

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, November 29, 2022

#### BOARD OF MANAGERS PRESENT/ABSENT

##### ★ *participated remotely*

<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"/> Justin Bayliss (NF Administrator)	<input checked="" type="checkbox"/> Dawn James (Chief Operating Officer)
<input checked="" type="checkbox"/> Ahmed Bayoumi, MD (Medical Staff President) ★	<input checked="" type="checkbox"/> Dave Kobis (Chief Executive Officer)
<input type="checkbox"/> Brittany Coffta (Director of Clinic Operations)	<input checked="" type="checkbox"/> Mandip Panesar, MD (Hospital Medical Director) ★
<input checked="" type="checkbox"/> Dan Farberman (WC Human Resource Director)	<input checked="" type="checkbox"/> Pam Pettnot (Executive Assistant)
<input checked="" type="checkbox"/> DeNae Gibson (Director of Nursing)	<input checked="" type="checkbox"/> Mark Wright (Chief Financial Officer)
<input checked="" type="checkbox"/> Bridget Givens (Director of Mental Health)	

OTHERS PRESENT: Becky Ryan (Chairwoman, Wyoming County Board of Supervisors and Supervisor, Town of Warsaw) and Celeste Bzduch (President, CSEA Local Unit)

OTHERS PRESENT PARTICIPATED REMOTELY: None.

#### **CALL MEETING TO ORDER**

President Kosmerl called the meeting to order at 4:38pm.

***Members of the WCCHS governing body that participate remotely will not count toward a quorum and are not permitted to vote.***

#### **EXCUSE MEMBERS NOT PRESENT / QUORUM?**

President Kosmerl declared that a quorum was present.

#### **WCCHS-22-096 CONSENT AGENDA**

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

- Approve BOM meeting minutes ..... October 25, 2022

#### **Executive Committee (10/31/2022)**

- Amend Resolution #WCCHS-22-095 approved on 10/25/2022, Resolution #WCCHS-20-066 approved on 07/28/2020, Resolution #WCCHS-20-035 approved on 04/28/2020 and Resolution #WCCHS-17-027 approved on 03/28/2017 with **UNIVERSITY EMERGENCY MEDICAL SERVICES, INC. d/b/a UBMD Emergency Medicine**, 77 Goodell Street, Suite 340, Buffalo, NY 14203 related to emergency department services, compensation to UBMD includes providing UBMD the right to bill and maintain professional portion of ER services billing plus \$1,100,000 annually, as follows:
  - Extend the term of the existing contract from 07/01/2017 – 12/31/2022 through **01/01/2023 – 12/31/2023**.
  - Approved by the Wyoming County Board of Supervisors [Resolution #17-199 approved on 04/11/2017, Resolution #20-239 approved on 05/12/2020, and Resolution #20-338 approved on 08/11/2020, Resolution #22-625 approved on 11/08/2022].

#### **Acute Quality Committee (11/16/2022)**

- Approve 2023 Acute Performance Improvement Plan
- Approve 2023 Plan of Care/Scope of Services

#### **SNF Quality Committee (11/16/2022)**

- Approve 2022 NYSDOH Facility Assessment

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>		

### **CEO REPORT**

Dave Kobis submitted the following report:

### **FINANCIALS**

- Health system operating loss for October 2022 was \$1.3M, which is the lowest monthly operating loss in 2022. Year to date October, the total loss was \$12.8M. Projected year-end loss for 2022, excluding the additional funding from the County, is trending lower to approximately \$16.1M. Significant progress has been achieved in lowering monthly operating expenses. However, the operating revenue continues to remain down, particularly related to surgical and ancillary testing volumes. Surgical volumes did increase considerably in October, which saw the highest volume of monthly total surgeries YTD in 2022. Ongoing work is underway to retain and perform as much surgical volume as the hospital campus as possible. Progress updates will be provided each month going forward.
- Staffing agency cost in October 2022 increased slightly to \$272,991, mainly due to additional agency hours used to support the acute services. Hiring and recruiting plans in place, but area and regional hospitals are all facing same staffing pressures. Progress remains slow.
- Hospital volume results continue to be mixed YTD. Acute inpatient, mental health and skilled nursing facility volumes up YTD compared to 2021. Surgery, clinic, imaging volumes and ancillary testing continue to experience a significant drop YTD compared to 2021.

### **SPECIAL PROJECTS**

- A total of 16 main improvement areas have been identified. These include all departments of the hospital, nursing facility, mental health, and physician clinics.
- Of those 16 main areas, 89 projects are ongoing, with an additional 13 projects that have been completed.
- The main initiatives include workforce planning, finance and funding, clinic integration, provider recruitment, surgical services, case management, restructure of service lines, contract assessments, revenue growth, inventory and supply chain structure, safety, and IT.
- Once a project has been identified, an Action Plan is developed, an individual is assigned to oversee it, and a target date for completion is established. Additional monitoring includes status updates and a financial target.
- This tracking document is fluid and updated weekly. Discussion and oversight occurs weekly at the Senior Management level.

### **REGULATORY**

- The Joint Commission (TJC) made an unannounced site visit on November 3 and 4, 2022 related to the following:
  - The Dialysis survey for accreditation - no citations were received and full accreditation was awarded.
  - An anonymous complaint call – details not disclosed to WCCHS management.
- The hospital clinical lab received approval from New York State DOH for Phase 2 of the renovation project. Laboratory and Case Management staff are being moved into the new space in November 2022. Temporary office space used by lab personnel during the renovation will be returned to a conference room.

**OUTPATIENT CLINICS**

- Review of Clinic Operations, finances and contracting continues. Efforts continue in the following areas:
  - Consolidation of practices.
  - Expansion of Attica practice to accommodate two providers and obtain Article 28 certification.
  - Modification of clinic schedules to maximize the use of staff.
  - Production of monthly operating and financial reports for all providers and clinics, with specific attention to benchmarking provider performance and tracking referrals to specialists and hospital ancillary testing.
  - Expanding part time specialty clinics in Arcade to increase referrals.
  - Eliminate the floating of providers between multiple practice sites in order to improve provider productivity.
  - Centralizing provider credentialing.
- Electronic record interface setup continues. Goal is completion by end of 1st quarter 2023.
- Consolidated billing and credentialing with one outside vendor will occur January 1, 2023. As you recall the hospital currently is utilizing the support of three outside billing vendors, as well as performing some credentialing as some clinics.
- Physical Therapy and Occupational Therapy will soon be offered in the Perry location. Goal is to start January 2023.
- Focus on increasing and retaining referrals within the health system.

**CONTRACT NEGOTIATIONS**

- Contract negotiations with WNY commercial payors has concluded. All hospital major insurance contracts have been negotiated through 2024 and will increase revenue annually for 2023 totaling more than \$1M.
- Contract negotiations for ED physician services has concluded and WCCHS has signed a one-year extension with UBMD Emergency Services. Financial terms of the extension are unchanged.
- Hospitalist contract negotiations are ongoing with Western New York Physicians, PLLC and Apogee Medical Management, Inc.. Western New York signed a two-month extension with WCCHS through February 28, 2023. A new agreement with one of the groups will be concluded in December 2022.
- Dr. Dean Brewer's existing contract with WCCHS expires in the 1<sup>st</sup> quarter of 2023. The hospital is in the process of renegotiating Brewer's contract as a provider and the Clinical Director of the Arcade Clinic. Terms have been agreed to and should be finalized shortly.

**PHYSICIAN RECRUITING**

- Dr. Faruque Ahmed is a general surgeon who worked at WCCHS from 2009 to 2014. He has since relocated to the NYC area for personal reasons, but is interested in returning to WCCHS to work full time as a general surgeon. He has a house in Warsaw and family in the Buffalo area. Interviews with the medical staff and negotiations are ongoing with a potential start date early in 2023.
- The hospital will be contracting with an interventional pain physician for services beginning in early 2023. Dr. Hemant Kalia is an experienced, boarded, and fellowship trained physiatrist who specialized in international pain medicine. He will be developing a pain (non-narcotic) clinic at the hospital twice a month in 2023.
- Dr. Joe Gomez is a cardiologist working with General Physicians PC and has been working at WCCHS for the last several years. Dr. Gomez has resigned from GPPC and is interested in joining WCCHS to provide full time cardiology support. Gomez is the only physician providing full time cardiology services in Wyoming County. The hospital is proposing to contract directly with Dr. Gomez for services beginning in early 2023.

**OBSTETRICS PROGRAM UPDATE**

- WCCHS had 13 births for October 2022 which annualizes to approximately 175 for 2022. As discussed at prior BOM meetings, there are quality and patient safety risks associated with low volume obstetrical programs at rural hospitals (those with annual births less than 200).
- WCCHS contracted with an outside physician consultant to conduct an operational and strategic assessment of the obstetrical program. The assessment final report should be provided in the next 30 days and will be utilized to plan for OB services in Wyoming County in the future.
- Following the departure of Dr. Valarie Ulm at the end of December 2022, the hospital started negotiations for continued obstetrical coverage after January 1, 2023 with Farkad Balaya, MD, PC. Talks are ongoing and a new agreement is anticipated in December 2022. Under the proposed new arrangement Dr. Balaya's group will provide 24/7/365 OB coverage for WCCHS.

**MARKETING**

- An active restart to the hospital's marketing campaign throughout Wyoming County continues. Promotion of physicians and hospital programs and services will continue each month. Emphasis of primary care physicians and clinics, the orthopedic program and Dr. Jack Sproul, Dr. Zerah Ali and the podiatry service, and general promotion of specialty clinics across the health system will continue through the end of 2022.

- Some examples of recent advertisements are included at the end of the board report.
- The hospital's marketing vendor Brentwood Communications (BCI) is updating the WCCHS website. A draft website has been developed and will be ready for go-live by the end of 2022.
- Additionally, the marketing vendor is assisting WCCHS with digital search optimization so the hospital, its programs and services, and providers will result at the top of internet searches.

### BEHAVIORAL HEALTH

- Inpatient remains strong for the month of October 2022 with 90% bed occupancy.
- Under budget for the month of October 2022.
- A total of 89 psychiatric evaluations were completed by the psychiatric assessment officers within the month of October 2022.
- Outpatient Forensic services - 88 inmates served and 36 of those had medication changes.
- Top three discharges by County

2021	YTD 2022
136 to Wyoming County (28 %)	98 to Genesee County
118 to Genesee County (25 %)	96 to Wyoming County
76 to Livingston County (16 %)	73 to Livingston County

### CHIEF OPERATING OFFICER

#### NURSING

- Nursing is making progress with hiring both contract and permanent staff. An Infection Control/Nurse Educator, a Nurse Recruiter, and several front line staff have been identified and are being on-boarded for different units. Beginning in December 2022, the appropriate staffing mix should be in place to begin Team Nursing on the Medical Surgical Floor.
- Liz Gray (former WCCHS Director of Emergency Services) has been contracted as a consultant regarding ER patient flow up through the Medical Surgical Unit. She is reviewing current processes and will make recommendations to improve our management of the patients that enter the ER. COVID-19 has affected flow in the department and it is time to find our new normal. We have also found that Psychiatric patients are causing a great impact to the flow as well as elderly patients that families are no longer willing to care for.

#### DIRECTOR OF PLANT OPERATIONS

##### Construction Projects

- Hospital Fire Panel Upgrade – A kickoff meeting took place November 16, 2022 to discuss the scope of work, timeline, and remaining outstanding items. The project will start January 3, 2023 in the Penthouse working their way down each floor. The project includes replacing the older peripherals, strobes, and fire panel cards resulting in a completely addressable fire panel. The panic buttons located throughout the facility were also discussed in addition to expanding their role within the building.
- Lab Renovations – The DOH approved the Phase 2 portion of the Lab project. Arrangements to move personnel are being coordinated which includes phone, IT, and electric requirements. The contractors must still provide the closeout documentation for both Phase 1 and 2 which includes as-built drawings, submittals, and attic stock each is required to turn over. The Swiss Log (pneumatic tube system) project is ongoing.
- Energy Management System (EMS) Upgrade – Material is on order. The Stark Agency is tracking the required servers for this project. Information for the graphic upgrades is being provided by the maintenance staff. Updated room numbers for the entire facility will be implemented into the new EMS. New trend reports for temperature/humidity will be included into the EMS when completed to comply with the Joint Commission requirements.
- Electric Panel Replacement – DJ Beardsley & Sons has the majority of material for the scope of work. Once the final components arrive, work will start on replacing these three breaker panels.
- Air Handler Unit (AHU) Replacement – The contractor is submitting their proposed equipment for project. The engineer will review the information for compliance before any work may commence.

**Maintenance Projects**

- The 3rd floor patient rooms fan coil replacement project is ongoing. Installation is taking place with one room at a time to minimize the patient impact. 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. Nine (9) rooms are completed at this time.
- The backflow's for each of the 10 buildings occupied by WCCHS were inspected. Every one of the backflows passed with the exception of two facilities. Arrangements are being made with the landlord to correct the deficiencies and reinspect.
- Issues with the new electrical distribution panel occurred over the last month. The main breaker for the Radiology electric panel sporadically tripped disrupting their services. The electrical feed was mistakenly connected to a smaller breaker causing the problem. The electrical feed was relocated to the correct 100amp breaker. There have been no issues since these corrective measures.
- The Wyoming County Family Medicine - Arcade office renovation project is completed. The ceilings were removed, spray foamed, and a new drop ceiling reinstalled. New LED light panels were installed to enhance the space. The walls were patched, primed, and painted per the occupant's request.
- The ice machines throughout the hospital and SNF were all emptied and cleaned a part of our preventative maintenance schedule. The inline water filters were changed in accordance with the manufacturer's recommendations. There were no problems to report as a result of this work.
- Infrared inspections of the facilities electrical panels, motor starters, and mechanical equipment is underway. The camera provides heat signatures on each device alerting us if a potential problem exists and allowing preventative maintenance to occur. Catching/correcting these concerns reduces the chances of the facilities infrastructure from failing without notice.
- A lighting survey of the hospital and SNF is ongoing. Grant money is available to update these fixtures to LED eliminating the need for long-term maintenance, recycling costs of bulbs and ballasts. In addition, the electrical costs to operate the same number of fixtures will be reduced due to their efficiency rating.
- 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 1,041 work orders since the last BOM meeting at a completion rate of 41.64 work orders per day. A total of 621 man-hours were logged for the specified time period.

**MEDICAL DIRECTOR**

- Interviewed two general surgery candidates.
- Met with the consultant conducting an operational and strategic assessment of WCCHS's OB program.
- Revising the Medical Staff By-laws based on feedback from BOM.

**SKILLED NURSING FACILITY**

- Employee Annual Recertification was initiated; this includes education on the most recent requirements of participation (ROP's III). All employees are to complete the education by December 1, 2022.
- LPN students will be at the facility from October 18 – December 8, 2022. Efforts will be placed into recruiting those students at the completion of their assignment; including distribution of applications. An RN assignment of students has also begun and includes three onsite scheduled days at the facility.
- An application is currently being submitted to the NYSDOH for the facility to have its own Certified Nursing Assistant (CNA) program. The proposal is for the facility to operate four classes per year with six students for each class. Based on regulation, the facility must have an educator who is appointed as the Director of Education.
- COVID-19 Update:
  - Staff and visitors continue to be actively screened upon arrival to the facility per regulation.
  - At the time of this report, no residents are actively infected with the COVID-19 virus. One employee is currently furloughed due to the virus.
  - All visitors to the facility continue to test for COVID-19 per regulation. Facility has an abundance of antigen tests.
  - Daily Health Electronic Response Data System (HERDS) reporting continues to the NYSDOH, Monday through Friday.

- Occupancy levels in the SNF remain near budget. At the time of this report, the SNF has an occupancy level of 96.5%, with the current empty beds occupied as bed-holds per regulation. SNF LPN levels remain difficult to staff, agency staff is being utilized to meet required staffing levels. Multiple LPN positions remain open at this time. We have reached out to BOCES and other agencies to assist in recruitment. Agency CNA's in the building are one at the time of this report. Day shift levels meet the new staffing levels requirement. Night shift continues to have difficulty meeting that requirement.
- CMS Care Compare data was refreshed on October 26, 2022. The SNF remains 4-Stars for the overall rating; 3-Stars for the health inspection rating; 3-Stars for the staffing rating; and 5-Stars for the overall quality rating on CMS Care Compare. This marks 21 consecutive quarters for the facility achieving a 5-Star rating for overall quality of care.
- Intergovernmental Transfer (IGT) funds are expected to increase for fiscal year 2023 and then again in 2024. The states initial calculation is completed, but they are waiting for CMS approval. Preliminary reports are a potential increase of 50% for fiscal year 2023.



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Your 2022  
Deductible!**

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test, or surgery before year-end!

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**WCCHS**  
Wyoming County Community Health System

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### **MEDICAL DIRECTOR REPORT**

Mandip Panesar, MD reported on the following items:

- Participated in physician recruitment interviews.
- The Medical Executive Committee met with the incoming Radiology group. The meeting went very well.
- Working to operationalize a policy regarding transfer of Emergency Room patients.
- Revising the Medical Staff By-laws based on feedback from the BOM. Two items remain outstanding: 1). clarify that investigations (such as harassment) are completed per County policy; 2). align the definition of the ethics committee with the definition included in the BOM By-Laws.

### **MEDICAL STAFF PRESIDENT REPORT**

No report.

**WCCHS-22-097 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE**

Motion by President Kosmerl and seconded by Manager Rogers, the preauthorized accounts and accounts payable processed totaling \$5,185,017.40 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-22-098 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT**

Motion by Manager Wawrzyniak and seconded by Manager Perkins, the write-offs/denied claims/bad debt totaling \$168,282.90 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-22-099 APPROVE PROPOSED MODIFIED SNF ROOM RATES**

Motion by Manager Wawrzyniak and seconded by Manager Shirley, the room rates for the Skilled Nursing Facility be approved as presented and follows, effective January 1, 2023 allowing enough time to notify residents and families of the changed rates.

<b>PROPOSED WCCHS MODIFIED ROOM RATES</b>				
<b>Effective January 1, 2023</b>				
	<b>Old Rate</b>	<b>New Rate</b>		
Nursing Facility - Semi-Private	\$340	\$390		\$50 increase
Nursing Facility - Private	\$350	\$400		\$50 increase
Swing Bed - Semi-Private		\$390		\$50 increase
Swing Bed - Private		\$400		\$50 increase

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-22-100 PERSONNEL REQUISITIONS IN PROCESS

Motion by Manager Wawrzyniak and seconded by Manager Rogers, the BOM hereby acknowledge review and acceptance of the personnel requisitions in process as presented and as follows:

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)											
November 29, 2022											
Proposed Positions for Approval											
Senior Manager	Title/Department	FTE	Schedule	Vacating Employee	Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits	
James:	Laboratory Services Director/01.171	1.00	C	Timothy McCumiskey 11/18/2022	\$104,550.00	\$104,550	\$49,023	\$84,550.00	\$84,550	\$39,645	
	RAD Tech I/06.846	1.00	WCCH	Julie Hall 11/06/2022	\$21.78	\$42,471	\$19,915	\$21.30	\$41,535	\$19,476	
	Dialysis RN Nurse Team Leader/02.893	1.00	E	Tracey McNamara 11/01/2022	\$102,814.40	\$102,814	\$48,210	\$95,680.00	\$95,680	\$44,864	
	Food Service Helper/08.313	0.40	WCCH	Adam Ziegler 10/29/2022	\$16.76	\$13,073	\$1,000	\$16.76	\$13,073	\$1,000	
	Cleaner Per Diem/08.803	0.00	WCCH	Douglas Ronan 08/31/2022	\$17.38	\$3,389	\$259	\$17.38	\$3,389	\$259	
Bayliss:	LPN Per Diem/04.839	0.00	WCCH	Kylee Andrews 11/07/2022	\$25.47	\$4,967	\$380	\$24.23	\$4,725	\$361	
	LPN/04.843	0.60	WCCH	Alexis Prusak TBD	\$24.84	\$29,063	\$8,175	\$22.03	\$25,775	\$7,251	
	LPN/04.614	0.60	WCCH	Ashley Rease TBD	\$23.82	\$27,869	\$7,840	\$22.03	\$25,775	\$7,251	
	LPN/04.128	1.00	WCCH	Kathie Melendez 11/20/2022	\$25.46	\$49,647	\$23,279	\$22.03	\$42,959	\$20,143	
Givens:	Mental Health Therapy Aide Per Diem/05.728	0.00	WCCH	Paula Wiseman 09/29/2022	\$25.12	\$4,898	\$375	\$22.28	\$4,345	\$332	
Gibson:	RPN Per Diem/03.823	0.00	WCCH	Krystal George TBD	\$48.65	\$9,487	\$726	\$35.79	\$6,979	\$534	
Wright:	Medical Records Specialist II/12.510	1.00	WCCH	Tonya Beardsley 12/4/2022	\$25.46	\$49,647	\$23,279	\$22.03	\$42,959	\$20,143	
	Patient Information Specialist/12.257	1.00	WCCH	Elizabeth Randall 11/26/2022	\$17.64	\$34,398	\$16,129	\$15.80	\$30,810	\$14,447	

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-22-101 APPROVE PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT**

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

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
November 29, 2022				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
<b>Sr. Manager - M. Wright</b>				
<b>Create 1</b> - 0.00 FTE Medical Records Clerk I Per Diem (Cost Center 855) Schedule WCCH, Grade 8 \$19.88 - 22.40/Hr. Available date: November 30, 2022	\$3,877	\$297	\$0	\$0
<b>Sr. Manager - D. James</b>				
<b>Create 1</b> - 0.00 FTE Radiologic Technologist III Per Diem (Cost Center 032) Schedule WCCH, Grade 14C \$24.66 - 28.39/Hr. Available date: November 30, 2022	\$4,809	\$368	\$0	\$0
<b>Create 1</b> - 0.00 FTE Radiologic Technologist I Per Diem (Cost Center 032) Schedule WCCH, Grade 12A \$23.43 - 26.79/Hr. Available date: November 30, 2022	\$4,569	\$350	\$0	\$0
<b>Create 1</b> - 0.00 FTE Pharmacist Per Diem (Cost Center 415) Schedule E, Grade 13 \$49.84 - 57.17/Hr. Available date: November 6, 2022	\$11,148	\$853	\$0	\$0
<b>Create 1</b> - 0.00 FTE Senior Pharmaceutical Clerk Per Diem (Cost Center 415) Schedule WCCH, Grade 12A \$23.43 - 26.79/Hr. Available date: November 6, 2022	\$4,569	\$350	\$0	\$0
<b>Create 1</b> - 1.00 FTE Building Maintenance Worker (Temporary) (Cost Center 730) Schedule WCCH, Grade 14B \$22.03 - 25.46/Hr. Available date: November 13, 2022	\$46,215	\$3,535	\$0	\$0
<b>Delete 1</b> - 1.00 FTE Cardiopulmonary Manager (Cost Center 795)/01.618 Schedule E, Grade 8 \$97,614.40/Yr. Effective date: October 16, 2022	\$0	\$0	\$97,614	\$45,771
<b>Sr. Manager - B. Coffta</b>				
<b>Create 1</b> - 1.00 FTE LPN (Cost Center 655) Schedule WCCH, Grade 14B \$22.03 - 25.46/Hr. Available date: November 27, 2022	\$49,647	\$23,279	\$0	\$0
<b>Create 1 &amp; Set Salary</b> - 1.00 FTE Cardiologist (Cost Center 655) Schedule P \$525,000/Yr. Available date: February 1, 2023	\$525,000	\$246,173	\$0	\$0
<b>Create 1 &amp; Set Salary</b> - 1.00 FTE General Surgeon (Cost Center 668) Schedule P \$375,000/Yr. Available date: December 1, 2022	\$375,000	\$175,838	\$0	\$0
<b>Create 1</b> - 1.00 FTE Medical Assistant (Cost Center 655) Schedule WCCH, Grade 8A \$18.68 - 21.37/Hr. Available date: November 27, 2022	\$39,078	\$18,324	\$0	\$0
<b>Create 1</b> - 0.80 FTE Medical Assistant (Cost Center 687) Schedule WCCH, Grade 8A \$18.68 - 21.37/Hr. Available date: November 27, 2022	\$40,833	\$19,147	\$0	\$0
<b>Create 1</b> - 1.00 FTE Medical Assistant (Cost Center 655) Schedule WCCH, Grade 8A \$18.68 - 21.37/Hr. Available date: November 27, 2022	\$40,833	\$19,147	\$0	\$0
<b>Create 1</b> - 1.00 FTE Medical Office Assistant (Cost Center 655) Schedule WCCH, Grade 6 \$15.80 - 17.64/Hr. Available date: November 27, 2022	\$34,398	\$16,129	\$0	\$0
<b>Create 1 &amp; Set Salary</b> - 1.00 FTE Mid Level Provider (Cost Center 655) Schedule P \$120,000/Yr. Available date: November 27, 2022	\$120,000	\$56,268	\$0	\$0
<b>Amend Salary Schedules</b> - 1.00 FTE Dietician (Cost Center 080)/06.946.616 Schedule C \$76,875.00/Yr. Effective date: November 19, 2022 <b>Transferring Position From:</b> Schedule C <b>To:</b> Schedule S (OFA - 6772)	\$0	\$0	\$76,875	\$36,047
<b>Delete 1</b> - 1.00 FTE Medical Receptionist (Cost Center 679)/12.197 Schedule WCCH, Grade 5 \$16.99/Hr. Effective date: October 1, 2022	\$0	\$0	\$33,131	\$15,535

POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
<b>Sr. Manager - D. Gibson</b>				
<b>Create 1</b> - 1.00 FTE Surgical Services Scheduler (Cost Center 404) Schedule WCCH, Grade 6 \$15.80 - 17.64/Hr. Available date: November 30, 2022	\$30,810	\$14,447	\$0	\$0
<b>Create 1</b> - 1.00 FTE RPN (Cost Center 895) Schedule WCCH, Grade 20F \$46.93 - 47.67/Hr. Available date: November 30, 2022	\$92,957	\$43,587	\$0	\$0
<b>Sr. Manager - B. Givens</b>				
<b>Delete 1</b> - 1.00 FTE Mental Health Social Worker (Cost Center 373)/06.654 Schedule WCCH, Grade 18B \$35.86/Hr. Effective date: December 25, 2022	\$0	\$0	\$69,927	\$32,789
<b>Create 1</b> - 1.00 FTE Mental Health Senior Social Worker (Cost Center 373) Schedule E, Grade 9 \$80,989.84 - 87,784.76/Yr. Available date: November 27, 2022	\$80,990	\$37,976	\$0	\$0
<b>Sr. Manager - J. Bayliss</b>				
<b>Delete 1</b> - 1.00 FTE Nursing Assistant Trainee (Cost Center 363)/05.944 Schedule WCCH, Grade 5 \$15.24/Hr. Effective date: October 16, 2022	\$0	\$0	\$29,718	\$13,935
<b>Delete 1</b> - 1.00 FTE LPN (Cost Center 362)/04.147 Schedule WCCH, Grade 14B - 14E \$19.77/Hr. Effective date: November 27, 2022	\$0	\$0	\$38,552	\$18,077
<b>Delete 1</b> - 0.80 FTE LPN (Cost Center 361)/04.550 Schedule WCCH, Grade 14B - 14E \$25.46/Hr. Effective date: November 27, 2022	\$0	\$0	\$39,718	\$14,898
<b>Create 1</b> - 0.60 FTE Clinical Coordinator SNF (Cost Center 795) Schedule E, Grade 8 \$33.33 - 47.67/Hr. Available date: November 30, 2022	\$59,492	\$16,735	\$0	\$0
<b>Delete 1</b> - 1.00 FTE Nursing Assistant Trainee (Cost Center 361)/05.940 Schedule WCCH, Grade 5 \$15.59/Hr. Effective date: October 16, 2022	\$0	\$0	\$30,401	\$14,255
<b>TOTALS</b>	<b>\$1,564,224</b>	<b>\$692,801</b>	<b>\$415,935</b>	<b>\$191,306</b>
<b>TOTAL ANNUAL INCREASE:</b>				<b>\$1,649,784</b>

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-22-102 APPROVE MEMORANDUM OF UNDERSTANDING (MOU) WITH CSEA FOR HOSPITAL NURSE STAFFING, SIGNED 11/04/2022**

Motion by Manager Kehl and seconded by Manager Rogers, the BOM approves the memorandum of understanding with CSEA for hospital nurse staffing signed on 11/04/2022 and attached.

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-22-103 APPROVE CONTRACTS AND/OR GRANTS**

Motion by Manager Reagan and seconded by Manager Wawrzyniak, the CEO (or designee) with the approval of the County Attorney or Costello, Cooney and Fearon, PLLC, 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:

*All of the following contracts require approval by the Wyoming County Board of Supervisors*

1. **CAROLYN WAGNER, PA**, 24 Vincent Drive, Pittsford, NY 14534, an employment agreement to provide physician assistant services at the hospital orthopedic clinic, \$127,000.00 per year, effective 02/01/2023.

Amend Salary Schedule P as follows:

- Change the FTE of the **Physician Assistant Orthopaedic Clinic** position (Position Code #17.127.067) under ORTHOPAEDIC CLINIC from 1.00 FTE to 0.80 FTE and set the salary at \$127,000.00 per year, effective 11/08/2022.

2. **JOSEPH F. GOMEZ, MD**, 3675 Baker Road, Orchard, Park, NY 14127, an employment agreement to provide cardiology services at the hospital, in an amount of \$525,000.00 per year plus a stipend for wRVUs in excess of 4,000 for each six month period during the year (January 1 to June 30 and July 1 to December 31) in an amount of \$64.00 per wRVU, payable at the end of each 6 month period during the contract year, effective 02/01/2023.

Amend Salary Schedule P as follows:

- Create one (1) position of 1.00 FTE **Cardiologist** (Position Code TBD) under CARDIOLOGY CLINIC and set the salary at \$525,000.00 per year, position available date 02/01/2023.
- Include a **Stipend for the Cardiologist** (Position Code TBD) under CARDIOLOGY CLINIC for wRVUs in excess of 4,000 for each six month period during the year (January 1 to June 30 and July 1 to December 31) in an amount of \$64.00 per wRVU, payable at the end of each 6 month period during the contract year, effective 02/01/2023.

3. Amend Resolution #WCCHS-19-097 approved on 08/27/2019 [BOS Resolution #19-395 approved on 09/10/2019] with **DEAN M. BREWER JR, DO**, 26024 Liberty Avenue, Watertown, NY 13601, related to an employment agreement to provide Family Practice services, not to exceed \$250,000 per year, effective 04/01/2020 - 03/31/2023, as follows:

- Change the contracting party's address to 2 Winterhall Road, Orchard Park, NY 14127.
- Increase the base salary to an amount of \$260,000.00 per year, effective 01/01/2023.
- Include a stipend for wRVUs in excess of 4,800 for each year (January 1 to December 31) in an amount of \$53.00 per wRVU, payable in February of each year, effective 01/01/2023.
- Include a stipend for the Arcade Clinic Director duties in an amount of \$10,000 per year, effective 01/01/2023.
- Include a stipend in the amount of \$30,000.00 per year when total clinic net revenues are equal to or exceed total clinic expenses for a 12 month period (January 1 to December 31), payable in February of each year, effective 01/01/2023.

Amend Salary Schedule P as follows:

- Set the salary of the 1.00 FTE **Family Practice Physician Provider** position (Position Code #10.106.587) under WYOMING COUNTY FAMILY MEDICINE – ARCADE at \$260,000.00 per year, effective 01/01/2023.
- Include a **Stipend for the Family Practice Physician Provider** position (Position Code #10.106.587) under WYOMING COUNTY FAMILY MEDICINE – ARCADE for wRVUs in excess of 4,800 for each year (January 1 to December 31) in an amount of \$53.00 per wRVU, payable in February of each year, effective 01/01/2023.
- Include a **Stipend for the Family Practice Physician Provider** position (Position Code #10.106.587) under WYOMING COUNTY FAMILY MEDICINE – ARCADE for the Arcade Clinic Director duties in an amount of \$10,000 per year, effective 01/01/2023.
- Include a **Stipend for the Family Practice Physician Provider** position (Position Code #10.106.587) under WYOMING COUNTY FAMILY MEDICINE – ARCADE in the amount of \$30,000.00 per year when total clinic net revenues are equal to or exceed total clinic expenses for a 12 month period (January 1 to December 31), payable in February of each year, effective 01/01/2023.

4. ~~**FARUQUE AHMED, MD**, 292 Asbury Avenue, Westbury, NY 11590, an employment agreement to provide general surgery services at the hospital, in an amount of \$375,000.00 per year plus a stipend for wRVUs in excess of 5,800 for each twelve month period (January 1 to December 31) in an amount of \$69.44 per wRVU, payable in February of each year, effective 02/01/2023.~~

~~Amend Salary Schedule P as follows:~~

- ~~• Create one (1) position of 1.00 FTE **General Surgeon** (Position Code TBD) under GENERAL SURGERY CLINIC and set the salary at \$375,000.00 per year, position available date 12/01/2022.~~
- ~~• Include a **Stipend for the General Surgeon** (Position Code TBD) under GENERAL SURGERY CLINIC for wRVUs in excess of 5,800 for each twelve month period (January 1 to December 31) in an amount of \$69.44 per wRVU, payable in February of each year, effective 02/01/2023.~~

**After some discussion, Contract #4 was withdrawn from the contract list before any action/vote was taken.**

The motion was passed upon the following vote:

<b>VOTE</b>								
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
<b>VOTE TOTAL:</b>	8	Yes	0	No	1	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

### **CONTRACTS FOR INFORMATION ONLY**

*Cumulative amount between \$25,000 - \$49,000 – no BOM action needed*

1. **WYOMING COUNTY OFFICE OF EMERGENCY SERVICES (WYEMS)**, 151 North Main Street, Warsaw, NY 14569, a memorandum of agreement to support the pre-hospital care medical director services to WYEMS, \$10,800.00 per year, effective 01/01/2023 – 12/31/2025.
2. **BOUCHER & ASSOCIATES**, 4392 Syracuse Road, Cazenovia, NY 13035, a consulting agreement to develop a medical staff development plan, not to exceed \$25,000.00, effective 10/24/2022 – 10/23/2023.

### **WCCHS-22-104 AMEND SALARY SCHEDULE C**

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

- Set the salary of one (1) 1.00 FTE **Director of Education/Infection Prevention** position (Position Code #01.633.675) under ACUTE QUALITY at \$93,600.00 per year, effective 12/11/2022.
- Set the salary of one (1) 1.00 FTE **Quality and Risk Management Coordinator** position (Position Code #02.160.545) under ACUTE QUALITY at \$62,000.00 per year, effective 12/11/2022.
- Set the salary of one (1) 1.00 FTE **Nurse Recruiter** position (Position Code #02.900.665) under NURSING ADMINISTRATION (ACUTE) at \$87,000.00 per year, effective 11/27/2022. Upon completion of six (6) months satisfactory performance, increase the salary by 2.5%.

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>		

### **APPROVE MEDICAL STAFF BY-LAWS, RULES AND REGULATIONS**

No action was taken on this agenda item. The Medical Staff By-Laws, Rules and Regulations will be presented at the regular BOM meeting scheduled for December 20, 2022.

### **WCCHS-22-105 APPROVE SELECTION COMMITTEE RECOMMENDATION RELATED TO RECOGNITION OF INDIVIDUALS WHO HAVE PLAYED AN IMPORTANT ROLE RELATED TO WCCHS**

Motion by President Kosmerl and seconded by Manager Paolucci, the BOM hereby concurs with the recommendation of the 2022 Recognition Committee as presented and as follows, pending concurrence by the Wyoming County Board of Supervisors.

The 2022 Recognition Committee approves the Application made by the Senior Management team and joins their recommendation that a picture of Joe McTernan (provided by the family) be located and displayed on the Administrative Hallway in the area across from Radiology and the stairway. The picture is to have an appropriate nameplate added, stating the following:

*Joseph McTernan, CEO of WCCHS from January 2020 to January 2022*

*Recognized and remembered by the Employees of WCCHS and those across Wyoming County and in the region beyond its borders for his efforts in support of the mission of the System and in support of the health needs of all the residents of the County during the initial storm of the COVID-19 pandemic. Joe is best remembered as per one of his own favorite sayings, "Leading through the Storm"*

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>		

### **BOARD PRESIDENT REPORT**

President Kosmerl reminded board members of the mandatory requirement to complete the annual Wyoming County Harassment Training by December 31, 2022.

### **BOARD COMMITTEE CHAIR REPORTS**

#### **Acute Quality Committee**

Manager Paolucci reported that the Acute Quality Committee met on November 16, 2022, referred to the draft minutes, and reported on the following:

- The 2023 Acute Performance Improvement Plan and 2023 Plan of Care/Scope of Services were presented.
- Deep discussion surrounding ED boarders, Mental Health boarders, throughput, and appropriate care.
- A review of Performance Improvement projects including ED, Surgical Services, and Quality Indicators.
- Culture of Safety survey distributed and completed by employees. Strengths and opportunities for improvement were noted.
- HCAHPS (Hospital Consumer Assessment of Healthcare Providers and Systems) scores were reviewed with some variation from prior years.
- Discussed plan of safe care with regard to expectant mothers with substance use disorder and the effects on infants.
- Starting February 2023, Acute Performance Improvement meeting will be scheduled with the BOM Acute Quality Committee meeting.
- The next meeting is scheduled for February 22, 2023.

**SNF Quality Committee**

Manager Rogers reported that the SNF Quality Committee met on November 16, 2022, referred to the draft minutes, and reported on the following:

- Reviewed the 2022 Facility Assessment, specifically staffing requirements.
- The country kitchens are going away and resident meals will be delivered via trays.
- Hope to offer CNA classes in house.
- The next meeting is scheduled for February 22, 2023.

**Finance/Personnel Committee**

No report.

**Plant and Equipment Committee**

No report. The next meeting is scheduled for December 13, 2022.

**Communications Committee**

No report.

**Compensation Committee**

No report.

**Governance Committee**

Manager Wawrzyniak reported on the following items:

- Manager Reagan and Manager Wawrzyniak will compare and will align the definition of the Ethics Committee as noted in the Medical Staff By-Laws and the BOM By-Laws.
- Will schedule a date in January 2023 to review the BOM By-Laws.

**WCCHS-22-106 ELECTION OF BOARD OFFICERS FOR CALENDAR YEAR 2023**

In accordance with the BOM By-Laws, Rules and Regulations, the Nominating Committee presented a proposed slate of officers for two out of three positions at the October 25, 2022 regular BOM meeting for consideration (Rich Kosmerl as President and Steve Perkins as Vice President). No nominee was identified for Secretary. Today, Manager Wawrzyniak volunteered to serve in this capacity. Manager Wawrzyniak asked if there were any additional nominations from the floor – there were none.

Also, in accordance with the BOM By-Laws, Rules and Regulations, the election shall be by written ballot, unless waived by unanimous consent of the Board of Managers.

Motion by Manager Reagan and seconded by Manager Rogers, the BOM unanimously consented to waiving the written ballot requirement, since there were no nominations from the floor, nominations were closed, and Manager Wawrzyniak directed the Recording Secretary to cast one vote to acknowledge the election of Rich Kosmerl as President, Steve Perkins as Vice President, and James Wawrzyniak as Secretary.

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**

Motion by President Kosmerl and seconded by Manager Kehl, for the Board to enter into executive session to discuss the following topic(s) at 6:44pm. Dave Kobis, Mark Wright, Dawn James, Mandip Panesar, Pam Pettnot, Dan Farberman, and Becky Ryan remained. All other attendees left the meeting room or ended their Zoom session.

- Unannounced Joint Commission survey results and plan of correction involving protected health information (PHI), if disclosed, on an individual patient.
- The medical, financial, credit or employment history of a particular person or corporation, or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal of a particular person or corporation including contract negotiations with particular contracting parties:
  - Farkad M. Balaya, MD PC
  - Western New York Physicians, PLLC
  - Apogee Medical Management, Inc.

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>		

***Salman Abbasey, MD and Dawn James were excused from Executive Session at 7:05pm and left the meeting room prior to discussions about contract negotiations.***

Motion by President Kosmerl and seconded by Manager Rogers, the Board exit executive session at 7:14pm.

The motion was passed upon the following vote:

<b>VOTE</b>								
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
<b>VOTE TOTAL:</b>	8	Yes	0	No	0	Abstain	1	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.

***Salman Abbasey, MD rejoined the regular meeting at 7:18pm.***



**WCCHS-22-107 APPROVE CONTRACT - FARKAD M. BALAYA, MD PC**

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

**FARKAD M. BALAYA, MD PC**, 155 Main Street, Hamburg, NY 14075, an agreement for the professional medical services of one or more qualified, Board Certified/Eligible physicians specializing in OB/GYN to provide OB/GYN Services at WCCHS for mutually agreed upon periods of time providing clinic, surgery, emergency on-call or laborist services, not to exceed \$925,000.00 per year, effective 01/01/2023 – 12/31/2025 with permission to finalize negotiations and execute agreement prior to the next BOM meeting.

The motion was passed upon the following vote:

<b>VOTE</b>								
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
<b>VOTE TOTAL:</b>	8	Yes	0	No	1	Abstain	0	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-22-108 APPROVE CONTRACT**

Motion by Manager Reagan and seconded by Manager Wawrzyniak, the CEO, with the approval of the County Attorney and/or Costello Cooney Fearon, PLLC, be hereby authorized and directed to sign contracts on behalf of the Wyoming County Community Health System as presented and as follows, pending approval by the Wyoming County Board of Supervisors:

*Contracting Party Name/Address pending* an agreement for administrative and hospitalist services to provide continuous, twenty-four (24) hour inpatient services to members of the community who require medical attention, in an amount not to exceed \$1.35M per year, effective 03/01/2023 – 02/28/2025 with permission to finalize negotiations and execute agreement prior to next BOM meeting.

The motion was passed upon the following vote:

<b>VOTE</b>								
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
<b>VOTE TOTAL:</b>	8	Yes	0	No	1	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, December 20, 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 7:21pm upon motion by Manager Wawrzyniak.

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Laura Paolucci, BOM Secretary

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Date

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Pam Pettnot, Recording Secretary

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Date

**MEMORANDUM OF UNDERSTANDING****Between the****COUNTY OF WYOMING****And the****CIVIL SERVICE EMPLOYEES' ASSOCIATION, LOCAL 1000, AFSCME, AFL-CIO  
WYOMING COUNTY LOCAL 861-9250****Hospital Nurse Staffing****Certified Nurse Assistants, Licensed Practical Nurses and Registered Nurses  
(November 2022)**

WHEREAS, there is critical staffing shortfall within the Nursing Staff of the Wyoming County Community Health System of Certified Nurse Assistants (CNA's), Licensed Practical Nurses (LPN's) and Registered Nurses (RN's),

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

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

1. Any Full or Part Time, Certified Nurse Assistants, Licensed Practical Nurses and Registered Nurses who are current employees of the Wyoming County Community Health System who work additional shifts beyond their respective normal work schedule within the Hospital Facility will receive extra shift incentives for each scheduled consecutive four (4) hours worked from the period beginning November 9, 2022 through and including January 8, 2023.
2. The provisions of this memorandum can only be extended or modified in writing by both parties, and will expire at midnight on January 8, 2023.

Qualifying employees shall be paid as follows:

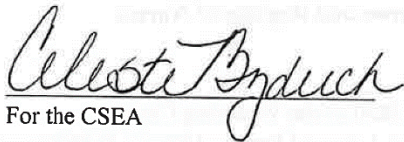
- Seventy dollars (\$70.00) for four (4) hours per pay period
- One Hundred and Forty dollars (\$140.00) for eight (8) hours per pay period
- Two Hundred and ten dollars (\$210.00) for twelve (12) hours per pay period.

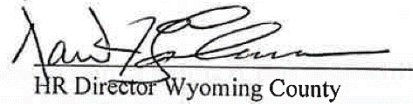
3. These incentive shifts will be offered on a first-come first-served basis to bargaining unit employees. If in the event an employee commits to working an additional shift through the signs up procedure and fails to work the committed shift for whatever reason, this employee will be responsible for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

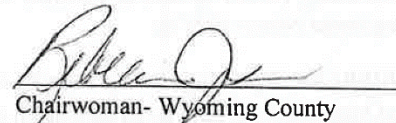
4. This Memorandum of Understanding shall not create a precedent or waiver for any other matter and can only be modified or extended by written mutual agreement.

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

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

  
For the CSEA

  
HR Director Wyoming County

  
Chairwoman- Wyoming County

Date 11/4/22