

COVER PAGE

The following is the comprehensive hospital staffing
plan for Providence St. Mary Medical Center submitted to
the Washington State Department of Health in
accordance with Revised Code of Washington
70.41.420 for the year 2025 .

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Hospital Staffing Form

Attestation

Date: 6/2/25

I, the undersigned with responsibility for Providence St. Mary Medical Center, attest that the attached hospital staffing plan and matrix are in accordance with RCW 70.41.420 for 2025, and includes all units covered under our hospital license under RCW 70.41.

As approved by: Reza Kaleel



Hospital Information

Name of Hospital: Providence St. Mary Medical Center		
Hospital License #: HAC.FS.00000050		
Hospital Street Address: 401 W. Poplar St.		
City/Town: Walla Walla	State: WA	Zip code: 99362
Is this hospital license affiliated with more than one location?		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
If "Yes" was selected, please provide the location name and address		Chase Medical Complex 380 Chase Ave Walla Walla, WA 99362
Review Type:	<input type="checkbox"/> Annual	Review Date: 1/1/26
	<input checked="" type="checkbox"/> Update	Next Review Date: 1/1/26
Effective Date: 6/16/25		
Date Approved: 5/28/25		

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:

- ☒ Terms of applicable collective bargaining agreement

Description:

United Food and Commercial Workers 3000 Employment Agreement (2022-2025)

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

Description:

Engrossed Second Substitute Bill 5236

- ☒ Hospital finances and resources

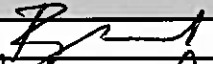
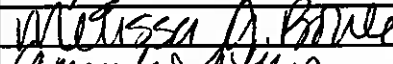
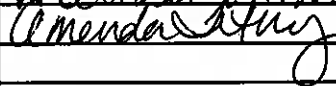
Description:

- ☒ Other

Description:

Average daily census and acuity, minimum daily census and acuity, staff skill mix and level of experience, the need for specialized equipment, the geography of the patient care unit, and the availability of other personnel and patient care staff supporting nursing services.

Signature

CEO & Co-chairs Name:	Signature:	Date:
Reza Kaleel, Chief Executive		6/3/25
Melissa Bowe, Director Emergency Services, Co-Chair		6/2/25
Amanda Fortney, RN, Co-Chair		6/5/25

Total Votes	
# of Approvals	# of Denials
13	0

Access unit staffing matrices here.

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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:	Outpatient Infusion (Kronos - 170073002001)					
Unit/ Clinic Type:	Hospital					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA 99362					
Effective as of:	6/1/2025					
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	0800-1630	8.5	2	0	0	0
Tuesday	0800-1630	8.5	2	0	0	0
Wednesday	0800-1630	8.5	2	0	0	0
Thursday	0800-1630	8.5	2	0	0	0
Friday	0800-1630	8.5	2	0	0	0
Saturday	0800-1300	5.0	1	0	0	0
Sunday	0800-1300	5.0	1	0	0	0



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Outpatient Infusion Unit Info				
Case Manager/Discharge Planner	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X			X
Radiation Therapist	X			
Social Worker	X			
Lab	X			
Security	X			X
Pharmacy	X			
Respiratory Therapy	X			X
RN Navigators	X			
PSR/Schedulers	X			

Unit Information

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



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



Other

Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for each shift indicated and who have potential patient impact/contact.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Cancer Center Chemotherapy (Kronos - 170076410001)					
Unit/ Clinic Type:	HUD					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA 99362					
Effective as of:	6/1/2025					
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	0700-1600	8.5	1	0	0	0
	0730-1630	8.5	1	0	0	0
	0800-1700	8.5	1	0	0	0
Tuesday	0700-1600	8.5	1	0	0	0
	0730-1630	8.5	1	0	0	0
	0800-1700	8.5	1	0	0	0
Wednesday	0700-1600	8.5	1	0	0	0
	0730-1630	8.5	1	0	0	0
	0800-1700	8.5	1	0	0	0

Thursday	0700-1600	8.5	1	0	0	0
	0730-1630	8.5	1	0	0	0
	0800-1700	8.5	1	0	0	0
Friday	0700-1200	5.0	1	0	0	0
	0730-1230	5.0	1	0	0	0



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Chemotherapy Unit Info				
Case Manager/Discharge Planner	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X	X		
Radiation Therapist	X			
Social Worker	X			
Lab	X			
Security	X	X		
Pharmacy	X			
Respiratory Therapy	X			
RN Navigators	X			
PSR/Schedulers	X			

Unit Information

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



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



Other

Unit Information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for each indicated shift and who have potential patient impact/contact.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Cancer Center Medical Oncology (Kronos - 170050028001)					
Unit/ Clinic Type:	HUD					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA 99362					
Effective as of:	6/1/2025					
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	0700-1600	8.5	0	0	0	1
	0730-1630	8.5	1	0	0	0
	0800-1630	8.0	1	0	0	0
Tuesday	0700-1600	8.5	0	0	0	1
	0730-1630	8.5	1	0	0	0
	0800-1630	8.0	1	0	0	0
Wednesday	0700-1600	8.5	0	0	0	1
	0730-1630	8.5	1	0	0	0
	0800-1630	8.0	1	0	0	0

Thursday	0700-1600	8.5	0	0	0	1
	0730-1630	8.5	1	0	0	0
	0800-1630	8.0	1	0	0	0
Friday	0700-1100	4	0	0	0	1
	0730-1200	5	1	0	0	0



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Medical Oncology Unit Info				
Case Manager/Discharge Planner	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X	X		
Radiation Therapist	X			
Social Worker	X			
Lab	X			
Security	X	X		
Pharmacy	X			
Respiratory Therapy	X			
RN Navigators	X			
PSR/Schedulers	X			

Unit Information

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



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



Other

Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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Fixed Staffing Matrix

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Unit/ Clinic Name:	Cancer Center Radiation Oncology (Kronos - 170050026002)					
Unit/ Clinic Type:	HUD					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA 99362					
Effective as of:	6/1/2025					
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	0800-1630	8	1	0	0	1
Tuesday	0800-1630	8	1	0	0	1
Wednesday	0800-1630	8	1	0	0	1
Thursday	0800-1630	8	1	0	0	1
Friday	0800-1400	6	0	0	0	1
	0800-1300	5	1	0	0	0



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Unit Information

Additional Care Team Members				
Occupation	Shift Coverage			
	Day	Evening	Night	Weekend
Radiation Oncology Unit Info				
Case Manager/Discharge Planner	X			
Chaplain	X			
Diagnostic Imaging	X			
Environmental Services	X	X		
Radiation Therapist	X			
Social Worker	X			
Lab	X			
Security	X	X		
Pharmacy	X			
Respiratory Therapy	X			
RN Navigators	X			
PSR/Schedulers	X			

Unit Information

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



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



Other

Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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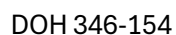
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Patient Volume-based Staffing Matrix Formula Template

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 - Intraop (Kronos - 170074210001)									
Unit/ Clinic Type:		Operating Room - Intraop									
Unit/ Clinic Address:		401 W Poplar Street, Walla Walla, WA 99362									
Average Daily Census:		N/A				Maximum # of Beds:			N/A		
Effective as of:		6/1/2025									
# of Rooms											
# of Rooms	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	Monday-Friday 0700-1530	8	2	0	0	2	8	0	0	8	26.00
	Monday-Friday 0700-1930	12	0	0	0	1	0	0	0	6	
	Monday-Friday 1100-1930	8	1	0	0	0	4	0	0	0	

2	Monday-Friday 0700-1530	8	2	0	0	2	8	0	0	8	38.00
	Monday-Friday 0700-1930	12	1	0	0	2	6	0	0	12	
	Monday-Friday 1100-1930	8	1	0	0	0	4	0	0	0	
3	Monday-Friday 0700-1530	8	2	0	0	3	5	0	0	8	28.00
	Monday-Friday 0700-1930	12	1	0	0	2	4	0	0	8	
	Monday-Friday 1100-1930	8	1	0	0	0	3	0	0	0	
4	Monday-Friday 0700-1530	8	3	0	0	3	6	0	0	6	23.00
	Monday-Friday 0700-1930	12	1	0	0	2	3	0	0	6	
	Monday-Friday 1100-1930	8	1	0	0	0	2	0	0	0	
5	Monday-Friday 0700-1530	8	3	0	0	4	5	0	0	6	22.40
	Monday-Friday 0700-1930	12	2	0	0	2	5	0	0	5	
	Monday-Friday 1100-1930	8	1	0	0	0	2	0	0	0	



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Unit Information

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



☐ Other

This volume-based matrix includes the charge nurse, RNs, Surgical Techs, and Anesthesia Techs. The Metric Measure is maximum number of rooms at the end of the day. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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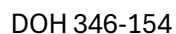
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Fixed Staffing Matrix

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:	Cardiac Cath Lab & Diagnostic Imaging (Kronos - 17007570001, Epic - 1222090 IR Intraop, 1222086 CV Intraop)					
Unit/ Clinic Type:	Procedural Care					
Unit/ Clinic Address:	401 W Poplar St., Walla Walla, WA					
Effective as of:	6/1/2025					
Day of the week						
Room assignment	Day of the week	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's
Cardiac Cath Lab	Monday 0630-1700	10	2			1
	Tuesday 0630-1700	10	2			1
	Wednesday 0630-1700	10	2			1
	Thursday 0630-1700	10	2			1
	Friday 0630-1700	10	2			1
Diagnostic Imaging	Monday 0630-1700	10	1			1
	Tuesday 0630-1700	10	1			1

	Wednesday 0630-1700	10	1			1
	Thursday 0630-1700	10	1			1
	Friday 0630-1700	10	1			1



Unit Information

[illegible]

Unit Information

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

☐

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

☐

Other

This fixed matrix includes the Charge Nurse, RNs, and Cath Lab Techs. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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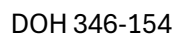
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Fixed Staffing Matrix

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Unit/ Clinic Name:	Emergency Department (Kronos - 170070100002)					
Unit/ Clinic Type:	Emergency Department					
Unit/ Clinic Address:	401 W Poplar, Walla Walla, WA					
Effective as of:	6/1/2025					
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
Sunday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Monday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Tuesday	0700-1930	12	3			3

	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Wednesday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Thursday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Friday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2
Saturday	0700-1930	12	3			3
	0900-2130	12	2			0
	1200-0030	12	1			1
	1900-0730	12	3			2



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Unit Information

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



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



Other

This fixed matrix does not include the Charge Nurse. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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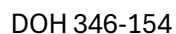
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Patient Volume-based Staffing Matrix Formula Template

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:		Mixed Acuity Unit (Step-Down Acuity) (Kronos - 170060100001)									
Unit/ Clinic Type:		Hospital									
Unit/ Clinic Address:		401 W Poplar Street, Walla Walla, WA 99362									
Average Daily Census:		4				Maximum # of Beds:			14		
Effective as of:		6/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	0700-1930	12.0	2	0	0	0	24	0	0	0	48.00
	1900-0730	12.0	2	0	0	0	24	0	0	0	
2	0700-1930	12.0	2	0	0	0	12	0	0	0	24.00
	1900-0730	12.0	2	0	0	0	12	0	0	0	
3	0700-1930	12.0	2	0	0	0	8	0	0	0	16.00
	1900-0730	12.0	2	0	0	0	8	0	0	0	

4	0700-1930	12.0	2	0	0	0	6	0	0	0	12.00
	1900-0730	12.0	2	0	0	0	6	0	0	0	
5	0700-1930	12.0	2	0	0	0	5	0	0	0	9.60
	1900-0730	12.0	2	0	0	0	5	0	0	0	
6	0700-1930	12.0	2	0	0	1	4	0	0	2	12.00
	1900-0730	12.0	2	0	0	1	4	0	0	2	
7	0700-1930	12.0	2	0	0	1	3	0	0	2	10.29
	1900-0730	12.0	2	0	0	1	3	0	0	2	
8	0700-1930	12.0	2	0	0	1	3	0	0	2	9.00
	1900-0730	12.0	2	0	0	1	3	0	0	2	
9	0700-1930	12.0	3	0	0	1	4	0	0	1	10.67
	1900-0730	12.0	3	0	0	1	4	0	0	1	
10	0700-1930	12.0	3	0	0	2	4	0	0	2	12.00
	1900-0730	12.0	3	0	0	2	4	0	0	2	
11	0700-1930	12.0	3	0	0	2	3	0	0	2	10.91
	1900-0730	12.0	3	0	0	2	3	0	0	2	
12	0700-1930	12.0	3	0	0	2	3	0	0	2	10.00
	1900-0730	12.0	3	0	0	2	3	0	0	2	
13	0700-1930	12.0	4	0	0	2	4	0	0	2	11.08
	1900-0730	12.0	4	0	0	2	4	0	0	2	
14	0700-1930	12.0	4	0	0	2	3	0	0	2	10.29
	1900-0730	12.0	4	0	0	2	3	0	0	2	



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Unit Information

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



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



Other

The Charge Nurse is not included in this staffing plan, but can take a patient load if needed. Unit Information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact. The ICU is considered a acuity-adaptable unit, all beds are universal, accommodating intensive care, step-down, and medical/surgical overflow level of care patients.



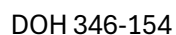
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Fixed Staffing Matrix

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:	Cardiopulmonary Rehab (Kronos - 170075930001)					
Unit/ Clinic Type:	Outpatient Cardiopulmonary Rehab					
Unit/ Clinic Address:	401 W Poplar, Walla Walla, WA					
Effective as of:	6/1/2025					
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	0700-1530	8	1			
Tuesday	0700-1530	8	1			
Wednesday	0700-1530	8	1			
Thursday	0700-1530	8	1			
Friday	0700-1530	8	1			



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Additional Care Team Members

[illegible]

Unit Information

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



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



Other

Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



DOH 346-154

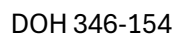
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Fixed Staffing Matrix

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:	Surgery and Procedure Center (Kronos - 170074270001, Epic - 1224376 WSM Preadmit Clinic, 1221768 WSM OR Pre Op)					
Unit/ Clinic Type:	Hospital					
Unit/ Clinic Address:	401 W Poplar, Walla Walla WA					
Effective as of:	6/1/2025					
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
0500	Monday-Friday	1	0			1
0600	Monday-Friday	1	6			2
0700	Monday-Friday	1	6			2
0800	Monday-Friday	1	10			2
0900	Monday-Friday	1	12			2

1000	Monday-Friday	1	12			2
1100	Monday-Friday	1	12			2
1200	Monday-Friday	1	12			2
1300	Monday-Friday	1	12			2
1400	Monday-Friday	1	10			2
1500	Monday-Friday	1	8			2
1600	Monday-Friday	1	6			1
1700	Monday-Friday	1	4			0
1800	Monday-Friday	1	4			0
1900	Monday-Friday	1	4			0
2000	Monday-Friday	1	3			0
2100	Monday-Friday	1	3			0
2200	Monday-Friday	1	2			0
2300-0500 Unit Closed	Monday-Friday	6	0			0



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Unit Information

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



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



Other

The Charge Nurse is included in this staffing matrix. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



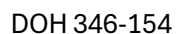
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Patient Volume-based Staffing Matrix Formula Template

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:		Endoscopy (Kronos 170077610001)									
Unit/ Clinic Type:		Procedural Care									
Unit/ Clinic Address:		401 W Poplar St., Walla Walla, WA									
Average Daily Census:		N/A				Maximum # of Beds:			N/A		
Effective as of:		6/1/2025									
# of Rooms											
# of Rooms	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	Monday-Friday 0700-1530	8	1	0	0	2	8	0	0	16	24.00
2	Monday-Friday 0700-1530	8	2	0	0	3	8	0	0	12	20.00



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Unit Information

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



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



Other

The Charge Nurse is not included in this staffing matrix, but is available to take a patient load as needed. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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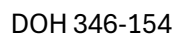
Patient Volume-based Staffing Matrix Formula Template

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:		Medical Unit (Kronos - 170061700001)									
Unit/ Clinic Type:		Medical Acute/Pediatric									
Unit/ Clinic Address:		401 W Poplar St., 3rd Floor, Walla Walla, WA									
Average Daily Census:		25				Maximum # of Beds:			32		
Effective as of:		6/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
5	0700-1900	12	2	0	0	1	4.80	0.00	0.00	2.40	14.40
	1900-0700	12	2	0	0	1	4.80	0.00	0.00	2.40	
6	0700-1900	12	2	0	0	1	4.00	0.00	0.00	2.00	12.00
	1900-0700	12	2	0	0	1	4.00	0.00	0.00	2.00	
7	0700-1900	12	2	0	0	1	3.43	0.00	0.00	1.71	10.29
	1900-0700	12	2	0	0	1	3.43	0.00	0.00	1.71	

8	0700-1900	12	2	0	0	1	3.00	0.00	0.00	1.50	9.00
	1900-0700	12	2	0	0	1	3.00	0.00	0.00	1.50	
9	0700-1900	12	2	0	0	2	2.67	0.00	0.00	2.67	9.33
	1900-0700	12	2	0	0	1	2.67	0.00	0.00	1.33	
10	0700-1900	12	2	0	0	2	2.40	0.00	0.00	2.40	9.60
	1900-0700	12	2	0	0	2	2.40	0.00	0.00	2.40	
11	0700-1900	12	3	0	0	2	3.27	0.00	0.00	2.18	9.82
	1900-0700	12	2	0	0	2	2.18	0.00	0.00	2.18	
12	0700-1900	12	3	0	0	2	3.00	0.00	0.00	2.00	9.00
	1900-0700	12	2	0	0	2	2.00	0.00	0.00	2.00	
13	0700-1900	12	3	0	0	2	2.77	0.00	0.00	1.85	9.23
	1900-0700	12	3	0	0	2	2.77	0.00	0.00	1.85	
14	0700-1900	12	3	0	0	2	2.57	0.00	0.00	1.71	8.57
	1900-0700	12	3	0	0	2	2.57	0.00	0.00	1.71	
15	0700-1900	12	3	0	0	2	2.40	0.00	0.00	1.60	8.00
	1900-0700	12	3	0	0	2	2.40	0.00	0.00	1.60	
16	0700-1900	12	4	0	0	2	3.00	0.00	0.00	1.50	8.25
	1900-0700	12	3	0	0	2	2.25	0.00	0.00	1.50	
17	0700-1900	12	4	0	0	3	2.82	0.00	0.00	2.12	8.47
	1900-0700	12	3	0	0	2	2.12	0.00	0.00	1.41	
18	0700-1900	12	4	0	0	3	2.67	0.00	0.00	2.00	8.00
	1900-0700	12	3	0	0	2	2.00	0.00	0.00	1.33	
19	0700-1900	12	4	0	0	3	2.53	0.00	0.00	1.89	8.84
	1900-0700	12	4	0	0	3	2.53	0.00	0.00	1.89	
20	0700-1900	12	4	0	0	3	2.40	0.00	0.00	1.80	8.40
	1900-0700	12	4	0	0	3	2.40	0.00	0.00	1.80	
21	0700-1900	12	5	0	0	3	2.86	0.00	0.00	1.71	8.57
	1900-0700	12	4	0	0	3	2.29	0.00	0.00	1.71	
22	0700-1900	12	5	0	0	3	2.73	0.00	0.00	1.64	8.18
	1900-0700	12	4	0	0	3	2.18	0.00	0.00	1.64	
23	0700-1900	12	5	0	0	3	2.61	0.00	0.00	1.57	7.83
	1900-0700	12	4	0	0	3	2.09	0.00	0.00	1.57	

24	Day (7a-7p)	12	5	0	0	3	2.50	0.00	0.00	1.50	7.50
	Night (7p- 7a)	12	4	0	0	3	2.00	0.00	0.00	1.50	
25	Day (7a-7p)	12	5	0	0	4	2.40	0.00	0.00	1.92	8.16
	Night (7p- 7a)	12	5	0	0	3	2.40	0.00	0.00	1.44	
26	Day (7a-7p)	12	6	0	0	4	2.77	0.00	0.00	1.85	8.31
	Night (7p- 7a)	12	5	0	0	3	2.31	0.00	0.00	1.38	
27	Day (7a-7p)	12	6	0	0	4	2.67	0.00	0.00	1.78	8.00
	Night (7p- 7a)	12	5	0	0	3	2.22	0.00	0.00	1.33	
28	Day (7a-7p)	12	6	0	0	4	2.57	0.00	0.00	1.71	8.14
	Night (7p- 7a)	12	5	0	0	4	2.14	0.00	0.00	1.71	
29	Day (7a-7p)	12	6	0	0	4	2.48	0.00	0.00	1.66	7.86
	Night (7p- 7a)	12	5	0	0	4	2.07	0.00	0.00	1.66	
30	Day (7a-7p)	12	6	0	0	4	2.40	0.00	0.00	1.60	7.60
	Night (7p- 7a)	12	5	0	0	4	2.00	0.00	0.00	1.60	
31	Day (7a-7p)	12	7	0	0	4	2.71	0.00	0.00	1.55	8.13
	Night (7p- 7a)	12	6	0	0	4	2.32	0.00	0.00	1.55	
32	Day (7a-7p)	12	7	0	0	4	2.63	0.00	0.00	1.50	7.88
	Night (7p- 7a)	12	6	0	0	4	2.25	0.00	0.00	1.50	
33	Day (7a-7p)	12	7	0	0	5	2.55	0.00	0.00	1.82	8.00
	Night (7p- 7a)	12	6	0	0	4	2.18	0.00	0.00	1.45	
34	Day (7a-7p)	12	7	0	0	5	2.47	0.00	0.00	1.76	7.76
	Night (7p- 7a)	12	6	0	0	4	2.12	0.00	0.00	1.41	



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Unit Information

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



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

☐ Other

Unit would be closed for a census below 5. The Charge Nurse is included in this matrix. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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Patient Volume-based Staffing Matrix Formula Template

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:		Surgical Unit (Kronos - 17006170003)									
Unit/ Clinic Type:		Surgical, CVA, Ortho									
Unit/ Clinic Address:		401 W Poplar St., 4th Floor, Walla Walla, WA									
Average Daily Census:		16					Maximum # of Beds:		22		
Effective as of:		6/2/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
5	0700-1900	12	2	0	0	1	4.80	0.00	0.00	2.40	14.40
	1900-0700	12	2	0	0	1	4.80	0.00	0.00	2.40	
6	0700-1900	12	2	0	0	1	4.00	0.00	0.00	2.00	12.00
	1900-0700	12	2	0	0	1	4.00	0.00	0.00	2.00	
7	0700-1900	12	2	0	0	1	3.43	0.00	0.00	1.71	10.29
	1900-0700	12	2	0	0	1	3.43	0.00	0.00	1.71	

8	0700-1900	12	2	0	0	1	3.00	0.00	0.00	1.50	9.00
	1900-0700	12	2	0	0	1	3.00	0.00	0.00	1.50	
9	0700-1900	12	2	0	0	2	2.67	0.00	0.00	2.67	9.33
	1900-0700	12	2	0	0	1	2.67	0.00	0.00	1.33	
10	0700-1900	12	2	0	0	2	2.40	0.00	0.00	2.40	9.60
	1900-0700	12	2	0	0	2	2.40	0.00	0.00	2.40	
11	0700-1900	12	3	0	0	2	3.27	0.00	0.00	2.18	9.82
	1900-0700	12	2	0	0	2	2.18	0.00	0.00	2.18	
12	0700-1900	12	3	0	0	2	3.00	0.00	0.00	2.00	9.00
	1900-0700	12	2	0	0	2	2.00	0.00	0.00	2.00	
13	0700-1900	12	3	0	0	2	2.77	0.00	0.00	1.85	9.23
	1900-0700	12	3	0	0	2	2.77	0.00	0.00	1.85	
14	0700-1900	12	3	0	0	2	2.57	0.00	0.00	1.71	8.57
	1900-0700	12	3	0	0	2	2.57	0.00	0.00	1.71	
15	0700-1900	12	3	0	0	2	2.40	0.00	0.00	1.60	8.00
	1900-0700	12	3	0	0	2	2.40	0.00	0.00	1.60	
16	0700-1900	12	4	0	0	2	3.00	0.00	0.00	1.50	8.25
	1900-0700	12	3	0	0	2	2.25	0.00	0.00	1.50	
17	0700-1900	12	4	0	0	3	2.82	0.00	0.00	2.12	8.47
	1900-0700	12	3	0	0	2	2.12	0.00	0.00	1.41	
18	0700-1900	12	4	0	0	3	2.67	0.00	0.00	2.00	8.00
	1900-0700	12	3	0	0	2	2.00	0.00	0.00	1.33	
19	0700-1900	12	4	0	0	3	2.53	0.00	0.00	1.89	8.84
	1900-0700	12	4	0	0	3	2.53	0.00	0.00	1.89	
20	0700-1900	12	4	0	0	3	2.40	0.00	0.00	1.80	8.40
	1900-0700	12	4	0	0	3	2.40	0.00	0.00	1.80	
21	0700-1900	12	5	0	0	3	2.86	0.00	0.00	1.71	8.57
	1900-0700	12	4	0	0	3	2.29	0.00	0.00	1.71	
22	0700-1900	12	5	0	0	3	2.73	0.00	0.00	1.64	8.18
	1900-0700	12	4	0	0	3	2.18	0.00	0.00	1.64	



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Unit Information

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



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



Other

This unit would close for a census below 5. The Charge Nurse is included in this matrix. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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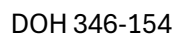
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Patient Volume-based Staffing Matrix Formula Template

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:		Inpatient Rehab (Kronos - 170064400001)									
Unit/ Clinic Type:		Adult IPR									
Unit/ Clinic Address:		401 W Poplar St., 3rd Floor, Walla Walla, WA									
Average Daily Census:		6				Maximum # of Beds:			8		
Effective as of:		6/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	0700-1900	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	1900-0700	12	1	0	0	0	12.00	0.00	0.00	0.00	
2	0700-1900	12	1	0	0	0	6.00	0.00	0.00	0.00	12.00
	1900-0700	12	1	0	0	0	6.00	0.00	0.00	0.00	
3	0700-1900	12	1	0	0	0	4.00	0.00	0.00	0.00	8.00
	1900-0700	12	1	0	0	0	4.00	0.00	0.00	0.00	

4	0700-1900	12	1	0	0	1	3.00	0.00	0.00	3.00	9.00
	1900-0700	12	1	0	0	0	3.00	0.00	0.00	0.00	
5	0700-1900	12	1	0	0	1	2.40	0.00	0.00	2.40	9.60
	1900-0700	12	1	0	0	1	2.40	0.00	0.00	2.40	
6	0700-1900	12	1	0	0	1	2.00	0.00	0.00	2.00	8.00
	1900-0700	12	1	0	0	1	2.00	0.00	0.00	2.00	
7	0700-1900	12	1	0	0	1	1.71	0.00	0.00	1.71	6.86
	1900-0700	12	1	0	0	1	1.71	0.00	0.00	1.71	
8	0700-1900	12	1	0	0	1	1.50	0.00	0.00	1.50	6.00
	1900-0700	12	1	0	0	1	1.50	0.00	0.00	1.50	



Unit Information

[illegible]

Unit Information

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



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



Other

Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



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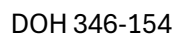
Patient Volume-based Staffing Matrix Formula Template

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:		Labor and Delivery and Postpartum Unit (Kronos - 170064000001, Epic - WSM Mother Baby 1222005 & WSM Labor and Delivery 1222004)									
Unit/ Clinic Type:		Women's Services									
Unit/ Clinic Address:		401 W Poplar St., Walla Walla, WA									
Average Daily Census:		2.5				Maximum # of Beds:		10			
Effective as of:		6/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
1	0700-1930	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	1900-0730	12	1	0	0	0	12.00	0.00	0.00	0.00	
2	0700-1930	12	1	0	0	0	6.00	0.00	0.00	0.00	12.00
	1900-0730	12	1	0	0	0	6.00	0.00	0.00	0.00	
3	0700-1930	12	1	0	0	1	4.00	0.00	0.00	4.00	16.00

	1900-0730	12	1	0	0	1	4.00	0.00	0.00	4.00	
4	0700-1930	12	1	0	0	1	3.00	0.00	0.00	3.00	12.00
	1900-0730	12	1	0	0	1	3.00	0.00	0.00	3.00	
5	0700-1930	12	1	0	0	1	2.40	0.00	0.00	2.40	9.60
	1900-0730	12	1	0	0	1	2.40	0.00	0.00	2.40	
6	0700-1930	12	2	0	0	1	4.00	0.00	0.00	2.00	12.00
	1900-0730	12	2	0	0	1	4.00	0.00	0.00	2.00	
7	0700-1930	12	2	0	0	1	3.43	0.00	0.00	1.71	10.29
	1900-0730	12	2	0	0	1	3.43	0.00	0.00	1.71	
8	0700-1930	12	2	0	0	1	3.00	0.00	0.00	1.50	9.00
	1900-0730	12	2	0	0	1	3.00	0.00	0.00	1.50	
9	0700-1930	12	2	0	0	1	2.67	0.00	0.00	1.33	8.00
	1900-0730	12	2	0	0	1	2.67	0.00	0.00	1.33	
10	0700-1930	12	3	0	0	1	3.60	0.00	0.00	1.20	9.60
	1900-0730	12	3	0	0	1	3.60	0.00	0.00	1.20	
11	0700-1930	12	3	0	0	1	3.27	0.00	0.00	1.09	8.73
	1900-0730	12	3	0	0	1	3.27	0.00	0.00	1.09	
12	0700-1930	12	3	0	0	1	3.00	0.00	0.00	1.00	8.00
	1900-0730	12	3	0	0	1	3.00	0.00	0.00	1.00	
13	0700-1930	12	3	0	0	1	2.77	0.00	0.00	0.92	7.38
	1900-0730	12	3	0	0	1	2.77	0.00	0.00	0.92	
14	0700-1930	12	3	0	0	1	2.57	0.00	0.00	0.86	6.86
	1900-0730	12	3	0	0	1	2.57	0.00	0.00	0.86	
15	0700-1930	12	3	0	0	1	2.40	0.00	0.00	0.80	6.40
	1900-0730	12	3	0	0	1	2.40	0.00	0.00	0.80	
16	0700-1930	12	3	0	0	1	2.25	0.00	0.00	0.75	6.00
	1900-0730	12	3	0	0	1	2.25	0.00	0.00	0.75	
17	0700-1930	12	3	0	0	1	2.12	0.00	0.00	0.71	5.65
	1900-0730	12	3	0	0	1	2.12	0.00	0.00	0.71	
18	0700-1930	12	3	0	0	1	2.00	0.00	0.00	0.67	5.33
	1900-0730	12	3	0	0	1	2.00	0.00	0.00	0.67	
19	0700-1930	12	3	0	0	1	1.89	0.00	0.00	0.63	5.05

	1900-0730	12	3	0	0	1	1.89	0.00	0.00	0.63	
20	0700-1930	12	3	0	0	1	1.80	0.00	0.00	0.60	4.80
	1900-0730	12	3	0	0	1	1.80	0.00	0.00	0.60	
0	0700-1930	12.00	1.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!
	1900-0730	12.00	1.00	0.00	0.00	0.00	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	



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Additional Care Team Members

[illegible]

Unit Information

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



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

☐ Other

Staffing will be adjusted according to AWHONN National Professional Staffing Guidelines. The Charge Nurse is not included in the staffing plan but is able to take a patient load when needed. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.



DOH 346-154

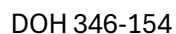
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Patient Volume-based Staffing Matrix Formula Template

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:		Specialty Care Nursery (Kronos - 17006530001)									
Unit/ Clinic Type:		Special Care Nursery									
Unit/ Clinic Address:		401 W. Poplar St., Walla Walla, WA									
Average Daily Census:		0.5				Maximum # of Beds:			4		
Effective as of:		6/1/2025									
Census											
Census	Shift Type	Shift Length in Hours	Min # of RN's	Min # of LPN's	Min # of CNA's	Min # of UAP's	Min # of RN HPUS	Min # of LPN HPUS	Min # of CNA HPUS	Min # of UAP HPUS	Total Minimum Direct Pt. Care HPUS (hours per unit of service)
0	0700-1930	12	0	0	0	0	0.00	0.00	0.00	0.00	0.00
	1930-0700	12	0	0	0	0	0.00	0.00	0.00	0.00	
1	0700-1930	12	1	0	0	0	12.00	0.00	0.00	0.00	24.00
	1930-0700	12	1	0	0	0	12.00	0.00	0.00	0.00	
2	0700-1930	12	1	0	0	0	6.00	0.00	0.00	0.00	12.00
	1930-0700	12	1	0	0	0	6.00	0.00	0.00	0.00	

3	0700-1930	12	1	0	0	0	4.00	0.00	0.00	0.00	8.00
	1930-0700	12	1	0	0	0	4.00	0.00	0.00	0.00	
4	0700-1930	12	1	0	0	0	3.00	0.00	0.00	0.00	6.00
	1930-0700	12	1	0	0	0	3.00	0.00	0.00	0.00	



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Unit Information

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



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



Other

Staffing will be adjusted according to AWHONN National Professional Staffing Guidelines. Unit information includes caregivers, in addition to "nursing staff," who are available approximately 80% of the time for the shift indicated and who have potential patient impact/contact.