

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, September 28, 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 checked="" 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 checked="" type="checkbox"/> Steve Perkins | |

STAFF PRESENT/ABSENT

- | | |
|--|---|
| <input type="checkbox"/> Connie Almeter (Chief Nursing Officer) | <input 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 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 type="checkbox"/> Bill Sikes (County IT Director) |
| <input checked="" type="checkbox"/> Bridget Givens (Director of Mental Health) | <input type="checkbox"/> Craig Woodworth (Director of Plant Operations) |

OTHERS PRESENT: Becky Ryan (Chairwoman, Wyoming County Board of Supervisors and Supervisor, Town of Warsaw) and Jerry Davis (Vice Chairman, Wyoming County Board of Supervisors and Supervisor, Town of Covington)

CALL MEETING TO ORDER

President Kosmerl called the meeting to order at 5:12pm.

This meeting was held in-person and 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. In a special session of the State Legislature on September 1, 2021, Governor Hochul, among other business, extends any state or local public body to hold virtual public meetings until January 15, 2022.

EXCUSE MEMBERS NOT PRESENT / QUORUM?

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

- Manager Berwanger
- Manager Elbow

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	X	Yes		No		Abstain		Absent	
Laura Paolucci	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent	
RESULTS	X	PASS				FAIL			

WCCHS-21-061 CONSENT AGENDA

Motion BY Manager Wawrzyniak 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 minutesAugust 24, 2021

Information Technology (September 10, 2021)

- Approve capital purchase with **DELL MARKETING, LP**, One Dell Way, Mail Stop 8129, Round Rock, TX 78682, a PowerEdge R650 server, \$6,970.23, effective 09/10/2021

Credentials Committee (September 15, 2021)

- Approve medical staff appointments

DEPARTMENT OF MEDICINE

Amrutha Idupuganti, MD – Endocrinologist – is applying for Consulting staff status in the Department of Medicine

DEPARTMENT OF SURGERY

Aaron Hoffman, MD – General Surgeon – is applying for Active staff status in the Department of Surgery
 Marissa Novack, MD – General Surgeon – is applying for Active staff status in the Department of Surgery

DEPARTMENT OF EMERGENCY

Michael Mezzadri, MD – Emergency Medicine – is applying for Active staff status in the Department of Emergency

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	X	Yes		No		Abstain		Absent	
Laura Paolucci	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent	
RESULTS	X	PASS					FAIL		

NF ADMINISTRATOR REPORT

Dawn James reported on the following items:

- The nursing facility continues to allow two (2) designated caregivers open visitation (one at a time). The time will be reduced from the current hours of 9:00am to 7:00pm to the hours of 2:00pm to 6:00pm, seven days/week. Monday/Saturday visits have also been placed on hold until the impact of the vaccine mandate on staffing is realized. Compassionate care visits continue anytime for end of life or serious changes in condition.
- The emergency creation of the Trainee Nursing Assistants (TNA) has resulted in nine (9) applicants to date. We are excited to have such interest in this program. Interest has been greater than the last two Certified Nursing Assistant (CNA) classes.
- Essentially, ONLY during the pandemic can we hire aides that do not have certification and provide the training in-house to get them up on the units. They will have four (4) months, once the state notifies us the emergency regulation ends, to be certified. This program has identified a barrier that existed for someone wanting to enter the health care workforce, but who could not afford to leave their current position without pay during training.
- Licensed Practical Nurses (LPNs) continue to be a challenge to hire but we have seen some applications coming through recently.

- Occupancy remains steady in the nursing facility at this time.
- It has been 30 months since our last New York State Department of Health (NYSDOH) survey. We are one of two in the Buffalo region that are the longest since most recent full survey. Preparation is ongoing and a challenge for the facility.

CHIEF NURSING OFFICER REPORT

Connie Almeter submitted the following report:

1. High Reliability – A kickoff for the second round of LEAN training took place on September 20, 2021. A total of 8 participants are in the class and will be working on 4 projects.
2. Joint Commission Survey – On September 14, and 15, 2021, our Total Hip and total Knee Replacement Joint Commission program was surveyed. Overall the survey went very well and the surveyor was extremely impressed with our small rural program. A great job done by all.
3. Operating Room Steering Committee – The committee has been placed on hold while working with an interim Surgical Services Director. The Director started on September 7, 2021 and is working very well with OR staff and surgeons. We continue to work with Nexera on the perpetual inventory. Par level recommendations have been received, are being reviewed, and a follow-up meeting will be scheduled.
4. Staffing – Staffing remains a challenge in all areas. We are working through the vaccination mandate and establishing contingency plans. Attempts to obtain agency staff have not been overly successful.
5. Sunset Event – The Wyoming Community Hospital Foundation hosted the Sunset Event on September 16, 2021. The weather was perfect. Although attendance was down a little from previous years, the event went well.

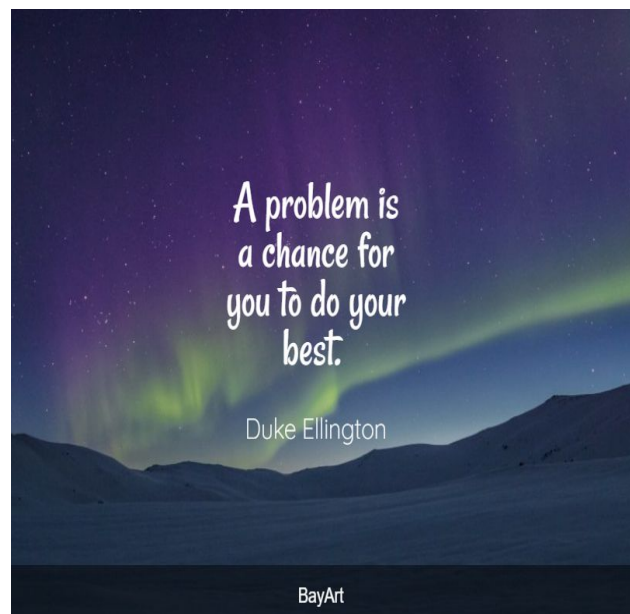
CORPORATE COMPLIANCE REPORT

No report.

DIRECTOR OF MENTAL HEALTH REPORT

Bridget Givens submitted the following report:

- In Patient Behavioral Health Unit - In August 2021, the unit admitted 40 patients with 44 discharges, 357 patient days. Staff completed 30 psychiatric consults throughout the facility. Top three counties for admission this month were Wyoming, Livingston and Genesee County.
- Unit Crisis Service Program - 176 individuals were served through contacting them after admission and/or they called for support following admit/evaluation.
- Emergency Room Mental Health Services – A total of 84 psychiatric evaluations through the Emergency Department.
- Collaborative Care Program - The collaborative care program in the primary care office continues to grow and do well within the community. Currently, 122 patients are enrolled in the program with 55 being prescribed psychotropic medications.
- Jail Mental Health Services - The jail program served 58 inmates with 39 of them having medications prescribed. Groups continued to be offered at the jail by mental health therapy aides twice a week, groups focus on addiction and mental health issues, symptoms, supports, triggers and coping interventions.



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 final electrical crossover to the new transfer switch is completed. A few items remain as part of the contract including the electrical inspection and punchlist.
- Laboratory/Medical Records Project - Programming the lab equipment continues and is expected to be finalized in early October 2021. The tentative date for Phase 2 to start is October 12, 2021. The lab staff plan to move their office contents to the new space prior to that date. The maintenance staff is installing two sinks with handles in the lab as required for their operation. Two new counters are on order and will be installed by maintenance staff once they arrive so the portable lab equipment can be installed.
- Rooftop Unit Replacement - The two air handler submittals were approved and both units are in fabrication. The anticipated delivery for both air handlers is October 2021.
- Mt. Morris Dialysis - All equipment related to the dialysis renovation project was delivered to Livingston County. Livingston County is currently renovating the clinic as indicated on the drawings. All testing agencies will be scheduled in time for the final inspection so the NYSDOH documentation can be submitted without delay.
- Electric Panel Replacement - Bid opening was completed for this project and reviewed at the BOM Plant and Equipment Committee meeting. The documents are awaiting BOS approval before moving forward with the work.
- Parking Lots - The scope of work for Parking Lots #1, 2, 8 and Thomson Hall included milling portions of the parking lot, crack filling the seams, and finally sealing all locations. The work is completed as of the end of August 2021.
- The New York State Energy Research and Development Authority (NYSERDA) approved vendor provided the applications for the Electric Vehicle charging station. All documentation was submitted to NYSERDA and NYSEG for a fully funded project. The location for the station was preapproved by the Wyoming County Fire and Building Codes department. The electrical supply and location are approved by NYSERDA.
- Wyoming County Family Medicine Castile and Attica clinics will undergo renovations to meet Article 28 compliance. The maintenance staff will complete approximately 80% of the work for this project to save on contractual costs. The drawings for Attica are scheduled for completion by October 7, 2021.
- New LVT flooring has been installed in Dr. Ahmet Guler's (UR Medicine Cardiology) old clinic. The scope of work included removing the existing VCT flooring, cove base, prepping the sub floor.
- Contract was signed to reinsulate the dual temp lines on the SNF ground floor due to excessive condensation build-up. The new insulation will have an increased R-value eliminating future concerns with the piping being compromised by high humidity within the space.
- The nurse call system throughout the hospital and SNF was inspected. A list of deficiencies was created and the necessary repairs are underway. No major violations were reported during the inspection.
- Two defective change over valves in the SNF mechanical room will be replaced the week of September 27, 2021. The valves routinely fail to modulate during the conversion from heating to cooling and vice versa throughout the year.
- An infrared camera was purchased to eliminate the standing contract WCCHS held with surveying electrical panels annually. The cost of the camera is equivalent to what WCCHS pays for a 1 year contract. Inspections on electrical panels, window efficiency, condensation, roof inspections will be conducted by maintenance staff through the use of the infrared camera.
- NYSDOH is scheduled to inspect three patient rooms for compliance to administer dialysis. Maintenance staff verified the sinks, faucets, and electric are capable of accommodating the dialysis equipment and reverse osmosis (RO) systems.
- Maintenance staff completed 878 work orders over the last 30 days at a completion rate of 29.27 work orders per day. A total of 1,084 man-hours were logged for the specified time period.

INFORMATION TECHNOLOGY DIRECTOR REPORT

No report.

MEDICAL DIRECTOR REPORT

No report.

MEDICAL STAFF PRESIDENT REPORT

No report.

CHIEF MEDICAL OFFICER OF ORTHOPAEDIC SERVICES REPORT

No report.

CHIEF OPERATING OFFICER (COO) REPORT

Mike Corcimiglia reported on the following:

Outpatient Clinical Services Division**Outpatient Clinical Services General**

Combining of clinic electronic medical record (EMR) system for family medicine to WCCHS EMR completed. Dr. Salman Abbasey's patient records moved to WCCHS EMR.

Rural Health Center Designation

Application for Rural Health Center status for Wyoming County Family Medicine - Perry office has been submitted, awaiting response for inspection.

Application for Wyoming County Family Medicine - Arcade and Pediatric Clinic office are in process.

Wyoming County Family Medicine - Perry

Dr. Salman Abbasey officially at Wyoming County Family Medicine - Perry office as of September 1, 2021. Press release and advertising in local publications completed.

Outpatient Dialysis

Contingency approval from the NYSDOH has been received. Contingencies are to complete construction and appropriately identify that the Dialysis Center is a department of Wyoming County Community Hospital.

Received permission from the NYSDOH to move forward with required renovations. Received permission from the Western Regional Office - Buffalo to start construction based on the Nursing Facility renovation document requirements. Construction has started and is expected to be completed in October 2021.

Primary Care Steering Committee

Primary Care Steering Committee meet on September 23, 2021. Guest speaker was Margaret Morgan-Hise, Director of Outpatient Services. Margaret provided information regarding all modalities available at WCCHS. Margaret also provided information on the health systems American College of Radiology (ACR) accreditation in various modalities and what needs to occur to meet the high standards. Also reviewed procedures that are available at WCCHS to providers.

Clinic Manager

Kevin Kreutzer has resigned his position as Clinic Office Manager. Brittany Coffta (formerly Clinical Informatics Specialist) has accepted the Clinic Office Manager position. Recruitment for a Clinical Informatics Specialist is underway.

Kevin has been instrumental in the establishment of our family medicine clinics, additional specialty clinics, establishing rural health center designation and various other clinic related projects along with day to day operations. He will be missed.

Hospital Services**Hospital Services General**

Dietary and Housekeeping departments are extremely short staffed. It has become necessary to cut back on services that are appropriate to cut back on at this time.

Inpatient Dialysis

NYSDOH inpatient dialysis on-site inspection took place September 24, 2021 and approved the space, awaiting decision from Western Regional Office - Buffalo and Regional project management.

Laboratory Renovation-Transformation Grant \$3.1Million

NYSDOH has completed their inspection of the new laboratory area and approved the space. All required documentation has been submitted and approved. The Laboratory is expected to be moving into their new space within the next two weeks, all of the equipment will have been calibrated and computer software compatible. Phase 2, back half of the laboratory, is expected to start within by October 12, 2021 and includes demolition, asbestos abatement, and new dry wall, electrical and setting up office space for Patient Family Services. Vouchers for reimbursement through New York State are being submitted on a monthly basis. Project is on schedule, completion date is January, 2022.

Workplace Health

COVID-19 staff vaccination clinics and COVID-19 staff situations including return to work. Continue to monitor County employee COVID-19 testing and physicals. Continue to do local fire department physicals.

WCCHS-21-062 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE

Motion by President Kosmerl and seconded by Manager Perkins, the preauthorized accounts and accounts payable processed totaling \$5,203,162.79 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	X	Yes		No		Abstain		Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-063 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT

Motion by Manager Abbasey and seconded by Manager Kehl, the write-offs/denied claims/bad debt totaling \$104,628.77 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	X	Yes		No		Abstain		Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-064 APPROVE PERSONNEL REQUISITIONS IN PROCESS AND PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT

Motion by Manager Merrill and seconded by Manager Paolucci, 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)											
September 28, 2021											
Proposed Positions for Approval											
Senior Manager	Title/Department	FTE	Schedule	Vacating Employee	Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits	
Almeter:	Screener/12.912	0.60	WCCH	Brianna Elliott 09/07/2021	\$14.03	\$16,415	\$4,544	\$12.67	\$14,824	\$4,103	
	RPN/03.156	1.00	WCCH	Jacqueline Correa 08/31/2021	\$33.05	\$64,448	\$29,730	\$23.52	\$45,864	\$21,157	
	Hospital Aide/05.380	1.00	WCCH	Joy O'Brien 09/04/2021	\$16.05	\$31,298	\$14,438	\$14.13	\$27,554	\$12,710	
	Hospital Aide/05.382	1.00	WCCH	Nicole Lathrop 09/18/2021	\$15.09	\$29,426	\$13,574	\$14.13	\$27,554	\$12,710	
	Hospital Aide Per Diem/05.423	0.00	WCCH	Meghan Sampson 02/20/2021	\$15.54	\$3,030	\$232	\$15.54	\$3,030	\$232	
	RPN/03.657	1.00	WCCH	Michele Saracina 08/07/2021	\$25.24	\$49,218	\$22,704	\$23.52	\$45,864	\$21,157	
	Surgical Services Aide/05.840	1.00	WCCH	Kendra Greig 09/17/2021	\$16.85	\$32,858	\$15,157	\$15.41	\$30,050	\$13,862	
	RPN/03.554	1.00	WCCH	Michelle Zeches O'Neil 03/07/2020	\$33.88	\$66,066	\$30,476	\$23.52	\$45,864	\$21,157	
	RPN/03.531	1.00	WCCH	Krystal George 08/18/2021	\$29.60	\$57,720	\$26,626	\$23.52	\$45,864	\$21,157	
	RPN/03.137	1.00	WCCH	Shelbi Edwards 09/05/2021	\$33.05	\$64,448	\$29,730	\$23.52	\$45,864	\$21,157	
	RPN/03.211	1.00	WCCH	Jennifer R. Smith TBD	\$33.88	\$66,066	\$30,476	\$23.52	\$45,864	\$21,157	
	RPN/03.116	1.00	WCCH	Kayla Halsey 09/07/2021	\$31.02	\$60,489	\$27,904	\$23.52	\$45,864	\$21,157	
	RPN/03.654	1.00	WCCH	Heidi Halsted 09/26/2021	\$30.04	\$58,578	\$27,022	\$23.52	\$45,864	\$21,157	
	LPN/04.835	1.00	WCCH	Merry Sampson 09/13/2021	\$22.95	\$44,753	\$20,644	\$18.22	\$35,529	\$16,390	
	Hospital Aide Per Diem/05.807	0.00	WCCH	Holly Montgomery 12/09/2020	\$15.91	\$3,102	\$237	\$15.54	\$3,030	\$232	
	RPN Per Diem/03.855	0.00	WCCH	Hailey Murphy 05/12/2021	\$30.19	\$5,887	\$450	\$25.87	\$5,045	\$386	
	Hospital Aide Per Diem/05.832	0.00	WCCH	Jessica Holmes 04/17/2021	\$15.54	\$3,030	\$232	\$15.54	\$3,030	\$232	
	Corcimiglia:	Building Maintenance Worker/08.756	1.00	WCCH	Ferdinand Cordani 09/27/2021	\$20.52	\$40,014	\$18,458	\$18.53	\$36,134	\$16,668
Cook/07.400		1.00	WCCH	Marsha Goodrich 09/30/2021	\$17.21	\$33,560	\$15,481	\$15.41	\$30,050	\$13,862	
Cleaner/08.214		1.00	WCCH	Kabita Monger 09/27/2021	\$13.56	\$26,442	\$12,198	\$12.24	\$23,868	\$11,010	
Laundry Worker/08.400		1.00	WCCH	Charmaine McPherson 09/27/2021	\$14.81	\$28,880	\$13,322	\$13.83	\$26,969	\$12,441	
Senior Pharmaceutical Clerk/12.158		1.00	WCCH	Julie Goll 09/27/2021	\$23.26	\$45,357	\$20,923	\$20.78	\$40,521	\$18,692	
Phlebotomist/05.126		1.00	WCCH	Melissa Mitchell 10/20/2021	\$17.21	\$33,560	\$15,481	\$15.41	\$30,050	\$13,862	
Food Service Helper/08.364		0.50	WCCH	Olivia Grisewood 09/07/2021	\$13.46	\$13,124	\$1,004	\$13.46	\$13,124	\$1,004	
Medical Office Assistant/12.216.480		1.00	X	Bethany Johnson 09/27/2021	\$15.00	\$31,200	\$14,393	\$15.00	\$31,200	\$14,393	
LPN Per Diem/04.833		0.00	WCCH	Diane Stroke 09/27/2021	\$25.02	\$4,879	\$373	\$20.04	\$3,908	\$299	
Food Service Helper/08.313		0.40	WCCH	Michael Paolina 09/27/2021	\$13.46	\$10,499	\$803	\$13.46	\$10,499	\$803	
Student Aide/09.105		0.40	Student	Payton Howe 09/27/2021	\$11.80	\$9,204	\$704	\$11.80	\$9,204	\$704	
Student Aide/09.108		0.40	Student	Donovan Martin 09/27/2021	\$11.80	\$9,204	\$704	\$11.80	\$9,204	\$704	
Student Aide/09.141		0.40	Student	Sarah Krajewski 09/26/2021	\$11.80	\$9,204	\$704	\$11.80	\$9,204	\$704	
Cleaner (Temporary)/08.263		1.00	WCCH	Barbara Lanni 08/13/2021	\$12.67	\$24,707	\$11,890	\$12.24	\$23,868	\$11,010	
Cleaner/08.206		1.00	WCCH	Michelle Sia 09/03/2021	\$12.67	\$24,707	\$11,397	\$12.24	\$23,868	\$11,010	
Cleaner/08.208		1.00	WCCH	Fe McPherson 10/2/2021	\$12.67	\$24,707	\$11,397	\$12.24	\$23,868	\$11,010	
Cleaner/08.201		1.00	WCCH	Tanya Barth 10/4/2021	\$13.13	\$25,604	\$11,811	\$12.24	\$23,868	\$11,010	
Food Service Helper/08.302		1.00	WCCH	Derek Fisher 08/17/2021	\$15.45	\$30,128	\$13,898	\$12.24	\$23,868	\$11,010	
Food Service Helper/08.352		1.00	WCCH	April Mead 08/21/2021	\$14.03	\$27,359	\$12,620	\$12.24	\$23,868	\$11,010	
Medical Office Assistant/12.184.480		1.00	X	Brenna Kephart 09/15/2021	\$13.67	\$28,434	\$13,116	\$16.00	\$33,280	\$15,352	
RPN/03.883.209		1.00	X	Abby Easton 09/01/2021	\$20.71	\$43,077	\$19,871	\$25.00	\$50,000	\$23,988	
LPN/04.581.147		1.00	X	Tiffany Koson 06/18/2021	\$20.34	\$42,307	\$19,516	\$20.34	\$42,307	\$19,516	
Clinic Office Manager/02.206		1.00	C	Kevin Kreutzer 09/24/2021	\$74,538.00	\$74,538	\$34,384	\$74,000.00	\$74,000	\$34,136	
Clinical Informatics Specialist/12.140		1.00	WCCH	Brittany Coffa 10/02/2021	\$21.77	\$42,452	\$19,583	\$19.76	\$38,532	\$17,775	
LPN/04.162		1.00	WCCH	Tonia Prutsman 09/27/2021	\$19.97	\$38,942	\$17,964	\$18.22	\$35,529	\$16,390	
Cleaner Per Diem/08.256		0.00	WCCH	Mamta Gurung 09/07/2021	\$15.95	\$3,110	\$238	\$13.46	\$2,625	\$201	
Student Aide Per Diem/09.702		0.00	Student	Ayrianna Hurlburt 09/18/2021	\$11.80	\$2,301	\$176	\$11.80	\$2,301	\$176	
Student Aide/09.113		0.40	Student	Gabriel Treadwell 09/16/2021	\$11.80	\$9,204	\$704	\$11.80	\$9,204	\$704	
Medical Receptionist/12.106		1.00	WCCH	Alexandra Anderson 09/27/2021	\$15.56	\$30,342	\$13,997	\$14.87	\$28,997	\$13,376	
Medical Receptionist/12.212		1.00	WCCH	Diana Hodge 10/04/2021	\$16.58	\$32,331	\$14,914	\$14.87	\$28,997	\$13,376	
RAD Tech I Per Diem/06.835		0.00	WCCH	Sarah Cady 05/10/2021	\$23.38	\$4,559	\$349	\$22.86	\$4,458	\$341	
RPN/03.558		1.00	WCCH	Carol Kirsch TBA	\$28.49	\$55,556	\$25,628	\$23.52	\$45,864	\$21,157	
Medical Office Assistant/12.831		0.00	WCCH	Katelyn Wells 09/27/2021	\$18.14	\$3,537	\$271	\$16.95	\$3,305	\$253	
RPN/03.219		1.00	WCCH	Janet Parfitt 09/27/2021	\$28.49	\$55,556	\$25,628	\$23.52	\$45,864	\$21,157	
Chase:		Telephone Operator/12.802	0.00	WCCH	Elizabeth Howard 09/27/2021	\$18.14	\$3,537	\$271	\$16.95	\$3,305	\$253
		Telephone Operator/12.720	0.00	WCCH	Julie Newville 06/26/2021	\$18.14	\$3,537	\$271	\$16.95	\$3,305	\$253
	Network Administrator I/12.310	1.00	C	Kristofer Kwiecien 09/27/2021	\$55,350.00	\$55,350	\$25,533	\$55,350.00	\$55,350	\$25,533	
	Health Information Systems Assistant/12.308	1.00	WCCH	Scott Hudson 09/27/2021	\$22.28	\$43,446	\$20,042	\$19.76	\$38,532	\$17,775	
	Patient Information Specialist Per Diem/12.723	0.00	WCCH	Jennifer M. Elliott 09/25/2021	\$17.12	\$3,338	\$255	\$16.36	\$3,190	\$244	
	Patient Information Specialist Per Diem/12.722	0.00	WCCH	Adrianna Seewaldt 08/26/2021	\$17.12	\$3,338	\$255	\$16.36	\$3,190	\$244	
Givens:	RPN/03.851	0.00	WCCH	Conni Owens 09/27/2021	\$31.88	\$6,217	\$476	\$25.87	\$5,045	\$386	
	Mental Health Therapy Aide/05.657	1.00	WCCH	Amelia Flint 09/27/2021	\$22.28	\$43,446	\$20,042	\$19.76	\$38,532	\$17,775	
	RPN/03.536	1.00	WCCH	Michelle Linderman 09/27/2021	\$31.96	\$62,322	\$28,749	\$23.53	\$45,884	\$21,166	
	Mental Health Therapy Aide/05.667	1.00	WCCH	Kyle Rappold 09/27/2021	\$22.28	\$43,446	\$20,042	\$19.76	\$38,532	\$17,775	
James:	Mental Health Therapy Aide/05.659	1.00	WCCH	Desiree Almeter 09/27/2021	\$21.77	\$42,452	\$19,583	\$19.76	\$38,532	\$17,775	
	Nursing Assistant/05.446	1.00	WCCH	Cheyenne Hawkins 09/27/2021	\$16.85	\$32,858	\$15,157	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.651	1.00	WCCH	Jamie Moore 09/27/2021	\$16.14	\$31,473	\$14,518	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.611	0.80	WCCH	Dori Barnes 09/27/2021	\$17.35	\$27,066	\$9,987	\$15.41	\$24,040	\$8,871	
	Nursing Assistant/05.461	1.00	WCCH	Angela Falck 09/27/2021	\$17.21	\$33,560	\$15,481	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.485	1.00	WCCH	Deanna Mansell 09/26/2021	\$17.35	\$33,833	\$15,607	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.412	1.00	WCCH	Brittany Smart 09/04/2021	\$17.85	\$34,808	\$16,057	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.620	1.00	WCCH	Megan Cummings 05/28/2021	\$16.14	\$31,473	\$14,518	\$15.41	\$30,050	\$13,862	
	Nursing Assistant/05.473	1.00	WCCH	Lucinda Darby 09/11/2021	\$16.14	\$31,473	\$14,518	\$15.41	\$30,050	\$13,862	
	Activity Aide Per Diem/05.695	0.00	WCCH	Jordyn Shepard 09/26/2021	\$16.21	\$3,161	\$242	\$15.54	\$3,030	\$232	
	Nursing Assistant Per Diem/05.468	0.00	WCCH	Kara McIntyre 06/26/2021	\$16.14	\$3,147	\$241	\$15.41	\$3,005	\$230	
	LPN Per Diem/04.702	0.00	WCCH	Katelyn Parker 05/20/2021	\$22.92	\$4,469	\$342	\$20.04	\$3,908	\$299	
	LPN/04.550	0.80	WCCH	Alexis Prusak 09/04/2021	\$19.97	\$31,153	\$11,496	\$18.22	\$28,423	\$10,488	
	Nursing Assistant/05.671	1.00	WCCH	Hannah McCallum 08/23/2021	\$15.41	\$30,050	\$13,862	\$15.41	\$30,050	\$13,862	
	Nursing Assistant Per Diem/05.824	0.00	WCCH	Brandi Phillips 08/24/2021	\$18.14	\$3,537	\$271	\$16.95	\$3,305	\$253	
	Nursing Assistant Per Diem/05.717	0.00	WCCH	Gisselle Hernandez Garcia 08/27/2021	\$16.95	\$3,305	\$253	\$16.95	\$3,305	\$253	
	Unit Coordinator/02.108	1.00	E	Lisa Pettit 10/01/2021	\$35.90	\$74,672	\$34,446	\$32.52	\$67,642	\$31,203	
RN Supervisor Per Diem/02.167	0.00	C	Lisa Pettit 10/01/2021				\$200 / 4 hour shift				
Nursing Assistant/05.403	0.80	WCCH	Sarah Skoma 08/17/2021	\$15.41	\$24,040	\$8,871	\$15.41	\$24,040	\$8,871		

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
September 28, 2021				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - C. Almeter				
Create 3 - 1.00 FTE RPN Schedule WCCH, Grade 15A - 15E \$23.52 - \$33.05/Hr. Available Date: October 3, 2021	\$137,592	\$63,471	\$0	\$0
Delete 1 - 0.00 FTE RPN 1st Assistant Per Diem/03.853 Schedule WCCH, Grade 20B \$34.85/Hr. Effective Date: October 2, 2021	\$0	\$0	\$6,796	\$520
Create 1 - 1.00 FTE RPN Schedule WCCH, Grade 15A - 15E \$23.52 - \$33.05/Hr. Available Date: October 3, 2021	\$45,864	\$21,157	\$0	\$0
Create 1 - 1.00 FTE LPN Schedule WCCH, Grade 8A - 8C \$18.22 - \$22.95/Hr. Available Date: October 3, 2021	\$35,529	\$16,390	\$0	\$0
Create 1 - 1.00 Director of Maternity & Women's Health Schedule C <i>Salary To Be Determined</i> Available Date: October 3, 2021	\$0	\$0	\$0	\$0
Sr. Manager - D. James				
Create 10 - 1.00 FTE Nursing Assistant Trainee Schedule WCCH, Grade 5 \$14.87 - \$16.58/Hr. Available Date: October 3, 2021	\$289,965	\$133,761	\$0	\$0
Sr. Manager - M. Corcimiglia				
Delete 1 - 0.50 FTE Food Service Helper/08.357 Schedule WCCH, Grade 2A \$13.46/Hr. Effective Date: October 2, 2021	\$0	\$0	\$13,124	\$1,004
Delete 1 - 0.40 FTE Food Service Helper/08.312 Schedule WCCH, Grade 2A \$13.46/Hr. Effective Date: October 2, 2021	\$0	\$0	\$10,499	\$803
Create 1 - 1.00 FTE Medical Office Assistant (Clinics) Schedule X \$13.33-\$17.50/Hr. Available Date: October 3, 2021	\$33,280	\$15,352	\$0	\$0
Delete 1 - 1.00 RPN/03.882.209 Schedule X \$21.74/Hr. Effective Date: October 2, 2021	\$0	\$0	\$45,219	\$20,860
Create 1 and Set Salary - 1.00 FTE LPN Schedule X \$20.34/Hr. Available Date: September 16, 2021	\$42,307	\$19,516	\$0	\$0
Create 1 and Set Salary - 1.00 FTE Women's Health Nurse Practitioner Schedule P \$100,000/Yr. Available Date: September 26, 2021	\$100,000	\$46,130	\$0	\$0
Set Salary - 1.00 FTE Clinic Office Manager Schedule C \$74,000/Yr. Effective Date: September 26, 2021	\$0	\$0	\$0	\$0
Create 1 - 1.00 FTE Respiratory Therapist Schedule WCCH, Grade 14C & 15A \$21.87-\$28.49/Hr. Available Date: October 3, 2021	\$42,647	\$19,673	\$0	\$0
Amend Salary Schedule - 1.00 FTE Medical Office Assistant/12.184.480 Schedule X From \$13.67/Hr. To \$16.00/Hr. Effective date: September 19, 2021	\$33,280	\$15,352	\$28,434	\$13,116
Amend Salary Schedule - 1.00 FTE RPN/03.883.209 Schedule X From Cost Center 630 To 687 From \$20.71/Hr. To \$25.00/Hr. Effective date: September 19, 2021	\$52,000	\$23,988	\$43,077	\$19,871
Create 1 - 1.00 FTE Food Service Helper Schedule WCCH, Grade 2A \$12.24- \$15.45/Hr. Available Date: September 19, 2021	\$24,707	\$11,397	\$0	\$0
TOTALS	\$618,185	\$285,169	\$140,352	\$55,654
TOTAL ANNUAL INCREASE:				\$707,348

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	X	Yes		No		Abstain		Absent	
Laura Paolucci	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		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:									
	9	Yes		No		Abstain	2	Absent	
RESULTS									
	X	PASS					FAIL		

WCCHS-21-065 APPROVE CONTRACTS AND/OR GRANTS

Motion by Manager Rogers and seconded by Manager Wawrzyniak, the CEO 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:

- ATTICA CENTRAL SCHOOL DISTRICT**, 3338 East Main Street, Attica, NY 14011, medical director services agreement to provide services of a health care provider to perform the duties of the Director of School Health Services, \$0.00 cost, effective 10/01/2021 – 09/30/2024.
- DCCS CONSULTING, LLC**, 205 Hackney Circle, Wilmington DE 19803, a financial advisory support assessment to provide a lookback on financial trends and identify root cause issues driving recent financial results, not to exceed \$96,000 per year, effective 10/01/2021 – 09/30/2022, pending approval by the Wyoming County Board of Supervisors.
- STROUDWATER ASSOCIATES**, 1685 Congress Street, Suite 202, Portland, ME 04102, provider-based designation and revenue cycle technical support agreement to provide technical assistance on a time and material basis, not to exceed \$12,500, effective 10/01/2021 - 03/01/2022.
- JOHNSON CONTROLS FIRE PROTECTION, LP**, 90 Goodway Drive, Rochester, NY 14623, a service agreement to provide fire panel monitoring contract at the Wyoming County Family Medicine – Perry location, \$80 per year, effective 11/01/2021 – 10/31/2026.
- UNIVERSITY AT BUFFALO SURGEONS, INC.**, 100 High Street, Buffalo, NY 14203, a professional services agreement to provide general surgery services and gastrointestinal surgery services, not to exceed \$409,754 per year plus a 2% increase per year, effective 10/01/2021 – 09/30/2024, pending approval by the Wyoming County Board of Supervisors.
- STAFF HEALTH**, 11175 Cicero Drive #100, Alpharetta, GA 30022, a staffing agreement to provide agency staffing during critical shortage, not to exceed \$150,000 per year, effective 09/07/2021 – 09/06/2023, pending approval by the Wyoming County Board of Supervisors.
- PHLEBOTOMY CAREER TRAINING**, 28050 Ford Road, Garden City, MI 48135, an education affiliation agreement for student clinical education, \$0.00 cost to WCCHS, effective 09/01/2021 – 08/31/2024.
- GRIFFIN INSULATION COMPANY, INC.**, 305 Mt. Read Boulevard, Rochester, NY 14611, an agreement to insulate dual temperature lines in the SNF and Pharmacy clinic, \$12,000 base plus \$1,200 contingency, effective 09/15/2021 – 12/31/2021.
- M/E ENGINEERING**, 60 Lakefront Boulevard, Buffalo, NY 14202, an agreement for engineering drawings and review required to submit NYSDOH certificate of need for Wyoming County Family Medicine – Attica location to obtain Article 28 status, not to exceed \$10,200 (\$8,800 base plus contingency) effective 09/28/2021 – 08/27/2022.

10. **OPTIMUM PHYSICIAN ALLIANCE, LLC**, 726 Exchange Street, Suite 522, Buffalo, NY 14210, a participant agreement to participate in Optimum Physician Alliance, \$0.00 cost to WCCHS, effective 10/01/2021 – 09/30/2024.
11. **KRONOS INCORPORATED**, 900 Chelmsford Street, Lowell, MA 01851, a support services agreement for annual support and knowledge pass (K-Pass) educational subscription, \$16,395.17 per year [previous agreement \$15,667.06 per year], effective 12/03/2021 – 12/02/2022.
12. **WAHL'S LAWN SERVICE**, 39 Haskell Avenue, Arcade, NY 14009, a snowplow contract for snowplowing and salting of parking lots at the WCFM – Arcade and WCFM – O'Dell clinics, not to exceed \$4,500 per season at each location, effective 10/15/2021 – 04/30/2022.
13. **RADIOMETER AMERICA, INC.**, 250 S. Kraemer Boulevard, Brea, CA 92821, a lease agreement to replace the existing blood gas equipment, \$21,793 per year, \$108,964 per 5-year term [previous agreement \$27,097 per year – increasing service cost yearly], effective 10/01/2021 – 10/31/2026, pending approval by the Wyoming County Board of Supervisors.
14. Amend Resolution #WCCHS-20-090 approved on 10/27/2020 with **HUDSON HEADWATERS 340B**, 333 Glen Street, 7th Floor, Glens Falls, NY 12801, related to a 340B management services agreement providing technical and administrative support for Section 340B program, as follows:
 - Extend term from 11/01/2020 – 10/31/2021 through **11/01/201 – 10/31/2022**.
 - Not to exceed \$340,000 per term.
 - Pending approval by the Wyoming County Board of Supervisors [Resolution #20-466, approved on 11/01/2020].
15. Amend Resolution #WCCHS-20-044 approved on 05/26/2020 with **EVIDENT/CPSI**, PO Box 850309, Mobile, AL 36685-0309 related to general support agreement for hospital electronic health record, CPSI/Evident/Thrive, as follows:
 - Extend term from 06/01/2020 – 06/01/2021 through **06/01/2021 – 05/31/2022**.
 - Not to exceed \$165,000 per year [previous agreement \$153,012].
 - Pending approval by the Wyoming County Board of Supervisors
16. Amend Resolution #WCCHS-19-097 approved on 08/27/2019 with **COVERALL**, 165 Lawrence Bell Drive, Suite 122, Williamsville, NY 14221, a maintenance service agreement to provide professional cleaning services to Wyoming County Family Medicine, P.C. – Arcade and O'Dell offices 5 days per week, as follows:
 - Extend term from 08/15/2019 – 08/14/2021 through **08/15/2021 – 08/14/2022**.
 - Increase Wyoming County Family Medicine, P.C. – Arcade from \$1,182 per month to **\$1,218 per month**
 - Increase Wyoming County Family Medicine – O'Dell from \$677 per month to **\$698 per month**

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	X	Yes		No		Abstain		Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-066 APPROVE WCCHS STRATEGIC PLAN

Motion by Manager Perkins and seconded by Manager Kehl, the WCCHS Strategic Plan be hereby approved as presented, with the addition to work cooperatively with the Wyoming County Health Department related to County Needs Assessment, 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	X	Yes		No		Abstain		Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-067 PERMISSION TO DECLARE ITEMS AS SURPLUS

Motion by President Kosmerl and seconded by Manager Abbasey, the list of items as presented and attached hereby approved as excess equipment and declared as surplus. In addition, the CEO is authorized to accept the highest offer to purchase, transfer to other Wyoming County departments, transfer to other facilities, or to dispose, as appropriate.

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	X	Yes		No		Abstain		Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent
RESULTS	X	PASS				FAIL		

WCCHS-21-068 APPROVE MEMORANDUM OF UNDERSTANDING (MOU) WITH CSEA FOR CRITICAL STAFFING IN SNF, SIGNED 09/23/2021

Motion by Manager Reagan and seconded by Manager Perkins, the memorandum of understanding between the County of Wyoming and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO signed on 09/23/2021 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	X	Yes		No		Abstain		Absent	
Laura Paolucci	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		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:									
	9	Yes		No		Abstain	2	Absent	
RESULTS									
	X	PASS					FAIL		

BOARD PRESIDENT REPORT

President Kosmerl reported on the following items:

- Reviewed the draft minutes from the 09/14/2021 Special BOM Executive Committee meeting
- Received an email to the boardofmgr@wcchs.net account from David H. Rose regarding an article in the Livingston County News on 09/23/2021 titled, " COVID-19 vaccines: Mandate opponents see shadow of Nazi regime; not so fast, expert says." Mr. Rose claims that two women who work for WCCHS were carrying swastikas at an anti-vaccine protest in Geneseo and wants to know what consequences these two women will face at their place of work. Dan Farberman commented that he already spoke with Mr. Rose and informed him that we are not at liberty to discuss personal matters of our employees with him or anyone outside the organization. President Kosmerl, on behalf of the BOM, will reply to Mr. Rose echoing Dan's comments. Board members were asked to refrain from comment.

NOMINATING COMMITTEE

President Kosmerl reported that in accordance with the BOM By-Laws, the President of the BOM is expected to appoint the Nominating Committee consisting of at least three (3) members at the September regular BOM meeting. The Nominating Committee then has the duty of presenting a proposed slate of Officers at the October BOM meeting for consideration and election at the November BOM meeting.

President Kosmerl appointed the following members to the Nominating Committee:

- Manager Wawrzyniak
- Manager Perkins (Chair)
- Manager Berwanger

BOARD COMMITTEE CHAIR REPORTS

Acute Quality Committee

No report. The next meeting is scheduled for November 17, 2021.

SNF Quality Committee

No report. The next meeting is scheduled for November 17, 2021.

Finance/Personnel Committee

No report.

Plant and Equipment Committee

Bryan Kehl reported that the Plant and Equipment Committee met on September 14, 2021 and referred to the draft minutes.

Communications Committee

No report.

Information Technology Committee

Pam Pettnot, in the absence of Bill Sikes, reported that the Information Technology Committee met on September 10, 2021 and referred to the draft minutes.

Governance Committee

Manager Wawrzyniak reported that the 41st Annual Health Trustees of New York State (HTNYS) Conference was held virtually on September 23 and 24, 2021. He felt the training was beneficial and encouraged other board members to review the conference materials. Sessions included:

- How tech is changing healthcare post-pandemic;
- Patient engagement in a changed world: A patient/business leader's view;
- Phoenix rising: Resurrecting your workforce and organization;
- CEO insight on strategic planning after turbulent times; and
- COVID-19 in the rear view (or is it?): Lessons from the pandemic and implications for effective governance in the future.

Compensation Committee

No report.

Credentials Committee

No report.

CHIEF EXECUTIVE OFFICER (CEO) REPORT

Joe McTernan submitted the following report:

COVID

- 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. Continue to monitor community rate (7 day average at 5.1% as of 09/23/2021).

Financials

- Federal funds are expected to be released in the near future for relief package from Washington, potential of \$35 billion for healthcare including \$7 billion in Rural Hospital Relief.
- Budget challenges continue with lost revenue and increased COVID-19 expenses. Cost control measures continue to be identified and implemented for all operations and services.
- Budget planning for fiscal year 2022 has begun.

Non-COVID related information

- Have implemented the vaccine mandate, waiting to hear the results of the temporary restraining order from the Northern District of NY regarding the vaccine mandate.
- Staffing and operations of units on a day to day basis.
- Staffing continues to be a challenge in all departments and as an industry. Working with Human Resources on recruitment and retention strategies.
- Dialysis – has received contingent approval. Moving forward with minor construction and preparing for inspection. Inpatient inspection 09/24/2021.

EXECUTIVE SESSION

Motion by President Kosmerl and seconded by Manager Perkins, for the Board to enter into executive session to discuss the following topic(s) at 6:13pm. Joe McTernan, Pam Pettnot, Dan Farberman, Becky Ryan, and Jerry Davis, remained. All other attendees left the meeting room or ended their Zoom session.

- Employment history of two (2) particular employees as discussed in Executive Session at the 09/14/2021 Special BOM Executive Committee meeting

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	X	Yes		No		Abstain		Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent
RESULTS	X	PASS				FAIL		

Motion by President Kosmerl and seconded by Manager Rogers, the Board exit executive session at 6:19pm.

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	X	Yes		No		Abstain		Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent
RESULTS	X	PASS				FAIL		

EXECUTIVE SESSION DISCUSSIONS

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

WCCHS-21-069 APPROVE EMPLOYMENT AGREEMENT FOR KARI BEARDSLEY, WHNP

Motion by Manager Paolucci and seconded by Manager Kehl, the BOM concurs with the BOM Executive Committees action on 09/14/2021 to authorize the CEO, with the approval of the County Attorney and/or Costello Cooney Fearon, PLLC, legal counsel, to sign a contract on behalf of the Wyoming County Community Health System as presented and as follows:

KARI BEARDSLEY, WHNP, 4196 Route 98, North Java, NY 14113, an employment agreement for a Women's Health Nurse Practitioner position in an amount of \$100,000 per year, effective 10/25/2021, 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 **Women's Health Nurse Practitioner** (Position Code TBD) under OB Clinic and set the salary at \$100,000 per year, position available date 09/26//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	X	Yes		No		Abstain		Absent
Laura Paolucci	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		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:	9	Yes		No		Abstain	2	Absent
RESULTS	X	PASS				FAIL		

NEXT REGULAR MEETING

The next regular meeting is scheduled for Tuesday, October 26, 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 6:23pm upon motion by Manager Rogers.

J. Thomas Reagan, MD, BOM Secretary Date

Pam Pettnot, Recording Secretary Date

RUN DATE 09/17/21
TIME 11:05

WYOMING COUNTY COMMUNITY HLTH
FIXED ASSETS

PAGE 1
FALIST

CUR REMOVALS FROM 09/01/21 THRU 09/30/21 ASSET GL# SEQUENCE

TAG NUMBER	ASSET NUMBER	LOCA.	DESCRIPTION----	SERIAL NUMBER-----	ACQUIRED MET DATE	PURCHASE VALUE	SALVAGE VALUE	LIFE	DEPREC.	FISCAL DEPREC.	ACCUM DEPR.
016138	11125100	302	DEFIBRILLATOR	AF10F011116	S11/22/10	9822.85	.00	Y 5	.00		9822.85
			ABOVE ITEM REMOVED 09/30/21								
016142	11125100	371	DEFIBRILLATOR	AF10F011105	S11/22/10	9822.85	.00	Y 5	.00		9822.85
			ABOVE ITEM REMOVED 09/30/21								
016145	11125100	331	DEFIBRILLATOR	AF10H011750	S11/22/10	9822.85	.00	Y 5	.00		9822.85
			ABOVE ITEM REMOVED 09/30/21								
016219	11125100	795	TOSHIBA COMPUTE	TA141530Q	S06/30/11	1659.94	.00	Y 3	.00		1659.94
			ABOVE ITEM REMOVED 09/30/21								
017449	11125100	331	DEFIBRILLATOR U	AF1HE037278	S09/30/14	7670.70	.00	Y 7	.00	547.74	7670.70
			ABOVE ITEM REMOVED 09/30/21								
017902	11125100	735	ZOLL M SERIES D	T04G61225	S05/31/17	960.00	.00	Y 5	16.00	96.00	768.00
			ABOVE ITEM REMOVED 09/30/21								
017903	11125100	735	ZOLL M SERIES D	T07E90488	S05/31/17	960.00	.00	Y 5	16.00	96.00	768.00
			ABOVE ITEM REMOVED 09/30/21								
017904	11125100	735	ZOLL M SERIES D	T05D69874	S05/31/17	960.00	.00	Y 5	16.00	96.00	768.00
			ABOVE ITEM REMOVED 09/30/21								
017905	11125100	735	ZOLL M SERIES D	T06H82987	S05/31/17	960.00	.00	Y 5	16.00	96.00	768.00
			ABOVE ITEM REMOVED 09/30/21								
017906	11125100	735	ZOLL M SERIES D	T01F23519	S05/31/17	960.00	.00	Y 5	16.00	96.00	768.00
			ABOVE ITEM REMOVED 09/30/21								
017998	11125100	042	AIRVO 2 & ACCES	170814055194	S12/31/17	3678.43	.00	Y 8	38.32	229.92	1839.34
			ABOVE ITEM REMOVED 09/30/21								
046346	11125100	630	BENSONS CAST CUTTER		S08/25/93	1037.22	.00	Y 10	.00		1037.22
			ABOVE ITEM REMOVED 09/30/21								
047351	11125100	373	VERTICAL MOBILE CHART RACK		S03/09/94	339.00	.00	Y 15	.00		339.00
			ABOVE ITEM REMOVED 09/30/21								
047356	11125100	325	HP FETAL MONITO	3230G05019	S03/31/94	8331.12	.00	Y 7	.00		8331.12
			ABOVE ITEM REMOVED 09/30/21								
078249	11125100	750	MEDITHERM II HY	J00048	S03/01/01	3750.00	.00	Y 10	.00		3750.00
			ABOVE ITEM REMOVED 09/30/21								
079484	11125100	325	DEFIBRILLATOR N	T08E102715	S06/04/08	9008.20	.00	Y 5	.00		9008.20
			ABOVE ITEM REMOVED 09/30/21								
079839	11125100	362	CORE 2 WORKSTAT	666490	S04/03/09	1218.00	.00	Y 5	.00		1218.00
			ABOVE ITEM REMOVED 09/30/21								
080017	11125100	730	CORE2 WORKSTATI	TG39HBYXM9	S11/13/09	1461.00	.00	Y 5	.00		1461.00
			ABOVE ITEM REMOVED 09/30/21								
				#ITEMS=	18	72422.16	.00		118.32	1257.66	69623.07
			BEGINNING BALANCE	#ITEMS=	18	72422.16	.00		118.32	1257.66	69623.07
			ASSETS ACQUIRED	#ITEMS=		.00	.00		.00	.00	.00
			ASSETS REMOVED	#ITEMS=	18	72422.16	.00		118.32	1257.66	69623.07
			ENDING BALANCE	#ITEMS=		.00	.00		118.32	1257.66	.00

RUN DATE 09/17/21
TIME 11:05

WYOMING COUNTY COMMUNITY HLTH
FIXED ASSETS

PAGE 2
FALIST

CUR REMOVALS FROM 09/01/21 THRU 09/30/21 ASSET GL# SEQUENCE

TAG NUMBER	ASSET NUMBER	LOCA.	DESCRIPTION---SERIAL NUMBER-----	ACQUIRED MET DATE	PURCHASE VALUE	SALVAGE VALUE LIFE	DEPREC.	FISCAL DEPREC.	ACCUM DEPR.	
				#ITEMS=	18	72422.16	.00	118.32	1257.66	69623.07
BEGINNING BALANCE				#ITEMS=	18	72422.16	.00	118.32	1257.66	69623.07
ASSETS ACQUIRED				#ITEMS=		.00	.00	.00	.00	.00
ASSETS REMOVED				#ITEMS=	18	72422.16	.00	118.32	1257.66	69623.07
ENDING BALANCE				#ITEMS=		.00	.00	118.32	1257.66	.00

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
September 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) and other supporting staff due to COVID-19 related issues and shortages in the local 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 current COVID-19 vaccinated employees of Wyoming County working in any County Department in any classification may apply to work additional shifts beyond their respective normal work schedule within the Nursing Facility to perform tasks consistent with their respective scope of their license and skill as determined by Management will receive extra shift incentives for each scheduled consecutive four (4) hours worked from the period beginning on or about Monday September 27, 2021 and shall continue until ended or modified by written notice of either party to the other with 48 hours written notice. The Management of the Skilled Nursing Facility will be responsible to make the sole determination as to the work these employees are qualified to perform and will be assigned.

Qualifying employees shall be paid as follows:

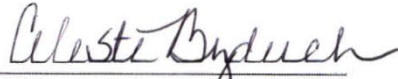
- Seventy dollars (\$70.00) for four (4) hours per pay period .
- One hundred and forty dollars (\$140.00) for eight (8) hours per pay period
- Two hundred and ten dollars (\$210.00) for twelve (12) hours per pay period.

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.

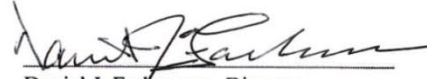
3. These incentive shifts will be offered on a first-come first-served basis to bargaining unit employees and will be created after the regular schedule has been completed. If in the event an employee commits to working an additional shift through the sign up procedure and fails to work the committed 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.

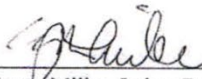
5. Upon expiration the parties agree that the incentive paid to employees work additional shifts in the Skilled Nursing Facility shall return to the provisions of the Collective Bargaining Agreement.



Celeste Bzduch, President



Daniel J. Farberman, Director
Human Resources Wyoming County



Lynn Miller, Labor Relations Specialist
CSEA

Date 09/23/21