

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, October 26, 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 checked="" type="checkbox"/> Doug Berwanger | <input checked="" type="checkbox"/> Mark Merrill | <input checked="" type="checkbox"/> Larry Rogers |
| <input checked="" 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 checked="" type="checkbox"/> Connie Almeter (Chief Nursing Officer) | <input checked="" type="checkbox"/> Merlyn Knapp (Interim Chief Financial Officer) |
| <input checked="" type="checkbox"/> Ahmed Bayoumi, MD (Medical Staff President) | <input checked="" type="checkbox"/> Paul Mason, MD (Chief Medical Officer of Orthopaedic Services) |
| <input type="checkbox"/> Greg Collins, DO (Credentials Committee Chair) | <input checked="" type="checkbox"/> Joe McTernan (Chief Executive Officer) |
| <input checked="" type="checkbox"/> Mike Corcimiglia (Chief Operating Officer) | <input checked="" type="checkbox"/> Mandip Panesar, MD (Hospital Medical Director) |
| <input checked="" type="checkbox"/> Peggy Cunningham (Director of WPHS, Clinic Quality, & Corporate Compliance) | <input checked="" type="checkbox"/> Pam Pettnot (Executive Assistant) |
| <input checked="" type="checkbox"/> Dan Farberman (WC Human Resource Director) | <input type="checkbox"/> Denise Prusak (NF Director of Nursing) |
| <input checked="" type="checkbox"/> Bridget Givens (Director of Mental Health) | <input checked="" type="checkbox"/> Bill Sikes (County IT Director) |
| <input checked="" type="checkbox"/> Dawn James (NF Administrator) | <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) and Michael Roche (Supervisor, Town of Eagle)

CALL MEETING TO ORDER

President Kosmerl called the meeting to order at 4:56pm.

This meeting was held in-person electronically via ZOOM at 3055 Dodgeson Rd, Alexander, NY and 1681 4th Ct., Vero Beach, FL, 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 Kathy 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?

President Kosmerl declared that a quorum was present.

WCCHS-21-070 CONSENT AGENDA

Motion by Manager Merrill and seconded by Manager Elbow, 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 minutes September 28, 2021

The following items were removed from the Consent Agenda for discussion upon the request of Manager Reagan.

BOM Executive Committee Meeting (October 8, 2021)

- Approve interim chief financial officer recruitment advisory services agreement with **DCCS CONSULTING, LLC**, 205 Hackney Circle, Wilmington, DE 19803, to recruit a qualified candidate for the position of interim chief financial officer, not to exceed \$150,000 including reimbursable expenses (travel, lodging, etc.), effective 10/18/2021 – 04/18/2022 with 30-day termination notice, pending approval by the Wyoming County Board of Supervisors.
- Approve employment agreement with **KELLY SHEA, NP**, 7 Kent Drive, Orchard Park NY 14127, for a Women's Health Nurse Practitioner position in an amount of \$100,000 per year, effective 12/01/2021, 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 Women's Health Nurse Practitioner (Position Code TBD) under OB Clinic and set the salary at \$100,000 per year, position available date 12/01/2021.

The motion was passed upon the following vote:

| VOTE | | | | | | | | |
|----------------------|----------|-------------|--|----|--|-------------|---|--------|
| Salman Abbasey, MD | X | Yes | | No | | Abstain | | Absent |
| Doug Berwanger | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

WCCHS-21-071 APPROVE CONTRACTS

Motion by Manager Perkins and seconded by Manager Abbasey, 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 on behalf of the Wyoming County Community Health System as presented and as follows:

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The motion was passed upon the following vote:

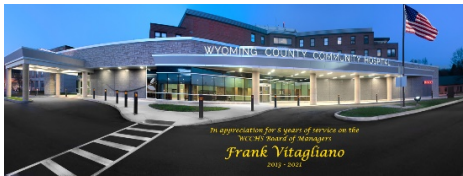
| VOTE | | | | | | | | |
|----------------------|----------|-------------|--|----|--|-------------|---|--------|
| Salman Abbasey, MD | X | Yes | | No | | Abstain | | Absent |
| Doug Berwanger | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | Absent |
| Bryan 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

INTRODUCTION / WELCOME MERLYN KNAPP

Joe McTernan introduced / welcomed Merlyn Knapp, Interim Chief Financial Officer.

PRESENTATION TO DR. AHMED BAYOUMI, MD

President Kosmerl presented Dr. Ahmed Bayoumi, MD with a token of appreciation for his 9 years of service to Wyoming County as a member of the Hospital Board of Managers.

TOKEN OF APPRECIATION - FRANK VITAGLIANO

Frank Vitagliano was unable to attend the meeting to accept his token of appreciation for 8 years of service to Wyoming County as a member of the Hospital Board of Managers. The canvas print shown here will be mailed to him.

NF ADMINISTRATOR REPORT

Dawn James reported on the following items:

- The nursing facility continues with allowing two (2) designated caregivers open visitation (one at a time) 2:00 pm to 6:00pm; seven days/week. Saturday/Monday visits resumed for anyone that would like to schedule a visit with the residents. Compassionate care visits continue anytime for end of life or serious changes in condition.
- The Trainee Nursing Assistants (TNA) program has resulted in eight (8) new staff members. They have completed their initial training and have been helping/orienting on the units the past two weeks. We are enrolled in an abbreviated (3 to 4 week) Certified Nursing Assistant program the beginning of November 2021. We are anticipating they will be able to sit for their Certified Nursing Assistance exam the beginning of December 2021.
 - Once again, we have collaborated with Community Action and BOCES to provide the funding and education to obtain Certified Nursing Assistants.
 - LPN's continue to be a challenge to hire. We will be speaking to the next graduating class from BOCES in November 2021; they complete their program early January 2022.
- Occupancy is low due to our staffing levels and the unknown outcome of the religious exemption. We continue to receive many referrals each day. Leading Age stated this week that 88% of Skilled Nursing Facilities are reducing or not taking admissions and more than half have closed entire units without the staff to care for them.
- It has been 31 months since our last NYSDOH survey. We are top on the list in the region for the longest since most recent full survey. Preparation is ongoing and a challenge for the facility.



*Ahmed Bayoumi, MD and BOM President
Richard Kosmerl*

CHIEF NURSING OFFICER REPORT

Connie Almeter submitted the following report:

Staffing Update – Staffing continues to be a struggle. Limited agency staff has been secured for 8-12 week assignments.

- | | |
|----------------|--|
| A. Obstetrics- | Vacant Director position 2.6 RN open positions 1 RN actively looking elsewhere |
| B. Med/Surg- | Director (Med/Surg and ICU) is working full time nights as a staff nurse 8 RN open positions 1 LPN open position |
| C. ICU- | Director is working as above 5 RN open positions |
| D. Emergency- | Director working various shifts as a staff nurse 3 RN open positions |

- E. Surgery- Vacant Director of Surgical Services/Interim in place
1 RN open position
1 Product Coordinator open position

- F. All of Nursing Leadership has been reassigned to help support the nursing units. Director of Clinical Data Abstraction/Nurse Supervisor is working full time nights as a staff nurse. Director of Utilization Review is working as charge nurse on Med/Surg. Director of Quality Assurance Specialist/Infection Prevention is cross training as Nursing Supervisor.

Several projects have been put on hold until staffing patterns improve. Patient care is our #1 priority.

Joint Commission – Continue to work with correction plan for the Joint program survey. Two Joint Commission complaints have been closed.

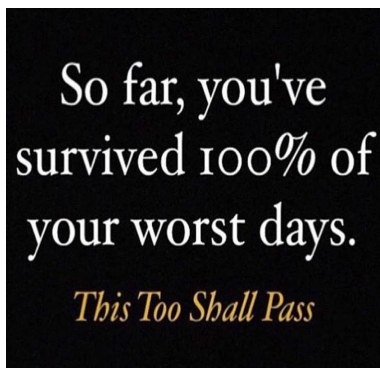
LEAN – The second round of participants have started the program.

CORPORATE COMPLIANCE REPORT

Peggy Cunningham reported that the next Corporate Compliance meeting is scheduled for November 2021 and invited all board members to attend.

DIRECTOR OF MENTAL HEALTH REPORT

Bridget Givens submitted the following report:



In Patient Behavioral Health Unit

In September 2021, the unit admitted 35 patients with 50 discharges, 306 patient days. Staff completed 17 psychiatric consults throughout the facility. Top three counties for admission this month were Wyoming, Livingston and Genesee County.

Unit Crisis Service Program

165 individuals were served through contacting them after admission and/or they called for support following admit/evaluation.

Emergency Room Mental Health Services

Total of 85 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, 133 patients enrolled in the program with 51 being prescribed psychotropic medications.

Jail Mental Health Services

The jail program served 52 inmates with 23 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

Dan Farberman reported on the following items:

- Collective bargaining negotiations with CSEA representatives is commencing on October 27, 2021.
- Currently, recruiting for 90 health system positions.

DIRECTOR OF PLANT OPERATIONS

Craig Woodworth submitted the following report:

Construction Projects

- Transfer Switch – The first transfer switch test will take place on October 28, 2021. Approximately 95% of the hospital and SNF will be supported by emergency generator power if our utilities fail.
- Laboratory/Medical Records Project – Lab staff continue to move their contents into the new lab area. New counters, cabinetry and tables were ordered for the space. Maintenance staff will install these items to avoid contractual costs through the project.
- Rooftop Unit Replacement – The air handlers are expected to arrive at the warehouse on October 29, 2021. The tentative plan is to start construction the week of November 22, 2021 if everything arrives as planned.
- Mt. Morris Dialysis – The flooring installation is scheduled to start the week of October 25, 2021. The other testing requirements for this space are being coordinated with the contracted testing agencies in preparation NYSDOH inspection.
- Electric Panel Replacement – A kick off meeting with contractor and engineer is set for the week of October 25, 2021. Discussion on the schedule, submittals, and lead time on material will be discussed at that time.
- Fire Alarm Control Panel and Devices – The bid documents, drawings and specifications are completed for the Wyoming County Family Medicine - Castile and Attica clinics. The documents are posted on the Wyoming County website for vendors to download. The pre-bid meeting is scheduled for October 28, 2021 and bid opening is set for November 3, 2021.
- HVAC Work – The mechanical work associated with the WCFM - Castile and Attica clinics are ready to bid. The bid documents, specifications and drawings will be completed by October 25, 2021. A pre-bid and bid opening date will be established followed by the documents being posted on the Wyoming County website.
- Contractor was on site to perform the semi-annual preventative maintenance on all the ice machines within the hospital and SNF. This includes cleaning each unit internally.
- Reinsulating the dual temp lines on the SNF ground floor due to excessive condensation build-up has started. The new insulation will have an increased R-value eliminating future concerns with the piping being compromised by high humidity within the space. The Pharmacy clinic will be included in this scope of work due to ongoing issues.
- Defective change over valves in the SNF mechanical room were replaced. The valves routinely fail to modulate during the conversion from heating to cooling and vice versa throughout the year. New actuators will be required for the valves which are on order.
- A Legionella test was performed per NYSDOH requirements on the cooling tower sump. The test results came with nothing detected (ND). The results were logged into the NYSDOH website for both cooling towers.
- The pre-filters for all rooftop air handlers were changed out over the last 30-days in preparation for the winter months.
- The hospital and SNF underwent a NYMIR (New York Municipal Insurance Reciprocal) inspection to review the mechanical and electrical rooms, maintenance procedures on snow removal, and protocols for checking critical equipment on a routine basis. There were no major discrepancies reported at that time.
- The iChlor potable water and boiler water treatment system were inspected in October 2021. The boiler treatment pumps were adjusted to accommodate the test results to ensure everything is within acceptable ranges. The iChlor system is working perfectly with water quality readings all within range. Potable water sources at random rooms throughout the hospital were tested to ensure acceptable chlorine levels which were all within range.

- Maintenance staff completed 887 work orders over the last 30 days at a completion rate of 36.96 work orders per day. A total of 1,138 man-hours were logged for the specified time period.

INFORMATION TECHNOLOGY DIRECTOR REPORT

No report.

MEDICAL DIRECTOR REPORT

Mandip Panesar, MD reported that the Medical Staff By-Laws Review Committee is reconvening, starting on October 27, 2021.

MEDICAL STAFF PRESIDENT REPORT

No report.

CHIEF MEDICAL OFFICER OF ORTHOPAEDIC SERVICES REPORT

Paul Mason, MD reported that orthopaedic surgeries are being scheduled at a feverish pace, currently 130 surgeries are on backlog, 78/130 are total joint cases, total joint surgeries are performed 1 day per week with the next available dates of May 3rd and May 4th, 2022, more surgical time is needed to catch up, Chief Nursing Officer, OR team, and Dr. Mason are working together to find more time.

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

Received notification to move forward with the Wyoming County Family Medicine - Perry office and are preparing necessary documentation and education of Perry staff prior to scheduling an onsite inspection.

Application for Wyoming County Family Medicine - Arcade and Pediatric Clinic office are in process and will be filed once approved by the BOM.

Outpatient Dialysis

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

Required renovation of the space will be completed the week of October 25, 2021. Once construction is complete we anticipate the Western Regional Office - Buffalo and Rochester will inspect the space and interview staff to gain approval. After we receive approval, we will be required to provide dialysis to one patient a couple of times. Then National Dialysis Accreditation Committee (NDAC) will be onsite to do an inspection, interview staff and interview patient to receive their approval. Once NDAC approval is received we will be officially open. Anticipated open date is beginning of December 2021.

Primary Care Steering Committee

Primary Care Steering Committee did not meet in October 2021 due to staffing issues across clinic offices. Next scheduled meeting is November 18, 2021.

MIPS (Merit-based Incentive Payment System)

2020 final score was 87.72 out of 100, total payment adjustment will be .42% starting January 1, 2022. This score and adjustment is on the higher end nationally.

Hospital Services**Hospital Services General**

Dietary and Housekeeping continue to be 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 on-site inspection took place September 24, 2021, we have received approval by the Western Regional Office - Buffalo and Regional project management. The Hospital Operating certificate now shows Renal Dialysis-Acute. The first two dialysis patients were treated on October 25, 2021.

Laboratory Renovation-Transformation Grant \$3.1Million

NYSDOH completed their inspection of the new laboratory area and approved the space. All required documentation has been submitted and approved. The Laboratory has moved into their new space.

Phase two, back half of the laboratory, is expected to start the week of October 25, 2021. Phase two will include 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

Holding flu shot clinics for staff and medical staff. Continuing to do COVID-19 staff vaccinations, managing 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-21-072 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE

Motion by President Kosmerl and seconded by Manager Merrill, the preauthorized accounts and accounts payable processed totaling \$4,094,658.09 be hereby approved as presented.

The motion was passed upon the following vote:

| VOTE | | | | | | | | |
|----------------------|----------|-------------|--|----|--|-------------|---|--------|
| Salman Abbasey, MD | X | Yes | | No | | Abstain | | Absent |
| Doug Berwanger | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

WCCHS-21-073 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT

Motion by Manager Wawrzyniak and seconded by Manager Kehl, the write-offs/denied claims/bad debt totaling \$142,206.82 be hereby approved as presented.

The motion was passed upon the following vote:

| VOTE | | | | | | | | |
|----------------------|----------|-------------|--|----|--|-------------|---|--------|
| Salman Abbasey, MD | X | Yes | | No | | Abstain | | Absent |
| Doug Berwanger | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

WCCHS-21-074 APPROVE PERSONNEL REQUISITIONS IN PROCESS

Motion by Manager Kehl and seconded by Manager Paolucci, the personnel requisitions in process be hereby approved as presented and as follows:

| PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED) | | | | | | | | | | |
|---|--|------|----------|--------------------------------|--------------|---------------|----------|-----------------|-----------------|----------|
| October 26, 2021 | | | | | | | | | | |
| Proposed Positions for Approval | | | | | | | | | | |
| Senior Manager | Title/Department | FTE | Schedule | Vacating Employee | Hourly Rate | Annual Salary | Benefits | Proposed Hourly | Proposed Annual | Benefits |
| Almeter: | Surgical Services Coordinator/06.902 | 1.00 | WCCH | Terri Dechau 10/05/2021 | \$27.41 | \$53,450 | \$24,656 | \$23.83 | \$46,469 | \$21,436 |
| | RPN 1st Assistant/03.222 | 1.00 | WCCH | Judith Yount 10/15/2021 | \$42.69 | \$83,246 | \$38,401 | \$36.43 | \$71,039 | \$32,770 |
| | RPN Per Diem/03.865 | 0.00 | WCCH | Jessica Kramer 09/27/2021 | \$33.05 | \$6,445 | \$493 | \$25.87 | \$5,045 | \$386 |
| | RPN/03.540 | 1.00 | WCCH | Kathleen Zemke 10/15/2021 | \$33.05 | \$64,448 | \$29,730 | \$23.52 | \$45,864 | \$21,157 |
| | RPN Per Diem/03.862 | 0.00 | WCCH | Ann Cervone 09/28/2021 | \$31.88 | \$6,217 | \$476 | \$25.87 | \$5,045 | \$386 |
| | RPN Per Diem/03.863 | 0.00 | WCCH | Jennie Rocco 09/13/2021 | \$31.88 | \$6,217 | \$476 | \$25.87 | \$5,045 | \$386 |
| | RPN Per Diem/03.841 | 0.00 | WCCH | Keira Stehlar 09/21/2021 | \$34.19 | \$6,667 | \$510 | \$25.87 | \$5,045 | \$386 |
| | RPN Per Diem/03.822 | 0.00 | WCCH | Kylee Kowalewski 10/07/2021 | \$31.88 | \$6,217 | \$476 | \$25.87 | \$5,045 | \$386 |
| Corcimiglia: | RPN (Clinic)/03.890.209 | 0.40 | X | Dianne George 11/30/2021 | \$20.00 | \$16,640 | \$1,273 | \$20.00 | \$16,640 | \$1,273 |
| | Dialysis RN/03.891 | 1.00 | WCCH | April Dahlke 10/13/2021 | \$37.50 | \$73,125 | \$33,733 | \$37.50 | \$73,125 | \$33,733 |
| | Medical Office Assistant/12.182.480 | 1.00 | X | Jennifer Close TBD | \$14.91 | \$31,013 | \$14,306 | \$15.00 | \$31,200 | \$14,393 |
| | Respiratory Therapist Per Diem/06.832 | 0.00 | WCCH | Farren Jordan 09/04/2021 | \$27.12 | \$5,288 | \$405 | \$27.12 | \$5,288 | \$405 |
| | Respiratory Therapist Per Diem/06.831 | 0.00 | WCCH | Amy Stiles 10/16/2021 | \$27.70 | \$5,402 | \$413 | \$27.70 | \$5,402 | \$413 |
| McTernan: | Chief Financial Officer/01.112 | 1.00 | C | Amy Chase 10/27/2021 | \$112,750.00 | \$112,750.00 | \$52,012 | TBD | TBD | TBD |
| James: | Nursing Assistant/05.456 | 1.00 | WCCH | Abby Swimline 09/21/2021 | \$16.64 | \$32,448 | \$14,968 | \$15.41 | \$30,050 | \$13,862 |
| | Unit Helper/08.520 | 1.00 | WCCH | April Mead 09/18/2021 | \$12.95 | \$25,253 | \$11,649 | \$12.50 | \$24,375 | \$11,244 |
| | Nursing Assistant/05.177 | 1.00 | WCCH | Abigail Clark 06/26/2021 | \$15.75 | \$30,713 | \$14,168 | \$15.41 | \$30,050 | \$13,862 |
| | Nursing Assistant/05.405 | 1.00 | WCCH | Bobbie Weston 09/30/2021 | \$16.49 | \$32,156 | \$14,833 | \$15.41 | \$30,050 | \$13,862 |
| | Nursing Assistant Per Diem/05.805 | 0.00 | WCCH | Lida Sperry 09/27/2021 | \$18.14 | \$3,537 | \$271 | \$16.95 | \$3,305 | \$253 |
| | Nursing Assistant Per Diem/05.810 | 0.00 | WCCH | Ted Warner 10/21/2021 | \$18.54 | \$3,615 | \$277 | \$15.41 | \$3,005 | \$230 |
| | LPN Per Diem/04.570 | 0.00 | WCCH | Mary Pim 09/27/2021 | \$25.02 | \$4,879 | \$373 | \$20.04 | \$3,908 | \$299 |
| | LPN/04.132 | 1.00 | WCCH | Christina Schuster 09/27/2021 | \$20.85 | \$40,658 | \$18,755 | \$18.22 | \$35,529 | \$16,390 |
| | LPN Per Diem/04.839 | 0.00 | WCCH | Emily Fuller 09/27/2021 | \$22.40 | \$4,368 | \$334 | \$20.04 | \$3,908 | \$299 |
| Chase: | Registration Supervisor/02.169 | 1.00 | WCCH | Catharine Campbell 11/27/2021 | \$24.16 | \$47,112 | \$21,733 | \$21.35 | \$41,633 | \$19,205 |
| | Health Information Systems Assistant/12.309 | 1.00 | WCCH | Randy Braun 11/02/2021 | \$22.28 | \$43,446 | \$20,042 | \$19.76 | \$38,532 | \$17,775 |
| | Patient Information Specialist Per Diem/12.716 | 0.00 | WCCH | Victoria Grunthaner 10/21/2021 | \$16.73 | \$3,262 | \$250 | \$16.36 | \$3,190 | \$244 |
| | Patient Information Specialist Per Diem/12.722 | 0.00 | WCCH | Amber Staufenberger 09/27/2021 | \$17.12 | \$3,338 | \$255 | \$16.36 | \$3,190 | \$244 |
| Givens: | Mental Health Therapy Aide/05.774 | 1.00 | WCCH | Kerri Parsons TBD | \$21.77 | \$42,452 | \$19,583 | \$19.76 | \$38,532 | \$17,775 |

The motion was passed upon the following vote:

| VOTE | | | | | | | | |
|----------------------|----|------|--|----|--|---------|---|--------|
| Salman Abbasey, MD | X | Yes | | No | | Abstain | | Absent |
| Doug Berwanger | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

WCCHS-21-075 APPROVE PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT

Motion by Manager Merrill and seconded by Manager Perkins, the proposed personnel changes/financial impact be hereby approved as presented and as follows:

| PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT | | | | |
|--|------------------------|------------------|------------------|-------------------|
| October 26, 2021 | | | | |
| POSITION | ANNUAL SALARY PROPOSED | BENEFIT PACKAGE | BUDGETED SALARY | BUDGETED BENEFITS |
| Sr. Manager - C. Almeter | | | | |
| Create 1 - 0.00 FTE Emergency Patient Care Technician Per Diem Schedule WCCH, Grade 3 \$15.54 - \$17.66/Hr. Available Date: October 26, 2021 | \$30,303 | \$2,318 | \$0 | \$0 |
| Create 2 - 1.00 FTE Hospital Aide Schedule WCCH, Grade 3 \$14.13 - \$16.05/Hr. Available Date: October 17, 2021 | \$62,595 | \$28,875 | \$0 | \$0 |
| Sr. Manager - M. Corcimiglia | | | | |
| Delete 1 - 1.00 FTE Medical Office Assistant/12.905.480 (Cost Center 673) Schedule X \$13.33 - \$17.50/Hr. Effective Date: October 3, 2021 | \$0 | \$0 | \$33,280 | \$15,352 |
| Delete 1 - 1.00 FTE Medical Receptionist/12.195 Schedule WCCH, Grade 5 \$16.58/Hr. Effective Date: October 26, 2021 | \$0 | \$0 | \$32,331 | \$14,914 |
| Create 1 - 1.00 FTE Women's Health Nurse Practitioner (Cost Center 664) Schedule P \$100,000/Yr. Available Date: December 1, 2021 | \$100,000 | \$46,130 | \$0 | \$0 |
| Delete 1 - 1.00 Certified Nurse Midwife/17.108.519 Schedule P \$128,125/Yr. Effective Date: October 31, 2021 | \$0 | \$0 | \$128,125 | \$59,104 |
| Create 1 - 1.00 FTE Medical Office Assistant Schedule WCCH, Grade 6 \$15.41 - \$17.21/Hr. Available Date: October 26, 2021 | \$30,050 | \$13,862 | \$0 | \$0 |
| Create 1 - 1.00 FTE RPN Schedule WCCH, Grade 15A \$23.52 - \$28.49/Hr. Available Date: October 26, 2021 | \$55,556 | \$25,628 | \$0 | \$0 |
| Amend Salary Schedule - 1.00 FTE Laboratory Services Director/01.171.562 Schedule C From \$89,549/Yr. To \$102,000/Yr. Effective date: October 4, 2021 | \$102,000 | \$47,053 | \$89,549 | \$41,309 |
| Amend Salary Schedule - 1.00 FTE Medical Office Assistant/12.182.480 Schedule X From \$14.91/Hr. To \$15.00/Hr. Effective date: October 24, 2021 | \$31,200 | \$14,393 | \$31,013 | \$14,306 |
| Amend Salary Schedule - 1.00 FTE Medical Office Assistant/12.216.480 Schedule X From \$15.00/Hr. To \$17.50/Hr. Effective date: October 24, 2021 | \$36,400 | \$16,791 | \$31,200 | \$14,393 |
| TOTALS | \$355,205 | \$163,856 | \$345,498 | \$159,378 |
| TOTAL ANNUAL INCREASE: | | | | \$14,185 |

The motion was passed upon the following vote:

| VOTE | | | | | | | | |
|----------------------|----------|-------------|---|----|--|---------|-------------|--------|
| Salman Abbasey, MD | X | Yes | | No | | Abstain | | Absent |
| Doug Berwanger | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | | Yes | X | No | | Abstain | | 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: | | | | | | | | |
| | 10 | Yes | 1 | No | | Abstain | 0 | Absent |
| RESULTS | | | | | | | | |
| | X | PASS | | | | | FAIL | |

WCCHS-21-076 APPROVE CONTRACTS AND/OR GRANTS

Motion by Manager Perkins and seconded by Manager Abbasey, 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:

1. **WCJW RADIO**, 3258 Merchant Road, PO Box 251, Warsaw NY 14569, a radio advertising agreement, \$900 per month, effective 01/01/2022 – 12/31/2022.
2. **NCB MEDICAL CODING SPECIALISTS, INC.**, 8975 Main Street, Clarence, NY 14031, a contract for coding services to assist in outpatient coding and to perform all inpatient coding, not to exceed \$220,000 per year, effective 01/01/2022 – 12/31/2022, pending approval by the Wyoming County Board of Supervisors.
3. Amend Resolution #WCCHS-20-073 approved on 08/25/2020, Resolution #WCCHS-19-085 approved on 07/23/2019 and Resolution #WCCHS-17-064 approved on 07/25/2017 with **UPTODATE, INC.**, 230 Third Avenue, Waltham, MA 02451, related to subscription and license agreement that provides clinicians access to point of care and medical recommendation as follows:
 - Extend term from 08/01/2020 – 07/31/2021 through **08/01/2021 – 07/31/2022**.
 - Increase the annual subscription fee to \$21, 026 [previous agreement, \$19, 222].
 - The medical staff agreed to pay up to 50% of the cost toward the software.
 - All else remains the same.
4. Amend Resolution #WCCHS-19-007 approved on 01/22/2019 with **M*MODAL**, 5000 Meridian Parkway, Suite 200, Franklin, TN 37067, related to a master agreement for transcription services for medical records and radiology, not to exceed \$170,000 per year [\$340,000 total contract amount], as follows:
 - Change the name of the contracting party from **M*MODAL** to **AQUITY SOLUTIONS, LLC**.
 - Extend the term of the agreement from 02/01/2019 – 02/01/2021 through **02/01/2021 – 01/31/2022**.
 - All else remains the same.
 - Pending approval by the Wyoming County Board of Supervisors [Resolution #19-082, 02/12/2019].
5. Amend Resolution #WCCHS-20-090 approved on 10/27/2020 and Resolution #WCCHS-17-042 approved on 04/13/2017 with **TRUBRIDGE, LLC**, 3725 Airport Boulevard, Suite 208A, Mobile, AL 36608 related to revenue cycle management software contract, not to exceed \$3,030 per month, as follows:
 - Extend the term of the contract from 11/01/2020 – 03/11/2022 to **03/12/2022 – 03/11/2023**.
 - All else remains the same.
6. **D'YOUVILLE COLLEGE**, 320 Porter Avenue, Buffalo, NY 14201, a memorandum of understanding to participate in the rural outreach initiative program related to intuitional collaboration to provide undergraduate, graduate, doctoral, and continuing education to WCCHS staff, \$0.00 cost to WCCHS, effective 11/01/2021 – 10/31/2024.

7. **HOBART SERVICE – ITW FOOD EQUIPMENT GROUP LLC**, PO Box 2517, Carol Stream, IL 60132, a service agreement to maintain and inspect three dish machines in skilled nursing facility, \$5,547.12 [previous agreement \$5,302.50], effective 11/28/2021 – 11/27/2022.
8. **NUANCE COMMUNICATIONS, INC.**, One Wayside Road, Burlington, MA 01803, an agreement for Clintegrity outpatient coding and compliance products and services software for 5 grouper licenses \$11, 578.11, per year based on outpatient activity [previous agreement \$9,125.50 per year], effective 01/01/2022 – 12/31/2022.
9. Amend Resolution WCCHS-20-090 approved on 10/27/2020 with **ERIE COUNTY MEDICAL CENTER CORPORATION**, 462 Grider Street, Buffalo, NY 14215, related to a clinical training affiliation agreement for educational services for WCCHS dialysis Registered Nurses, not to exceed \$4,500, as follows:
 - Extend the term of the agreement from 10/01/2020 – 09/30/2021 through **10/01/2021 – 10/16/2022**.
 - All else remains the same.
10. **NEPHROLOGY ASSOCIATES OF WESTERN NEW YORK, LLP**, 1306 Sweet Home Road, Amherst, NY 14228, an on-call services agreement to provide call coverage and ensure adequate coverage for emergency nephrology cases for the hospital's emergency care unit, inpatient floors, dialysis unit, and clinic, \$1,000 per day, effective 11/01/2021 – 10/31/2024, pending approval by the Wyoming County Board of Supervisors.
11. Amend Resolution #WCCHS-20-081 approved on 09/20/2020 with **WARREN'S COMMERCIAL CLEANING, INC.**, 454 North Main Street, Warsaw, NY 14569, a janitorial services contract to provide cleaning services 5 days per week at Wyoming County Family Medicine – Perry Location, 1 Parker Lane, Perry, NY 14530, \$16,926 per year, as follows:
 - Extend the term of this agreement from 10/05/2020 – 10/04/2021 through **10/31/2021** to avoid a gap in cleaning services.
 - All else remains the same.
12. **WARREN'S COMMERCIAL CLEANING, INC.**, 454 North Main Street, Warsaw, NY 14569, a janitorial services contract to provide cleaning services 5 days per week at Wyoming County Family Medicine – Perry Location, 1 Parker Lane, Perry, NY 14530, not to exceed \$17, 576 per year [previous agreement \$16,926 per year], effective 11/01/2021 – 10/31/2022.
13. **WARREN'S COMMERCIAL CLEANING, INC.**, 454 North Main Street, Warsaw, NY 14569, a janitorial services contract for cleaning of clinic space 3 days per week at Wyoming County Family Medicine – Castile location, not to exceed \$19,396 per year [previous agreement \$18,668 per year], effective 11/01/2021 – 10/31/2022.
14. **WARREN'S COMMERCIAL CLEANING, INC.**, 454 North Main Street, Warsaw, NY 14569, a janitorial services contract for cleaning of clinic space 3 days per week at Wyoming County Family Medicine – Attica location, not to exceed \$10,244 per year [previous agreement \$9,828 per year], effective 11/01/2021 – 10/31/2022.
15. **MEDENT**, 15 Hurlbert Street, PO Box 980, Auburn, NY 13021, a winddown support/maintenance agreement for continued maintenance services on the key components of Dale Deahn's electronic medical record system, not to exceed \$6,000, effective 10/07/2021 – 10/07/2022.
16. **MERIDIAN ASSOCIATES, INC.**, 1861 Scottsville Road, Suite 700B, Rochester, NY 14623, an agreement to prepare floor with skim coat, furnish and install Forbo Marmoleum Real linoleum in corridor outside dietary to match existing corridor, vinyl cove base will be furnished and installed, seams to be hot welded, \$4,445.64, effective 10/30/2021 – 12/30/2021.
17. **SPACELABS HEALTHCARE**, 35301 SE Center Street, Snoqualmie, WA 98065, a 1-year Enhanced ICS Software Service Agreement renewal of Contract #522968 for Spacelabs in ER, Med Surg, ICU, ASU and OR, \$12,112.65 per year [previous agreement \$11,535.93 per year], effective 01/01/2022 – 12/31/2022. Contract #34350
18. **HOME CARE THERAPIES, LLC dba Horizon Healthcare Staffing**, 20 Jerusalem Avenue, 3rd Floor, Hicksville, NY 11801, a staffing agreement including RNs, LPNs, Aides, Therapists, and Supervisors, not to exceed \$200,000 per term, effective 11/01/2021 – 10/31/2024, pending approval by the Wyoming County Board of Supervisors.

19. **TEMPOSITIONS HEALTH CARE, INC.**, 622 Third Avenue, 39th Floor, New York, NY 10017, a letter of agreement to provide staffing services, not to exceed \$200,000 per term, effective 11/01/2021 – 10/31/2024, pending approval by the Wyoming County Board of Supervisors.
20. **THE COMPLIANCE TEAM**, PO Box 160, Spring House, PA 19477, a rural health clinic accreditation contract to provide consulting to assist with the rural health designation for Wyoming County Family Medicine – Arcade clinic, \$9,000, effective 10/21/2021 – 10/21/2022.
21. **THE COMPLIANCE TEAM**, PO Box 160, Spring House, PA 19477, a rural health clinic accreditation contract to provide consulting to assist with the rural health designation for Wyoming County Family Medicine – Perry clinic, \$6,600, effective 10/21/2021 – 10/21/2022.
22. **PBS MEDCODE CORP**, 275 Northpointe Parkway, Suite 50, Amherst, NY 14228, a medical coding agreement for outpatient clinics, not to exceed \$40,000 per year, effective 11/01/2021 – 05/31/2023, pending approval by the Wyoming County Board of Supervisors.
23. **PROLINK HEALTHCARE, LLC**, 4600 Montgomery Road, Suite 300, Cincinnati, OH 45212, a services agreement to provide temporary staffing, not to exceed \$200,000 per term, effective 11/01/2021 – 10/31/2024, 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 | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

WCCHS-21-077 APPROVE ORGANIZATION CHART

Motion by President Kosmerl and seconded by Manager Wawrzyniak, the organization chart be hereby approved as amended at the meeting (to add Outpatient Behavioral Health Care Manager), 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 | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

WCCHS-21-078 APPROVE MEMORANDUM OF UNDERSTANDING (MOU) WITH CSEA FOR CRITICAL STAFFING IN HOSPITAL FOOD SERVICE, SIGNED 10/20/2021, MEMORANDUM OF UNDERSTANDING (MOU) WITH CSEA FOR CRITICAL STAFFING IN HOSPITAL HOUSEKEEPING DEPARTMENT, SIGNED 10/20/2021, MEMORANDUM OF UNDERSTANDING (MOU) WITH CSEA FOR CLINICAL INFORMATICS DEPARTMENT SHIFT HOURS, SIGNED 10/20/2021

Motion by Manager Merrill and seconded by Manager Elbow, the memorandum of understanding between the County of Wyoming and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO Wyoming County Local 861-9250 related to critical staffing in hospital food service, signed 10/20/2021, critical staffing in hospital housekeeping department, signed 10/20/2021, and clinical informatics department shift hours, signed 10/20/2021 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 | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

BOARD PRESIDENT REPORT

President Kosmerl reported on the following items:

- Reminded board members they must complete the annual NYS mandated sexual harassment training.
- An employee engagement and satisfaction survey was conducted in March/April 2021 with the intent to conduct another survey in the fall of 2021. Dan Farberman recommended that another survey be postponed until after the collective bargaining agreement has been finalized. Manager Elbow asked for an update to be presented at the regular BOM meeting scheduled for November 23, 2021 on the issues seen as weaknesses.
- The BOM Governance Committee was tasked with identifying board education for 2022.
- New Open Meetings Law Requirements Chapter 481 of 2021 – On October 19, 2021, Governor Kathy Hochul signed into law (S.1150-A/A.1228-A), Chapter 481 of the Laws of 2021, which requires counties and other local governments to make any documents to be discussed at an upcoming open meeting available to the public at least 24 hours prior to the open meeting. This legislation will go into effect on November 1, 2021. WCCHS will need to comply with this law.
- Responded to David H. Rose's email to the boardofmgr@wcchs.net account discussed at the September 28, 2021 BOM meeting echoing Dan Farberman's comments.

NOMINATING COMMITTEE

In accordance with the BOM by-laws, Manager Perkins (Chairman of the Nominating Committee) announced that the Nominating Committee proposed the following nomination of officers for consideration at the November 23, 2021 regular meeting. The election shall be by written ballot, unless waived by unanimous consent of the BOM. It is understood that nominations for Officers may also be made from the Floor.

OFFICE

President
Vice President
Secretary

NOMINATED

Rich Kosmerl
Mark Merrill
J. Thomas Reagan, MD and Laura Paolucci

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 October 12, 2021 and referred to the draft minutes.

Communications Committee

No report.

Information Technology Committee

Bill Sikes reported that the Information Technology Committee met on October 8, 2021 and referred to the draft minutes.

Governance Committee

Manager Wawrzyniak reported that he will contact HANYS about board education for 2022.

Compensation Committee

No report.

Credentials Committee

No report.

CHIEF EXECUTIVE OFFICER (CEO) REPORT

Joe McTernan submitted the following report:

Vaccine Mandate

- The Northern District upheld the restraining order to include religious exemptions.
- NYS has appealed that decision.
- WCCHS is awaiting the ruling from the appeal.
- Current vaccine levels – 92% vaccinated, 2% on leave of absence, need vaccination prior to return, and 6% pending religious exemption.

Staffing

- Nationally and regionally the healthcare labor market is experiencing a significant shortfall of staff. This is driven by the increased demand in most of the country due to the pandemic.
- Western and Central NY seem to be significantly affected.
- There is difficulty placing SNF patients and acute transfers in the region.
- The Catholic Health System capacity is reduced due to the ongoing CWA strike affecting 2,000 workers. This places additional strain as other organizations, including WCCHS, absorb some of their patients.
- At current time, all services at WCCHS are operating; however, staffing is critical and there may need to be changes in services to ensure care.
- WCCHS is meeting daily to ensure the continuity of operations for departments within the health system as staffing levels are at critical levels.

COVID-19

- COVID-19 Hospital and SNF case rates at very low levels. Operational response has been absorbed into our normal operations.
- We have seen an increase in community numbers that appear to be normalizing.
- There is an increase of staff members that are on quarantine or isolation that is exacerbating the staffing issues.

Financials

- We thank Amy Chase for her time as CFO and wish her the best with her new endeavor.
- We welcome Merlyn Knapp as Interim CFO as we have begun the process to recruit for a permanent CFO.
- Finances remain very tight, we are continuing savings reductions and revenue enhancement projects, with additional cost through contract labor.
- WCCHS has applied for the next round of federal funding.
- Currently working on the 2022 budget
- Laboratory renovation project remains on schedule.
- 2022-2024 Strategic Plan has been presented to the BOS Finance Committee and the hospital management and staff.

Census has been high but admissions are off slightly which is creating a length of stay issue. WCCHS is having difficulty placing patients outside of the hospital. We've reduced the SNF census to meeting staffing levels. Other nursing homes in the area are having difficulty getting and retaining staffing levels and have reduced their census numbers also. Facilities such as Strong, Buffalo General, and ECMC are having difficulty placing patients causing patients to back up on the floors and admissions from the emergency departments back up into the emergency room causing prolonged wait times.

EXECUTIVE SESSION

Motion by President Kosmerl and seconded by Manager Merrill, for the Board to enter into executive session to discuss the following topic(s) at 6:17pm. Joe McTernan, Pam Pettnot, and Becky Ryan remained. Dan Farberman was excused from executive session; however, will be asked to rejoin the open meeting once the Board exits executive session. All other attendees left the meeting room or ended their Zoom session.

- Contract negotiations:
 - Niagara Frontier Anesthesia Services
- Performance of a particular employee

Joe McTernan was excused from executive session at 6:38pm prior to the discussion surrounding the performance of a particular employee.

The motion was passed upon the following vote:

| VOTE | | | | | | | | |
|----------------------|----------|-------------|--|----|--|-------------|---|--------|
| Salman Abbasey, MD | X | Yes | | No | | Abstain | | Absent |
| Doug Berwanger | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

Motion by President Kosmerl and seconded by Manager Merrill, the Board exit executive session at 7:57pm.

The motion was passed upon the following vote:

| VOTE | | | | | | | | |
|----------------------|----------|-------------|--|----|--|-------------|---|--------|
| Salman Abbasey, MD | X | Yes | | No | | Abstain | | Absent |
| Doug Berwanger | X | Yes | | No | | Abstain | | Absent |
| Cynthia Elbow | X | Yes | | No | | Abstain | | 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: | 11 | Yes | | No | | Abstain | 0 | Absent |
| RESULTS | X | PASS | | | | FAIL | | |

EXECUTIVE SESSION DISCUSSIONS

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

Joe McTernan and Dan Farberman rejoined the open meeting at 7:58pm.

NEXT REGULAR MEETING


The next regular meeting is scheduled for Tuesday, November 23, 2021 immediately following the BOM Finance/Personnel Committee meeting, approximately 5:00pm.

ADJOURN

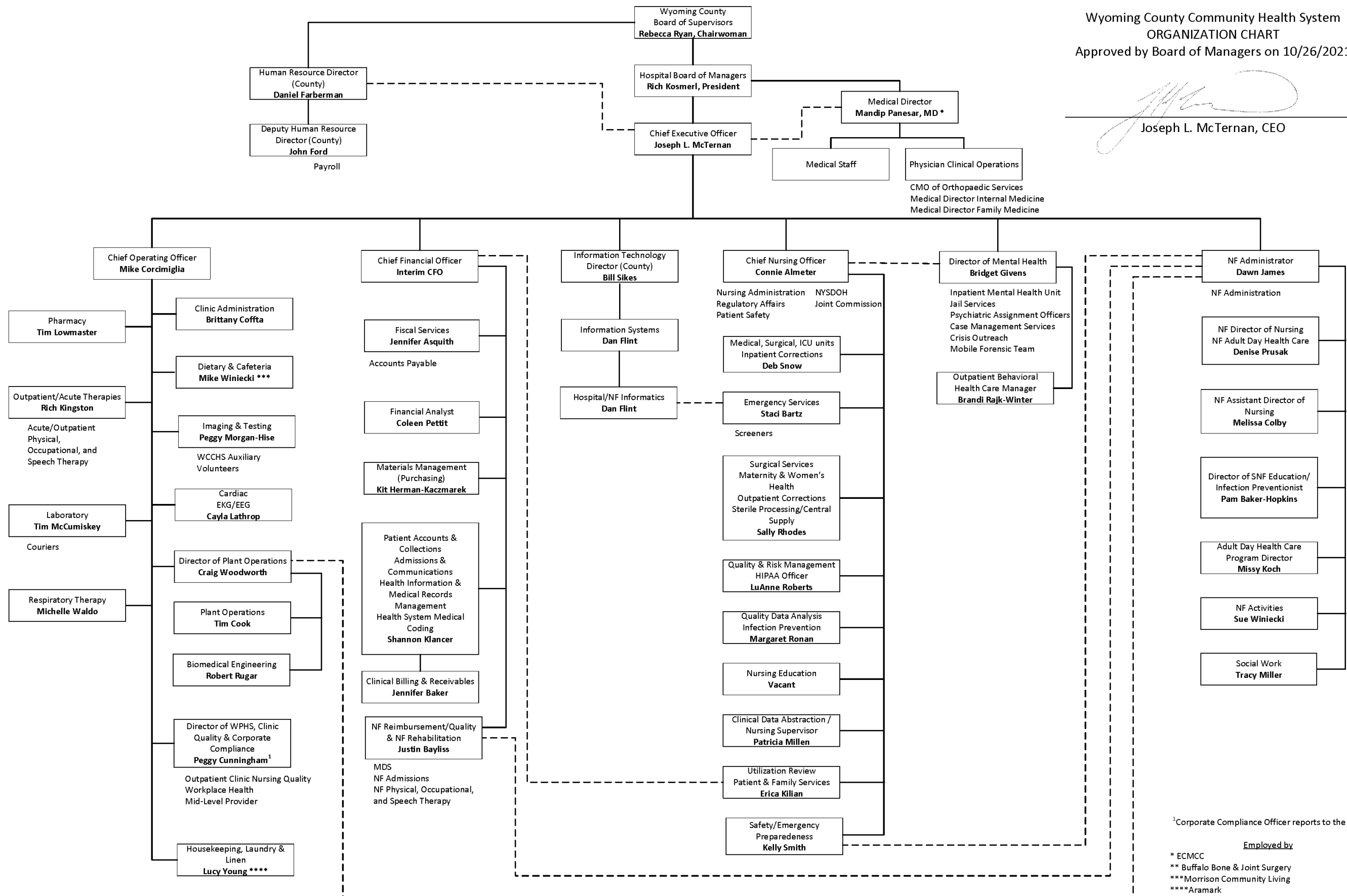
There being no further business to come before the Board, the meeting duly adjourned at 8:03pm upon motion by Manager Perkins.

J. Thomas Reagan, MD, BOM Secretary Date

Pam Pettnot, Recording Secretary Date



Joseph L. McTernan, CEO



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 Hospital Food Service
October 2021**

WHEREAS, there is critical staffing shortfall within the Wyoming County Community Health System (WCCHS) of Cooks and Food Service Helpers due to shortages in the labor market caused by the COVID 19 pandemic,

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 Health System ,

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 Cook or Food Service Helper who are current employees of Wyoming County Community Health System who work additional shifts beyond their respective normal work schedule within the Hospital will receive extra shift incentives for each scheduled consecutive four (4) hours worked from the period beginning with the signing of this memorandum and shall continue until modified by mutual written agreement between the parties.

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. 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.

6. Upon expiration the parties agree that the incentive paid to employees work additional shifts shall return to the provisions of the Collective Bargaining Agreement.



For the CSEA



For Wyoming County

Date 10/26/21 

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 Hospital Housekeeping Department
October 2021

WHEREAS, there is critical staffing shortfall within the Wyoming County Community Health System (WCCHS) within the Housekeeping Department due to shortages in the labor market caused by the COVID 19 pandemic,

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 Health System ,

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 current employees of Wyoming County Community Health System working in the Housekeeping Department who work additional shifts beyond their respective normal work schedule within the Hospital will receive extra shift incentives for each scheduled consecutive four (4) hours worked from the period beginning with the signing of this memorandum and shall continue until modified by mutual written agreement between the parties.

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. 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.

6. Upon expiration the parties agree that the incentive paid to employees work additional shifts shall return to the provisions of the Collective Bargaining Agreement.

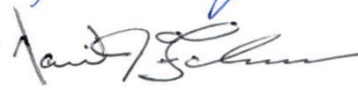


For the CSEA



For Wyoming County

Date 10/20/21



**MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN THE
COUNTY OF WYOMING
AND THE
CIVIL SERVICE EMPLOYEES ASSOCIATION
LOCAL 1000, AFSCME, AFL-CIO**

**Wyoming County Community Health System
Clinical Informatics Department
Shift Hours**

WHEREAS, The Wyoming County Community Health System (WCCHS) Clinical Informatics Department is seeking to improved departmental efficiency, and

WHEREAS, Clinical Informatics Assistants Justin Lewandowski and Heather Treadwell both Bargaining Unit employees in this department have agreed to a trial shift hours change, and

NOW, THEREFORE, The parties agree to establish a trial work week schedule for these above listed employees for a period not to exceed six (6) months from the date of signing of this memorandum.

This trial work week will consist of three (3) 10.0 hour work shifts and one (1) nine (9) hour work shift pursuant to and in accordance with the provisions of the Memorandum of Understanding titled "Extended & Non-Traditional Shifts" dated 03/19/2019, in the Clinical Informatics Department specifically limited to the employees named in this memorandum as follows:

"Ten (10) Hour Shifts:

Employees will work three (3) nine and one-half (9 1/2) hours shifts and be scheduled for ten (10) hours per day inclusive of a one-half (1/2) hour unpaid meal period and one (1) day scheduled and working a nine hour day with no paid meal or thirty-seven and one-half (37 1/2) hours per week for a full time employee. Employees working ten (10) hour shifts will not be eligible to receive overtime pay in accordance with the provisions of Article 11.6 (b) of the Collective Bargaining Agreement until having worked forty (40) or more hours in a work week. All paid time excluding sick, vacation and paid meal time shall be counted in the computation of this overtime."

The number of these non-traditional shifts, starting times, and effective days to be offered to employees in this department during this trial period will be at the sole discretion of Management. Assignment to any non-traditional work shifts during this trial period will be on a voluntary basis.

The parties agree that these above named employees in the clinical informatics assistant classification working pursuant to the terms of this memorandum shall not be entitled to receive

{H3141731.1}

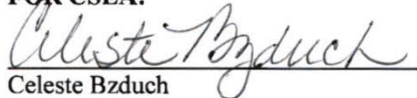
shift differentials payment as defined in Article 10.3 of the Collective Bargaining Agreement during the life of this memorandum.

This Memorandum shall remain effective for a period not to exceed six (6) months from the date of signing and can only be extended by written mutual agreement signed by both parties.

This agreement may suspended or concluded by either party for any reason at any time with seven (7) calendar days written notice to the other party.

Any decision of Management to terminate this trial work schedule consistent with the terms of this memorandum shall to be subject to the provisions of the Grievance and Arbitration provisions of the Collective Bargaining Agreement

FOR CSEA:

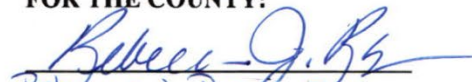

Celeste Bzduch

Date: 10/20/21


Lynn Miller

Date: 10/20/21

FOR THE COUNTY:


Rebecca J. Ryan, Chairman
Board of Supervisors

Date: 10-20-21



{H3141731.1}

I Heather Treadwell have requested a schedule change and I voluntarily waive my contractual right to shift differential for the hours where it would have been applicable.

Signed: Heather Treadwell Date: 10/20/21

Heather Treadwell

Clinical Informatics Assistant

I Justin D. Lewandowski have requested a schedule change and I voluntarily waive my contractual right to shift differential for the hours where it would have been applicable.

Signed:  Date: 10/20/2021
Justin Lewandowski
Clinical Informatics Assistant