

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, December 20, 2022

BOARD OF MANAGERS PRESENT/ABSENT

★ *participated remotely*

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

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 type="checkbox"/> DeNae Gibson (Director of Nursing) | <input checked="" type="checkbox"/> Mark Wright (Chief Financial Officer) |
| <input type="checkbox"/> Bridget Givens (Director of Mental Health) | |

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

OTHERS PRESENT PARTICIPATED REMOTELY: None.

CALL MEETING TO ORDER

President Kosmerl called the meeting to order at 4:34pm.

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?

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

- Manager Paolucci
- Manager Shirley

President Kosmerl declared that a quorum was present.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Laura Paolucci		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-109 CONSENT AGENDA

Motion by Manager Perkins and seconded by Manager Abbasey, 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 November 29, 2022

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

CEO REPORT

Dave Kobis submitted the following report:

FINANCIALS

- Health system operating loss for November 2022 was \$928K, which is the lowest monthly operating loss in 2022. Year to date November 2022, the total loss was \$11.9M. Projected year-end loss for 2022, excluding the additional funding from the County, is trending lower to approximately \$15M. 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.
- Staffing agency cost in November 2022 decreased to \$190,381, mainly due to reduced agency hours used to support both the acute services and the nursing facility. 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, skilled nursing facility, GI procedures and emergency department volumes up YTD compared to 2021. Surgery, clinic, imaging volumes and ancillary testing continue to experience a significant drop YTD compared to 2021.

VITAL ACCESS PROVIDER ASSURANCE PROGRAM (HOSPITAL VAPAP)

As you are aware, WCCHS will be submitting a request with the NYSDOH for VAPAP supporting funding. This funding is made available to hospitals and health systems in severe financial distress to enable continuous operations and provision of vital services while longer-term solutions are implemented to achieve sustainable health care service delivery. The DOH has determined need for VAPAP funds based on provider submission of financial documentation, plans for improving financial sustainability, and the assessment of the risk of loss of vital services in the absence of this assistance. WCCHS will be requesting funding support of approximately \$20-\$25M over 4 to 5 years. The submission will be complete by year-end.

REGULATORY

As you are aware the Joint Commission (TJC) made an unannounced site visit on November 3 and 4, 2022 related to an anonymous complaint call – details were not disclosed to WCCHS management. The survey results and findings were sent to WCCHS two weeks after the visit, indicating 3 condition level findings related to staffing levels. TJC found that WCCHS was not consistently meeting the hospital's stated staffing policy. A corrective action plan (POC) was developed by Dawn James and the nursing team and will be sent to the TJC by year-end. Additionally, the hospital's staffing policy has been revised to meet best practice standards at other hospitals and allow the hospital to provide for safe and consistent quality of care, but also address fluctuations in census levels and staffing variations.

OUTPATIENT CLINICS

A detailed review of clinic operations, finances and contracting continues. Key initiatives include:

- Electronic record interface with the hospital EMR continues. Goal is completion by end of 1st quarter 2023.
- Expansion of the Attica clinic space is in the planning phase. The current space is too small to be effective and compliant with Federal privacy rules. The plan is to double the space and increase the number of exam rooms to 6, allowing 2 providers to practice concurrently. Construction will likely take 6 months and be ready for 3rd quarter 2023.
- Consolidated billing and credentialing with one outside vendor will occur January 1, 2023. As you may recall, the hospital currently is utilizing the support of three outside billing vendors, as well as performing some credentialing as some clinics. Estimated savings is \$180K annually.
- 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. A new monthly report to all providers is sent each month detailing provider productivity, visit volumes, referrals, and other key practice metrics.
- Physician recruitment continues. Focus on general surgery, interventional pain management, and orthopedics.
- Working with experienced practice consultant to assist with clinic projects.
- Onboarding Joseph Gomez, MD Cardiologist and practice to join WCCHS on February 1, 2023.
- Starting monthly meetings with all WCCHS PCPs to review financials, productivity, scheduling, and all operational and clinical issues/challenges. These will continue each month.

LEGIONELLA CASE

- The hospital was recently made aware of a case of Legionella, a bacteria that causes a pneumonia-type illness that can cause severe illness in some people. Legionella bacteria are found naturally in freshwater environments, like lakes and streams. The bacteria can become a health concern when they grow and spread in human-made building water systems like showerheads and sink faucets, cooling towers (structures that contain water and a fan as part of centralized air cooling systems for buildings or industrial processes), and large, complex plumbing systems (found in hospitals).
- The alleged case involved a patient admitted in November 2022 who presented without medical symptoms. However, the patient became ill several weeks after admission with a high fever. After testing, it was determined that the patient's medical condition was caused by Legionella bacteria. Patient was treated and discharged and has recovered.
- Legionella is a public health matter and the NYSDOH and Wyoming County DOH are working with WCCHS to determine the source of the bacteria and conduct testing to confirm that there is no further risk to patients and staff. Routine testing can be extensive and typically lasts up to six months before an organization can be cleared of future risk. WCCHS will continue to update the BOM on progress.

CONTRACT NEGOTIATIONS

- Hospitalist contract negotiations have concluded for hospitalist services. WCCHS has contracted with Apogee Medical Management, Inc. to provide acute care medicine services beginning March 1, 2023. Fortunately, many of the incumbent hospitalist group have agreed to join Apogee going forward and will remain with WCCHS.
- Contracts have been finalized for Dr. Dean Brewer (Arcade), Dr. Farkad Balaya, and Dr. Joseph Gomez. Start dates for the new agreements range from January 1 to February 1, 2023.

PHYSICIAN RECRUITING

- Dr. Anthony DiBenedetto is an experienced general and bariatric surgeon who recently retired as the Director of Bariatric Surgery at Rochester Regional Health System. Dr. DiBenedetto reached out to the hospital and interviewed onsite recently. He is interested in working another 2-3 years full time. In addition to working in Rochester, Dr. DiBenedetto also worked in the Buffalo market for many years, as well as Medina and Lockport. He is comfortable in rural, smaller hospitals. Negotiations are ongoing.
- 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.

OBSTETRICS PROGRAM UPDATE

- WCCHS had 9 births for November 2022, which annualizes to approximately 170 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).
- As you are aware, WCCHS contracted with an outside physician consultant to conduct an operational and strategic assessment of the obstetrical program in November 2022. The assessment final report was submitted to WCCHS. The report will be discussed in Executive Session.

MARKETING

- The hospital's marketing vendor Brentwood Communications (BCI) is updating the WCCHS website. The new version is expected to go-live by December 31, 2022.
- 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 Dr. Joseph Gomez and WCCHS Cardiology services, Dr. Andrea Zucchiatti and General Surgery, 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.
- The contracts for radio advertising and billboard promotions has been renewed for 2023.
- Some examples of recent advertisements are included at the end of the board report.
- 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 93% bed occupancy.
- Over budget for the month of November 2022.
- A total of 93 psychiatric evaluations were completed by the psychiatric assessment officers within the month of November 2022.
- Outpatient Forensic services - 68 inmates served and 49 of those had medication changes.
- After completing a walk through risk assessment, the following items will be replaced:
 - Flooring in the patient TV lounge, curtains and rails in the common education room, and can lighting in two of the common areas.

CHIEF OPERATING OFFICER

- On behalf of the Wyoming Community Hospital Foundation, WCCHS has submitted to the Community Foundation for Greater Buffalo William H. Thiel grant application, requesting a new EKG system with the addition of seven (7) new machines, \$197,380.21.
- Submitted the 2022 NYSDOH Rural Health Care Access grant application, supporting the electric panel replacement project, \$125,784.
- Development of the Plan of Correction continues in response to the Joint Commission findings. A return visit is expected by 12/16/2022 (the end of the 45-day return window). As of this date, they have not come.

DIRECTOR OF PLANT OPERATIONSConstruction Projects

- Hospital Fire Panel Upgrade –The project will start January 3, 2023 in the Penthouse, working down each floor.
- Lab Renovations – With the Phase 2 construction completed and DOH approval, the Case Management Department was relocated into the new renovated space. The contractors must still provide the closeout documentation for both Phase 1 and 2, including as-built drawings, submittals, and attic stock each is required to turn over. The Swiss Log (pneumatic tube system) is completed on all floors, except 4th floor. Due to the number of obstructions impeding the piping path to the 4th floor, we decided to accept a credit for this work. The contractor and Campus Construction are currently working on change order credit.
- Energy Management System (EMS) Upgrade –The Stark Agency is converting our existing information into the new database. 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. The tentative completion date is early February 2023.
- 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 equipment submittal is with M/E Engineering for review. The engineer will review the information for compliance before any work will 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. A total of nine (9) rooms are completed at this time.
- An alleged case of Legionella occurred at WCCHS. Upon being notified of the event on 12/8/2022, water samples were taken from each floor including the Behavioral Health Unit (BHU) and sent to the Lab for analysis. The test results will not be available for another 2 weeks. Barclay Environmental was contacted to review the iChlor system that treats the facilities potable water supply. While on site, the Barclay representative verified the iChlor equipment is working properly and Monochloramine levels were present within the BHU plumbing fixtures. There are no problems to report per the inspection report. All of this information was forwarded to the NYSDOH for review on 12/14/2022.
- An infrared inspection of all electric panels and motor starters was conducted in November 2022. Any issues related to the inspection are entered into AkitaBox for corrective action.
- Both boilers underwent an external inspection through the Wyoming County insurance carrier. Both boilers passed the inspection.
- 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.

DIRECTOR OF NURSING

- Nursing staffing policies and staffing plans have been updated and conducted staff education on these updates. Clinical staffing committee has approved the new staffing plans as part of the Joint Commission plan of correction (POC).
- Med/Surg has been moving to the new nursing model of team nursing, and we are facing the challenges of change. We will work through the barriers by using a LEAN team format
- Nurse Recruiting continues
- There is a potential internal candidate for the Director of Education/Infection Prevention position.

MEDICAL DIRECTOR

- Revised the Medical Staff By-Laws, per BOM suggestions.
- Interviewed candidate for general surgery position.
- Finalized memorandum between WCCHS and UBMD surgery related to patient transfers.
- Finalized transition between Medical Staff Office Administrative Assistant and Administrative Coordinator.

SKILLED NURSING FACILITY

- Employee Annual Recertification was completed. Recertification included education on the most recent requirements of participation (ROP's III). Facilities must be in compliance to receive Medicare / Medicaid payment.
- LPN students completed on-site fieldwork from October 18 – December 8, 2022. Efforts were placed into recruiting those students at the completion of their assignment; including distribution of applications.
- An application has been submitted to the NYSDOH for the facility to have its own CNA program. The proposal is for the facility to operate 4 classes per year with 6 students for each class. Based on regulation, the facility must have an appointed 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 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 – Friday.
 - Facility must continue to encourage social distancing at peak times of visitation and large gatherings.

- Occupancy levels in the SNF remain near budget. At the time of this report, the SNF has an occupancy level of 95.0%. The recent month had an increase in resident expirations. This does place the facility in a position to increase the short-term rehab census; while accepting long-term admissions as well. SNF nursing levels remain difficult to staff, we continue to utilize agency staff to meet required staffing levels. The night shift has been more challenging over the past month.
- 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. At the time of this report; we are still waiting on CMS approval of the calculation.
- Currently all public and non-profit homes with the assistance of Leading Age New York are campaigning to urge Governor Kathy Hochul to include a 20% increase in the nursing home Medicaid rate for the state fiscal year 2023-2024 executive budget proposal. We are actively participating in a monthly council meeting through Leading Age to directly impact Medicaid rates.
- Recent signed legislation:
 - Minimum Direct Care Spending Legislation and Minimum Staffing Laws.
 - Includes the 70%/40% spending on direct care. Facility profits of greater than 5% will be returned to the state per the legislation. IGT funds will not count in the calculation. The legislation is aimed at for-profit organizations.
 - Staffing levels will be assessed quarterly; if the facility falls below the requirement; they will dig deeper to analyze individual days; and potentially fine facilities for days they did not meet the staffing requirement.

Billboard



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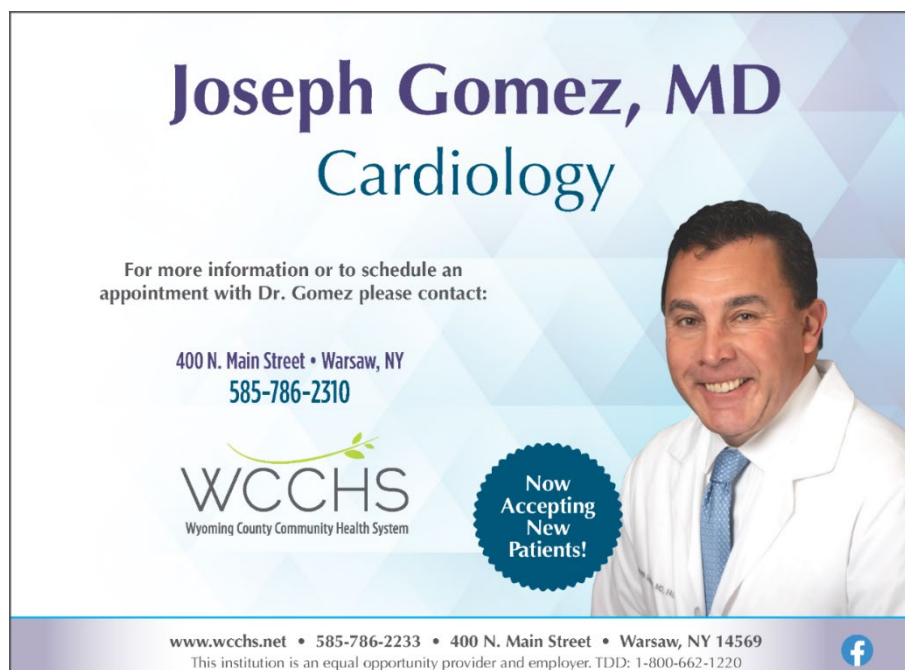
WARSAW, NY

Joseph Gomez, MD
Cardiology

WCCHS
Wyoming County Community Health System

Now Accepting New Patients!

Pennysaver



Joseph Gomez, MD
Cardiology

For more information or to schedule an appointment with Dr. Gomez please contact:

400 N. Main Street • Warsaw, NY
585-786-2310

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This institution is an equal opportunity provider and employer. TDD: 1-800-662-1220

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The Right Choice When Things Go Wrong.

For more information visit
wcchs.net/emergency-department
or contact us at:

WCCHS Emergency Department
400 N. Main Street • Warsaw, NY
585-786-2233



When an emergency happens, we're here to help! That's why, when every second counts, our specially-trained physicians and providers stand ready to handle any emergency situation. If the unexpected happens, WCCHS Emergency Department is the right choice!



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Wishing You a Happy, Healthy Holiday Season!



It is with great privilege that we express our ongoing gratitude to an amazing, supportive community, and to the dedicated, hardworking and caring WCCHS physicians and staff. We are proud to be the hometown hospital for Wyoming County and surrounding areas and look forward to continuing to serve our communities in the years to come!



www.wcchs.net • 585-786-2233 • 400 N. Main Street • Warsaw, NY 14569

This institution is an equal opportunity provider and employer. TDD: 1-800-662-1220



Digital Board in Front of Hospital




Andrea Zucchiatti, MD
General Surgery
585-786-1555

WCCHS
 Wyoming County Community Health System



Jack Sproul, MD
Orthopedics
585-786-7907

WCCHS
 Wyoming County Community Health System



Ahmed Bayoumi, MD
Internal Medicine
585-786-2290

WCCHS
 Wyoming County Community Health System

MEDICAL DIRECTOR REPORT

Report included in CEO report. No further report.

MEDICAL STAFF PRESIDENT REPORT

No report.

WCCHS-22-110 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE

Motion by President Kosmerl and seconded by Manager Reagan, the preauthorized accounts and accounts payable processed totaling \$7,281,706.71 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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-111 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT

Motion by Manager Perkins and seconded by Manager Rogers, the write-offs/denied claims/bad debt totaling \$333,427.30 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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

PERSONNEL REQUISITIONS IN PROCESS

The personnel requisitions in process were presented for information only.

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)										
December 20, 2022										
Proposed Positions for Approval										
Senior Manager	Title/Department	FTE	Schedule	Vacating Employee	Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits
James:	Food Service Helper/08.311	0.40	WCCH	Anthony Lippert 12/10/2022	\$16.76	\$13,073	\$1,000	\$16.76	\$13,073	\$1,000
	Respiratory Therapist/06.552	1.00	WCCH	Kyle Crosby 12/20/2022	\$42.92	\$83,694	\$39,244	\$30.98	\$60,411	\$28,327
Bayliss:	Nursing Assistant/05.645	1.00	WCCH	Janele Wheaton 12/15/2022	\$19.14	\$37,323	\$17,501	\$18.68	\$36,426	\$17,080
	LPN/04.615	0.60	WCCH	Katie Lyons 12/03/2022	\$24.28	\$28,408	\$7,991	\$22.03	\$25,775	\$7,251
Gibson:	Nursing Assistant Per Diem/05.819	0.00	WCCH	Kathy DeCarlo 11/15/2022	\$22.04	\$4,298	\$329	\$20.55	\$4,007	\$307
	RPN Per Diem/03.844	0.00	WCCH	Tracy Weis-Navarra 08/11/2022	\$44.59	\$8,695	\$665	\$44.59	\$8,695	\$665
	RPN/03.122	1.00	WCCH	Vickie Lamitina 12/23/2022	\$46.93	\$91,514	\$42,911	\$46.93	\$91,514	\$42,911
	RN Supervisor Per Diem/02.171	0.00	C	Erica Kilian 09/30/2022				\$240 / 4 hour shift		
	RPN/03.652	1.00	WCCH	Patricia Millen 03/05/2022	\$33.88	\$66,066	\$30,978	\$32.54	\$63,453	\$29,753
	RPN/03.629	1.00	WCCH	Susan Lewandowski 11/03/2022	\$44.45	\$86,678	\$40,643	\$32.54	\$63,453	\$29,753
	RPN/03.128	1.00	WCCH	Jonathan Drzewiecki 11/28/2022	\$43.97	\$85,742	\$40,204	\$32.54	\$63,453	\$29,753
	RPN/03.110	1.00	WCCH	Cayla Lathrop 12/04/2022	\$45.55	\$88,823	\$41,649	\$32.54	\$63,453	\$29,753
Coffa:	LPN/04.168	1.00	WCCH	Kimberly Hatch 08/04/2022	\$22.03	\$45,822	\$21,486	\$22.03	\$45,822	\$21,486
	Medical Receptionist/12.187	1.00	WCCH	Cheryl Estabrook 12/10/2022	\$16.99	\$35,339	\$16,571	\$15.95	\$33,176	\$15,556
	Medical Office Assistant/12.906	1.00	WCCH	Kelly Dick 12/24/2022	\$17.27	\$33,677	\$15,791	\$15.80	\$30,810	\$14,447
	Medical Office Assistant/12.878	1.00	WCCH	Rena Pruner 12/09/2022	\$17.64	\$36,691	\$17,205	\$17.64	\$36,691	\$17,205

WCCHS-22-112 APPROVE PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT

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

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
December 20, 2022				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - M. Wright				
Create 1 - 0.00 FTE Hospital Cashier/Account Representative Per Diem (Cost Center 760) Schedule WCCH, Grade 8 \$19.88 - 22.40/Hr. Available date: December 11, 2022	\$4,074	\$312	\$0	\$0
Delete 1 - 0.00 FTE LTC Cashier/Account Representative Per Diem (Cost Center 760)/12.217 Schedule WCCH, Grade 8 \$20.89/Hr. Effective date: December 25, 2022	\$0	\$0	\$4,074	\$312
Delete 1 - 1.00 FTE Medical Records Specialist II (Cost Center 855)/12.510 Schedule WCCH, Grade 14B \$25.46/Hr. Effective date: December 11, 2022	\$0	\$0	\$49,647	\$23,279
Create 1 - 1.00 FTE Network Administrator II (Cost Center 840) Schedule C \$60,000 - 70,000/Yr. Available date: December 25, 2022	\$60,000	\$28,134	\$0	\$0
Create 1 - 1.00 FTE Medical Records Specialist I (Cost Center 855) Schedule WCCH, Grade 10 \$19.58 - 22.40/Hr. Available date: December 11, 2022	\$40,892	\$19,174	\$0	\$0
Sr. Manager - D. James				
Create 1 - 1.00 FTE Senior Diagnostic Cardiac Sonographer (Cost Center 068) Schedule WCCH, Grade 18D \$34.00 - 40.65/Hr. Available date: December 21, 2022	\$66,300	\$31,088	\$0	\$0
Create 2 - 0.00 FTE Emergency Department Coordinators Per Diem (Cost Center 371) Schedule WCCH, Grade 8 \$19.88 - 22.40/Hr. Available date: January 8, 2023	\$7,753	\$593	\$0	\$0
Create 2 - 1.00 FTE Emergency Department Coordinators (Cost Center 371) Schedule WCCH, Grade 8 \$18.07 - 20.36/Hr. Available date: January 8, 2023	\$70,473	\$33,045	\$0	\$0
Create 4 - 1.00 FTE Emergency Patient Care Technician (Cost Center 371) Schedule WCCH, Grade 6 \$15.80 - 17.64/Hr. Available date: January 8, 2023	\$134,706	\$63,164	\$0	\$0
Delete 1 - 1.00 FTE Building Maintenance Worker (Temporary) (Cost Center 730)/08.766 Schedule WCCH, Grade 14B \$22.03 - 25.46/Hr. Effective date: 12/21/2022	\$0	\$0	\$42,959	\$3,286
Delete 1 - 1.00 FTE ED Unit Clerk (Cost Center 371)/12.203 Schedule WCCH, Grade 6 \$16.90/Hr. Effective date: TBD	\$0	\$0	\$32,955	\$15,453
Delete 1 - 1.00 FTE ED Unit Clerk (Cost Center 371)/12.204 Schedule WCCH, Grade 6 \$16.54/Hr. Effective date: TBD	\$0	\$0	\$32,253	\$15,123
Delete 1 - 1.00 FTE ED Unit Clerk (Cost Center 371)/12.205 Schedule WCCH, Grade 6 \$17.27/Hr. Effective date: TBD	\$0	\$0	\$33,677	\$15,791
Delete 1 - 1.00 FTE ED Unit Clerk (Cost Center 371)/12.206 Schedule WCCH, Grade 6 \$17.64/Hr. Effective date: TBD	\$0	\$0	\$34,398	\$16,129
Delete 2 - 0.00 FTE Ed Unit Clerk (Cost Center 371)/12.832 and 12.833 Schedule E, Grade 6 \$19.40/Hr. Effective date: TBD	\$0	\$0	\$7,566	\$579
Sr. Manager - B. Coffa				
Delete 1 - 1.00 FTE Mid-Level Provider (Cost Center 650)/17.110.443 Schedule P \$70,590/Yr. Available date: December 21, 2022	\$0	\$0	\$70,590	\$33,100
Delete 1 - 1.00 FTE LPN (Cost Center 687)/04.581 Schedule WCCH, Grade 14B \$22.03/Hr. Available date: December 21, 2022			\$45,822	\$21,486
Delete 1 - 1.00 FTE LPN (Cost Center 655)/04.206 Schedule WCCH, Grade 14B \$22.03 - 25.46/Hr. Effective date: December 21, 2022	\$0	\$0	\$42,959	\$20,143

POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - D. Gibson				
Create 2 - 1.00 FTE RPN (Cost Center 404) Schedule WCCH, Grade 20 - 20F \$32.54 - 45.55/Hr. Available date: November 30, 2022	\$177,645	\$83,298	\$0	\$0
Sr. Manager - J. Bayliss				
Create 1 - 0.00 FTE LPN Per Diem (Cost Center 362) Schedule WCCH, Grade 14B \$24.23 - 30.55/Hr. Available date: December 11, 2022	\$4,725	\$361	\$0	\$0
Create 1 - 0.00 FTE LPN Per Diem (Cost Center 363) Schedule WCCH, Grade 14B \$24.23 - 30.55/Hr. Available date: December 11, 2022	\$4,725	\$361	\$0	\$0
Delete 1 - 1.00 FTE Assistant Director of Nursing (NF) (Cost Center 795)/02.165.297 Schedule C \$84,050/Yr. Effective date: January 21, 2023	\$0	\$0	\$84,050	\$39,411
Delete 1 - 1.00 FTE Director of SNF Education & Infection Preventionist (Cost Center 795)/01.325.573 Schedule C \$87,000/Yr. Effective date: January 21, 2023	\$0	\$0	\$87,000	\$40,794
Create 1 - 1.00 FTE SNF Nurse Practitioner. (Cost Center 795) Schedule P \$130,000/Yr. Available date: March 1, 2023	\$130,000	\$60,957	\$0	\$0
Create 1 - 1.00 FTE SNF Nurse Practitioner. (Cost Center 795) Schedule P \$124,800/Yr. Available date: March 1, 2023	\$124,800	\$58,519	\$0	\$0
Create 1 - 1.00 FTE Infection Preventionist/A.D.O.N. (Cost Center 795) Schedule C \$90,000/Yr. Available date: January 22, 2023	\$90,000	\$42,201	\$0	\$0
Create 1 - 1.00 FTE Director of Education/A.D.O.N. (Cost Center 795) Schedule C \$90,000/Yr. Available date: January 22, 2023	\$90,000	\$42,201	\$0	\$0
TOTALS	\$942,018	\$434,962	\$514,228	\$221,296
TOTAL ANNUAL INCREASE:				\$641,457

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-113 APPROVE CONTRACTS AND/OR GRANTS

Motion by Manager Perkins and seconded by Manager Rogers, 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

- WE CARE STAFFING SOLUTIONS, INC.**, 3475 North Road, Geneseo, NY 14454, a staffing services fee agreement to provide nursing department staffing, not to exceed \$400,000.00 cumulative, effective 12/21/2022 – 12/20/2024.
- UNIFIRST CORPORATION**, 2085 Brighton-Henrietta TL Road, Rochester, NY 14623, a customer service agreement to provide scrubs, \$20,000.00 per year, effective 01/01/2023 – 12/31/2025.

3. **WESTERN NEW YORK PHYSICIANS, PLLC**, 2261 Route 19 North, Warsaw, NY 14569, an agreement to provide attending/medical director services to the Skilled Nursing Facility, \$97,000.00 per year, effective 03/01/2023 – 02/29/2024.
4. **COVERALL**, 165 Lawrence Bell Drive, Suite 122, Williamsville, NY 14221, service agreements to provide janitorial services for Arcade clinics, effective 08/15/2022 – 08/15/2024:

263 Liberty Street, not to exceed \$18,000.00 cumulative (includes 2% increase in 2023)
401 West Main Street, not to exceed \$33,684.00 cumulative (includes 2% increase in 2023)
5. Amend Resolution #WCCHS-22-079 approved on 08/23/2022, Resolution #WCCHS-21-091 approved on 12/28/2021, Resolution #WCCHS-21-021 approved on 01/26/2021, and Resolution #WCCHS-18-127 approved on 11/27/2018 [BOS Resolution #22-483 approved on 09/13/2022, Resolution #22-040 approved on 01/11/2022, Resolution #21-087 approved on 02/09/2021, and Resolution #18 576 approved on 12/11/2018] with **OPTUM 360 SOLUTION, LLC**, 15 Campus Boulevard, Newton Square, PA 19073 related to the standard CNYHA member services agreement in an amount not to exceed \$38,280 per year, effective 11/15/2020 – 05/15/2022 as follows:
 - Add a new service and change the term from 05/16/2022 – 05/15/2023 to **01/01/2023 – 12/31/2025**.
 - Increase the amount from an amount not to exceed \$40,048 per year to **\$78,720 per year**.
6. **APOGEE MEDICAL MANAGEMENT, INC.**, 15059 North Scottsdale Road, Suite 600, Scottsdale, AZ 85254, an administrative and hospitalist services agreement to provide hospitalist services, not to exceed \$1.35M per year, effective 03/01/2023 – 02/28/2025. [Replaces Resolution #WCCHS-22-08 approved on 11/29/2022.]
7. Amend Resolution #WCCHS-22-103 approved on 11/29/2022 [BOS Resolution #22-705 approved on 12/13/2022] with **JOSEPH F. GOMEZ, MD**, 3675 Baker Road, Orchard, Park, NY 14127 related to an employment agreement to provide cardiology services at the hospital as follows:
 - Change the six-month earning period during the year for wRVU incentive from January 1 to June 30 and July 1 to December 31 to **February 1 to July 31 and August 1 to January 31**.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

**** Manager Abbasey abstained from provider related Contracts #3, #6, and #7.**

CONTRACTS FOR INFORMATION ONLY

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

1. Amend Resolution #WCCHS-22-079 approved on 08/23/2022 with **BOUCHER & ASSOCIATES**, 4392 Syracuse Road, Cazenovia, NY 13035, a consulting agreement to provide financial review of WCCHSs employed medical group and contracted medical services, outline initiative to improve the overall financial performance of the group, not to exceed \$35,000 per year, effective 08/22/2022 – 08/21/2023, as follows:
 - Increase the not to exceed amount from \$35,000 to an amount not to exceed \$35,000 **plus related travel and data expenses**.
2. **GERALD R. NANNEN**, 4375 Richwood Drive, Hamburg, NY 14075, a consulting services agreement to provide clinic practice administration, \$17,000.00 per month, effective 12/01/2022 – 01/31/2023.

WCCHS-22-114 APPROVE MEDICAL STAFF APPOINTMENTS

Motion by Manager Reagan and seconded by Manager Kehl, the medical staff appointments be hereby approved as recommended by the Credentials Committee on November 30, 2022, pending approval by the Medical Executive Committee at their December 21, 2022 meeting, and presented as follows:

DEPARTMENT OF SURGERY:

Erika Reakes, CRNA – Anesthesia– is applying for Allied Health status in the Department of Surgery
 Andrew Burns, CRNA– Anesthesia– is applying for Allied Health staff status in the Department of Surgery
 Mosaes Buchanan, CRNA - Anesthesia-is applying for Allied Health Status in the Department of Surgery
 Jack Sproul M.D. – Orthopedics – is applying for Active staff status in the Department of Surgery

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS					FAIL	

WCCHS-22-115 APPROVE MEDICAL STAFF NEW PRIVILEGE/PROCEDURE REQUEST

Motion by Manager Reagan and seconded by Manager Kehl, the medical staff privilege/procedure request be hereby approved, pending recommendation by the Medical Executive Committee at their December 21, 2022 meeting, and presented as follows:

Andrea Zucchiatti, MD - Loop Recorders with the condition that Focused Professional Practice Evaluation (FPPE) type and duration will be determined by the Chair of the Surgical Department, Dr. David Privitera.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

APPROVE MEDICAL STAFF BY-LAWS, RULES AND REGULATIONS

At the 11/29/2022 BOM meeting, it was discussed that Manager Reagan and Manager Wawrzyniak would compare and align the definition of the Ethics Committee as noted in the Medical Staff By-Laws and the BOM By-Laws.

Mandip Panesar, MD commented that the Ethics Committee is not a Joint Commission requirement; therefore, it should not be included in the Medical Staff By-Laws. As a result, the Ethics Committee will be removed from the Medical Staff By-Laws and included in policies and procedures instead. Dr. Panesar noted that the Ethics Committee should be a function of the hospital and a hospital directed committee, defined in the BOM By-Laws. Manager Wawrzyniak agreed to review and revise the definition during the review of the BOM By-Laws in early 2023.

BOARD PRESIDENT REPORT

President Kosmerl reported that the 2023 BOM Committee Assignments were established and commented that copies would be distributed.

BOARD COMMITTEE CHAIR REPORTS**Acute Quality Committee**

Manager Wawrzyniak reported that there was no Acute Quality Committee meeting in December 2022 and that future quality related meetings will be consolidated and streamlined in 2023. The next meeting is scheduled for February 22, 2023.

SNF Quality Committee

Manager Rogers reported that there was no SNF Quality Committee meeting in December 2022. The next meeting is scheduled for February 22, 2023.

Finance/Personnel Committee

No report.

Plant and Equipment Committee

Manager Kehl reported that the Plant and Equipment Committee met on December 13, 2022, the capital equipment list and budget would be reviewed at the next meeting, and that draft minutes would be distributed electronically in the near future. The next meeting is scheduled for January 10, 2023.

Communications Committee

No report.

Compensation Committee

President Kosmerl reported that the Compensation Committee met on December 16, 2022 and that draft minutes would be distributed electronically in the near future.

Governance Committee

No report.

EXECUTIVE SESSION #1

Motion by President Kosmerl and seconded by Manager Rogers, for the Board to enter into executive session to discuss the following topic(s) at 5:52pm. Dave Kobis, Dawn James, Mandip Panesar MD, Pam Pettnot, Dan Farberman, Becky Ryan, and Jerry Davis remained. All other attendees left the meeting room or ended their Zoom session.

- 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:
 - Aramark Healthcare Support Services, LLC
 - Gerald Nannen
- 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 regarding one particular Salary Schedule C employee.
- The financial or employment history of all employees in Salary Schedule C.
- Results of the operational and strategic assessment of the obstetrical program.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS					FAIL	

Jerry Davis left Executive Session #1 at 6:18pm.

Manager Wawrzyniak left his Zoom session during Executive Session #1 at 6:26pm.

Motion by Manager Rogers and seconded by Manager Perkins, the Board exit Executive Session #1 at 7:18pm.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS					FAIL	

Dawn James exited the meeting immediately following Executive Session #1 at 7:18pm.

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-22-116 APPROVE CONTRACT – GERALD R. NANNEN

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

GERALD R. NANNEN, 4375 Richwood Drive, Hamburg, NY 14075, a consulting services agreement to provide clinic practice administration, \$20,000.00 per month, plus a contingency bonus up to \$30,000 based on performance and financial improvement in all clinics, effective 02/01/2023 – 05/31/2023.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS					FAIL	

WCCHS-22-117 APPROVE CONTRACT

Motion by President Kosmerl 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 contract 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 a management services agreement to provide facility operations management services, not to exceed \$150,000 per year, effective 02/02/2023 – 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:

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

WCCHS-22-118 AMEND SALARY SCHEDULE C

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

- Set the salaries for employees in the job titles covered by Salary Schedule C, effective 01/01/2023, reflecting a 2.5 percent (2.5%) cost of living adjustment (COLA) consistent with County Salary Schedules S and D and the CSEA bargaining agreement, with the exception of the following: positions that received a promotion or salary adjustment on or after 07/01/2022, the Hospital Administrator position that is governed by a separate contract, and per diem positions.
- Set the salary of the 1.00 FTE **Director of Healthcare Information Systems** position (Position Code # 01.613.307) under INFORMATION SYSTEMS at \$109,809.00 per year, effective 01/22/2023.
- Include a retention/performance **Stipend for the Director of Healthcare Information Systems** position (Position Code #01.613.307) under INFORMATION SYSTEMS in the amount of \$6,000.00, upon completion of satisfactory performance and continued employment, effective 03/01/2023.
- Include a retention/performance **Stipend for the Director of Healthcare Information Systems** position (Position Code #01.613.307) under INFORMATION SYSTEMS in the amount of \$6,000.00, upon completion of satisfactory performance and continued employment, effective 09/01/2023.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

EXECUTIVE SESSION #2

Motion by Manager Kehl and seconded by Manager Perkins, for the Board to enter into executive session to discuss the following topic(s) at 7:24pm. Dave Kobis, Mandip Panesar MD, Pam Pettnot, Dan Farberman, Becky Ryan, and Jerry Davis remained. All other attendees left the meeting room or ended their Zoom session.

- 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 regarding two particular Salary Schedule P employees.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	6	Yes	0	No	0	Abstain	3	Absent
RESULTS	X	PASS				FAIL		

Manager Abbasey was excused from Executive Session #2 at 7:24pm.

Motion by Manager Perkins and seconded by Manager Rogers, the Board exit Executive Session #2 at 8:04pm.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	5	Yes	0	No	0	Abstain	4	Absent
RESULTS	X	PASS				FAIL		

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-22-119 MEDICAL STAFF BY-LAWS, RULES, AND REGULATIONS

President Kosmerl, on behalf of the BOM, recommended that the most recently revised version of the Medical Staff By-Laws, Rules and Regulations that are pending approval by the BOM be found acceptable with a change to the configuration of all department heads: each Chairperson shall be appointed by the BOM, Department Chairperson may be removed by the BOM, and Section Chiefs appointments be subject to approval by the BOM. It is further recommended that attorneys from Garfunkel Wild, PC provide the recommended wording.

Motion by President Kosmerl and seconded by Manager Kehl, the BOM hereby supports the recommended change to the Medical Staff By-Laws, Rules and Regulations, related to selection and tenure of department chairpersons and section chiefs, as presented above.

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		Yes		No		Abstain	X	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		Yes		No		Abstain	X	Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
VOTE TOTAL:	5	Yes	0	No	0	Abstain	4	Absent
RESULTS	X	PASS				FAIL		

NEXT REGULAR MEETING

The next regular meeting is scheduled for Tuesday, January 24, 2023 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 8:06pm upon motion by Manager Perkins.

James Wawrzyniak, DC, BOM Secretary _____ Date _____

Pam Pettnot, Recording Secretary _____ Date _____