

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, April 26, 2022

**BOARD OF MANAGERS PRESENT/ABSENT**

- |   |  |  |
|---|--|--|
| <input checked="" type="checkbox"/> Salman Abbasey, MD      | <input checked="" type="checkbox"/> Laura Paolucci       | <input checked="" type="checkbox"/> Larry Rogers         |
| <input checked="" type="checkbox"/> Bryan Kehl (BOS member) | <input checked="" type="checkbox"/> Steve Perkins        | <input checked="" type="checkbox"/> Janice Shirley       |
| <input checked="" type="checkbox"/> Rich Kosmerl            | <input checked="" type="checkbox"/> J. Thomas Reagan, MD | <input checked="" type="checkbox"/> James Wawrzyniak, DC |

**STAFF PRESENT/ABSENT**

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Connie Almeter (Chief Nursing Officer)                           | <input checked="" type="checkbox"/> Dawn James (NF Administrator)                   |
| <input type="checkbox"/> Ahmed Bayoumi, MD (Medical Staff President)                                 | <input checked="" type="checkbox"/> Gaby Kolo (Deputy Director of Human Resources), |
| <input type="checkbox"/> Greg Collins, DO (Credentials Committee Chair)                              | <input checked="" type="checkbox"/> Merlyn Knapp (Interim Chief Financial Officer)  |
| <input checked="" type="checkbox"/> Mike Corcimiglia (Chief Operating Officer)                       | <input checked="" type="checkbox"/> Mandip Panesar, MD (Hospital Medical Director)  |
| <input 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"/> Craig Woodworth (Director of Plant Operations)  |

**OTHERS PRESENT:** Dave Kobis (Incoming Chief Executive Officer), Becky Ryan (Chairwoman, Wyoming County Board of Supervisors and Supervisor, Town of Warsaw), Jerry Davis (Vice Chairman, Wyoming County Board of Supervisors and Supervisor, Town of Covington), and Michael Roche (Supervisor, Town of Eagle)

**CALL MEETING TO ORDER**

President Kosmerl called the meeting to order at 5:08pm.

***On April 9, 2022, Governor Kathy Hochul signed Chapter 56 of the Laws of 2022. For sixty days (accordingly through June 8, 2022), public bodies are authorized to meet and take such action authorized by law without permitting in public-in-person access to meetings and authorize 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. This language closely models the language of Chapter 417 of the Laws of 2021 and Chapter 1 of the Laws of 2022, the requirements of which have been in effect since September 2021.***

***In an email from the Committee on Open Government dated December 29, 2021, if the governing body is holding a remote meeting pursuant to Chapter 417, the locations of members who are participating remotely does not need to be included in the notice. All members participating remotely count toward a quorum and are permitted to vote.***

**INTRODUCE/WELCOME DAVID KOBIS AND JANICE SHIRLEY**

President Kosmerl introduced and welcomed David Kobis as the Incoming Chief Executive Officer and Janice Shirley as a new member on the WCCHS Board of Managers.

**EXCUSE MEMBERS NOT PRESENT / QUORUM?**

President Kosmerl declared that a quorum was present.

**WCCHS-22-034 CONSENT AGENDA**

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

- Approve Special BOM meeting minutes ..... March 3, 2022
- Approve BOM meeting minutes ..... March 22, 2022
- Approve Special BOM meeting minutes ..... April 1, 2022
- Approve Emergency BOM meeting minutes ..... April 11, 2022

**Plant and Equipment (April 12, 2022)**

- **JAVA FARM SUPPLY**, 4862 Route 98, North Java, NY 14113, approve the cost to replace the loader arms on the MF931 Massey Ferguson tractor, \$3,100.

**Utilization Review/Medical Records (April 12, 2022)**

- Approve 2021 Utilization Review Plan

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>								
	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>								
	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**NF ADMINISTRATOR REPORT**

Dawn James submitted the following report:

- The Nursing Facility is fully open to all visitors with a negative COVID-19 test within 24 hours.
- COVID-19 cases in the nursing facility are on the rise as of the end of March 2022 and are up to 30 residents and 10 staff as of this report. The spread within the facility is a direct result of following NYSDOH regulations. Accordingly, when a resident in a semiprivate room tests positive for COVID-19, the negative resident is moved out of the shared room and placed in a room with another negative resident, causing the new roommate to be exposed, and thus spreading COVID room to room. Several family members have called and tested positive after visiting family. Community case counts are rising and this variant is more contagious.
- The NYSDOH has accepted our plan of correction for the March 2022 survey
- The Trainee Nursing Assistants (TNA) program waiver came to the end with many other waivers that have ended for health care. We can hire TNA's until June 2022 and they have four (4) months to complete training. After October 6, 2022 we no longer can have TNA's in the building.
- Occupancy has remained at close to budgeted levels. Today we have 131 residents in the building. We still our very challenged for staff both nurses and aides. This will continue to affect how many residents and the complexity of cases we can take.
- As of April 1, 2022, nursing homes in NYS are required to meet minimum staffing ratios and require that nursing home residents get at least 3.5 hours per day of direct nursing care, fines for noncompliance could be up to \$2,000 a day, WCCHS joined Leading Age in a lawsuit regarding this mandate.

**CHIEF NURSING OFFICER REPORT**

Connie Almeter submitted the following report:

Staffing Update – As seen in the chart below and previously reported in February, agency use continues and has not been overly decreased. Although, hourly rates are slowly being reduced.

Department	RN Staffing Matrix	RNs – WCCHS	RNs – Agency	Variance
Obstetrics	12.5	6	4	-2.5 FTE
Med/Surg	23-25 based on census	10.6	12	-0.4 – 2.4 FTE
ICU	10.5	6	4	-0.5 FTE
Emergency	15	8	6	-1.0 FTE
Nursing Admin.	5	3	0	-2 FTE
<b>Total</b>	<b>68</b>	<b>33.6</b>	<b>26</b>	<b>-6.4 – 8.4</b>

Obstetrics

- A full-time RN will be returning and begin orientation in the next week. She previously worked in our ED and left for agency work.
- A full-time RN will be returning on May 15, 2022. This individual left approximately 6 months ago to work closer to home.
- A full-time RN has inquired about returning after recovery of childbirth. This individual did not want vaccination during her pregnancy. We anticipate her back in July 2022.
- A Genesee Community College (GCC) nursing student to graduate in June 2022 has applied for an OB position. She will first be required to orient on Med/Surg.

Med/Surg

- 2 full-time new RNs have been recruited and both are presently on orientation.
- A full-time RN with 20+ years' experience will be starting May 1, 2022.
- 2-3 GCC nursing students have applied and expressed interest in working with us after graduation in June 2022.
- 2 present per diem RNs signing onto new per diem rates/commitment.

ICU

No changes at this time.

Emergency

- A full-time RN will be returning in May 2022 after 4 months of agency work.
- 2 agency RNs are considering our new per diem rates/policy.

Nurses Week – Nurses Week is May 6-12, 2022. We will celebrate our nurses by providing breakfast, drawings, and ice cream sundaes throughout the week. Ice cream will be served to everyone on May 11, 2022 as this is also Hospital and Nursing Home Week.

Clinical Staffing Committee – The committee continues to meet and work on the staffing plan which must be submitted to the NYSDOH in July 2022.

Director/Manager Positions – Beth Lander, our new Surgical Services Director, is doing very well and being precepted by our Interim Director, Sally Rhodes. Sally will be done as of May 6, 2022. We continue to recruit a manager for Obstetrics.

COVID Update – We have seen occasion COVID positive patients in the ED and most recently have had a few inpatients. This comes after a long stretch of no inpatient COVID positive patients. In addition, we have seen an increase in positive staff.

**CORPORATE COMPLIANCE REPORT**

No report.

**DIRECTOR OF MENTAL HEALTH REPORT**

Bridget Givens submitted the following report:

**Inpatient Behavioral Health Unit**

In March 2022, the unit admitted 38 patients with 41 discharges, 323 patient days. Staff completed 13 psychiatric consults throughout the facility. Top three counties for admission this month were Wyoming, Livingston and Genesee County.

**Unit Crisis Service Program**

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

**Emergency Room Mental Health Services**

Total of 94 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, 212 patients enrolled in the program with 33 prescribed psychotropic medications.

**Jail Mental Health Services**

The jail program served 85 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.

**Staffing**

Continues to improve, currently only 1 full-time position open. No agency staff and no overtime use.

**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**

- Rooftop Unit Replacement – Both new air handlers are installed, piped, wired, and controls are installed. The official start-up and punchlist will occur 04/26/2022.
- Electric Panel Replacement – Product submittals are continuously being submitted and reviewed. Both panels are scheduled to arrive at the end of May 2022.
- Wyoming County Family Medicine - Attica & Castile Clinic's – The fire panel submittal for the Attica clinic is approved and material is on order. The replacement doors for the Castile clinic are still scheduled for late May 2022. Renovation work cannot start until we have all the material on hand. The hot water loop at the Castile clinic was completed by the maintenance staff.
- Hospital Fire Panel Upgrade – The material is ordered and the expected material delivery date is September – November 2022.
- Lab Renovations – Work continues to proceed with the phase 2 renovations. The maintenance staff removed the last of the old utility lines left from previous projects. The majority of the lines originated from the ground level which were cut and capped to prevent future issues. The existing water and heat lines were reinsulated by maintenance staff to prevent condensation from occurring above the new ceiling. The work is still scheduled to be complete by mid-June 2022.

**Maintenance Projects**

- Reinsulating the dual temp lines on the ground floor including IT and SNF administration are ongoing. The contractor anticipates completing the work by 04/26/2022.
- The Wyoming County Family Medicine - Perry Clinic air handlers are ordered and are expected to arrive in late June 2022. The installation will take approximately 2 days considering the utilities, duct work, and mechanical pad are already in place.

- The 30 fan coil units for the hospital 3<sup>rd</sup> floor patient rooms are ordered and are expected to ship in late May 2022. The maintenance staff will remove the existing 1977 fan coil units, plumb each room with shut offs, eliminate the pneumatic controls, install a new electronic thermostat and install the new fan coil unit.
- The energy management system upgrade is awaiting the final components to arrive before installation may proceed. A project kick off meeting is slated for May 9-2022 to discuss implementation, crossover, and training of employees. This project will entail upgrading the entire energy management system to the latest software. Enhanced unit controls for mechanical equipment and scheduling features for areas throughout the facility are included which will enable energy savings protocols when operating equipment based off occupancy status.
- A new micro-filter was installed to the central sterile department's steam line feeding sterilizer #2. A similar filter was installed approximately 2 years ago on the adjacent sterilizer which eliminated several service calls due to impurities in the steam.
- The engineering contracts to design the replacement of two additional air handler units (AHU's) and three (3) electrical panels has been submitted. M/E Engineering will proceed once the contract signatures are completed.
- Boiler #1 will undergo its annual internal boiler inspection. This requires the unit to be completely shut down, all doors and manholes opened in preparation for the inspector. During that time, the boiler tubes will be cleaned and door gaskets replaced before refilling the boiler.
- MedPro, Wyoming County's insurance carrier, plans to perform their annual inspection on May 5-2022. This is a detailed inspection of the entire facility primarily focused on maintenance issues and health safety concerns.
- The iChlor potable water and boiler water treatment system were inspected this month. The boiler treatment test results were found to be within range. The iChlor system is working perfectly with water quality readings all within range. Potable water sources at random rooms throughout the hospital were tested ensuring acceptable chlorine levels were present.
- Maintenance staff completed 1,265 work orders since the last BOM meeting at a completion rate of 37.21 work orders per day. A total of 768 man-hours were logged for the specified time period.

#### **INFORMATION TECHNOLOGY DIRECTOR REPORT**

Bill Sikes reported that in an effort to reduce costs, WCCHS IT switched email encryption services as of April 21, 2022.

#### **MEDICAL DIRECTOR REPORT**

Mandip Panesar, MD reported on the following item(s):

- The Medical Staff By-Laws Committee met and approved a final version of the revised Medical Staff By-Laws. The draft copy has been sent to the legal team for review and comment. The timeline consists of awaiting final legal review, final edits (if needed), adoption by the active medical staff, and approval by the BOM.
- Corporate Compliance Provider Signature Policy, Rev. 0, effective 04/25/2022 was developed.
- Chart update - Inpatient charts have been closed for December 2021, January, and February 2022, doing extremely well. Some outpatient charts remain delinquent.

#### **MEDICAL STAFF PRESIDENT REPORT**

No report.

#### **CHIEF OPERATING OFFICER (COO) REPORT**

Mike Corcimiglia submitted the following report:

##### **Outpatient Clinical Services Division**

###### **Outpatient Clinical Services General**

Dr. Valerie Ulm, DO, OB/GYN has started seeing patients in clinic, OB and doing surgeries. She, along with the Farkad Balaya, MD, Kari Beardsley, NP, and Kelly Shea, NP will be seeing patients in Arcade and Perry.

Dr. Zerah Ali, DPM did a radio interview on WCJW and started seeing patients at The Cloisters.

Wyoming County Internal Medicine - Warsaw office has received notice that an on-site inspection will be done for Rural Health Center designation. We received designation via a zoom review last year.

Wyoming County Family/Internal Medicine - Perry office application has been submitted for an on-site Rural Health Center inspection.

###### **Outpatient Dialysis**

We are close to capacity on Monday, Wednesday and Friday. Will be working to add additional staff soon.

**Hospital Services**

Hospital Services General

Dietary and Housekeeping continue to be extremely short staffed. Both departments continue to work short. Advertising has taken place of the new rates in both departments.

Respiratory

Respiratory Therapists are very short staffed, it has become very difficult staffing 24/7. Respiratory Therapy no longer has any locums.

Workplace Health

Fireman's Physical's season has started. Still seeing COVID, but less in number.

Laboratory Renovation -Transformation Grant \$3.1Million

Phase two continues to move forward and on schedule to be completed end of June 2022. Vouchers for reimbursement through New York State are being submitted on a monthly basis.

Other Items

Continue to work on contracts with Attorneys for various physicians and outside vendors.  
Provider recruitment

Hospital Foundation

Annual golf tournament is scheduled for June 23, 2022 at Silver Lake Country Club.

**WCCHS-22-035 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE**

Motion by President Kosmerl and seconded by Manager Perkins, the preauthorized accounts and accounts payable processed totaling \$6,359,523.70 be hereby approved as presented.

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-22-036 APPROVE WRITE-OFFS AND BAD DEBT**

Motion by President Kosmerl and seconded by Manager Wawrzyniak, the write-offs/denied claims/bad debt totaling \$626,563.27 be hereby approved as presented.

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-22-037 APPROVE BANK TRANSFER**

Motion by President Kosmerl and seconded by Manager Rogers, the Interim CFO be hereby authorized to transfer up to \$610,000 from Five Star Bank account Wyoming County Family Medicine PC ending in 0680 to Five Star Bank account Wyoming County WCCH Debt Service / Retirement ending in 9420, effective immediately.

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-22-038 APPROVE PERSONNEL REQUISITIONS IN PROCESS AND PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT**

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

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)											
April 26, 2022											
Proposed Positions for Approval											
Senior Manager	Title/Department	FTE	Schedule	Vacating Employee	Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits	
Almeter:	Hospital Aide Per Diem/05.386	0.00	WCCH	Shelby Ulm 09/26/2021	\$15.91	\$3,102	\$237	\$17.75	\$3,461	\$265	
	Surgical Services Scheduler/12.126	1.00	WCCH	Shelia Tonkery 04/02/2022	\$17.21	\$33,560	\$15,481	\$15.80	\$30,810	\$14,213	
	LPN/04.845	1.00	WCCH	Nicoel Rinehart 02/05/2022	\$19.36	\$37,752	\$17,415	\$22.03	\$42,959	\$19,817	
	RPN Per Diem/03.857	0.00	WCCH	Lee Mitchell-Harris 04/04/2022	\$48.65	\$9,487	\$726	\$48.65	\$9,487	\$726	
James:	Nursing Assistant Trainee/05.945	1.00	WCCH	Kaitlyn Shultz 03/05/2022	\$15.24	\$29,718	\$13,709	\$15.24	\$29,718	\$13,709	
	Nursing Assistant Trainee/05.938	1.00	WCCH	Makayla McClurg 03/05/2022	\$15.24	\$29,718	\$13,709	\$15.24	\$29,718	\$13,709	
	Nursing Assistant Per Diem/05.686	0.00	WCCH	Jennifer Frazier 05/22/2021	\$17.49	\$3,411	\$261	\$16.95	\$3,305	\$253	
	LPN/04.107	1.00	WCCH	Kristen Lonnen 05/01/2022	\$25.46	\$49,647	\$22,902	\$22.03	\$42,959	\$19,817	
	RPN Per Diem/03.805	0.00	WCCH	Zachary Brewer 03/06/2021	\$28.91	\$5,637	\$431	\$35.79	\$6,979	\$534	
Corcimiglia:	Cleaner/08.816	0.60	WCCH	Mark Mastin 03/25/2022	\$12.24	\$14,321	\$3,964	\$15.80	\$18,486	\$5,117	
	Food Service Helper/08.355	0.50	WCCH	Camron Gilbert 04/15/2022	\$16.76	\$16,341	\$1,250	\$16.76	\$16,341	\$1,250	
	Food Service Helper/08.363	0.40	WCCH	Jordan Ebersole 04/16/2022	\$16.76	\$13,073	\$1,000	\$16.76	\$13,073	\$1,000	
	Medical Receptionist/12.187	1.00	WCCH	Amanda Enderby 04/02/2022	\$15.00	\$31,200	\$14,393	\$15.24	\$31,699	\$14,623	
	Patient Information Specialist Per Diem/12.716	0.00	WCCH	Colleen Clark 04/07/2022	\$18.19	\$3,547	\$271	\$17.38	\$3,389	\$259	
	Patient Information Specialist Per Diem/12.808	0.00	WCCH	Ashlee Plowe 04/28/2022	\$19.00	\$3,705	\$283	\$17.38	\$3,389	\$259	
	Phlebotomist/05.127	1.00	WCCH	Jean Letourneau 04/14/2022	\$17.64	\$34,398	\$15,868	\$15.80	\$30,810	\$14,213	
	Phlebotomist/05.701	1.00	WCCH	Sherie Munro 04/02/2022	\$17.21	\$33,560	\$15,481	\$15.80	\$30,810	\$14,213	
	Phlebotomist/05.702	1.00	WCCH	Alicia McCready 02/05/2022	\$16.49	\$32,156	\$14,833	\$15.80	\$30,810	\$14,213	

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
April 26, 2022				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
<b>Sr. Manager - C. Almeter</b>				
<b>Create 1</b> - 0.00 FTE Surgical Services Aide Per Diem (Cost Center 404) Schedule WCCH Grade 6 \$17.38 - \$19.40/Hr. Effective date: May 1, 2022	\$3,389	\$259	\$0	\$0
<b>Delete 1</b> - 1.00 FTE Operating Room Technician II (Cost Center 404)/06.730 Schedule WCCH Grade 8A \$21.37/Hr. Effective date: April 16, 2022	\$0	\$0	\$41,672	\$19,223
<b>Create 1</b> - 1.00 FTE LPN (Cost Center 404) Schedule WCCH Grade \$22.03 - \$27.84/Hr. Available date: May 1, 2022	\$42,959	\$19,817	\$0	\$0
<b>Sr. Manager - D. James</b>				
<b>Amend Salary</b> - 1.00 FTE Director of SNF Education & Infection Preventionist (Cost Center 795)/01.325.573 Schedule C <b>From:</b> \$39.90/Hr. <b>To:</b> \$83,000.00/Yr. Available date: April 17, 2022	\$83,000	\$38,288	\$82,992	\$38,284
<b>Sr. Manager - M. Corcimiglia</b>				
<b>Amend Salary</b> - 0.00 FTE Physician Assistant Ortho Clinic Per Diem (Cost Center 679)/17.126.067 Schedule P <b>From:</b> \$665.00/Day <b>To:</b> \$83.13/Hr. Available date: April 3, 2022	\$16,210	\$1,240	\$665	\$51
<b>Delete 1</b> - 1.00 FTE Medical Office Assistant (Cost Center 630)/12.184 Schedule WCCH Grade 6 \$16.54/Hr. Effective date: June 25, 2022	\$0	\$0	\$34,403	\$15,870
<b>Delete 1</b> - 1.00 FTE Senior Medical Technologist (Cost Center 021)/06.306 Schedule WCCH Grade 18C \$37.25/Hr. Effective date: May 1, 2022	\$0	\$0	\$72,638	\$33,508
<b>Create 1</b> - 0.600 FTE RPN (Cost Center 630) Schedule WCCH Grade 20 \$32.54 - \$40.54/Hr. Effective date: May 1, 2022	\$40,610	\$11,241	\$0	\$0
<b>Create 1</b> - 1.00 FTE Medical Technologist (Cost Center 021) Schedule WCCH Grade 18A \$27.35 - \$34.00/Hr. Effective date: May 1, 2022	\$59,787	\$27,580	\$0	\$0
<b>Create 1</b> - 1.00 FTE Medical Office Assistant (Cost Center 630) Schedule WCCH Grade 6 \$15.80 - \$17.64/Hr. Effective date: January 1, 2022	\$36,691	\$16,926	\$0	\$0
<b>Delete 1</b> - 1.00 FTE Medical Receptionist (Cost Center 630)/12.189 Schedule WCCH Grade 5 \$16.99/Hr. Effective date: February 19, 2022	\$0	\$0	\$35,339	\$16,302
<b>TOTALS</b>	<b>\$282,646</b>	<b>\$115,350</b>	<b>\$267,708</b>	<b>\$123,238</b>
<b>TOTAL ANNUAL INCREASE:</b>				<b>\$7,050</b>

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		



**WCCHS-22-039 ABOLISH SALARY SCHEDULE X AND SCHEDULE X HANDBOOK**

Motion by President Kosmerl and seconded b Manager Paolucci, Salary Schedule X and Schedule X Handbook be hereby abolished as Schedule X employees were moved to CSEA bargaining agreement effective 01/01/2022, as approval by the Wyoming County Board of Supervisors [Resolution #22-255 approved on 04/12/2022].

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-22-040 AMEND SALARY SCHEDULE C LUMP SUM**

Motion by Manager Wawrzyniak and seconded by Manager Abbasey, Salary Schedule C be hereby amended as follows:

- Change the 2021 Lump Sum amount for 1.00 FTE **Clinic Officer Manager** position (Position Code 02.206.525) under CLINIC ADMINISTRATION from \$5,180 to \$1,295.

*NOTE: Clinic Office Manager was in a CSEA position until 10/02/2022 and moved into the Clinic Office Manager position (Schedule C) – effective 10/03/2022, lump sum is being recalculated to reflect 9 months at the CSEA hourly rate and 3 months at the Schedule C salary.*

- Change the 2021 Lump Sum amount for 1.00 FTE **Laboratory Services Director** position (Position Code 01.171.562) under LABORATORY from \$7,140 to \$6,486.

*NOTE: Laboratory Services Director received a salary increase effective 10/04/2021, lump sum is being recalculated to reflect 9 months at the prior salary and 3 months at the increased salary.*

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**REVIEW CSEA SUPERVISORY UNIT BARGAINING AGREEMENT HIGHLIGHTS (SALARY SCHEDULE E)**

Dan Farberman presented highlights of the 2021 – 2024 Collective Bargaining agreement between the County of Wyoming and CSEA, Local 1000 AFSCME Hospital Supervisory Unit (comprised mostly of SNF and Pharmacy employees). Going to vote by the membership on April 28, 2022.

**TERM: January 1, 2021 through December 31, 2024**

**COMPENSATION**

Effective on or about January 1, 2022 all employees on the active payroll as of that date, shall receive a one-time lump sum payment equal to 5% of their straight time FTE earning for 2021 payroll year less all applicable deductions.

Effective January 1, 2022, each employee’s hourly rate and annual salary in effect at that time shall be increased by 2.5%.

Effective January 1, 2023, each employee’s hourly rate and annual salary in effect at that time shall be increased by 2.5%.

Effective January 1, 2024, each employee’s hourly rate and annual salary in effect at that time shall be increased by 3.0%.

**LONGEVITY PAY**

Longevity pay increased as listed below

Consecutive Years of Service		Total per Annum
10	\$420	\$500
15	\$510	\$625
20	\$630	\$750
25	\$690	\$875
30	\$870	\$1000

**GRIEVANCE PROCEDURE** – definitional changes

**RECOGNITION** – tightened up recognition language

**UPGRADES** - upgrades were made for Recreational Activity Specialist, Purchasing Supervisor, and Pharmacist

**WCCHS-22-041 APPROVE NEW NURSE PER DIEM RATE**

Motion by Manager Paolucci and seconded by Manager Kehl, the BOM hereby approves the RN Per Diem Platinum rates at 40% higher base pay plus shift differential, as presented (Per Diem Staff Policy, Rev. 5) and detailed below:

- RN per diem- Platinum
- 40% higher base pay + shift diff
- Every other weekend
- Day/Evening shift: Saturday and Sunday
- Night shift: Friday night & Saturday night
- Every other holiday rotation: time and half for three (3) major holidays
- 3- 12 hour shifts per week
- 5- 8 hour shifts per week (in dept. that work 8 hours)
- Paid lunch
- \$500 bonus at completion of each 6 months
- Verbal agreement every 6 months
- Required inservices: base rate
- Required courses: base rate
- 2 call ins in a 6 month period- will be decreased to premium option with ability to reevaluate after 6 months.
- No call, no show- termination
- Requested time off – preapproved

**WCCHS**  
Wyoming County Community Health System

**Not ready for a full time commitment?  
WCCHS is offering new per diem agreements for RNs**

**RNs - Emergency, ICU, Med/Surg, and OB**

- Base per diem rate - \$35.79-\$44.59
- Premium per diem rate - \$39.05-\$48.65
- Platinum per diem rate - \$45.56-\$56.76
- Plus shift differential
- Call 585-786-8940, ext. 4583 (ED), ext. 4159 (ICU/MS), and ext. 4467 (OB) with inquiries.

Great competitive pay rates!

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>								
	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>								
	X	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-22-042 APPROVAL TO INCREASE HOURLY RATE FOR FOOD SERVICE STUDENT AIDE POSITIONS**

Motion by Manager Rogers and seconded by Manager Kehl, the CEO (or designee) be hereby authorized to increase the hourly rate for Food Service department Student Aide positions from \$11.80 per hour to \$13.20 per hour to match the NY State Minimum Wage for our area, effective 05/11/2022. This position is not covered under our current collective bargaining agreement or any other salary schedule.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>								
	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>								
	X	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-22-043 APPROVE CONTRACTS AND/OR GRANTS**

Motion by Manager Wawrzyniak and seconded by Manager Perkins, the CEO (or designee) with the approval of the County Attorney, 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:

- Amend Resolution #WCCHS-20-035 approved on 04/28/2020 and Resolution #WCHS-18-026 approved on 03/27/2018 with **STRONG MEMORIAL HOSPITAL**, a division of the University of Rochester, 601 Elmwood Avenue, Rochester, NY 14642 related to interpretation of routine electroencephalograms (EEGs) studies as follows:
  - Extend the term of this agreement from 04/01/2020 – 03/31/2022 through **04/01/2022 – 03/31/2024**.
  - Same terms and conditions.
- Amend Resolution #WCCHS-18-099 approved on 09/26/2018 with **WINDSTREAM ENTERPRISE**, 20 South Clinton Street, Rochester, NY 14626 related to an agreement for 100 mb fiber internet circuit, \$946 per month (total cost \$11,352) [previous agreement \$618.75 per month], effective 09/05/2018 – 09/04/2021, as follows:
  - Extend the term of the agreement from 09/05/2018 – 09/04/2021 through **09/05/2021 – 06/30/2022**.
  - Further extend the term of the agreement effective **07/01/2022 – 06/30/2025** at a cost of \$752.20 per month
- NU FLOW**, 140 Mushroom Boulevard, Rochester, NY 14623, an agreement to reline existing roof storm drain on the 1964 SNF building that has leaked due to pipe deterioration with an epoxy resin. Reinstate the existing storm tap into main line included in this scope of work, \$8,730, effective 04/12/2022 through completion of the project.

4. Amend Resolution #WCCHS-21-065 approved on 09/28/2021 with **STROUDWATER ASSOCIATES**, 1685 Congress Street, Suite 202, Portland, ME 04102, related to 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, as follows:
  - Extend the term of the agreement from 10/01/2021 – 03/01/2022 through **03/02/2022 - 2/28/2023**.
  - Increase the not to exceed amount from \$12,500 to an amount **not to exceed \$12,500 per year**.
5. **ROCHESTER RHIO** [previously Greater Rochester RHIO], 200 Canal View Boulevard, Rochester, NY 14623, a master services agreement to include support services fees, radiology image exchange fees, and annual renewal of being a RRHIO designated trusted site, \$50,311 for 3-year term [previous agreement \$22,112 per year], effective 01/01/2022 – 12/31/2024, pending approval by the Wyoming County Board of Supervisors.
6. Amend Resolution #WCCHS-22-007 approved on 01/25/2022 with **SYSTEMS PERSONNEL, INC.**, 4154 Seneca Street, West Seneca, NY 14224, related to a contingency agreement for recruiting services, not to exceed \$60,000 for 6 month term, effective 01/26/2022 – 07/31/2022, as follows:
  - Increase the not to exceed amount from \$60,000 to an amount **not to exceed \$93,750** to cover the actual cost of recruiting the Hospital Administrator (Chief Executive Officer).
  - Pending approval by the Wyoming County Board of Supervisors [Resolution #22-098 approved on 2/08/2022].
7. Amend Resolution #WCCHS-21-030 approved on 04/27/2021 with **FIVE STAR BANK**, 220 Liberty Street, Warsaw, NY 14569, related to a renewal agreement to provide an Automated Teller Machine (ATM) for use at WCCHS, \$0.00 to WCCHS, effective 06/19/2021 – 06/19/2022, as follows:
  - Extend the term of the agreement from 06/19/2021 – 06/19/2022 through 06/19/2022 – 06/19/2025.
8. **MEDCOR STAFFING, INC.**, 155 Summer Street, Buffalo, NY 14222, a master services agreement to provide staffing services to the SNF, not to exceed \$100,000 per year effective 05/01/2022 – 04/30/2024, pending approval by the Wyoming County Board of Supervisors.
9. **PLACE RECRUITING**, 43 Whitestone Lane, Lancaster, NY 14086, a recruitment services agreement for physicians, physician assistants, and register nurses, not to exceed \$30,000 per year, effective 05/01/2022 – 04/30/2023.
10. **HEALTH WEAR OF WNY**, 3 Pequet Parkway, Tonawanda, NY 14150, a service agreement for linen at clinics, \$12,000 per year [cost savings of \$20,000 or more], effective 05/01/2022 – 04/30/2027.
11. Amend Resolution #WCCHS-21-091 approved on 12/28/2021 with **BECKMAN COULTER**, 250 South Kraemer Boulevard, PO Box 8000, Brea, CA 92821-8000, related to a rental agreement for a new, replacement AS4 system to process bacterial identification and antimicrobial susceptibility, \$138,280.05 over 5 years, effective 01/01/2022 – 12/31/2027, as follows:
  - Change the term of the agreement from 5 years to 7 years (84 months) to match the actual initial agreement term, **01/01/2022 – 12/31/2029**.
  - Increase the amount from \$138,280.05 for 5 years to **an amount of \$193,593 for 7 years**.
  - Pending approval by the Wyoming County Board of Supervisors [Resolution #22-035 approved on 01/11/2022].
12. Amend Resolution #WCCHS-20-035 approved on 04/28/2020, Resolution #WCCHS-19-048 approved on 04/23/2019, and Resolution #WCCHS-17-006 approved on 01/24/2017 with **MED-CARE ADMINISTRATORS**, 9360 River Road, Marcy, NY 13403, related to a medical billing and credentialing agreement, as follows:
  - Extend the term of the agreement from 05/01/2020 – 04/30/2021 through **05/01/2021 – 04/30/2023**.
  - Increase the not to exceed amount from \$300,000 to an amount not to exceed **\$432,000**.
  - Pending approval by the Wyoming County Board of Supervisors [Resolution #20-242 approved on 05/12/2020, Resolution #19-244 approved on 05/14/2019, and Resolution #17-076 approved on 02/14/2017].

- 13. **M/E ENGINEERING, PC**, 60 Lakefront Boulevard, Buffalo, NY 14202, an agreement to provide engineering services to create bid drawings and specification for replacing three 200 amp, 4-phase, 3-wire panels (LP2B, LP3B, and LP4B) for the hospital, including submittals, answer contractors design questions and provide site visits during the project, \$14,400 (base bid \$13,900 plus reimbursables \$500), effective 04/12/2022 – 10/01/2022.
- 14. Amend Resolution #WCCHS-22-024 approved on 03/22/2022 and Resolution #WCCHS-20-019 approved on 02/25/2020 and Resolution #WCCHS-19-010 approved on 01/22/2019 with **DAVID M. PRIVITERA, MD**, 16 Merryhill Lane, Pittsford, NY 14534 related to orthopaedic services as follows:
  - Include a stipend in an amount of \$62.30 per wRVU in excess of 3,325 wRVUs first six months (to be paid in July) and an amount of \$62.30 per wRVU in excess of 3,325 wRVUs second six months (to be paid in December), effective 03/31/2022.
  - All other terms and conditions of the agreement remain the same.
  - Pending approval by the Wyoming County Board of Supervisors [Resolution #22-252 approved on 04/12/2022, Resolution #20-139 approved on 03/10/2020 and Resolution #19-083 approved on 02/12/2019].

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

- Include a stipend for 1.00 FTE **Orthopaedic Surgeon** position (Position Code 10.107.589) under ORTHOPAEDIC CLINIC in an amount of \$62.30 per wRVU in excess of 3,325 wRVUs first six months (to be paid in July) and an amount of \$62.30 per wRVU in excess of 3,325 wRVUs second six months (to be paid in December), effective 03/31/2022.
- 15. **FARKAD BALAYA, MD**, 38 Park Street, Warsaw, NY 14569, an employment agreement for OBGYN Physician services in an amount of \$630,000 per year, effective 04/19/2022, pending approval by the Wyoming County Board of Supervisors. (Salary Schedule P updated by Resolution #WCCHS-22-023 approved on 03/22/2022.)
- 16. Amend Resolution#WCCHS-22-024 approved on 03/22/2022 [BOS Resolution#22-248 approved on 04/12/2022] to **RESCIND** this amendment in its entirety as it was previously terminated by Resolution#WCCHS-20-090 on 10/27/2020 [BOS Resolution#20-472 approved on 11/10/2020].

Amend Resolution #WCCHS-18-127 approved on 11/27/2018 with **TRUBRIDGE, LLC**, 3725 Airport Boulevard, Suite 208A, Mobile, AL 36608, related to an agreement for a subscription to contract management application that will automate the comparison of reimbursements received to the fee schedules in place with all documented third party contracts. Trubridge to provide all implementation services to enter contract documentation to initiate the system, \$6,600 implementation fee plus \$1,375 per month (total contract amount of \$56,100), as follows:

- Change the term from 12/01/2018 – 11/30/2021 through **12/01/2021 – 11/30/2024**.
- Pending approval by the Wyoming County Board of Supervisors [Resolution #18-576 approved on 12/11/2018].

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No	***	Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

\*\*\* **Manager Abbasey abstained from Physician related contracts, #14 and #15.**

**APPROVE CHANGE IN MEDICAL STAFF STATUS**

This item was withdrawn from the agenda prior to the meeting.

**BOARD PRESIDENT REPORT**

President Kosmerl reported on the following item(s):

- Received an Application for Recognition from the senior leadership team for permission to hang a picture of Joseph L. McTernan, former Chief Executive Officer (donated by Joe's wife, Anna) in Administration's hallway on the first floor. According to the Process for Recognition of Individuals Who Have Played an Important Role Related to WCCHS Policy, Rev. 0, the BOM will appoint a selection committee in the fourth quarter 2022 to review and select eligible candidates.
- Reminded board members to respond to the email dated April 22, 2022 from County Attorney, Jen Wilkinson, regarding a response to a FOIL request.
- Appointed Janice Shirley to the Acute Quality Committee.
- Need to amend the wording of two resolutions made at the April 11, 2022 Emergency BOM meeting related to an employment agreement with the intended Hospital Administrator and the associated amendment to Salary Schedule C to match wording proposed by the Board of Supervisors.

**WCCHS-22-044 RESCIND AND REPLACE RESOLUTION #WCCHS-22-032 TO APPROVE EMPLOYMENT AGREEMENT WITH INTENDED HOSPITAL ADMINISTRATOR / CEO CANDIDATE AND RESCIND AND REPLACE RESOLUTION #WCCHS-22-033 TO AMEND SALARY SCHEDULE C**

Motion by President Kosmerl and seconded by Manager Perkins, Resolution #WCCHS-22-032 and Resolution #WCCHS-22-033 both approved on 04/11/2022 be hereby rescinded and replaced in their entirety, as follows:

**RESCIND RESOLUTION #WCCHS-22-032 APPROVED ON 04/11/2022 TO APPROVE EMPLOYMENT AGREEMENT WITH INTENDED HOSPITAL ADMINISTRATOR / CEO CANDIDATE**

Motion by Manager Reagan and seconded by Manager Perkins, the Human Resource Director be hereby authorized to offer a three-year employment agreement with the intended Hospital Administrator (Chief Executive Officer [CEO]) candidate, **DAVID A. KOBIS**, 7054 Reflections Lake Drive, Lakeland, FL 33813, as the Hospital Administrator (Chief Executive Officer [CEO]) for Wyoming County Community Health System with a salary of \$375,000 per year with retention performance hold/back in the amounts of \$10,000 (year 1), \$12,500 (year 2), and \$15,000 (year 3), plus a 2.5% increase per year, plus residency within 40 miles of the hospital is required, plus deferred relocation reimbursement within 24 months in an amount not to exceed \$20,000 with receipts, plus benefits as outlined in Salary Schedule C Handbook, effective on or about June 1, 2022, pending approval by the Wyoming County Board of Supervisors.

and **REPLACE WITH APPROVE EMPLOYMENT AGREEMENT WITH INTENDED HOSPITAL ADMINISTRATOR / CEO CANDIDATE**

The Human Resource Director be hereby authorized to offer a three-year employment agreement with the intended Hospital Administrator (Chief Executive Officer [CEO]) candidate, **DAVID A. KOBIS**, 7054 Reflections Lake Drive, Lakeland, FL 33813, as the Hospital Administrator (Chief Executive Officer [CEO]) for Wyoming County Community Health System, as follows:

- Effective on or about June 01, 2022
  - Starting salary of \$365,000 annually.
  - This salary represents a \$10,000 holdback
- Effective on or about June 01, 2023
  - The \$10,000 year 1 holdback amount is payable in full within 30 days of year-one anniversary date to reflect a \$375,000 annual salary.
  - After meeting pre-established goals and receiving a satisfactory performance evaluation by the Board of Managers
    - Salary will be set at \$371,875 annually
      - This amount reflects a 2.5% Cost of Living increase plus a \$12,500 holdback
- Effective on or about June 01, 2024
  - The \$12,500 year 2 holdback amount is payable in full within 30 days of year-two anniversary date to reflect a \$384,375 annual salary.
  - After meeting pre-established goals and receiving a satisfactory performance evaluation by the Board of Managers
    - Salary will be set at \$378,984 annually
      - This amount reflects a 2.5% Cost of Living increase plus a \$15,000 holdback

- Effective on or about June 01, 2025
  - The \$15,000 year 3 holdback amount is payable in full within 30 days of year-three anniversary date to reflect a \$393,984 annual salary.
  - After meeting pre-established goals and receiving a satisfactory performance evaluation by the Board of Managers
    - Salary will be set at \$403,834 annually
      - This amount reflects a 2.5% Cost of Living increase
- Residency within forty (40) miles of the hospital is required, plus deferred relocation reimbursement within twenty-four (24) months in an amount not to exceed twenty thousand dollars (\$20,000) with receipts
- Benefits as outlined in Salary Schedule C Handbook
- Pending approval by the Wyoming County Board of Supervisors

**RESCIND RESOLUTION #WCCHS-22-033 APPROVED ON 04/11/2022 TO AMEND SALARY SCHEDULE C**

Motion by Manager Perkins and seconded by Manager Rogers, Salary Schedule C be hereby amended as follows, pending approval by the Wyoming County Board of Supervisors:

- Set the salary of the **Hospital Administrator** position (Position Code 01.100.500) under ADMINISTRATION at \$365,000 per year; position available date 04/12/2022.
- Add a stipend for the **Hospital Administrator** position (Position Code 01.100.500) under ADMINISTRATION at \$10,000 retention performance hold/back, not automatic payment subject to annual review and approval, effective 06/01/2023.
- Set the salary of the **Hospital Administrator** position (Position Code 01.100.500) under ADMINISTRATION at \$371,875 per year; effective 06/01/2023.
- Add a stipend for the **Hospital Administrator** position (Position Code 01.100.500) under ADMINISTRATION at \$12,500 retention performance hold/back, not automatic payment subject to annual review and approval, effective 06/01/2024.
- Set the salary of the **Hospital Administrator** position (Position Code 01.100.500) under ADMINISTRATION at \$388,834 per year; position available date 06/01/2024.
- Add a stipend for the **Hospital Administrator** position (Position Code 01.100.500) under ADMINISTRATION at \$15,000 retention performance hold/back, not automatic payment subject to annual review and approval, effective 06/01/2025.
- Set the salary of the **Hospital Administrator** position (Position Code 01.100.500) under ADMINISTRATION at \$403,834 per year; position available date 06/01/2025.

and **REPLACE WITH**  
**AMEND SALARY SCHEDULE C**

Salary Schedule C be hereby amended as follows, pending approval by the Wyoming County Board of Supervisors [Resolution #22-260 approved on 04/12/2022]:

- Set the salary for the position of **Hospital Administrator** (Position Code 01.100.500) under ADMINISTRATION at \$365,000 per year (base salary is \$375,000); position available date April 12, 2022.
  - This amount reflects a \$10,000 hold back
- Include a lump sum Retention/Hold Back payment for the position of **Hospital Administrator** (Position Code 01.100.500) under ADMINISTRATION in the amount of \$10,000, effective on or about June 1, 2023.
- After meeting pre-established goals and receiving a satisfactory performance evaluation by the Board of Managers, set the salary for the position of **Hospital Administrator** (Position Code 01.100.500) under ADMINISTRATION at \$371,875 per year (base salary is \$384,375); effective on or about June 1, 2023.
  - This amount reflects a 2.5% increase in base salary plus a \$12,500 hold back
- Include a lump sum Retention/Hold Back payment for the position of **Hospital Administrator** (Position Code 01.100.500) under ADMINISTRATION in the amount of \$12,500, effective on or about June 1, 2024.
- After meeting pre-established goals and receiving a satisfactory performance evaluation by the Board of Managers, set the salary for the position of **Hospital Administrator** (Position Code 01.100.500) under ADMINISTRATION at \$378,894 per year (base salary is \$393,984); effective on or about June 1, 2024.
  - This amount reflects a 2.5% increase in base salary plus a \$15,000 hold back

- Include a lump sum Retention/Hold Back payment for the position of **Hospital Administrator** (Position Code 01.100.500) under ADMINISTRATION in the amount of \$15,000, effective on or about June 1, 2025.
- After meeting pre-established goals and receiving a satisfactory performance evaluation by the Board of Managers, set the salary for the position of **Hospital Administrator** (Position Code 01.100.500) under ADMINISTRATION at \$403,834 per year; effective on or about June 1, 2025.

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>								
	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>								
	X	<b>PASS</b>				<b>FAIL</b>		

**BOARD COMMITTEE CHAIR REPORTS**

**Acute Quality Committee**

No report. The next meeting is scheduled for May 18, 2022.

**SNF Quality Committee**

No report. The next meeting is scheduled for May 18, 2022.

**Finance/Personnel Committee**

No report.

**Plant and Equipment Committee**

Manager Kehl reported that the Plant and Equipment Committee met on April 12, 2022 and referred to the draft minutes. The next meeting is scheduled for May 10, 2022.

**Communications Committee**

No report.

**Information Technology Committee**

No report.

**Governance Committee**

Manager Wawrzyniak reported that he'd like to review the BOM By-Laws once the Medical Staff By-Laws have been approved and upon Dave Kobis's arrival.

**Compensation Committee**

President Kosmerl reported that the Compensation Committee met April 26, 2022 at 3:30pm to review Schedule C and Schedule P salaries and specific proposed market adjustments as recommended by the Acting CEOs and senior leadership team.

**Credentials Committee**

No report.



**EXECUTIVE SESSION**

Motion by President Kosmerl and seconded by Manager Rogers, for the Board to enter into executive session to discuss the following topic(s) at 6:08pm. Mike Corcimiglia, Dawn James, Dan Farberman, Gaby Kolo, Pam Pettnot, Merlyn Knapp, Connie Almeter, Craig Woodworth, Bridget Givens, Becky Ryan, Jerry Davis, Mandip Panesar, MD, and Dave Kobis remained. All other attendees left the meeting room or ended their Zoom session.

- Employment history, performance, and compensation of eleven (11) particular Salary Schedule C positions/employees and three (3) particular Salary Schedule P positions/employees.
- Contract negotiations:
  - Employment agreement – Wyoming County Family Medicine PC – O’Dell
  - Orthopaedic services
- Matters leading to the appointment and employment of a particular candidate for the Chief Financial Officer position.
- Labor relations matter related to NYSDOH COVID-19 vaccination mandate

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**Merlyn Knapp, Connie Almeter, Craig Woodworth, and Bridget Givens were excused from Executive Session at 6:20pm.**

**Mandip Panesar, MD was excused from Executive Session at 6:39pm.**

**Jerry Davis exited Executive Session at 6:39pm.**

Motion by Manager Kehl and seconded by Manager Rogers, the Board exit executive session 6:51pm.

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	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
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**EXECUTIVE SESSION DISCUSSIONS**

President Kosmerl reminded attendees that all information discussed in executive session shall remain confidential and declared that no motions or votes were enacted on during the executive session.

**WCCHS-22-045 AMEND SALARY SCHEDULE C AND SALARY SCHEDULE P**

Motion by President Kosmerl and seconded by Manager Reagan, the BOM hereby accepts the market rate adjustments and amends Salary Schedule C and Salary Schedule P per the recommendation of the Acting CEOs, senior leadership team, Human Resource Director, and BOM Compensation Committee as follows, pending approval by the Wyoming County Board of Supervisors:

**SALARY SCHEDULE C**

- Set the salary of the 1.00 FTE **Quality Assurance Specialist/Infection Prevention** position (Position Code #02.166.557) under ACUTE QUALITY at \$87,000 per year, effective 01/01/2022.
- Set the salary of the 1.00 FTE **Clinic Office Manager** position (Position Code #02.206.525) under CLINIC ADMINISTRATION AT \$92,000 per year, effective 01/01/2022.
- Set the salary of the 1.00 FTE **Director of Utilization Review** position (Position Code #01.175.628) under PATIENT AND FAMILY SERVICES at \$98,800 per year, effective 01/01/2022.
- Set the salary of the 1.00 FTE **Maintenance Supervisor** position (Position Code #02.109.444) under PLANT MAINTENANCE at \$76,111 per year, effective 01/01/2022.
- Set the salary of the 1.00 FTE **Director of SNF Education & Infection Preventionist** position (Position Code #01.325.573) under NURSING FACILITY ADMINISTRATION at \$87,000 per year, effective 04/17/2022.
- Increase the salary of the six (6) **Nursing Supervisor Per Diem in the Nursing Services Office** positions (Position Codes #02.148.502, #02.149.502, #02.151.502, #02.153.502, #02.154.502, and #02.171.502) under NURSING ADMINISTRATION (ACUTE) from \$200/4 hour shift to \$240/4 hour shift, effective 01/01/2022.
- Set the salary of the 1.00 FTE **Chief Financial Officer** position (Position Code #01.112.500) under FISCAL SERVICES at \$225,000 per year, position available date 05/10/2022.

**SALARY SCHEDULE P**

- Include a stipend for 1.00 FTE **Orthopaedic Surgeon** position (Position Code 10.107.589) under ORTHOPAEDIC CLINIC in an amount of \$62.30 per wRVU in excess of 3,325 wRVUs first six months (to be paid in July) and an amount of \$62.30 per wRVU in excess of 3,325 wRVUs second six months (to be paid in December), effective 03/31/2022.
- Set the salary for 1.00 FTE **Physician's Assistant** position (Position Code #17.114.067) under WYOMING COUNTY FAMILY MEDICINE - ARCADE at \$100,000 per year, effective 01/01/2022.
- Include a stipend for 1.00 FTE **Physician's Assistant** position (Position Code #17.114.067) under WYOMING COUNTY FAMILY MEDICINE – ARCADE in an amount of \$29.47 per wRVU annually above 2,610 wRVU annually, effective 01/01/2022.
- Set the salary of 0.90 FTE **Physician's Assistant** position (Position Code #17.115.067) under WYOMING COUNTY FAMILY MEDICINE – ARCADE at \$90,000 per year, effective 01/01/2022.
- Include a stipend for 0.90 FTE **Physician's Assistant** position (Position Code #17.115.067) WYOMING COUNTY FAMILY MEDICINE – ARCADE in an amount of \$29.47 per wRVU annually above 2,349 wRVU annually, effective 01/01/2022.
- Set the salary for 1.00 FTE **Physician's Assistant** position (Position Code #17.116.067) under WYOMING COUNTY FAMILY MEDICINE - ARCADE at \$100,000 per year, effective 01/01/2022.
- Include a stipend for 1.00 FTE **Physician's Assistant** position (Position Code #17.116.067) under WYOMING COUNTY FAMILY MEDICINE – ARCADE in an amount of \$29.47 per wRVU annually above 2,610 wRVU annually, effective 01/01/2022.

The motion was passed upon the following vote:

<b>VOTE</b>									
Salman Abbasey, MD	X	Yes		No		Abstain		Absent	
Bryan Kehl	X	Yes		No		Abstain		Absent	
Rich Kosmerl	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	
Janice Shirley	X	Yes		No		Abstain		Absent	
James Wawrzyniak, DC	X	Yes		No		Abstain		Absent	
<b>VOTE TOTAL:</b>	9	Yes	0	No	0	Abstain	0	Absent	
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>			

**NEXT REGULAR MEETING**

The next regular meeting is scheduled for Tuesday, May 24, 2022 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 6:57pm upon motion by Manager Wawrzyniak.

\_\_\_\_\_  
 Laura Paolucci, BOM Secretary

\_\_\_\_\_  
 Date

\_\_\_\_\_  
 Pam Pettnot, Recording Secretary

\_\_\_\_\_  
 Date

