

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, May 25, 2021

BOARD OF MANAGERS PRESENT/ABSENT

<input checked="" type="checkbox"/> Salman Abbasey, MD	<input checked="" type="checkbox"/> Rich Kosmerl	<input checked="" type="checkbox"/> J. Thomas Reagan, MD
<input type="checkbox"/> Doug Berwanger	<input type="checkbox"/> Mark Merrill	<input checked="" type="checkbox"/> Larry Rogers
<input type="checkbox"/> Cynthia Elbow	<input checked="" type="checkbox"/> Laura Paolucci	<input checked="" type="checkbox"/> James Wawrzyniak, DC
<input checked="" type="checkbox"/> Bryan Kehl (BOS member)	<input type="checkbox"/> Steve Perkins	

STAFF PRESENT/ABSENT

<input checked="" type="checkbox"/> Connie Almeter (Chief Nursing Officer)	<input checked="" type="checkbox"/> Dawn James (NF Administrator)
<input checked="" type="checkbox"/> Ahmed Bayoumi, MD (Medical Staff President)	<input type="checkbox"/> Paul Mason, MD (Chief Medical Officer of Orthopaedic Services)
<input checked="" type="checkbox"/> Amy Chase (Chief Financial Officer)	<input checked="" type="checkbox"/> Joe McTernan (Chief Executive Officer)
<input type="checkbox"/> Greg Collins, DO (Credentials Committee Chair)	<input checked="" type="checkbox"/> Mandip Panesar, MD (Hospital Medical Director)
<input checked="" type="checkbox"/> Mike Corcimiglia (Chief Operating Officer)	<input checked="" type="checkbox"/> Pam Pettnot (Executive Assistant)
<input checked="" type="checkbox"/> Peggy Cunningham (Director of WPHS, Clinic Quality, & Corporate Compliance)	<input type="checkbox"/> Denise Prusak (NF Director of Nursing)
<input checked="" type="checkbox"/> Dan Farberman (WC Human Resource Director)	<input checked="" type="checkbox"/> Bill Sikes (County IT Director)
<input checked="" type="checkbox"/> Bridget Givens (Director of Mental Health)	<input checked="" type="checkbox"/> Craig Woodworth (Director of Plant Operations)

OTHERS PRESENT: Becky Ryan (Chairwoman, Wyoming County Board of Supervisors and Supervisor, Town of Warsaw), Jerry Davis (Vice Chairman, Wyoming County Board of Supervisors and Supervisor, Town of Covington), Michael Roche (Supervisor, Town of Eagle), and Don Eichenauer (Consultant)

CALL MEETING TO ORDER

President Kosmerl called the meeting to order at 4:55pm.

This meeting was held via ZOOM, in accordance with the NYS Governor's Executive Order #202.1, suspension of law allowing the attendance of meetings telephonically or other similar service. Article 7 of the Public Officers Law, to the extent necessary to permit any public body to meet and take such actions authorized by the law without permitting in public in-person access to meetings and authorizing such meetings to be held remotely by conference call or similar service, provided that the public has the ability to view or listen to such proceeding and that such meetings are recorded and later transcribed.

EXCUSE MEMBERS NOT PRESENT / QUORUM?

Motion by Manager Rogers and seconded by Manager Paolucci, the following member(s) are hereby excused:

- Manager Elbow
- Manager Merrill
- Manager Perkins

President Kosmerl declared that a quorum was present.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-031 CONSENT AGENDA

Motion by Manager Kehl and seconded by Manager Paolucci, the following items were listed for consideration on the consent agenda and are hereby approved as presented and on file in Administration:

- Approve BOM meeting minutesApril 27, 2021

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS				FAIL		

NF ADMINISTRATOR REPORT

Dawn James submitted the following report:

- The nursing facility continues with in-person family visits four (4) days per week. Residents are socially distanced and still required to wear a mask out of their room.
- Vaccination rates for staff continue to slowly increase. We have increased from 59% of staff vaccinated in March 2021 to 64% for April 2021 and 67% in May 2021. Resident vaccinations are 97% acceptance. We are now required to report the vaccination status of each staff member and resident, this will be posted for the public to see. Low vaccination rates of staff could impact how the public feels about coming to any facility. Several homes have mandated vaccination and lost some staff doing this. We continue to offer, educate, and encourage our staff to be vaccinated.
- Testing of nursing facility staff continues twice a week. Leading Age has reached out to Dr. Howard Zucker, Commissioner of Health for New York State, in hopes of reducing this burden of cost and staff time. Leading Age also is advocating for the removal of the daily Health Electronic Response Data System (HERDS) survey that is reported every day since March of 2020. We are hopeful with the recent changes that they can lessen the burden on the Skilled Nursing Facility. Any support with contacting legislatures to reduce this burden would be greatly appreciated.
- Staffing remains a challenge for the nursing facility. The staff are not available to hire to fill open positions. We have had some luck with attaining agency nurses late this month but certified nursing assistants (CNAs) are limited. We are again working with Community Action and BOCES and our next CNA class is set to start in July 2021.
- Occupancy has rebounded to the high 90th percentile and we are seeing referrals on a daily basis again.
- It has been 27 months since our last NYSDOH survey. Full surveys have continued although slowly. We are one of three in the Buffalo region that are the longest since most recent full survey. Preparation is ongoing for the facility.

CHIEF NURSING OFFICER REPORT

Connie Almeter submitted the following report:

1. High Reliability – the journey to zero harm. We have many Quality goals/projects that are underway to include fall prevention, medication reconciliation, hand-off communication, departmental communication, nursing documentation, and infection prevention.
 - a. LEAN Training – Participants continue to work on projects. Biweekly “check-ins” with the group are occurring. Three of the twelve participants have completed the course. These three presented their projects at the Foundation meeting. Deadline for the end of May has been established for the remaining participants.
2. Age Friendly Health System – No update. The program is going smoothly. Deb Snow, Director of Medical/Surgical and Intensive Care and Erica Kilian, Director of Utilization Review continue to monitor documentation compliance and for opportunities of improvement. In addition, they have begun to submit data as they pursue the next level of the program, Age-Friendly Health System-Committed to Care Excellence.
3. Organizational Daily Huddle – No update. A virtual huddle has been established and is working well. Daily, managers enter pertinent information into a data base that is then emailed out to all department managers for review.
4. Transfer Management – Transfers continue to be monitored and reviewed frequently. Quarterly meetings are scheduled with management, Dr. Daniel Fahey, Dr. Ronald Weissenberg, Dr. Ahmed Bayoumi, and Dr. David Privitera. Discussion continues at the senior management level on a weekly basis and questionable transfers are often discussed directly with the transferring Emergency Department or on call Hospitalist.
5. Emergency Medical Services (EMS) Partnerships – No concerns to report at this time with Monroe, our transferring agency. They are experiencing staffing issues but have been able to maintain appropriate coverage to transfer patients, as needed.
6. Joint Commission – Our next anticipated full survey will be August 2023. We continue to wait to hear on our survey for the Total Hip and Knee Joint Replacement program as we are past due.
7. Operating Room Steering Committee – Meetings continue on a monthly basis. Met on May 24, 2021. Dashboards continue to be established to trend data, virtual inventory being worked on, changes to staff scheduling has been initiated to assist in providing staggered shifts and decreased overtime, and several cost analyses have been completed.
8. Staffing – As summer vacations are upon us, as well as several maternity leaves, upcoming retirements, and frequent illness or personal leave call ins, we are looking at staffing challenges. Agency staff continues to be utilized.
9. Nursing Education – With the retirement of our Nurse Educator, Brenda Meyer RN, the nursing leadership team are in the process of strategizing the best avenues for nursing education and mandatory competencies.
10. Hospital Compare – The Centers for Medicare & Medicaid Services (CMS) site has recently been updated and WCCHS is showing a 4 Star Rating for Patient Experience and an Overall Rating of 2 Stars. The data utilized for this reporting is from 2016 through 2019. Healthcare Association of New York State (HANYS) continues to advocate for improved reporting methodology and we await a detailed summary of our ratings from HANYS.
11. Nurses Week – On behalf of the Nursing Leadership Team, we thank the Board of Managers and the Board of Supervisors for all of the support provided to the nurses during the pandemic and always. We also thank BOS Chairwoman, Becky Ryan, for the Proclamation recognizing National Nurses Week. This was certainly a nice surprise.

Coronavirus Update:

- Limited visitation continues for both inpatient and outpatient.
- Multiple NYSDOH surveys continue on a daily basis in regards to personal protective equipment (PPE), vaccinations, and COVID-19 positive patients.
- Daily employee and visitor/outpatient screenings continue. Use of masks continue.
- Frequent assessments of PPE continue to be done.
- Inpatient statistics (9 inpatients since last board meeting), zero (0) at this time.
- Positive nursing staff – 20 (two presently out of work)

Date Range	Positive Inpatients	Ventilators	Transfers	Deaths
03/14/2020 – 04/22/2020	7	0	0	2
10/05/2020 – 12/31/2020	114	6	4	15
01/01/2021 – present	73	0	1	4

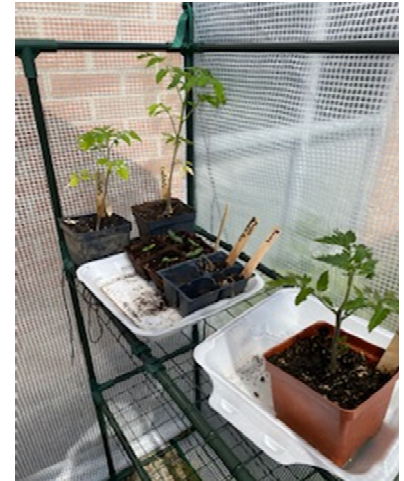
CORPORATE COMPLIANCE REPORT

No report.

DIRECTOR OF MENTAL HEALTH REPORT

Bridget Givens submitted the following report:

- In April 2021, the unit admitted 37 patients with 262 patient days. Top three counties for admission in this month were Wyoming, Livingston and Genesee County.
- Total of 84 psychiatric evaluations through the Emergency Department and 17 through ICU.
- The Crisis Outreach Program served 222 individuals with 175 contacts.
- Our Jail Program Coordinator served 54 inmates with 83 contacts and 58 with medication monitoring. Jail census has increased since the beginning of the year with the number of mental health inmates served.
- The collaborative care program in the primary care office is going well. The care manager will be located in Perry, Warsaw and Arcade. Response from providers continues to be positive. Currently, 48 patients are enrolled in the program.
- Pictured is a greenhouse the staff created to offer a creative form of treatment for the patients through gardening. Gardening helps to alleviate symptom of depression, anxiety and release the feel-good chemicals in our brain such as serotonin and dopamine.

**CHIEF FINANCIAL OFFICER (CFO) REPORT**

No report.

COUNTY HUMAN RESOURCE DIRECTOR REPORT

No report.

DIRECTOR OF PLANT OPERATIONS

Craig Woodworth submitted the following report:

- Construction Projects
 - Transfer Switch – The hospital's 500kW generator disconnect must be replaced and is currently being coordinated with the generator manufacturer to accommodate the modified electrical load being placed on the equipment. The SNF emergency generator transfer switch cross over for the country kitchens for Blue and Plum will occur May 25, 2021.

- Lab/Med Records Project – The 3rd floor abatement is completed. The structural steel for the new lab air handler will be craned into place May 20, 2021. The new air handler will be lifted onto the roof May 22, 2021. A lift plan was created and emailed out to all department managers alerting of the work. Ductwork, utilities, followed by drywall installation continue daily within the lab space.
- Rooftop Unit Replacement – The two air handler submittals were approved and both units are in fabrication. The lead time on the air handlers is approximately 8 more weeks.
- Mt. Morris Dialysis – All equipment related to the dialysis renovation project was delivered to Livingston County. Their staff is ready to start the capital project scope. All testing agencies will be scheduled in time for the final inspection so the NYSDOH documentation can be submitted without delay.
- Wyoming County Family Medicine - Attica – Maintenance staff relocated the contents of the old Attica clinic to the new location at 35 Main Street, Attica.
- Electric Panel Replacement – The design is 90% complete. Once the documents are finalized, the project will be advertised for respective bidders.
- Radiology – Room #3 and the dressing room floors were abated. Maintenance staff is patching the subfloor in preparation for new floor finishings. In addition, the room will be patched, primed, painted, new lighting, and doors will be installed. The maintenance department plans to renovate the dressing rooms. This includes rebuilding the changing rooms, floor replacement and wall treatments.
- SNF Nurse Call System – The nurse call system for Blue and Plum is undergoing a complete upgrade. The server, cabling and patient room devices are all being changed out to a similar version installed within the hospital 1 year ago. This will enable the maintenance department to keep the respective replacement parts on hand as issues arise. The project should be completed within 3 weeks.
- Parking Lots – The bid specifications for sealing Lot 1, 2 and Thomson Hall parking lots are completed. Perspective contractors have visited WCCHS to calculate the scope. Bids are to be available the week of May 25, 2021 for this project.
- Loading Dock – The loading dock design was approved and sent to fabrication. Installation is tentatively scheduled for mid-June 2021.
- The 3rd floor patient rooms/restrooms are undergoing a face lift. Walls are patched, primed and painted. New wall coverings are installed on the corners and fan coil units to prevent future wear. Damaged counter tops are replaced to enhance the patient rooms, if needed.
- The north boiler underwent an internal inspection required by the insurance company. At the same time, the integrity of the boiler refractor, tubes, and fire eye controls were checked. There were no major issues as a result of this inspection.
- The four (4) main shut offs to the boilers will be replaced due to water blow back. The treated water is slowly draining due to the defective valves. This upgrade will eliminate the continuous leak of chemically treated water ultimately saving on utility costs.
- The maintenance department has picked up the lawn care responsibilities at three (3) clinics in an effort to save on contractual costs. The clinics are Perry, O'Dell, and the Arcade clinic.
- New locks for the electrical panel covers have been ordered in order to standardize the locks. This will require one key to access any panel throughout the facility instead of the four separate keys currently used.
- Maintenance staff completed 533 work orders over the last 30 days at a completion rate of 23.17 work orders per day. A total of 427 man-hours were logged for the specified time period.

INFORMATION TECHNOLOGY DIRECTOR REPORT

Bill Sikes reported on the following items:

- Kronos (WCCHS Payroll System) is moving to a new server by June 3, 2021. The work is scheduled prior to a payroll ending period so there should be no interruption.
- Submitting new cybersecurity insurance and end user training renewal with KnowBe4.

MEDICAL DIRECTOR REPORT

Mandip Panesar, MD reported on the following items:

- All inpatient records for the month of April 2021 are complete. There are zero delinquent charts. The process is getting better as it only took 2 weeks to close out the charts compared to 3 weeks in March 2021. The goal is to close out the charts in 1 week.
- Verbal orders are also up-to-date. Weekly updates continue to be sent.
- Outpatient records are almost up-to-date. There are only a few lingering charts but nothing major.

MEDICAL STAFF PRESIDENT REPORT

No report.

CHIEF MEDICAL OFFICER OF ORTHOPAEDIC SERVICES REPORT

No report.

CHIEF OPERATING OFFICER (COO) REPORT

Mike Corcimiglia submitted the following report:

Outpatient Clinical Services DivisionGeneral

The Merit-based Incentive Payment System (MIPS) measures for 2021 will not include a cost measure piece due to COVID-19 and the increased cost associated. The 15% weight measure related to cost will be reallocated over quality, improvement activities and promoting interoperability.

Rural Health Center Designation

Application for Rural Health Center status for Family Medicine - Perry office has been submitted.

Family Medicine-Attica

New office at 35 Main Street is open. Official ribbon cutting will be on June 10, 2021 at noon.

Endocrinology Clinic

Dr. Alamgir Sattar, MD is relocating out of the State mid-June 2021. Dr. Amrutha Idupuganti, MD (she goes by Dr. ID) will be starting mid-July 2021. Office hours will be in person every other Monday and telemedicine every other Monday.

Dialysis Center

Administrative certificate of need (CON) has been submitted to the NYSDOH and under review. The NYSDOH Bureau of Architecture and Engineering have requested physical changes to the area to meet current codes. Construction on the Center will be performed mainly by Livingston County personnel. Currently awaiting approval from NYSDOH and Department of Nursing Homes for approval to start required minor construction. I have reached out to the NYSDOH Project Management Department and am awaiting a response.

In-Patient Dialysis

Certificate of need (CON) for Hospital Renal Dialysis addition to our operating certificate has been submitted to the NYSDOH.

Laboratory Renovation-Transformation Grant \$3.1Million

Limited certificate of need (CON) submitted to the NYSDOH has been approved. HVAC, electrical and construction is currently in progress. Submitting all required minority women and business enterprise reports to the NYSDOH, working through the voucher submittal process.

Project is on schedule, completion date is January, 2022.

Workplace Health

Actively doing Fireman's physicals for fire departments in Wyoming County. COVID-19 activity for the department is minimal, a good sign.

Pharmacy

340B drug savings plan has started effective January 1, 2021. Continue to work with major retail pharmacies finalizing required interfaces between Hospital Electronic Medical Record (EMR) and Clinic EMR. First check was received from Walgreen's for \$20,000. Expect to receive monies from other pharmacies in June 2021.

Radiology

Construction is under way on radiology suite room 3. The 2021 NYSDOH Rural Health Access grant is supporting this project.

Primary Care Steering Committee

Primary Care Steering Committee meet on May 20, 2021. Guest Provider was Dr. Edwin Anand, MD who provided information on the nephrology clinic and outpatient and inpatient dialysis. Michelle Waldo, Senior Respiratory Therapist, presented the COVID-19 rehabilitation program that she has developed and discussed pulmonary function testing. A discussion regarding how employed networks evolve and core elements of a shared vision were discussed. Also, an update on the progress of developing a primary care dashboard and strategy with rural health center designation and patient centered medical home.

Hospital Foundation

The 31st annual Wyoming Community Hospital Foundation golf tournament will be held on June 24, 2021 at the Silver Lake Country Club. Invitations were mailed/emailed. Limited to 36 foursomes.

WCCHS-21-032 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE

Motion by President Kosmerl and seconded by Manager Reagan, the preauthorized accounts and accounts payable processed totaling \$4,537,105.36 be hereby approved as presented.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-033 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT

Motion by Manager Kehl and seconded by Manager Paolucci, the write-offs/denied claims/bad debt totaling \$112,519.27 be hereby approved as presented.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-034 APPROVE PERSONNEL REQUISITIONS IN PROCESS AND PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT

Motion by Manager Abbasey and seconded by Manager Rogers, the personnel requisitions in process and the proposed personnel changes/financial impact be hereby approved as presented and as follows:

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)											
May 25, 2021											
Proposed Positions for Approval											
Senior Manager	Title/Department	FTE	Schedule	Vacating Employee	Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits	
James:	Medical Receptionist/12.121	1.00	WCCH	Diana Biggie 05/15/2021	\$16.26	\$31,707	\$14,626	\$14.87	\$28,997	\$13,376	
	Unit Helper Per Diem/08.810	0.00	WCCH	Kalei Winter 05/14/2021	\$13.74	\$2,679	\$205	\$12.98	\$2,531	\$194	
	Scheduler/12.124	1.00	WCCH	Toni Paul 05/01/2021	\$15.41	\$30,050	\$13,862	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.645	1.00	WCCH	Cassandra Jewett 05/25/2021	\$16.49	\$32,156	\$14,833	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.424	1.00	WCCH	Clifford Schuster 05/10/2021	\$17.71	\$34,535	\$15,931	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.475	1.00	WCCH	Maryann Lusk 05/14/2021	\$16.14	\$31,473	\$14,518	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.717	0.00	WCCH	Briana Langford 05/10/2021	\$17.33	\$3,379	\$259	\$16.95	\$3,305	\$253	
	LPN/04.551	1.00	WCCH	Amanda Ashworth 05/21/2021	\$18.22	\$35,529	\$16,390	\$18.22	\$35,529	\$16,390	
Chase:	LPN/04.576	1.00	WCCH	Alexis Prusak 05/01/2021	\$19.97	\$38,942	\$17,964	\$18.22	\$35,529	\$16,390	
	LPN/04.131	1.00	WCCH	Kristen Merriam 04/17/2021	\$20.85	\$40,658	\$18,755	\$18.22	\$35,529	\$16,390	
	Patient Information Specialist Per Diem/12.875	0.00	WCCH	Ann Covert 05/14/2021	\$16.73	\$3,262	\$250	\$16.36	\$3,190	\$244	
	Patient Information Specialist Per Diem/12.807	0.00	WCCH	Shanda McElver 05/17/2021	\$16.73	\$3,262	\$250	\$16.36	\$3,190	\$244	
	Medical Biller/12.871	1.00	WCCH	Teresa LaPiana 05/29/2021	\$18.82	\$36,699	\$16,929	\$17.10	\$33,345	\$15,382	
	Medical Biller/12.137	1.00	WCCH	Michelle Howard 05/18/2021	\$17.78	\$34,671	\$15,994	\$17.10	\$33,345	\$15,382	
	Food Service Helper/08.367	0.50	WCCH	Sabrina Donohue 02/20/2021	\$12.67	\$12,353	\$945	\$13.46	\$13,124	\$1,004	
	Food Service Helper/08.354	0.40	WCCH	Jesse Buttles 05/28/2021	\$13.46	\$10,499	\$803	\$13.46	\$10,499	\$803	
Corcimiglia:	Student Aide/09.141	0.40	WCCH	Makenzie Maines 05/15/2021	\$12.25	\$9,555	\$731	\$11.80	\$9,204	\$704	
	Food Service Helper/08.363	0.40	WCCH	Samantha Nichols 04/30/2021	\$12.67	\$9,883	\$756	\$13.46	\$10,499	\$803	
	Phlebotomist/05.128	0.50	WCCH	Nicole Wagner 05/23/2021	\$16.85	\$16,429	\$1,257	\$16.95	\$16,526	\$1,264	
	Cleaner (Temporary)/08.263	1.00	WCCH	Fe McPherson 05/02/2021	\$12.67	\$24,707	\$1,890	\$12.24	\$23,868	\$1,826	
	Student Aide/09.108	0.40	WCCH	Emanee Stephens 04/25/2021	\$11.80	\$9,204	\$704	\$11.80	\$9,204	\$704	
	Respiratory Therapist Per Diem/06.832	0.00	WCCH	Edward Snusz 05/03/2021	\$29.23	\$5,700	\$436	\$24.06	\$4,692	\$359	
	Respiratory Therapist Per Diem/06.413	0.00	WCCH	Brooke Eck 03/31/2021	\$29.23	\$5,700	\$436	\$24.06	\$4,692	\$359	
	Social Worker Assistant (MH)/06.659	0.00	WCCH	Stacie Muolo 05/27/2021	\$26.14	\$5,097	\$390	\$22.86	\$4,458	\$341	
Givens:	RPN/03.707	1.00	WCCH	Jenna Morgan 01/21/2021	\$29.14	\$56,823	\$26,212	\$23.52	\$45,864	\$21,157	
Almeter:	RPN Per Diem/03.876	0.00	WCCH	Megan Pawlowski 05/06/2021	\$33.05	\$6,445	\$493	\$25.87	\$5,045	\$386	

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
May 25, 2021				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - M. Corcimiglia				
Set Negotiated Salary - 0.80 FTE Medical Receptionist/12.188.153 Schedule X \$16.50/Hr. Effective date: May 16, 2021	\$0	\$0	\$0	\$0
Amend FTE - From 0.80 FTE to 1.00 FTE Medical Receptionist/12.188.153 Schedule X \$16.50/Hr. Effective date: May 30, 2021	\$34,320	\$15,832	\$27,456	\$10,131
Create 1 and Set Negotiated Salary - 1.00 FTE Medical Receptionist Schedule X \$15.45/Hr. Available date: May 30, 2021	\$32,136	\$14,824	\$0	\$0
Set Negotiated Salary - 0.00 FTE Medical Receptionist Per Diem/12.218.153 Schedule X \$17.50/Hr. Effective date: May 30, 2021	\$0	\$0	\$0	\$0
Create 1 - 1.00 FTE Medical Receptionist Schedule WCCH, Grade 5 \$14.87 - \$16.58/Hr. Available date: May 30, 2021	\$28,997	\$13,376	\$0	\$0
Create 1 - 0.00 FTE Senior Medical Technologist Per Diem Schedule WCCH, Grade 18C \$34.05 - \$46.06/Hr. Available date: May 30, 2021	\$8,775	\$671	\$0	\$0
Create 1 - 0.00 FTE Senior Medical Technologist Per Diem Schedule WCCH, Grade 18C \$34.05 - \$46.06/Hr. Available date: May 30, 2021	\$8,982	\$687	\$0	\$0
TOTALS	\$113,209	\$45,391	\$27,456	\$10,131
TOTAL ANNUAL INCREASE:				\$121,013

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-035 APPROVE CONTRACTS AND/OR GRANTS

Motion by Manager Paolucci and seconded by Manager Abbasey, the CEO and President of the Board of Managers, with the approval of the County Attorney and/or Costello Cooney Fearon, PLLC or Garfunkel Wild, PC, be hereby authorized and directed to sign contracts and/or grants on behalf of the Wyoming County Community Health System as presented and as follows:

- BTE TECHNOLOGIES**, 7455-L New Ridge Road, Hanover, MD 21076, a PRO extended warranty agreement for maintenance services for exercise equipment with computer coverage and off-site education, \$3,250 per year [previous agreement \$3,180 per year], effective 06/13/2021 – 06/12/2022.
- BAXTER HEALTHCARE CORPORATION**, One Baxter Parkway, DF6-4E, Deerfield, IL 60015, a letter of participation to use Baxter vaporizing equipment without charge to administer Baxter anesthesia gases, \$0.00 cost, effective 07/01/2021 – 06/30/2023.

3. **EMPIRE ACCESS**, 34 Main Street, Prattsburgh, NY 14873, service contract to receive connectivity at the Pediatrics clinic located at 408 North Main Street at a subsidized rate through R-AHEC, utilizing Universal Service Administrative Company (USAC) funding, business class internet at rates of 100mx 10m, \$75 per month [previous agreement with Spectrum at a cost of \$200 per month], effective 07/01/2021 – 06/30/2023.
4. **KIDENEY ARCHITECTS, PC**, 143 Genesee Street, Buffalo, NY 14203, a professional design services agreement related to inpatient dialysis certificate of need (CON) application assistance, not to exceed \$1,500, effective 05/01/2021 – 04/30/2022.
5. Amend Resolution #WCCHS-20-044 approved on 05/26/2020 with **TELCO CONSTRUCTION, INC.**, 500 Buffalo Road, East Aurora, NY 14052 related to renovations at A. J. O'Dell Foundation – Medical Center, Arcade, NY to enhance existing space and bring the clinic into compliance with current regulations and standards, in an amount of \$183,997 (\$167,270 base bid plus \$16,727 10% contingency), effective 07/01/2020 – 09/30/2020, as follows:
 - In accordance with Change Order #5, increase the contract amount by \$16,695 for a new not to exceed amount of \$190,513 and extend the term of the contract through 01/30/2021.
 - Pending approval by the Wyoming County Board of Supervisors [Resolution #20-272 approved on 06/09/2020].
6. **ELDERLEE INC.**, 729 Cross Road, Oaks Corners, NY 14518, an agreement to repair/replace three (3) different areas of guardrail around the facility that are damaged, \$6,580 [funded mainly by insurance proceeds], effective 06/01/2021 – 09/15/2021.
7. **THE RESEARCH FOUNDATION FOR THE STATE UNIVERSITY OF NEW YORK**, 35 State Street, Albany, NY 12203 for and behalf of the State University of new York at Buffalo, 224 Crofts Hall, Buffalo, NY 14260-7013, an equipment loan agreement, UB to reimburse WCCHS for the purchase of a laptop for the Behavioral Health Pediatric Service in a minimum amount of \$1,526.55, effective 05/01/2021 – 06/30/2023.
8. **LMC INDUSTRIAL CONTRACTORS, INC.**, 2060 Lakeville Road, Avon, NY 14414, an agreement to perform tests at the Mt. Morris dialysis clinic to meet NYSDOH guidelines related to mechanical system and plumbing system as indicated on the contract documents, \$1,906, effective 05/01/2021 – 07/30/2021.
9. **PROGENITY, INC.**, 4330 La Jolla Village Drive, Suite 200, San Diego, CA 92122, an agreement for WCCHS to provide laboratory support services, Progenity will pay WCCHS \$14 collection fee for each specimen collected, \$0.00 cost to WCCHS, effective 06/01/2021 – 05/31/2025.
10. **ERIE COUNTY DEPARTMENT OF HOMELAND SECURITY & EMERGENCY SERVICES DIVISION OF EMERGENCY MEDICAL SERVICES**, 3359 Broadway, Cheektowaga NY 14227, an affiliation agreement partnership between Counties to deliver Advanced Life support curriculum to students throughout the region, \$0.00 cost to WCCHS, effective 06/01/2021 – 05/31/2023.
11. Amend Resolution #WCCHS-20-084 approved on 09/22/2020 with **UNIVERSITY AT BUFFALO SURGEONS, INC.**, 100 High Street, Buffalo, NY 14203 related to a professional services agreement to provide general surgery services, not to exceed \$260,000 per year, effective 01/01/2021 - 12/31/2022, as follows:
 - Add general surgery on-call services during such time as the general surgeons currently covering general surgery on-call coverage services are on vacation.
 - Increase the not to exceed amount from \$260,000 per year to an amount **not to exceed \$290,000 per year**.
 - Effective 02/15/2021 – 12/31/2022
 - Pending approval by the Wyoming County Board of Supervisors [Resolution #20-419 approved on 10/13/2020].

12. Amend Resolution #WCCHS-20-099 approved on November 24, 2020 related to bid awards and contracts for the laboratory renovation project, effective 01/01/2021 – 01/01/2022, as follows, pending approval by the Wyoming County Board of Supervisors [Resolution #20-542 approved on 12/08/2020]:

General Trades

WHITNEY EAST, INC., 1504 Scottsville Road, Rochester, NY 14623, \$794,100

Add a contingency amount of \$255,900, for a new not to exceed amount of **\$1,050,000**

Change Order #101-001 – increase the contract amount by \$30,389

Change Order #101-002 – increase the contract amount by \$25,923

Change Order #101-003 – increase the contract amount by \$30,960

Change Order #101-004 – increase the contract amount by \$32,345

Change Order #101-005 – increase the contract amount by \$17,577

Change Order #101-006 – increase the contract amount by \$11,053 for a total of \$148,247

Mechanical Trades

MICHAEL A. FERRAULO PLUMBING AND HEATING, INC., 1600 Jay Street, Rochester, NY 14611, \$468,925

Add a contingency amount of \$91,075, for a new not to exceed amount of **\$560,000**

Change Order #102-001 – increase the contract amount by \$14,575

Change Order #102-002 – increase the contract amount by \$34,009 for a total of \$48,584

Electrical Trades

BILLITIER ELECTRIC, INC., 760 Brooks Avenue, Rochester, NY 14619, \$257,900

Add a contingency amount of \$62,100, for a new not to exceed amount of **\$320,000**

Change Order #103-001 – increase the contract amount by \$11,835

Change Order #103-002 – increase the contract amount by \$1,526

Change Order #103-003 – increase the contract amount by \$18,895 for a total of \$32,256

Plumbing and Fire Protection Trades

WILLETT BUILDERS, INC., 180 Genesee Street, Corfu, NY 14036, \$123,000

Add a contingency amount of \$47,000, for a new not to exceed amount of **\$170,000**

Change Order #104-001 – increase the contract amount by \$19,236

13. **WERFEN USA, LLC**, 180 Hartwell Road, Bedford, MA 01730, lease agreement on laboratory equipment/instruments – 2 ACL Top 300, \$72,233.75 per year [previous agreement \$82,480.96 per year], effective 07/01/2021 – 06/30/2027, pending approval by the Wyoming County Board of Supervisors.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS					FAIL	

WCCHS-21-036 APPROVE MEMORANDUM OF UNDERSTANDING (MOU) WITH CSEA FOR CRITICAL STAFFING IN SNF, SIGNED 05/17/2021

Motion by President Kosmerl and seconded by Manager Paolucci, the memorandum of understanding between the County of Wyoming and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO signed on 05/17/2021 related to critical staffing in the skilled nursing facility be hereby approved as presented and attached, pending approval by the Wyoming County Board of Supervisors.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS					FAIL	

RISK MANAGEMENT SOFTWARE

Manager Paolucci reported that LuAnne Roberts, Quality and Risk Management Coordinator, is researching system-wide risk management reporting software programs to track and manage adverse events and complaints, eliminating the current manual process.

BOARD ASSIGNED PROJECTS REPORT

Don Eichenauer submitted a report as shown on Page 34 in the agenda packet. Don reported that a radio ad for OB/GYN was developed and is running on WCJW radio for the month of May 2021, an ad highlighting the Emergency Room, Primary Care locations, and OB/GYN was placed in the 2021 summer Letchworth Park Vacation Guide, an ad highlighting physicians and services was distributed to area campgrounds, testimonials for David Privitera, MD have been developed and will be published in the near future, Dean Brewer, DO recorded a radio interview, Jeril Kannampuzha, MD and Edwin Anand, MD are scheduled for radio interviews, an ad focusing on Primary Care in 6 locations was developed for print publications and an additional ad was created highlighting Calvin Schierer, DO for Allegany County.

BOARD PRESIDENT REPORT

President Kosmerl reported on the following items:

- Memento plaques are being made for Dr. Ahmed Bayoumi, MD and Frank Vitagliano in recognition for their long standing membership on the Hospital BOM. Dr. Bayoumi and Frank will be invited to a future meeting.
- Informed the BOM that he signed a letter addressed to Centers for Medicare and Medicaid Services on behalf of the BOM attesting to accept legal and financial responsibility of Wyoming County Family Medicine Perry related to a Rural Health Clinic application. Board members agreed no action was needed, acknowledgement was sufficient and signing was properly handled.
- Resuming in-person BOM meetings was discussed. Manager Paolucci commented that the vaccination rate in Wyoming County is lagging behind the state wide average resulting in mandatory quarantine. Manager Paolucci suggested waiting another month. Board members agreed to reevaluate in-person meetings at the regular BOM meeting scheduled for June 22, 2021 and on a month-to-month basis thereafter.

BOARD COMMITTEE CHAIR REPORTS**Acute Quality Committee**

Manager Paolucci reported that the Acute Quality Committee met on May 19, 2021, referred to the draft minutes, and reported on the following items:

- Good discussions held on 2021 acute quality goals (nursing documentation, medication reconciliation, improve Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS) scores, in-house collections, joint replacement certification program, departmental communication, and patient falls)
- Reviewed the performance improvement project (antibiotic stewardship, timekeeping guidelines, monitoring outpatient correction visits compliance), PI projects are yielding system wide improvements along with financial benefits.
- Patient and Family Advisory Council committee meetings have resumed.
- Discussed a more formal structured to incorporate clinic quality benchmarks into acute quality meeting structure.
- Discussed risk management software.
- Next meeting is scheduled for August 18, 2021.

SNF Quality Committee

No report.

Finance/Personnel Committee

No report.

Plant and Equipment Committee

Bryan Kehl reported that the Plant and Equipment Committee met on May 11, 2021 and referred to the draft minutes. The next meeting is scheduled for June 8, 2021.

Communications Committee

No report.

Information Technology

No report. President Kosmerl will contact Bill Sikes about resuming the monthly BOM Information Technology Committee meetings.

Governance Committee

No report.

Compensation Committee

No report.

Credentials Committee

No report.

CHIEF EXECUTIVE OFFICER (CEO) REPORT

Joe McTernan submitted the following report:

COVID-19

- COVID-19 Hospital and SNF case rates at very low levels. Operational response has been absorbed into our normal operations. Demand for vaccines has been low.

Financials

- Still no distribution plan for relief package from Washington, potential of \$35 billion for healthcare including \$7 billion in Rural Hospital Relief.
- Additional funding identified in most recent stimulus bill for rural healthcare. Still no distribution plan.
- WCCHS continues to work with State, Federal, and Industry Groups on advocacy.
- Budget challenges continue with lost revenue and increased COVID-19 expenses.
- Continue to implement approved cost reduction plan.

Non-COVID related information

- SNF Staffing Ratio:
 - Both the State Senate and the Assembly passed the nursing home staffing minimum hours legislation A.7119 (Gunther)/S.6346 (Rivera). As previously reported, the bill seeks to establish standard nursing home staffing levels, requiring a minimum of 3.5 nurse staffing hours per resident day in nursing homes, which must be comprised of 2.2 certified nurse aide (CNA) hours and 1.1 registered nurse/licensed practical nurse (RN/LPN) hours. The remaining 0.2 hours can be filled as needed by providers.
- Dialysis – remains awaiting NYSDOH approval. Inpatient CON has been submitted.
- Attica clinic has opened in newly renovated space, ribbon cutting June 10, 2021.
- Background work for strategic plan nearing completion. Kick-off for strategic planning group anticipated to be mid-late June 2021.

EXECUTIVE SESSION

Motion by President Kosmerl and seconded by Manager Wawrzyniak, for the Board to enter into executive session to discuss the following topic(s) at 5:34pm. Joe McTernan, Amy Chase, Mike Corcimiglia, Mandip Panesar, MD, Pam Pettnot, Dan Farberman, Becky Ryan, and Jerry Davis remained. All other attendees ended their Zoom session or left the meeting room unless noted below.

- Contract negotiations:
 - Salman Abbasey, MD Employment Agreement
 - Abbasey Medical, PLLC Asset Purchase Agreement
 - Buffalo Bone and Joint Surgery, PLLC
- Potential discipline related to two particular medical staff providers

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS				FAIL		

Manager Abbasey was placed into a Zoom Breakout Room #2 at 5:39pm prior to discussions about his proposed employment agreement and asset purchase agreement. Peggy Cunningham, Bill Sikes, and Mike Roche were also placed into a Zoom Breakout Room #2 at 5:39pm.

Peggy Cunningham (at 5:39pm), Bill Sikes (at 5:48pm), and Mike Roche (at 5:39pm) ended their Zoom sessions after being placed into Zoom Breakout Room #2 at the times shown here in parenthesis.

Amy Chase and Mike Corcimiglia were excused from Executive Session at 6:03pm and left the meeting room prior to discussions about Buffalo Bone and Joint Surgery, PLLC and potential discipline related to two particular medical staff providers.

Manager Abbasey rejoined Executive Session at 6:03pm prior to discussions about Buffalo Bone and Joint Surgery, PLLC and potential discipline related to two particular medical staff providers.

Motion by Manager Wawrzyniak and seconded by Manager Reagan, the Board exit executive session at 6:26pm.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS				FAIL		

EXECUTIVE SESSION DISCUSSIONS

President Kosmerl declared that no motions or votes were enacted on during the executive session.

WCCHS-21-037 APPROVE ASSET PURCHASE RELATED TO ABBASEY MEDICAL, PLLC AND EMPLOYMENT AGREEMENT FOR SALMAN ABBASEY, MD

Motion by President Kosmerl and seconded by Manager Paolucci, the CEO, with the approval of the County Attorney and/or Costello Cooney Fearon, PLLC, legal counsel, be hereby authorized and directed to sign contracts on behalf of the Wyoming County Community Health System as presented and as follows:

ABBASEY MEDICAL, PLLC, 4263 Lakeville Road, Geneseo, NY 14454, an asset purchase agreement to purchase substantially all tangible and intangible assets including, without limitations, medical and office equipment, furnishings, computers, software, telephone numbers, website, medical, pharmaceutical and office supplies and active patient medical records, \$230,000 (\$23,000 per year), in alignment with an acceptable valuation report substantiating the fair market value and commercial reasonableness, effective 09/01/2021 – 08/31/2031 pending approval by the Wyoming County Board of Supervisors.

SALMAN ABBASEY, MD, 2259 Saltvale Road, Warsaw, NY 14569, an employment agreement for an Internal Medicine Physician position in an amount of \$272,231 per year plus a stipend in the amount of \$62 per wRVU annually above 4,672 wRVU annually, position available date 09/01/2021, pending approval by the Wyoming County Board of Supervisors.

Amend Salary Schedule P as follows, pending approval by the Wyoming County Board of Supervisors:

- Create one (1) position of 1.00 FTE **Internal Medicine Physician** (Position Code TBD) under WYOMING COUNTY FAMILY MEDICINE – PERRY and set the salary at \$272,231 per year, position available date 09/01/2021.
- Include a stipend for the **Internal Medicine Physician** (Position Code TBD) under WYOMING COUNTY FAMILY MEDICINE – PERRY in an amount of \$62 per wRVU annually above 4,672 wRVU annually, effective 09/01/2021.

Amend Salary Schedule X as follows, pending approval by the Wyoming County Board of Supervisors:

- Create one (1) position of 1.00 FTE **Medical Receptionist** (Position Code TBD) under WYOMING COUNTY FAMILY MEDICINE – PERRY and set the salary range at \$13.33 - \$17.50 per hour, position available date 09/01/2021.
- Create one (1) position of 1.00 FTE **Licensed Practical Nurse** (Position Code TBD) under WYOMING COUNTY FAMILY MEDICINE – PERRY and set the salary range at \$17.78 - \$20.34 per hour, position available date 09/01/2021.

The motion was passed upon the following vote:

VOTE								
Salman Abbasesy, MD		Yes		No	X	Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes	X	No		Abstain		Absent
VOTE TOTAL:	5	Yes	1	No	1	Abstain	4	Absent
RESULTS	X	PASS				FAIL		

2021 EMPLOYEE ENGAGEMENT AND SATISFACTION SURVEY

Manager Wawrzyniak expressed his concern that not all comments about particular employees in response to the employee satisfaction and engagement survey were shared with the BOM. According to Dan Farberman, all comments (positive and negative) were shared with board members during the regular BOM meeting held on April 27, 2021. Dan offered any member of the BOM access to review the survey results and comments in the Human Resources Office in conjunction with Human Resources Department personnel.

DOCTORS ACROSS NEW YORK (DANY) STATE FUNDED INITIATIVE

Manager Reagan questioned the status of DANY funding previously provided to two particular medical staff providers. Joe McTernan explained that WCCHS has submitted all requested information and is awaiting a response.

WCCHS-21-038 APPROVE ORGANIZATION CHART

Motion by Manager Paolucci and seconded by Manager Reagan, the organization chart be hereby approved as presented, attached, and on file in Administration.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Doug Berwanger		Yes		No		Abstain	X	Absent
Cynthia Elbow		Yes		No		Abstain	X	Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Mark Merrill		Yes		No		Abstain	X	Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins		Yes		No		Abstain	X	Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes		No		Abstain	4	Absent
RESULTS	X	PASS				FAIL		

BOARD EDUCATION

Manager Paolucci asked Manager Wawrzyniak to revisit the training session on the essentials for governance excellence, board roles and responsibilities, and conflict of interest as presented to the BOM by Healthcare Trustees of New York State (HTNYS), in collaboration with governWell.

NEXT REGULAR MEETING

The next regular meeting is scheduled for Tuesday, June 22, 2021 immediately following the BOM Finance/Personnel Committee meeting, approximately 5:00pm.

ADJOURN

There being no further business to come before the Board, the meeting duly adjourned at 6:37pm upon motion by Manager Wawrzyniak.

J. Thomas Reagan, MD, BOM Secretary Date

Pam Pettnot, Recording Secretary Date

MEMORANDUM OF UNDERSTANDING
Between the
COUNTY OF WYOMING
And the
CIVIL SERVICE EMPLOYEES ASSOCIATION, LOCAL 1000, AFSCME, AFL-CIO
WYOMING COUNTY LOCAL 861-9250

Critical Staffing in Skilled Nursing Facility
May 2021

WHEREAS, there is critical staffing shortfall within the Skilled Nursing Facility (SNF) of qualified Certified Nursing Assistants (CNA's), Licensed Practical Nurses (LPN's) and Registered Nurses (RN's) due to shortages in the labor market,

WHEREAS, Wyoming County and CSEA have reached this agreement to ensure the safety, well-being and high quality of care to all patients in the Nursing Facility,

THEREFORE, the parties agree to the following terms and modifications of the provisions of the Collective Bargaining Agreement and prior Memorandums of Understanding between the parties in accordance with the provisions herein;

1. Any Full or Part Time Certified Nursing Assistants, Licensed Practical Nurses and Registered Nurses who are current employees of Wyoming County working in any County Department who work additional shifts beyond their respective normal work schedule within the Nursing Facility will receive extra shift incentives for each scheduled consecutive four (4) hours worked from the period beginning 3 a.m. Monday May 17, 2021 and shall continue until modified by mutual written agreement between the parties or until November 1, 2021.

Qualifying employees shall be paid as follows:

- Seventy dollars (\$70.00) for four (4) hours per pay period
- One hundred and forty dollars (\$140.00) for eight (8) hours per pay period
- Two hundred and ten dollars (\$210.00) for twelve (12) hours per pay period.

2. Employees will be limited to a maximum of twelve (12) hours per week of these additional incentive shifts and will only be paid for shifts that are scheduled in addition to the employee's regularly scheduled shifts.

3. These incentive shifts will be offered on a first-come first-served basis to bargaining unit employees and will be created after the regular schedule has been completed. If in the event an employee commits to working an additional shift through the signs up procedure and fails to work the committed shift for whatever reason, this employee will be responsible for finding someone to work the shift. If he/she DOES find someone to cover the shift, there is NO occurrence on the attendance record. If she/he does not find someone to cover the shift, then the attendance policy will apply.

4. This Memorandum of Understanding shall not create a precedent or waiver for any other matter and can only be modified or extended by written mutual agreement.

5. Unless modified by written mutual agreement this Memorandum of Understanding shall expire on November 1, 2021 at 7:00am.

6. Either party to this agreement shall have the right to exit from this agreement for any reason with 24 hour prior written notice to the other party.

7. Upon expiration the parties agree that the incentive paid to employees work additional shifts in the Skilled Nursing Facility shall return to the provisions of the Collective Bargaining Agreement.


For the CSEA


For Wyoming County

Date 5/17/21

