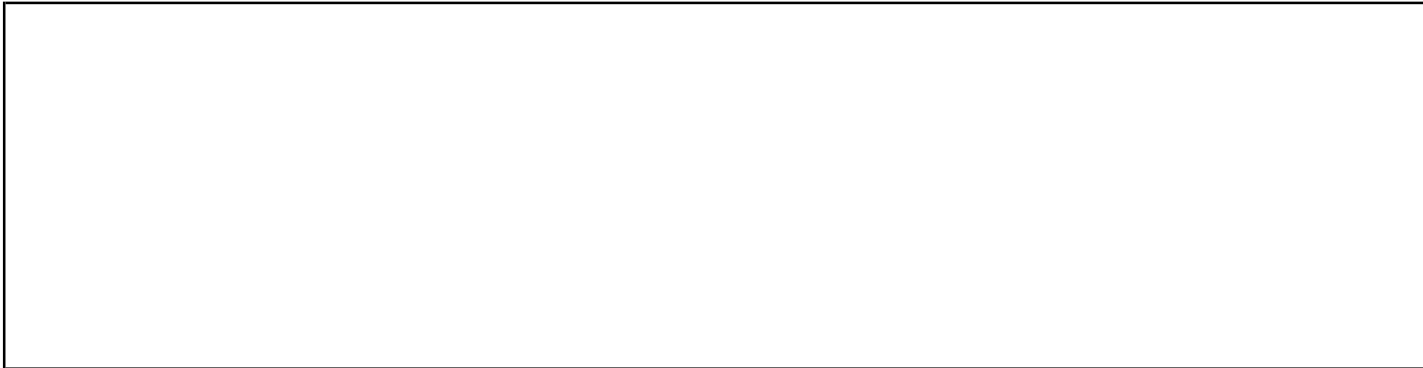
Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

A large, empty rectangular box with a black border, intended for recording patient acuity level, intensity of care needs, and the type of care to be delivered on each shift.

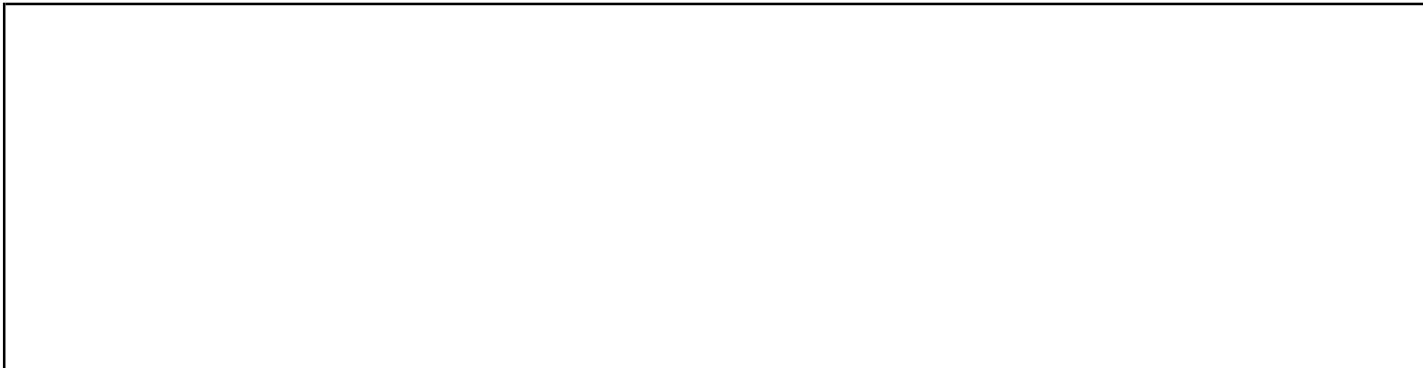
Skill mix

A large, empty rectangular box with a black border, intended for recording the skill mix for the shift.

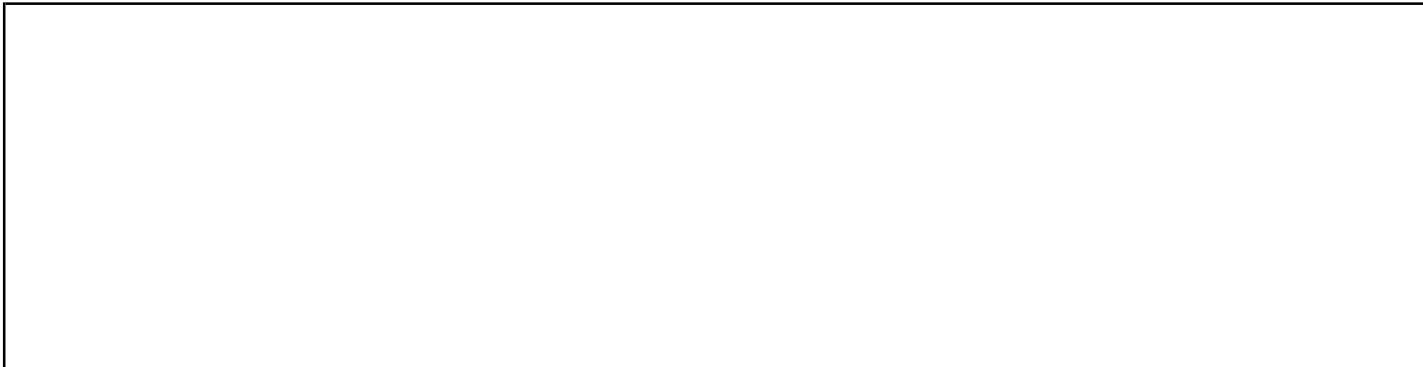
Level of experience of nursing and patient care staff

A large, empty rectangular box with a black border, intended for handwritten notes or a checklist regarding the level of experience of nursing and patient care staff.

Need for specialized or intensive equipment

A large, empty rectangular box with a black border, intended for handwritten notes or a checklist regarding the need for specialized or intensive equipment.

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

A large, empty rectangular box with a black border, intended for handwritten notes or a checklist regarding the architecture and geography of the unit, including the placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment.

Other

Meal and rest breaks are scheduled. Charge RNs to facilitate. Break coverage staff arrive at 0900. Breaks in between cases if necessary.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Kaiser Permanente Captiol Hill - Post Anesthesia Care Unit (PACU)					
Unit/ Clinic Type:	non-inpatient, surgical/procedural unit					
Unit/ Clinic Address:	201 16th Ave E, Seattle, WA 98112					
Effective as of:	1/1/2025					
Room assignment						
Room assignment	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	2.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	1.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	1.00	
	Day (8AM-8:30PM)	12.00	4.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	

	Day (9AM-9:30PM)	12.00	3.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Tuesday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	3.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	1.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	2.00	
	Day (8AM-8:30PM)	12.00	5.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	
	Day (9AM-9:30PM)	12.00	2.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Wednesday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	3.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	1.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	1.00	
	Day (8AM-8:30PM)	12.00	4.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	
	Day (9AM-9:30PM)	12.00	2.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Thursday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	2.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	2.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	1.00	
	Day (8AM-8:30PM)	12.00	4.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	

	Day (9AM-9:30PM)	12.00	2.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Friday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	2.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	2.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	2.00	
	Day (8AM-8:30PM)	12.00	4.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	
	Day (9AM-9:30PM)	12.00	3.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Saturday	CLOSED					
	Day Call (6:30AM-6:30PM)	12.00	0.00	0.00	0.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Sunday	CLOSED					
	Day Call (6:30AM-6:30PM)	12.00	0.00	0.00	0.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	

Sunday	Night Call (6:30PM-6:30AM)	12.00	2.00	0.00	0.00	

Unit Information

Additional Care Team Members

Occupation	Shift Coverage			
	Day	Evening	Night	Weekend

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

Patient admissions are pre-planned.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

N/A

Skill mix

Greater than 2 years of critical care experience. Experience is between 2 and 15 years in perioperative areas.

Level of experience of nursing and patient care staff

Variable. All staff have greater than 1 year of critical care experience.

Need for specialized or intensive equipment

N/A

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

Phase 1 and Phase 2 recovery are separate units. Each with a charge RN. Handoffs occur at each phase of recovery.

Other

Meal and Rest breaks are scheduled. Charge RNs to facilitate and provide coverage when necessary. RNs cover each other in each phase of care area.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Capitol Hill Radiology					
Unit/ Clinic Type:	Hospital					
Unit/ Clinic Address:	201 16TH AVE E, SEATTLE, WA 98122					
Effective as of:	1/1/2026					
Day of the week						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (08:30 - 17:00)	8.00	1.00			

Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
RN	830-5	NA	NA	NA
Sr. Imaging Manager	X			
Imaging Manager	X			
Radiologic Technologist - Xray	X	X	X	X
Rad Tech - CT	X	X	X	X
Rad Techs - MRI	X	X		X
Nuclear Medicine Technologists	X			
Sonographers	X	X	X	X
Digital Imaging Librarians	X	X		X
Rad Assistants	X	X		X
Patient Access Representatives	X	X		X

Unit Information

**Factors Considered in the Development of the Unit Staffing Plan
(Check all that apply):**

Activity such as patient admissions, discharges, and transfers

- 1) RN establish IV for CT/ MRI, patient coordinatlng and monitoring MR pacemaker patients, patient assessment including monitoring adverse contrast reactions, care coordination
- 2) All other positions support the hospital Radiology / Imaging modalities as well as our outpatient access volumes. Some are 24/7 for the hospital and ED.

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

outpatient radiology patients: CT, MRI, Nuc Med, Fluoro

Skill mix

- 1) RN, ACLS certified
- 2) ARRT, NMTCB, ARDMS and WA STATE License

Level of experience of nursing and patient care staff

majority outpatient care

Need for specialized or intensive equipment

MRI iradimed monitor, medtronic tablet and boston scientific remote system

Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

RN is mobile to all modalities

Other

Breaks are built into schedule



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Breast Center					
Unit/ Clinic Type:	Out Patient					
Unit/ Clinic Address:	201 16th Ave E, Seattle WA 98112					
Metric:						
Please select metric type	Please select	Please select	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	0.75 (08:00 - 17:30)	8.00	1.00			0.00
	0.8 (07:30-16:00)	8.00				1.00
	1.0 (08:30-17:00)	8.00				1.00

Unit Information

Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

Activity such as patient admissions, discharges, and transfers

NA

Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Outpatient procedures, screening mammograms, diagnostic mammograms, scheduling and arranging next item in care plan, calling results to KPWA patients not just Capitol Hill Hospital. this team works as for our Breast Centers calling and scheduling across KPWA

Skill mix

MA
RN
Technologist
Mamm Asst
Sonographer
Patient Access Representative

Level of experience of nursing and patient care staff

Yes, comprehensive nurse skill of patient navigation, procedural, and patient support when called upon by RN's or MA's. Technologists and Sonographer also have trained skill for their procedures.

Need for specialized or intensive equipment

- Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

- Other

Both RN and MA's work globally across KPWA Breast Care line to schedule procedures, update patient with results and provide the next steps in their care plan.

Technologists and Sonographers provide hands on procedural care for mammograms, sonography and outpatient procedures.

Nurse navigators: Breaks are built into their schedule. Nurses coordinate with other nurses at other locations for breaks.



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Fixed Staffing Matrix

Minimum means the minimum number of RNs, LPNs, CNAs, and UAPs per shift based on the average needs of the unit such as patient acuity, staff skill level, and patient care activities. If a unit does not utilize certain staff for that shift please put "0", do not leave it blank.

Unit/ Clinic Name:	Radiation Oncology					
Unit/ Clinic Type:	Outpatient					
Unit/ Clinic Address:	201 16th AVE E, Seattle, Washington 98112					
Effective as of:	9/1/2025					
Metric:						
Day of the week	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Monday	Day (7-5:30)	10.00	1.00	0.00	0.00	0.00
	Day (8-4:30)	8.00	1.00	0.00	0.00	0.00

	Day (9AM-9:30PM)	12.00	3.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Tuesday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	3.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	1.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	2.00	
	Day (8AM-8:30PM)	12.00	5.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	
	Day (9AM-9:30PM)	12.00	2.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Wednesday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	3.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	1.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	1.00	
	Day (8AM-8:30PM)	12.00	4.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	
	Day (9AM-9:30PM)	12.00	2.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Thursday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	2.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	2.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	1.00	
	Day (8AM-8:30PM)	12.00	4.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	

	Day (9AM-9:30PM)	12.00	2.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Friday	Day (5:30AM-4PM)	10.00	2.00	0.00	0.00	
	Day (6AM-4:30PM)	10.00	2.00	0.00	2.00	
	Day (7:30AM-8PM)	12.00	2.00	0.00	0.00	
	Day (8AM-6:30PM)	10.00	0.00	0.00	2.00	
	Day (8AM-8:30PM)	12.00	4.00	0.00	0.00	
	Day (8:30-9PM)	12.00	3.00	0.00	0.00	
	Day (9AM-9:30PM)	12.00	3.00	0.00	0.00	
	Day (10AM-10:30PM)	10.00	0.00	0.00	1.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Saturday	CLOSED					
	Day Call (6:30AM-6:30PM)	12.00	0.00	0.00	0.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	
Sunday	CLOSED					
	Day Call (6:30AM-6:30PM)	12.00	0.00	0.00	0.00	
	Night Call (6:30PM-6:30AM)	12.00	0.00	0.00	0.00	

Tuesday	Day (7-5:30)	10.00	1.00	0.00	0.00	0.00
	Day (8-4:30)	8.00	1.00	0.00	0.00	0.00
Wednesday	Day (7-5:30)	10.00	1.00	0.00	0.00	0.00
	Day (8-4:30)	8.00	1.00	0.00	0.00	0.00
Thursday	Day (7-5:30)	10.00	1.00	0.00	0.00	0.00
	Day (8-4:30)	8.00	1.00	0.00	0.00	0.00

Unit Information

Factors Considered in the Development of the Unit Staffing Plan (Check all that apply):

- Activity such as patient admissions, discharges, and transfers

Scheduled brachytherapy procedures that require more 1:1 RN patient care coverage (Tuesday and Wednesday). only 2 MD's on site Monday and Friday resulting in lower nursing needs.

- Patient acuity level, intensity of care needs, and the type of care to be delivered on each shift

Skill mix

Level of experience of nursing and patient care staff

Radiation Oncology specific training provided upon hire, unable to accept float pool based on training needed for radiation oncology specific care.

Need for specialized or intensive equipment

- Architecture and geography of the unit such as placement of patient rooms, treatment areas, nursing stations, medication preparation areas, and equipment

- Other