

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, May 24, 2022

BOARD OF MANAGERS PRESENT/ABSENT

★ *participated remotely*

☒ Salman Abbasey, MD at 5:40pm

☒ Bryan Kehl (BOS member)

☒ Rich Kosmerl

☒ Laura Paolucci

☒ Steve Perkins ★

☒ J. Thomas Reagan, MD

☒ Larry Rogers ★

☒ Janice Shirley

☒ James Wawrzyniak, DC ★

STAFF PRESENT/ABSENT

☒ Connie Almeter (Chief Nursing Officer)

☐ Ahmed Bayoumi, MD (Medical Staff President)

☐ Greg Collins, DO (Credentials Committee Chair)

☒ Mike Corcimiglia (Chief Operating Officer)

☒ Peggy Cunningham (Director of WPHS, Clinic Quality, & Corporate Compliance)

☒ Dan Farberman (WC Human Resource Director)

☒ Bridget Givens (Director of Mental Health)

☒ Dawn James (NF Administrator)

☒ Gaby Kolo (Deputy Director of Human Resources)

☒ Merlyn Knapp (Interim Chief Financial Officer)

☒ Mandip Panesar, MD (Hospital Medical Director) ★

☒ Pam Pettnot (Executive Assistant)

☐ Denise Prusak (NF Director of Nursing)

☐ Bill Sikes (County IT Director)

☒ Craig Woodworth (Director of Plant Operations)

OTHERS PRESENT: Becky Ryan (Chairwoman, Wyoming County Board of Supervisors and Supervisor, Town of Warsaw) Jerry Davis (Vice Chairman, Wyoming County Board of Supervisors and Supervisor, Town of Covington), David Privitera, MD (WCCHS Orthopaedic Surgeon)

OTHERS PRESENT PARTICIPATED REMOTELY: Dave Kobis (Incoming Chief Executive Officer), Michael Roche (Supervisor, Town of Eagle), Mallory Diefenbach (Reporter Batavia Daily News), and Unidentified User James

CALL MEETING TO ORDER

President Kosmerl called the meeting to order at 5:27pm.

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.

EXCUSE MEMBERS NOT PRESENT / QUORUM?

President Kosmerl reported that he had been contacted by Manager Abbasey, who because of staffing shortages is providing some evening coverage in the hospital and would join the BOM meeting as duty allowed. President Kosmerl suggested the BOM make a motion to excuse Manager Abbasey, if needed.

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

- Manager Abbasey

President Kosmerl declared that a quorum was present.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD		Yes		No		Abstain	X	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
VOTE TOTAL:	8	Yes	0	No	0	Abstain	1	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-046 CONSENT AGENDA

Motion by Manager Kehl 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 BOM meeting minutesApril 26, 2022

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD		Yes		No		Abstain	X	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
VOTE TOTAL:	8	Yes	0	No	0	Abstain	1	Absent
RESULTS	X	PASS				FAIL		

NF ADMINISTRATOR REPORT

Dawn James submitted the following report:

- The Nursing Facility remains fully open to all visitors with a negative COVID-19 test within 24 hours.
- Our recent outbreak of 30 resident COVID-19 cases triggered an unannounced focused infection control survey by the New York State Department of Health (NYSDOH) on May 12, 2022. We were not cited for any infection control violations and have received our letter of compliance from NYSDOH.
- NYSDOH accepted our plan of correction for the survey in May 2022. The DOH did an off-site review of our plan and we received our letter of full compliance with our annual survey.
- The Trainee Nursing Assistants (TNA) program waiver came to an end as did many other waivers that have ended for health care. TNA's can be hired until June 2022 and they have four (4) months to complete training. After October 6, 2022, TNA's can no longer be in the building. UPDATE: There is currently a bill that will extend the ability to have TNAs for an additional two years. We are hoping this passes as it will allow us to continue to grow our staff within the building.
- We are looking into an application for conducting an on-site Certified Nursing Assistant class in the facility. With the Immediate Jeopardy (IJ) tag finally removed we are now able to apply for this again. We have educators available to teach and this would allow us to have additional hands caring for residents with clinical hours counted for work in the building.

- Occupancy has remained at close to budgeted levels. Today, we have 133 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.

CHIEF NURSING OFFICER REPORT

Connie Almeter submitted the following report:

Staffing Update – As seen in the chart below and previously reported in February 2022, 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	7	3	-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	9	5	-1.0 FTE
Nursing Admin.	5	3	0	-2 FTE
Total	68	35.6	24	-6.4 – 8.4

- Obstetrics - We have reduced agency by (1) one, with the return of a full time RN.
- Med/Surg - One RN has expressed interest in taking a full time position in August 2022 after completing an agency assignment.
- ICU - No changes at this time. We do have hopes that in August 2022 a full time RN will return to us after having left to work in a school system.
- Emergency - A full time RN has returned after doing agency assignments, leading to the decrease of (1) one agency nurse.

Average hourly rate at this time is \$140-150/hr. This is a decrease from \$190-195/hr. previously being paid. We continue to work on decreasing rates, using caution not to lose nurses that are needed. Conversations have begun with Avant, a recruitment agency to assist with recruiting nurses.

Nurses Week – Nurses Week was May 6-12, 2022. Several drawings were done for different items such as gift cards, compressions stockings, a stethoscope, pen lights and scissors, etc. We thank the Medical Staff who helped to support the items as well as some breakfast items. We also thank Wyoming County Board of Supervisors Chairwoman Becky Ryan, who helped to serve ice cream during nurse's week, as well as hospital and nursing home week.

Clinical Staffing Committee – The committee continues to meet. A survey was drafted for all the nurses to provide input on daily assignments, appropriate nurse to patient ratios, input on their schedules, suggestions for educational topics, etc. The committee will review the surveys and establish next steps.

Director/Manager Positions – We continue our search for a Director of Maternity and Women's Health Department (Obstetrics).

COVID-19 Update – Most recently, we had approximately 17 nursing staff affected by COVID-19 during the same time period. These individuals are slowly returning to work, some requiring more than two weeks off to recover. In addition, we have seen an increase in positive COVID-19 patients on our Med/Surg floor and ICU.

CORPORATE COMPLIANCE REPORT

Peggy Cunningham reported that a Provider Signature, Rev. 0 (04/25/2022) policy was established. Employees and providers in the health system may not share or reassign their signature to other staff for use on their behalf.

DIRECTOR OF MENTAL HEALTH REPORT

Bridget Givens submitted the following report:

Inpatient Behavioral Health Unit

In April 2022, the unit admitted 43 patients with 58 discharges, 354 patient days. Staff completed 12 psychiatric consults throughout the facility. Top three counties for admission this month were Wyoming, Livingston and Genesee County.

Unit Crisis Service Program

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

Emergency Room Mental Health Services

Total of 101 psychiatric evaluations through the Emergency Department.

Collaborative Care Program

Currently, 215 patients enrolled in the program with 33 prescribed psychotropic medications.

Jail Mental Health Services

The jail program served 63 inmates with 34 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, still one current full-time opening. No agency staff.

May is Mental Health Awareness Month - Activities around the Village

- One of our employees organized an awareness walk around Warsaw (05/24/2022) at Warsaw Park
- Valley Chapel held a Mental Health Recognition Breakfast (05/17/2022)
- Mental Health First Aide for Fire/EMS (05/14/2022)
- Family Wellness Fair at Attica Middle High School (05/20/2022)
- Choosing Hope Conference at Valley Chapel (05/19/2022)

**A special thank you to all who serve those struggling with mental illness. Not only can this job be physical and emotionally challenging but it can be rewarding and uplifting. **

"Most of us have far more courage than we ever dreamed we possessed."

Dale Carnegie

CHIEF FINANCIAL OFFICER (CFO) REPORT

Merlyn Knapp asked for permission to request a transfer of funds from the Wyoming County Treasurer in the amount of \$1 million for the month of June 2022 and \$1 million for the month of July 2022.

WCCHS-22-047 APPROVAL TO REQUEST TRANSFER OF FUNDS FROM WYOMING COUNTY TREASURER

Motion by Manager Reagan and seconded by President Kosmerl, the Interim CFO be hereby authorized to request a transfer of funds from the Wyoming County Treasurer in the amount of \$1 million for the month of June 2022 and \$1 million for the month of July 2022 from the remaining budgeted amount for the hospital.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD		Yes		No		Abstain	X	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
VOTE TOTAL:	8	Yes	0	No	0	Abstain	1	Absent
RESULTS	X	PASS				FAIL		

COUNTY HUMAN RESOURCE DIRECTOR REPORT

No report.

DIRECTOR OF PLANT OPERATIONS

Craig Woodworth submitted the following report:

Construction Projects

- Rooftop Unit (RTU) Replacement – Both new air handlers are installed and operational. The contractors are working on the closeout documentation which will conclude the project. A NYSEG rebate application is currently being submitted for both RTU's since they meet the criteria for this program.
- Electric Panel Replacement – Both panels are scheduled to ship at the end of June 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 to ship in late May 2022. Renovation work cannot start until we have all the material on hand.
- Hospital Fire Panel Upgrade – The material is ordered and the expected delivery date is September – November 2022.
- Lab Renovations – The drywall and drop ceilings are installed in the Phase 2 portion of the project. The subfloor preparation is taking place so the new LVT flooring may be installed. A new server room will be built to assist Information Systems with future expansion of the facilities network. This room and the new manager's office will be constructed by maintenance staff once the contractors have completed their base bid work. All of the reheat coils located in the ceiling are currently being rebuilt by maintenance staff prior to occupancy.

Maintenance Projects

- 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 3rd 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 finally install the new fan coil unit.
- The energy management system upgrade kick off meeting took place 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. Installation will not take place until October 2022 due to material lead times.
- The engineering contracts for replacing two additional Air Handler Units (AHU's) and three (3) electrical panels is complete. Design and development for the projects are scheduled within the next month.
- Legionella retests of the facilities potable water were analyzed by the lab. All test results were clean with nothing detected. The SNF domestic water is now being supplied through the hospital to ensure the facility is receiving the iChlor treated water. The water main from Duncan Street is now closed. This is due to the elevated Legionella readings received as a result of our latest tests.
- Repairs to both cooling towers are scheduled once the parts arrive as a result from our last preventative maintenance inspection. The fan motor bearings and belts will be replaced as part of this corrective action.
- The SNF fire dampers underwent their 6-year mandatory inspection. There were a total of 6 issues as a result of the inspection. The maintenance staff will complete as many of the repairs as possible to avoid contractual costs.
- 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 609 work orders since the last BOM meeting at a completion rate of 25.38 work orders per day. A total of 433 man-hours were logged for the specified time period.

INFORMATION TECHNOLOGY DIRECTOR REPORT

No report.

MEDICAL DIRECTOR REPORT

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

- The draft revision to the Medical Staff By-Laws are with legal counsel for review. Dr. Panesar, Dave Kobis, and legal met to review the proposed changes. Next steps include meeting with the By-Laws Committee to review final proposed changes within 1-2 weeks, then to the Medical Staff for approval, followed by BOM approval.
- Delinquent charts
 - Inpatient records are all up-to-date as of March 2022, April 2022 charts are still lagging.
 - Outpatient records – there continues to be one practitioner who remains significantly delinquent

- Verbal orders –
 - Less than 48 hours
200-300 orders that are currently under 48 hours, none delinquent at this time
 - Greater than 48 hours
193 orders that are currently over 48 hours, very delinquent
65% of these orders can be accounted for by 3-4 providers, some providers no longer practice at WCCHS
 - Doing okay overall, hope to wrap this up shortly
- A brief discussion took place about the suspension process for providers that are significantly delinquent.
- Dave Kobis commented that getting bills and provider documentation completed on time is critically important for financially stressed hospitals. Discharged not final billed (DNFB) cases—where bills remain incomplete due to coding or documentation gaps—the longer that period extends the more crippling to cash flow and mounting accounts receivable days (A/R days). There needs to be more urgency to get documentation done and bills dropped.

Manager Abbasey joined the meeting at 5:40pm during Dr. Panesar's report.

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

A joint press release was published to the local media for Dr. Zerah Ali, Podiatrist and Dr. Valarie Ulm, OBGYN.

Margaret Wright, PA Pediatrics and Katherine Niespodzinski, PA Arcade Family Medicine have resigned. Will be looking to replace them.

Working with Recruiters, ECMC and UBMD for recruitment of Orthopaedic Surgeon and open Physician Assistant positions.

Dr. Calvin Schierer's last day is May 31, 2022, we have offered his patients options to see existing providers within our system.

Outpatient Dialysis

At capacity on Monday, Wednesday and Friday. We are actively recruiting for additional staff to open Tuesday, Thursday and Saturday. Working with Livingston County Nursing and Rehabilitation Center on additional dialysis patients.

Hospital Services

Hospital Services General

Dietary and Housekeeping Departments continue to be extremely short staffed.

Respiratory

Respiratory Therapists are very short staffed, it has become very difficult staffing 24/7.

Radiology

Mammography has received a 3 year certificate from the American College of Radiology (ACR).

Workplace Health

Fireman's Physical's season has started.

Staff COVID cases rose to a high of 30, have declined to 15.

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 and all necessary reporting is being submitted on a monthly basis.

Other Items

Continue to work with attorneys on various physicians and outside vendor contracts.

Received grant money from the Community Foundation for Greater Buffalo, William Thiel Community Grant \$102,018.55 which will be used for new anesthesia equipment.

Hospital Foundation

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

WCCHS-22-048 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE

Motion by President Kosmerl and seconded Manager Abbasey, the preauthorized accounts and accounts payable processed totaling \$4,218,281.99 be hereby approved as presented.

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
VOTE TOTAL:	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-049 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT

Motion by Manager Wawrzyniak and seconded by Manager Rogers, the write-offs/denied claims/bad debt totaling \$440,873.04 be hereby approved as presented.

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
VOTE TOTAL:	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-050 PERMISSION TO DECLARE ITEM(S) AS SURPLUS

Motion by Manager Paolucci and seconded by President Kosmerl, the equipment listed below and presented be hereby approved as excess equipment and declared as surplus. In addition, the CEO (or designee) is authorized to accept the highest offer to purchase, transfer to other Wyoming County departments, transfer to other facilities, or to dispose, as appropriate.

Update		Delete	Back
Tag Number: 019119 Existing Asset			
General Information			
Description:	SPIROAR PFT SYS		
Serial Number:	180626-03-0231		
Acquired Date:	12/31/2019		
Purchase Value:	43496.00		
Salvage Value:			
Method:	S		
Life:	Y 8		
Depreciation Amount:	453.08		
Accum Depreciation:	13592.42		
Fiscal YTD:	5436.96		
Remove Date:			
Last Deprec Data:			
General Ledger Information			
Expense GL Number:	81094000 DEPRECIATION - MOVABLE EQUIP		
Accum GL Number:	11132100 ACCUM DPN MOVEABLE EQUIPMENT		
Asset GL Number:	11125100 MOVEABLE EQUIPMENT		
Location Information			
Location Number:	042 RESPIRATORY THERAPY		
Building:			
Floor:			
Classification:			
Purchase Information			
Vendor Number:	05665 MORGAN SCIENTIFIC INC		
Invoice Number:	45758 & 46402		
Invoice Date:	11/21/2019		
Check Number:	1185 B		
Check Date:	12/19/2019		

43,496.00C+

#123121

13,592.42 -

#10122

453.08 -

#22822

453.08 -

#33122

453.08 -

#40122

453.08 -

Trade in 5,000.00 -

23,091.26 *

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
VOTE TOTAL:								
	9	Yes	0	No	0	Abstain	0	Absent
RESULTS								
	X	PASS				FAIL		

WCCHS-22-051 APPROVE PERSONNEL REQUISITIONS IN PROCESS AND PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT

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

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)										
May 24, 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/05.835	1.00	WCCH	Joy O'Brien 05/05/2022	\$17.64	\$34,398	\$16,129	\$15.80	\$30,810	\$14,447
	RPN/03.661	0.60	WCCH	Patricia Millen 04/05/2022	\$45.55	\$53,294	\$14,991	\$32.54	\$38,072	\$10,710
James:	Nursing Assistant Trainee/05.935	1.00	WCCH	Sara Ramsey 05/01/2022	\$15.24	\$29,718	\$13,935	\$15.24	\$29,718	\$13,935
	LPN/04.522	1.00	WCCH	Catherine Saheed 05/07/2022	\$25.46	\$49,647	\$23,279	\$22.03	\$42,959	\$20,143
	Nursing Assistant Trainee/05.934	1.00	WCCH	Jakob Gallipeau 04/22/2022	\$15.24	\$29,718	\$13,935	\$15.24	\$29,718	\$13,935
	LPN/04.531	1.00	WCCH	Christina Burton 04/16/2022	\$25.46	\$49,647	\$23,279	\$22.03	\$42,959	\$20,143
	Clinical Coordinator (SNF)/02.102	1.00	E	Amber Platt 04/02/2022	\$35.90	\$74,672	\$35,014	\$32.52	\$67,642	\$31,717
	Nursing Assistant Trainee/05.949	1.00	WCCH	Nichole Murtha 04/02/2022	\$15.24	\$29,718	\$13,935	\$15.24	\$29,718	\$13,935
	Activity Leader Per Diem/05.352	0.00	WCCH	Mitzi Sliker 05/10/2022	\$17.02	\$3,319	\$254	\$15.93	\$3,106	\$238
	Director of Reimburse/Quality & SNF Rehab./02.204	1.00	C	Justin Bayliss 06/02/2022	\$106,092.00	\$106,092	\$49,747	\$106,092.00	\$106,092	\$49,747
Corcimiglia:	RPN/03.880	0.80	WCCH	Theresa Bartz 05/13/2022	\$32.54	\$50,762	\$19,041	\$32.54	\$63,453	\$29,753
	Cleaner (Temporary)/08.263	1.00	WCCH	Laurie Reitter 03/21/2022	\$12.67	\$24,707	\$1,890	\$15.80	\$30,810	\$2,357
	Cleaner Per Diem/08.803	0.00	WCCH	Susan Upright 04/30/2022	\$17.38	\$3,389	\$259	\$17.38	\$3,389	\$259
	Food Service Helper/08.314	0.40	WCCH	Sabrina Donohue 05/15/2022	\$17.55	\$13,689	\$1,047	\$16.76	\$13,073	\$1,000
	Medical Office Assistant/12.878	1.00	WCCH	Melissa McClurg 05/14/2022	\$17.64	\$36,691	\$17,205	\$17.64	\$36,691	\$17,205
	Physician's Assistant/17.114.067	1.00	P	Katherine Niespodzinski TBD	\$100,000.00	\$100,000	\$46,890	\$100,000.00	\$100,000	\$46,890
	Mid-Level Provider/17.110.443	0.60	P	Margaret Wright 07/01/2022	\$70,590.00	\$70,590	\$19,857	\$70,590.00	\$70,590	\$19,857
	Phlebotomist/05.128	0.50	WCCH	Sydney Granger 05/01/2022	\$17.38	\$16,946	\$1,296	\$17.38	\$16,946	\$1,296
Knapp:	Phlebotomist/05.700	1.00	WCCH	Bobbee Neal 05/14/2022	\$17.64	\$34,398	\$16,129	\$15.80	\$30,810	\$14,447
	Hospital Administrator (CEO)/01.100	1.00	C	Joseph McTernan	\$266,500.00	\$266,500	\$124,962	\$375,000.00	\$375,000	\$175,838

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
May 24, 2022				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - C. Almeter				
Create 2 - 0.00 FTE RPN Per Diem (Cost Center 302) Schedule WCCH Grade 20 \$35.79 - \$48.65/Hr. Available date: May 29, 2022	\$13,958	\$1,068	\$0	\$0
Sr. Manager - D. James				
Create 1 - 1.00 FTE SNF Business Office Manager (Cost Center 795) Schedule E Grade 2 \$23.78 - \$26.62/Hr. Available date: May 29, 2022	\$51,002	\$23,915	\$0	\$0
Sr. Manager - M. Knapp				
Amend Salary Schedule - 1.00 FTE Hospital Administrator (CEO) 01.100.500 (Cost Center 790) Schedule C From: \$266,500/Yr. To: Starting salary \$365,000/annually -- this salary represents a \$10,000 holdback. \$10,000 YR one-holdback payable in full w/in 30 days of one (1) year anniversary date to reflect a \$375,000 annual salary. Effective date: 05/31/2022	\$375,000	\$175,838	\$266,500	\$124,962
Sr. Manager - M. Corcimiglia				
Amend FTE - 0.60 FTE Mid-Level Provider (Cost Center 650)/17.110.443 Schedule P \$70,590/Yr. From: 0.60 FTE to 1.00 FTE Effective date: July 10, 2022	\$70,590	\$33,100	\$70,590	\$19,857
Abolish Stipend - 0.60 FTE Mid-Level Provider (Cost Center 650)/17.110.443 \$520/Day when services are provided beyond existing contract requirement of 24 hrs/week Not to exceed \$20,000/Yr. Effective date: July 9, 2022	\$0	\$0	\$20,000	\$5,626
Create 1 - 1.00 FTE Respiratory Therapist (Cost Center 042) Schedule WCCH Grade 18B & 18C \$30.98 - \$42.92/Hr. Available date: June 1, 2022	\$60,411	\$28,327	\$0	\$0
Create 1 - 1.00 FTE Medical Office Assistant (Cost Center 664) Schedule WCCH Grade 6 \$15.80 - \$17.64/Hr. Available date: May 29 2022	\$32,864	\$15,410	\$0	\$0
Create 1 - 1.00 FTE Patient Information Specialist (Cost Center 770) Schedule WCCH Grade 6 \$15.80 - \$17.64/Hr. Available date: May 29 2022	\$32,253	\$15,123	\$0	\$0
Create 1 - 1.00 FTE Nurse Practitioner (Cost Center 650) Schedule P \$100,000/Yr. Available date: May 29, 2022	\$100,000	\$46,890	\$0	\$0
Create 2 - 1.00 FTE Dialysis RN (Cost Center 691) Schedule WCCH Grade 20C \$36.90 - \$39.46/Hr. Available date: July 11, 2022	\$153,894	\$72,161	\$0	\$0
Create 1 - 1.00 FTE Director of Clinic Operations (Cost Center 677) Schedule C \$92,000/Yr. Available date: June 1, 2022	\$92,000	\$43,139	\$0	\$0
Create 1 - 1.00 FTE Medical Office Assistant (Cost Center 630) Schedule WCCH Grade 6 \$15.80 - \$17.64/Hr. Available date: May 29 2022	\$32,864	\$15,410	\$0	\$0
Delete 1 - 1.00 FTE LPN (Cost Center 698)/04.170 Schedule WCCH Grade 14B \$22.03/Hr. Effective date: 05/14/2022	\$0	\$0	\$42,959	\$20,143
Delete 1 - 1.00 FTE Family Practice Physician Provider (Cost Center 698)/10.112.587 Schedule P \$202,000/Yr. Effective date: June 12, 2022	\$0	\$0	\$202,000	\$94,718
Delete 1 - 1.00 FTE Clinic Office Manager (Cost Center 677)/02.206.525 Schedule C \$92,000/Yr. Effective date: June 1, 2022	\$0	\$0	\$92,000	\$43,139
Delete 1 - 0.60 FTE RPN (Cost Center 630)/03.894 Schedule WCCH Grade 20 \$32.54 - \$40.54/Hr. Effective date: May 29 2022	\$0	\$0	\$40,610	\$11,424
Delete 1 - 1.00 FTE Medical Biller (Cost Center 760)/12.869 Schedule WCCH Grade 8 \$20.36/Hr. Effective date: TBD	\$0	\$0	\$39,702	\$18,616
Delete 1 - 1.00 FTE Medical Office Assistant (Cost Center 698)/12.216 Schedule WCCH Grade 6 \$17.64/Hr. Effective date: May 28, 2022	\$0	\$0	\$36,691	\$17,205
TOTALS	\$1,014,836	\$470,379	\$811,052	\$355,689
TOTAL ANNUAL INCREASE:				\$318,474

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
VOTE TOTAL:	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-052 APPROVE MEMORANDUMS OF UNDERSTANDING (MOU) WITH CSEA SIGNED 05/18/2022

Motion by Manager Kehl and seconded by Manager Reagan, the memorandums of understanding between the County of Wyoming and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO General Unit and Hospital Supervisory Unit signed on 05/18/2022 related to Dialysis RN (Revised), Dialysis RN Team Leader (Revised), Respiratory Therapist I, II & Senior, Corrections to the Wage Progression Schedules "A" and "WCCHS" of the Collective Bargaining Agreement, 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
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
VOTE TOTAL:	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-053 APPROVE CONTRACTS AND/OR GRANTS

Motion by Manager Rogers and seconded by Manager Wawrzyniak, the CEO (or designee) with the approval of the County Attorney, Costello, Cooney and 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-22-007 approved on 01/25/2022 with **COUNTY OF WYOMING**, 143 North Main Street, Warsaw, NY 14569, related to a 1-year interdepartmental cooperation agreement renewal for shared services provided by Human Resources, not to exceed \$425,375 [\$415,000 in 2021, \$406,000 in 2020, \$390,000 in 2019, \$325,000 in 2018, \$250,000 in 2017, 2016, 2015, 2014, 2013, 2012] effective 01/01/2022 – 12/31/2022, as follows:
 - Increase the not to exceed amount from \$425,375 to an amount **not to exceed \$500,000 for the period 06/01/2022 – 012/31/2022.**
 - Pending approval by the Wyoming County Board of Supervisors [Committee 02/01/2022]

2. Amend Resolution #WCCHS-17-096 approved on 10/24/2017 and Resolution approved on 08/26/2014 with **WESTERN NEW YORK UROLOGY ASSOCIATES, LLC**, 500 Sterling Drive, Orchard Park, NY 14127 related to a lease agreement for suite located on the southwest side of the second floor of the North Main Medical Building at 408 North Main Street, Warsaw, NY 14569, 1,905 square feet, including a waiting area, one receptionist/records area, four examining rooms, a laboratory, and two lavatories, space to be reasonably furnished, revenue agreement, effective 11/01/2017 – 10/31/2020, as follows:
 - Extend the term of the agreement from 11/01/2017 – 10/31/2020 through **11/01/2020 – 10/31/2024**.
 - Increase the monthly rent:
 - \$2,786 per month for the period 06/01/2022 – 10/31/2022
 - \$2,959 per month for the period 11/01/2022 – 10/31/2023
 - \$3,143 per month for the period 11/01/2023 – 10/31/2024
3. Amend Resolution approved on 12/16/2014 with **GE HEALTHCARE**, PO Box 96483, Chicago, IL 60693 related to portable/flash pad service agreement:

12/01/2018 – 12/01/2023 **GE HEALTHCARE** (*Portable X-ray Machine / Flash Pad Service Agreement*), \$5,757/year (\$28,785 total contract)

12/01/2014 – 12/01/2018 included at no charge.

As follows:

 - Change the term from 12/01/2018 – 12/01/2023 to **12/01/2018 – 12/23/2023**.
4. Amend Resolution #WCCHS-21-030 approved on 04/27/2021 with **PETER COGGIOLA, PNP**, 4470 Jordan Road, Silver Springs, NY 14550, related to a psychiatric consultation services agreement to provide 1 hour per week of psychiatric consultation to primary care office as part of the collaborative care program, not to exceed \$7,800 (funded by the Greater Rochester Health Foundation), effective 04/01/2021 – 04/01/2022, as follows:
 - Extend the term of the agreement from 04/01/2021 – 04/01/2022 through **04/01/2022 – 04/01/2024**.
 - No longer funded by the Greater Rochester Health Foundation.
 - Pending approval by the Wyoming County Board of Supervisors [Resolution #21-243 approved on 05/11/2021].
5. Amend Resolution #WCCHS-21-015 approved on 02/23/2021 with **KIDENEY ARCHITECTS, PC**, 143 Genesee Street, Buffalo, NY 14203, professional design services for new physician office, drawings and measurements for 35 Main Street, Attica, NY property renovations, not to exceed \$2,000, effective 02/10/2021 – 02/09/2021, as follows:
 - Increase not to exceed amount from \$2,000 to an amount **not to exceed \$5,000**.
6. **M/E ENGINEERING**, 60 Lakefront Boulevard, Buffalo, NY 14202, engineering for rooftop unit (RTU) replacement – SNF #1 and MHU #1, provide engineering services to create bid drawings and specifications for the replacement of two RTUs: SNF #1 and MHU #1, scope includes approving submittals, answer contractors design questions, and provide site visits during the project, \$17,300 (\$16,700 plus reimbursables not to exceed \$600), effective 04/12/2022 – 10/01/2022.
7. **FLOYD LEE LOCUMS, INC.**, 67 Moultrie Street, Suite A, Charleston, SC 29403, locum staffing agreement, not to exceed \$200,000 per year, effective 06/01/2022 – 05/31/2023, pending approval by the Wyoming County Board of Supervisors.
8. **MARSH GROUP**, 4910 Carlisle Mews, Williamsburg, VA 23188, medical placement services/provider recruitment to include Orthopaedic Surgeon and Family Practice Physician, not to exceed \$35,000 per year, effective 06/01/2022 – 05/31/2023.
9. **MEDLINE INDUSTRIES, LP**, 1 Medline Place, Mundelein, IL 60060, a Medline hemo-force pump lease program agreement, lease of Deep Vein Thrombosis (DVT) pumps, \$0.00 cost as long as minimum purchase meet (no less than 3 pairs of Medline sleeves per pump per month), if minimum purchase not meet then not to exceed \$1,000 per year, effective 05/11/2022 – 05/10/2023.

10. **BTE TECHNOLOGIES, LLC**, 7455 New Ridge Road, Suite L, Hanover, MD 21076, a PRO extended warranty agreement for maintenance services for exercise equipment with computer coverage and off-site education, \$3,350 per year [previous agreement \$3,250 per year], effective 06/13/2022 – 06/12/2023.
11. **DEBRA A. BROWN, NP**, 6682 Swyers Road, Castile, NY 14427, an employment agreement – Schedule P, to perform professional medical services at the Hospital's affiliated Internal Medicine Group offices, \$131,400 per year, effective 07/01/2022, pending approval by the Wyoming County Board of Supervisors.

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

- Set the salary of one (1) **Nurse Practitioner** position (Position Code #17.120.311) under Wyoming County Internal Medicine at \$131,400 per year, effective 07/01/2022.

12. **MERIDIAN NURSE RECRUITERS**, 471 North Broadway #139, Jericho, NY 11753, a nurse staffing agreement to provide nurse agency staffing, not to exceed \$500,000 per year, 06/01/2022 – 05/31/2024, 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
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
VOTE TOTAL:								
	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

*** *Manager Abbasey abstained from Physician related contracts, #11*

WCCHS-22-054 APPROVE CONTRACT – GARFUNKEL WILD, PC

Motion by President Kosmerl and seconded by Manager Paolucci, the CEO (or designee) with the approval of the County Attorney, Costello, Cooney and Fearon, PLLC or Garfunkel Wild, PC, be hereby authorized and directed to sign the following contract on behalf of the Wyoming County Community Health System as presented:

Amend Resolution #WCCHS-22-007 approved on 01/25/2022 and Resolution #WCCHS-21-030 approved on 04/27/2021 with **GARFUNKEL WILD, PC**, 111 Great Neck Road, Great Neck, NY 11021, related to a legal engagement to retain firm to provide legal advice and related services in connection with general regulatory matters, routine business transactions, and other routine general healthcare matters, not to exceed \$10,000 per month effective 01/01/2022 – 12/31/2022, as follows:

- Increase the contract amount an additional **\$186,703.05** to include invoices received for services rendered for the periods April 2020, October 2020, December 2020, January 2021, May 2021 – December 2021. These services fall under Exhibit A, Fee Proposal, Section B, Hourly Billing Matters classification and are outside the scope of the monthly general retainer.
- Pending approval by the Wyoming County Board of Supervisors [Resolution #22-099 approved on 02/08/2022 and Resolution #21-243 approved on 05/11/2021].

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		Yes	X	No		Abstain		Absent
VOTE TOTAL:	8	Yes	1	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-055 APPROVE CHANGE IN MEDICAL STAFF STATUS

Motion by Manager Reagan and seconded by Manager Wawrzyniak, the change in medical staff status for the following medical staff member be hereby approved as recommended by the Medical Staff and presented:

DEPARTMENT OF MEDICINE

Calvin L. Schierer, DO – Family Medicine - is applying for Honorary staff status (currently approved for Community Based status)

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
VOTE TOTAL:	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

BOARD PRESIDENT REPORT

President Kosmerl reported on the following item(s):

- Establish goals and objectives for CEO
- Received a letter from Dr. Dale Deahn confirming per his original contract that his term expires July 14, 2022 and he'll be going into retirement after that date. Expressed appreciation to Dr. Deahn for his years of service.
- Received an offer (the right of first refusal) communicated by the owner through Dr. Deahn to purchase 395 W. Main Street, Arcade, NY. This property is located adjacent to Wyoming County Family Medicine – Arcade (401 W. Main Street). WCCHS inquired about purchasing the property in 2019; however, the property was not for sale at that time.
- On April 9, 2022, Governor Kathy Hochul signed an amendment to the Open Meetings Law (Chapter 56 of the Laws of 2022) to allow (until July 1, 2024) the expanded use of videoconferencing by public bodies to conduct open meetings, under extraordinary circumstances, regardless of a declaration of emergency. In order to continue meeting virtually, a county must pass a local law to opt in. The BOS passed a resolution introducing a local law entitled "Adopting Amendments to the NYS Open Meetings Law for the Expanded Use of Video Conferencing;" however, the BOM was not included in this resolution. Based on this information, Hospital board members can no longer participate in official business via Zoom/videoconferencing. Going forward, BOM participating remotely will not count toward a quorum and are not permitted to vote. President Kosmerl asked Becky Ryan to consider amending the BOS resolution to include the BOM (and the Board of Health).

- Advanced Total Hip and Total Knee Replacement Certification Program - received notification from The Joint Commission that WCCHS will need to have an active patient and resume services by the end of July 2022 or withdraw from the program per the Cease Services policy. If after 6 months, the program cannot resume services, The Joint Commission will terminate the certification of the program. We currently do not have staff to support the compliance requirements but should reconsider it again when appropriate to do so in the future.
- Thanked Merlyn Knapp for his service to WCCHS acting in the Interim CFO position since November 2021.

WCCHS-22-058 CONSIDER ACQUISITION OF PROPERTY

Motion by Manager Reagan and seconded by Manager Abbasey, the BOM hereby declines the right of first refusal to purchase the property at 395 W Main Street, Arcade, NY, SBL#183.13-1-41 at this time. President Kosmerl will draft a response to the owner/family, thanking them for the offer to purchase, and notifying them of our decision to decline.

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
VOTE TOTAL:	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

BOARD COMMITTEE CHAIR REPORTS

Acute Quality Committee

Manager Paolucci reported that the Acute Quality Committee met on May 18, 2022, referred to the draft minutes and reported on the following items:

- Reviewed Performance Improvement projects, 91% departmental participation, anticipate full departmental participation by the next meeting, and highlighted three topics.
- Reviewed the 2022 quality goals:
 - ED boarders and throughput
 - Plans of safe care
 - Domestic violence
 - Workplace violence
 - Resuscitation outcomes
 - Timely lab draws
 - Agency orientation
 - Clinical staffing committee
- Clinic quality – thanked Brittany Coffa for providing additional information for the Committee and prompt follow up.

SNF Quality Committee

Manager Rogers reported that the SNF Quality Committee met on May 18, 2022, referred to the draft minutes and reported on the following items:

- COVID-19 continues to be an issue in the long term facility.
- Staffing shortages continue.
- Wished Justin Bayliss the best of luck with his new opportunity.

Finance/Personnel Committee

No report.

Plant and Equipment Committee

Manager Kehl reported that the Plant and Equipment Committee met on May 10, 2022 and referred to the draft minutes. The next meeting is scheduled for June 14, 2022.

Communications Committee

No report.

Information Technology Committee

No report.

Governance Committee

No report.

Compensation Committee

No report.

Credentials Committee

No report.

EXECUTIVE SESSION

Motion by Manager Paolucci and seconded by Manager Wawrzyniak, for the Board to enter into executive session to discuss the following topic(s) at 6:59pm. Mike Corcimiglia, Pam Pettnot, Dan Farberman, Gaby Kolo, Becky Ryan, Jerry Davis, Mandip Panesar, MD, and Dave Kobis remained. All other attendees left the meeting room, ended their Zoom session, or were placed in a Zoom breakout room.

- the medical, financial, credit or employment history of a particular employed physician, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular employed physician
- the medical, financial, credit or employment history of a particular employed physician, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular employed physician
- the medical, financial, credit or employment history of a particular employee on Salary Schedule C, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular employee on Salary Schedule C
- the medical, financial, credit or employment history of a five (5) particular employees on Salary Schedule C, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of five (5) particular employees on Salary Schedule C
- the medical, financial, credit or employment history of a particular contracted person, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular contracted person

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
VOTE TOTAL:	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

Jerry Davis exited Executive Session at 7:33pm.

Mandip Panesar, MD was excused from Executive Session at 7:56pm.

Mike Corcimiglia was excused from Executive Session at 8:00pm.

Pam Pettnot was asked to leave the conference room and exited Executive Session at 8:00pm.

Motion by Manager Paolucci and seconded by Manager Rogers, the Board exit executive session 8:19pm.

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
VOTE TOTAL:								
	9	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

Pam Pettnot rejoined Executive Session at 8:19pm.

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-22-056 APPROVE EMPLOYMENT AGREEMENT – DAVID PRIVITERA, MD

Motion by Manager Paolucci and seconded by Manager Kehl, the CEO (or designee) with the approval of the County Attorney, Costello, Cooney and Fearon, PLLC or Garfunkel Wild, PC, be hereby authorized to and directed to sign an employment agreement on behalf of the Wyoming County Community Health System as presented and as follows:

DAVID M. PRIVITERA, MD, 16 Merryhill Lane, Pittsford, NY 14534, a 3-year Employment Agreement – Salary Schedule P, to provide Orthopaedic services, not to exceed \$510,000 per year plus 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 06/30/2022 – 06/29/2025, pending approval by the Wyoming County Board of Supervisors.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD		Yes		No	X	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
VOTE TOTAL:								
	8	Yes	0	No	1	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

EMPLOYMENT AGREEMENT – SYDNEY DOMANOWSKI, DO

No action was taken on the following employment agreement. An employment agreement with Dr. Domanowski will be presented at the regular BOM meeting scheduled for June 28, 2022

Amend Resolution #WCCHS-20-007 approved on 01/28/2020 and Resolution #WCCHS-18-061 approved 06/26/2018 with **SYDNEY DOMANOWSKI, DO**, 8866 Vermont Hill Road, Holland, NY 14080 related to an employment agreement – Salary Schedule P to provide family practice and maternity services not to exceed \$250,000 per year, plus a one-time fee of \$36,000, effective 08/01/2019 – 07/31/2022 or within 60 days upon the completion of credentialing and obtaining malpractice insurance and additional on-call shifts over and above the existing coverage obligation, not to exceed \$12,000 per year, effective 01/01/2020, and create a Stipend for Family Practice and Maternity Physician Provider under WYOMING COUNTY FAMILY MEDICINE – WARSAW and set the salary at \$250 per day (24 hour period) for nursery call coverage only beyond existing contract requirement, effective 01/01/2020, as follows:

- Change contracting parties address to **3700 Walker Road, Perry, NY 14530.**
- Extend the term of the agreement from 08/01/2019 – 07/31/2022 through **08/01/2022 – 07/31/2023.**

Amend Salary Schedule P as follows:

- Set the salary of the 1.00 FTE **Family Practice and Maternity Physician Provider** (Position Code #10.103.586) under WYOMING COUNTY FAMILY MEDICINE - O'DELL at \$259,996 per year, effective 08/01/2022.
- Pending approval by the Wyoming County Board of Supervisors [Resolution #18-306 approved 07/10/2018 and Resolution #20-098 approved on 02/11/2020].

WCCHS-22-057 AMEND SALARY SCHEDULE C

Motion by President Kosmerl and seconded by Manager Reagan, Salary Schedule C be hereby amended to set one-time stipends plus corresponding fringes for assistance/coverage provided during the four month absence of a CEO, as follows, pending approval by the Wyoming County Board of Supervisors:

- Include a Stipend for the 1.00 FTE **Nursing Facility Administrator** position (Position Code # 01.120.293) under NURSING FACILITY ADMINISTRATION in the amount of \$20,000, effective 06/15/2022.
- Include a Stipend for the 1.00 FTE **Chief Operating Officer** position (Position Code #01.150.300) under ADMINISTRATION in the amount of \$20,000, effective 06/15/2022.
- Include a Stipend for the 1.00 FTE **Executive Assistant** position (Position Code #12.177.571) under ADMINISTRATION in the amount of \$10,000, effective 06/15/2022.
- Include a Stipend for the 1.00 FTE **Chief Nursing Officer** position (Position Code #01.628.607) under NURSING ADMINISTRATION (ACUTE) in the amount of \$2,500, effective 06/15/2022.
- Include a Stipend for the 1.00 FTE **Director of Behavioral Health** position (Position Code #01.152.423) under MENTAL HEALTH UNIT in the amount of \$2,500, effective 06/15/2022.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD		Yes		No	X	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
VOTE TOTAL:	8	Yes	0	No	1	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

NEXT REGULAR MEETING

The next regular meeting is scheduled for Tuesday, June 28, 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 8:27pm upon motion by Manager Wawrzyniak.

Laura Paolucci, BOM Secretary

Date

Pam Pettnot, Recording Secretary

Date

DRAFT

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

Dialysis RN

(REVISED May 3, 2022)

WHEREAS, The Wyoming County Community Health System will begin operation of a Dialysis care unit to serve the community at locations in Warsaw New York and in Mt. Morris New York at the Livingston County facility, and

WHEREAS, In order to operate these Dialysis case locations it will become necessary to create new job titles of Dialysis Registered Nurse, and

WHEREAS, the employees hired to fill these positions have become Wyoming County Community Health System employees, and

WHEREAS, The Civil Service Employees Association made a request of Wyoming County to voluntarily recognize these new employees for representation under the current Collective Bargaining Agreement between the parties, and

WHEREAS, The County was agreeable to the Union's request for voluntary recognition, and to the addition of a new job classification of Dialysis RN into the Collective Bargaining Agreement between Wyoming County and The CSEA for the Wyoming County Unit, and

WHEREAS, The parties agreed to create and voluntarily recognize the job title of Dialysis RN to be included into and under the provisions of the Collective Bargaining Agreement between Wyoming County and The CSEA for the Wyoming County General Unit, and

WHEREAS, the parties agreed to establish the new classification of Dialysis RN and place this classification on WCCHS wage schedule 20C, and

WHEREAS, The parties now agree for the need to an increase in these wage schedules in order to maintain the Dialysis unit and the market competitiveness of wages provided to these employees, and

NOW THEREFORE, The Dialysis RN was placed in a newly established grade of 20C, on the WCCHS wage schedule, and will be increased effective April 1, 2022, with the signing of this Memorandum as follows:

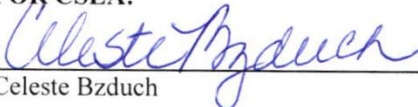
{H3141731.1}

Step 1	Step 2	Step 3	Step 4	Step 5
46.00	\$46.47	\$46.95	\$47.40	\$48.05

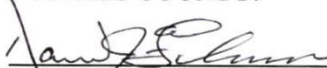
The parties agree that all other terms of the respective Collective Bargaining Agreements remain unchanged and will apply to these new classifications unless expressly addressed in this Memorandum of Understanding.

The parties agree that this Memorandum shall become effective upon signing and required approvals by the Wyoming County Community Board of Managers, The Wyoming County Board of Supervisors and The Wyoming County Civil Service Commission.

FOR CSEA:


Celeste Bzduch

FOR THE COUNTY:

 5/18/22
Daniel J. Farberman, Director
Human Resources

 5/18/22
Lynn Miller

{H3141731.1}

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

**Dialysis RN TEAM LEADER
SUPERVISORY BARGAINING UNIT**

(REVISED April 14, 2022)

WHEREAS, The Wyoming County Community Health System will begin operation of a Dialysis care unit to serve the community at locations in Warsaw New York and in Mt. Morris New York at the Livingston County facility, and

WHEREAS, In order to operate these Dialysis case locations it will become necessary to create new job titles of Dialysis Registered Nurse Team Leader, and

WHEREAS, the employees hired to fill these positions have become Wyoming County Community Health System employees, and

WHEREAS, The Civil Service Employees Association made a request of Wyoming County to voluntarily recognize these new employees for representation under the current Collective Bargaining Agreement between the parties, and

WHEREAS, The County was agreeable to the Union's request for voluntary recognition, and to the addition of a new job classification and title of Dialysis RN Team Leader into the Collective Bargaining Agreement for the Wyoming County Community Health System Supervisory Unit, and incorporated into the CBA, and

WHEREAS, The parties agreed to create and voluntarily recognize the job title of Dialysis RN Team Leader to be included into and under the provisions of the Collective Bargaining Agreement between Wyoming County and The CSEA for the Wyoming County Supervisory Unit, and

WHEREAS, the parties agreed to establish the new classification of Dialysis RN Team Leader and place this classification on Schedule "E" wage schedule Grade 10, and

WHEREAS, The parties now agree for the need to an increase in these wage schedules in order to maintain the Dialysis unit and the market competitiveness of wages provided to these employees, and

{H3141731.1}


NOW THEREFORE, The Dialysis RN team leader was placed in a newly established grade of 10, on the Supervisory Unit wage schedule, and will be increased effective April 1, 2022, with the signing of this Memorandum as follows:


Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
46.00	\$46.47	\$46.95	\$47.40	\$48.05	\$49.43

The parties agree that all other terms of the respective Collective Bargaining Agreements remain unchanged and will apply to these new classifications unless expressly addressed in this Memorandum of Understanding.


The parties agree that this Memorandum shall become effective upon signing and required approvals by the Wyoming County Community Board of Managers, The Wyoming County Board of Supervisors and The Wyoming County Civil Service Commission.

FOR CSEA:


Lynne Kilner

 5/18/22
Lynn Miller

FOR THE COUNTY:

 5/18/22
Daniel J. Farberman, Director
Human Resources

{H3141731.1}

MEMORANDUM OF UNDERSTANDING
between
THE COUNTY OF WYOMING
and the
CIVIL SERVICE EMPLOYEES ASSOCIATION ("Union"), LOCAL 1000, AFSCME, AFL-CIO
WYOMING COUNTY LOCAL 861-9250

Respiratory Therapist I, II & Senior
(April 14, 2022)

WHEREAS, the Wyoming County Community Health System ("System") has great difficulty staffing and retaining qualified respiratory therapist(s); and

WHEREAS, the System and the Union have an interest in ensuring the safety, well-being, and high quality care of all patients throughout Systems facilities through appropriate compensation and staffing;

NOW, THEREFORE, the parties agree to the following modifications of the "WCCHS" Wage progression tables, and


The Respiratory Therapist I classification will be moved from its current Grade of 14C to 18B effective June 1, 2022.

The Respiratory Therapist II classification will be moved from its current Grade of 15A to 18C effective June 1, 2022.

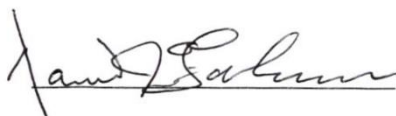
The Sr. Respiratory Therapist classification will be moved from its current Grade of 18A to 20A effective June 1, 2022.

The parties agree that these modifications will be considered a part of the current Collective Bargaining Agreement and will not be subject to change without mutual agreement by the parties

FOR CSEA:

  5/18/22

FOR WYOMING COUNTY:

 5/18/22

MEMORANDUM OF UNDERSTANDING
between
THE COUNTY OF WYOMING
and the
CIVIL SERVICE EMPLOYEES ASSOCIATION ("Union"), LOCAL 1000, AFSCME, AFL-CIO
WYOMING COUNTY LOCAL 861-9250

Corrections to the Wage Progressions Schedules "A" and "WCCHS"
Of the Collective Bargaining Agreement

WHEREAS, the recently negotiated a successor Collective Bargaining Agreement replacing the expired Agreement that spanned the period between January 1, 2016 to December 31, 2020; and

WHEREAS, the new Collective Bargaining Agreement is for the period between January 1, 2021 and December 2024, was signed by the parties following a successful ratification vote; and

WHEREAS, the parties have found items that require correction to the wage progression tables for Schedules "A" and WCCHS"; and

NOW, THEREFORE, the parties agree to make the following corrections and these shall be considered components of the January 1, 2021 – December 31, 2024 Collective Bargaining Agreement:

The parties agree to modify **Screener**, WCCHS Schedule Grade 2A and add two (2) additional steps, step seven (7) and eight (8) as follows:

GRADE 2A	Screener							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
2022	12.55	12.99	13.46	13.90	14.38	14.86	15.35	15.84
2023	12.86	13.31	13.79	14.25	14.74	15.23	15.73	16.23
2024	13.25	13.71	14.21	14.67	15.18	15.69	16.21	16.72

The parties agree to place the two (2) employees classified as **Clinical Admissions Coordinators** into WCCHS Schedule, Grade 13 effective 1/1/22,

The parties agree that the **MDS Coordinator (RN)** will remain an unpopulated classification listed in Grade 15A and agree to place the job title of **MDS Assistant (LPN)** on WCCHS Schedule, Grade 15A as a populated job title.

The parties agree to add the existing job title of **Senior Speech Pathologist** that was omitted from the Collective Bargaining Agreement on to WCCHS Schedule Grade 20A

The parties agree to add the existing job title of **Community Health Nurse II** that was omitted from the Collective Bargaining Agreement on to Schedule A Grade 18A,.
The parties agree to add the existing job title of **DSS RN** that was omitted from the Collective Bargaining Agreement on to Schedule A Grade 10B.

The parties agree to add the existing job title **Senior Records Clerk** that was omitted from the Collective Bargaining Agreement on to Schedule A, Grade 6.

The parties further agree that any retroactive wages resulting from these changes shall be made back to 1/1/22 with the effective date of this new Collective Bargaining Agreement and that this changes shall be incorporated into the new Agreement.

FOR CSEA:

Celeste Bydick *Agreement 5/18/22*

FOR WYOMING COUNTY:

Samuel