

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, February 28, 2023.

**CALL MEETING TO ORDER**

President Kosmerl called the meeting to order at 4:31pm.

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

**ROLL CALL AND QUORUM**

**BOARD OF MANAGERS PRESENT/ABSENT**

★ *participated remotely*

- Salman Abbasey, MD
- Bryan Kehl (BOS member)
- Rich Kosmerl
- Steve Perkins
- J. Thomas Reagan, MD
- Larry Rogers ★
- Janice Shirley
- James Wawrzyniak, DC ★

**STAFF PRESENT/ABSENT**

- Justin Bayliss (NF Administrator)
- Ahmed Bayoumi, MD (Medical Staff President)
- Dan Farberman (WC Human Resource Director)
- Dawn James (Chief Operating Officer)
- Dave Kobis (Chief Executive Officer)
- Mandip Panesar, MD (Hospital Medical Director)
- Pam Pettnot (Executive Assistant)
- Mark Wright (Chief Financial Officer)

OTHERS PRESENT: Peggy Cunningham (Director of WPHS, Clinic Quality & Corporate Compliance), Lynn Kilner (President, CSEA Hospital Supervisor Unit), and Maya Borer (Staff Reporter, Warsaw’s Country Courier)

OTHERS PRESENT PARTICIPATED REMOTELY: None.

President Kosmerl declared that a quorum was present.

**EXCUSE MEMBERS NOT PRESENT**

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

- Manager Kehl

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers		Yes		No		Abstain	X	Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	5	Yes	0	No	0	Abstain	3	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**EXCUSE MEMBERS NOT PRESENT**

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

- Manager Rogers
- Manager Wawrzyniak

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers		Yes		No		Abstain	X	Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>								
	5	Yes	0	No	0	Abstain	3	Absent
<b>RESULTS</b>								
	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**ADOPT THE AGENDA**

Motion by Manager Reagan and seconded by Manager Shirley, the BOM hereby adopts the agenda as presented.

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers		Yes		No		Abstain	X	Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>								
	5	Yes	0	No	0	Abstain	3	Absent
<b>RESULTS</b>								
	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-23-010 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 ..... January 24, 2023

**Executive Committee (February 6, 2023)**

- Set the salary of one (1) 1.00 FTE **Senior Accountant** position (Position Code #01.133.664) under FISCAL SERVICES at \$80,000, effective 03/01/2023.
- Set the salary of one (1) 1.00 FTE **Financial Analyst** position (Position Code #01.173.755) under FISCAL SERVICES at \$76,767, effective 03/01/2023.

**Corporate Compliance (February 14, 2023)**

- Approve Corporate Compliance Plan, Rev. 2 (02 14 2023)
- Approve 2023 Corporate Compliance Work Plan (12 28 2022)

The motion was passed upon the following vote:

<b>VOTE</b>									
Salman Abbasey, MD	X	Yes		No		Abstain		Absent	
Bryan Kehl		Yes		No		Abstain	X	Absent	
Rich Kosmerl	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		Absent	
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent	
Larry Rogers		Yes		No		Abstain	X	Absent	
Janice Shirley	X	Yes		No		Abstain		Absent	
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent	
<b>VOTE TOTAL:</b>									
	5	Yes	0	No	0	Abstain	3	Absent	
<b>RESULTS</b>									
	<b>X</b>	<b>PASS</b>					<b>FAIL</b>		

**CORPORATE COMPLIANCE REVIEW**

Peggy Cunningham made a presentation to attendees about the WCCHS corporate compliance program – to prevent and detect fraud, abuse, waste, and improper expenditures and promote high-quality patient care. A copy of the presentation is on file in Administration.

**CEO REPORT**

Dave Kobis reported on the following items:

- Distributed an article, “Band-Aid Solutions Won’t Bring Nurses Back to the Bedside,” by Duke Health’s Dr. Richard Shannon (<https://www.beckershospitalreview.com/nursing/band-aid-solutions-wont-bring-nurses-back-to-the-bedside-duke-healths-dr-richard-shannon-says.html>).
- A small fire occurred in the hospital on February 27, 2023 around 12:30am. A computer battery backup device called a UPS (uninterrupted power supply) overheated on the 4th floor in the nursing station and caught on fire. Staff quickly extinguished the fire and notified the fire department and nursing supervisors. There was a newborn in relative close proximity to the nursing station who was quickly moved away and placed with the mother behind the department’s fire doors. Smoke from the fire was eliminated with the assistance of the Warsaw Fire Department. No patient or staff injuries were sustained. The NYSDOH was notified of the event. The organization is preparing for life safety and environment of care – fire drills, training, what to do in case of a fire, how to eliminate fire risk, etc. This is the second minor fire within the organization in 60 days. The first fire occurred in the Skilled Nursing Facility and involved an employee who placed a bagged lunch on a hot stove. Again, this fire was extinguished quickly and contained to the Occupational Therapy area.

Dave Kobis submitted the following report:

**FINANCIALS**

- Health system operating loss for January 2023 was \$1.5 million, which is higher than the December 2022 operating loss of \$1.4 million. Operating revenue and operating expenses were both higher in the month of January 2023.
- Staffing agency cost in January 2023 increased to \$333,543, mainly due to increased 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. SNF, mental health, rehab services and clinic volumes were up in January 2023. Acute inpatient, GI procedures, emergency department volumes, surgery, imaging volumes and ancillary testing were down in January 2023.

**VITAL ACCESS PROVIDER ASSURANCE PROGRAM (HOSPITAL VAPAP)**

- As you are aware, WCCHS submitted an emergent request for \$20M with the NYSDOH for VAPAP funding in December 2022. NYSDOH responded with follow-up requests for more detailed information and the hospital continues working on a response.
- As you recall, the VAPAP 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 determines 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 requested funding support over 5 years.

**NEW HOSPITALIST GROUP START**

- As you are aware, Apogee Physicians Group will be taking over the WCCHS hospitalist program on March 1, 2023.
- Apogee manages over 1,000 Hospitalists in 26 states and is the largest physician-owned and operated Hospitalist group in the nation. They have operated the hospitalist program at Erie County Medical Center Corporation (ECMCC) since 2015.
- The hospital anticipates the full transition to Apogee will likely take 6 to 9 months to recruit full time providers, implement order sets and new protocols, and complete training and orientation for all hospitalist providers.
- The goal of the transition to Apogee is threefold:
  - Reduce average length of stay to 3.0 days or less.
  - Improve case mix index (CMI) outcomes to 1.2 or higher through improved documentation.
  - Reduce the number of patients transferred out of WCCHS by 10% annually.
- Regular updates on progress will be provided to the BOM each month.

**NEW RADIOLOGY GROUP START**

- A new radiology group started at WCCHS on February 1, 2023. Niagara Frontier Radiology Associates (NFRA) is an established radiology group covering Western New York hospitals for more than 20 years.
- The lead physicians for the group are Charles Lesh, MD, Peter Ferin, MD, and Greg Shields, MD. Dr. Shields will be the primary onsite radiologist covering the hospital, but both Drs. Lesh and Ferin will provide onsite support. All are experienced radiology experts with decades of experience covering hospital and outpatient radiology services.
- Initial feedback on the new radiology group from the WCCHS medical staff has been very positive.
- The prior radiology group (St. Lawrence Radiology Associates, PC) had covered WCCHS for more than 10 years.

**PHYSICIAN AND MID-LEVEL STUDENTS AT WCCHS**

- As you may know, WCCHS has numerous arrangements with area colleges and universities for student clinical rotations. Medical students, nurses, and other clinical personnel have performed rotations through the hospital for many years. This model is usually an excellent means to recruit nurses and allied health staff out of training. Medical provider recruiting has not been successful and no students have been recruited to WCCHS in the last 4 years.
- Currently, WCCHS has medical student and mid-level (physician assistant and nurse practitioner) affiliation arrangements with Lake Erie College of Osteopathic Medicine (LECOM), Daemen College, D'Youville, Canisius College, and Upstate Medical University.
- Historically, the medical student/mid-level arrangements have been poorly managed and communicated throughout the organization. The hospital is required by law to conduct background checks and screening on all personnel providing direct clinical care, including all students. This mandatory requirement has not been enforced consistently to date, placing the health system and the County at potential risk. For example, the Human Resource Department is frequently not aware that medical students are present on campus or clinic sites and as a result students are not always properly registered and processed.
- It is standard practice for any college or university to reimburse the host hospital for the time and resources spent managing student rotations. Typically, this is approximately \$1,500 per medical student rotation and \$1,000 per mid-level rotation. Currently, none of the affiliation arrangements reimburse WCCHS. Given the financial challenges of the health system, this is not an acceptable practice.
- WCCHS has reached out to the medical provider colleges and universities and requested to renegotiate the terms and conditions of the affiliation agreements to include direct reimbursement to WCCHS and strict adherence to our screening and registration protocols. Until this can be completed, WCCHS will suspend all medical student and mid-level rotations in the hospital and clinic sites after June 1, 2023.
- This change will only affect medical students and mid-level provider students. Nursing and all other clinical and allied health students are not affected.

**OUTPATIENT CLINICS**

The clinic improvement plans continue. Updates on key initiatives include:

- Transitioning to a common naming convention for the employed and contracted providers. Currently, each practice has a different name, e.g., Arcade Family Practice, Wyoming County Internal Medicine, etc. Most have little to no perceived connection to WCCHS. Over the next year, the practices will transition to an umbrella name, "Wyoming County Medical Group," and will be divided into practice specialties and locations such as general surgery, primary care, orthopedics, etc. These changes will be communicated through a broad marketing campaign.
- Finalizing certificate of need (CON) submission for current Attica space. Due to budgetary concerns with the proposed expansion of the current location, we are exploring other potential clinic sites in the Attica area.

- Electronic Medical Record (EMR) interfaces between the hospital and the clinics continues. This process has taken much longer than anticipated due to very long delays with vendors. The revised completion goal is later in 2023.
- Continuing to expand part time specialty clinics at the O'Dell clinic in Arcade to increase specialty referrals from the Arcade clinic.
- Physical Therapy and Occupational Therapy will soon be offered at the Perry (Spring 2023) and Arcade (early Summer 2023) locations.

### **INFORMATION SYSTEMS**

- Radiology's imaging and reporting system (Fuji PACS and RIS) upgrade has begun. Fuji is currently giving a go live date of mid-April 2023.
- Medent (EMR software) interface work to CPSI connectivity has made minor progress. Medent is rewriting software to handle the workflow.
- CPSI server storage hardware has arrived. Waiting for CPSI to schedule onsite installation and upgrade.
- Dragon (speech recognition software) dictation issues affecting several providers has been resolved.
- Remediation from the cyber security assessment is well underway and much progress has been made. Still looking for a resolution to the document scanning vulnerability.

### **PHYSICIAN RECRUITING**

- Finalized an employment agreement with Anthony DiBenedetto, MD, general surgeon and the Department of Surgery Chair. His start date is March 6, 2023. We are in the process of hiring an Outpatient Clinic Supervisor to assist in managing all surgical clinics and coordinating with the perioperative department to increase surgical volumes and efficiencies.
- Finalized an employment agreement with Hemant Kalia, MD, an interventional pain management specialist, to provide outpatient pain management services, including an interventional pain clinic twice a month starting in April 2023.
- Recruiting for additional Primary Care providers and have worked with an immigration attorney to provide waivers allowing foreign graduates to practice in Wyoming County without the need to return to their home country for two years.

### **MARKETING**

- The hospital's new website has gone live and initial feedback has been very positive.
- The hospital's aggressive marketing campaign throughout the Wyoming County service area continues. Promotion of physicians and hospital programs and services will continue each month. Emphasis of the new general surgeon, Dr. Anthony DiBenedetto, and cardiologist, Dr. Joseph Gomez, continues via radio, billboards, and print media.
- The contracts for radio advertising and billboard promotions has been renewed for 2023.

### **BEHAVIORAL HEALTH**

- Inpatient remains strong for the month of January 2023 with 81% occupancy and at budget.
- A total of 80 psychiatric evaluations were completed by the psychiatric assessment officers within the month of January 2023.
- Outpatient forensic services -155 inmates served and 30 of those had medication changes.
- Spectrum Health and Human Services HELP Center is now open in Warsaw. Discussed with Spectrum's Managing Director the challenges WCCHS has with children/adolescents presenting to the Emergency Department for mental health.
- Working with NYS Office of Mental Health to create a policy and programming for a telemental health option on the inpatient behavioral health floor. More information to come.

### **CHIEF OPERATING OFFICER**

- The 2023 Thiel Grant was approved in the amount of \$197,380.21 for the purchase of new EKG machines that interface with the EMR.
- The Dialysis clinic is expected to open six days per week starting in April 2023 with the onboarding of additional staff.
- The hospital team is meeting monthly to prepare for the Joint Commission visit expected late summer, early fall. Each department has an assignment for their area to complete that follows the outlined standards.

## DIRECTOR OF NURSING

- Masking still required at WCCHS per Centers for Disease Control and Prevention (CDC) guidance. Will revisit as CDC guidance is updated.
- Staff and visitor daily screening discontinued in hospital as of February 17, 2023.
- Nursing is currently orienting 3 new graduate RNs, hope to decrease agency nurses in May 2023. Currently, recruiting for Aides.
- The Director of Education/Infection Prevention has started and is working with nurses on different education topics and working on infection control risks in the hospital.
- Nursing will be working with CPSI as a clinical testing site for the new EMR version. Nursing has looked at nursing documentation and scaled it down to give nurses more time with their patients. Once the new CPSI version is implemented, we are hopeful the amount of time nurses spend documenting will be decreased.
- Working on Joint Commission readiness with all departments.
- Working on patient flow and throughput from Emergency Department to inpatient to reduce the frequency of ED boarders. We are interviewing for a Charge Nurse on 3<sup>rd</sup> Floor to help with this process.

## DIRECTOR OF PLANT OPERATIONS

### Construction Projects

- 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 April 2023.
- Nurse Call Stations – A recent inspection of the nurse call systems identified four locations requiring upgrades due to end of life equipment. The Critical Alert System to OB, ICU, Endo, and ER will receive new equipment supporting our existing nurse call infrastructure. The work is scheduled for March 1 – March 3, 2023 for each department.

### Maintenance Projects

- The plan of correction for the December 2022 Legionella case is underway which includes three months of water sampling. The test results will be shared with NYSDOH as we progress through the plan of correction. Another Legionella test date is scheduled for the week of February 27, 2023.
- Upgrades to the ambulance bay double doors is underway. The new configuration will require individuals to utilize the keypad for egress unless there is an active fire alarm at which time the door will automatically open. The door alterations will secure the ED for patients attempting to elope.

## MEDICAL DIRECTOR

- Reviewed process of student rotations with Medical Executive Committee.
- Reviewed revised Ongoing Professional Practice Evaluation (OPPE) metrics with select departments.
- Appointment of new department chairs (Medicine, Surgery).
- Participated in meeting with St. Bonaventure University regarding student rotations.

## SKILLED NURSING FACILITY

- **Nursing Home Quality:** The Centers for Medicare & Medicaid Services (CMS) issued their quarterly update on January 25, 2023. Wyoming County Skilled Nursing Facility remained 5-Stars for Quality of resident care.
  - Highlights:
    - Improved physician related Quality Measures (treating in place vs. use of outside hospital care).
    - Use of antipsychotic medications have increased as a result of taking more difficult residents (behaviors).
- **Census:** January 2023 average daily census increased to 135.48.
- **Staffing:** Remains challenging, especially during holiday weeks. Conversations among peers have reinforced that it is an industry wide concern.
  - Focus will remain on long-term solutions.
  - Nursing has improved with the use of agency staff, but CNA staffing levels remain low in the facility and the industry.
  - Currently working in conjunction with Community Action and BOCES to provide a CNA class at the beginning of April 2023. This class would be solely for the Wyoming County Skilled Nursing Facility and take place at our facility.
  - The facility plans to implement its own CNA class coinciding with high school graduation.

- **Financial:** Currently, all public and non-profit homes with the assistance of Leading Age New York are campaigning to urge Governor Hochul to include a 20% increase in the nursing home Medicaid rate for the state fiscal year 2023-2024 executive budget proposal. The governor announced in her budget proposal that she is only planning a 5% increase, which is not enough to cover the cost of care. Advocacy efforts remain strong across the state to get this percentage higher prior to the implementation of the state budget.
- **COVID-19 Update:**
  - The facility was relatively clear from any positive COVID-19 cases until January 30, 2023; at that time the facility began to have positive cases (residents and staff).
    - Peak time saw 20 plus residents' positive at one given time and 11 staff members coinciding at that same timeframe. At the time of this report, positive COVID residents has decreased to 5 and positive staff members has reduced to 3.
  - Staff and visitors continue to be actively screened per regulation (different from the hospital).
  - Vaccination continues to be required for all staff.
  - All visitors to the facility continue to test for COVID-19 per regulation.
  - Daily Health Emergency 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.
  - Several past staff members have reached out stating they would return if the vaccine mandate was lifted.
- **Genesee, Livingston, Orleans, Wyoming (GLOW) Region Healthcare Event**
  - WCCHS will be participating in the GLOW Healthcare event at Genesee Community College on March 24, 2023.
  - The facility will have several presenters for this event.
  - The facility will also have a career table to discuss hospital services; career placement for nurses and include information to sign up for the CNA class to be offered in the Spring of 2023.

**MEDICAL DIRECTOR REPORT**

Report included in CEO report. No further report.

**MEDICAL STAFF PRESIDENT REPORT**

No report.

**WCCHS-23-011 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE**

Motion by President Kosmerl and seconded by Manager Reagan, the preauthorized accounts and accounts payable processed totaling \$5,420,443.00 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		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers		Yes		No		Abstain	X	Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	5	Yes	0	No	0	Abstain	3	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-23-012 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT**

Motion by Manager Abbasey and seconded by Manager Perkins, the write-offs/denied claims/bad debt totaling \$241,206.66 be hereby approved as presented.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers		Yes		No		Abstain	X	Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	5	Yes	0	No	0	Abstain	3	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-23-013 PERMISSION TO DECLARE ITEMS AS SURPLUS**

Motion by President Kosmerl and seconded by Manager Reagan, the list of items presented and attached be hereby approved as excess equipment and declared as surplus. In addition, the CEO is authorized to accept the highest offer to purchase, transfer to other Wyoming County departments, transfer to other facilities, or to dispose, as appropriate.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers		Yes		No		Abstain	X	Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	5	Yes	0	No	0	Abstain	3	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**PERSONNEL REQUISITIONS IN PROCESS**

The personnel requisitions in process were presented for information only.

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)										
February 28, 2023										
Proposed Positions for Approval										
Senior Manager	Title/Department	FTE	Schedule	Vacating Employee	Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits
James:	Clinical Informatics Assistant/12.171	1.00	WCCH	Heather Treadwell TBD	\$29.93	\$58,364	\$27,367	\$24.71	\$48,185	\$22,594
	Phlebotomist/05.127	1.00	WCCH	Sydney Granger 02/22/2023	\$16.19	\$31,571	\$14,803	\$16.19	\$31,571	\$14,803
	Phlebotomist Per Diem/05.722	0.00	WCCH	Paige Bisson 02/24/2023	\$19.05	\$3,715	\$284	\$17.81	\$3,473	\$266
	Phlebotomist/05.723	0.00	WCCH	Dana Caltagirone 02/04/2023	\$19.47	\$3,797	\$290	\$17.81	\$3,473	\$266
Gibson:	Hospital Aide/05.838	1.00	WCCH	Kyle Ward 02/18/2023	\$16.96	\$33,072	\$15,507	\$16.19	\$31,571	\$14,803
	LPN Per Diem/04.846	0.00	WCCH	Heather Fischer 08/06/2022	\$26.71	\$52,085	\$24,422	\$24.23	\$47,249	\$22,155
	LPN/04.849	1.00	WCCH	Alexis Prusak 01/21/2023	\$25.46	\$49,647	\$23,279	\$22.58	\$44,031	\$20,646
	LPN/04.851	1.00	WCCH	Felisha Welninski 01/20/2023	\$25.10	\$48,945	\$22,950	\$22.58	\$44,031	\$20,646
	RPN/03.171	1.00	WCCH	Wendy Curry 01/21/2023	\$47.15	\$91,943	\$43,112	\$33.36	\$65,052	\$30,503
	RPN/03.888	1.00	WCCH	Kathleen Zemke 02/11/2023	\$47.15	\$91,943	\$43,112	\$33.36	\$65,052	\$30,503
Bayliss:	LPN Per Diem/04.839	0.00	WCCH	Nicoel Rinehart 01/24/2023	\$26.72	\$5,210	\$399	\$24.84	\$4,844	\$371
Coffa:	Medical Receptionist/12.902	1.00	WCCH	Laurie Lee 02/04/2023	\$17.08	\$33,306	\$15,617	\$15.62	\$30,459	\$14,282
Wright:	Patient Information Specialist/12.251	1.00	WCCH	Kallie Layland 02/18/2023	\$16.96	\$33,072	\$15,507	\$16.19	\$31,571	\$14,803
	Senior Account Clerk/12.801	1.00	WCCH	Christy Saeva 02/10/2023	\$21.46	\$41,847	\$19,622	\$19.14	\$37,323	\$17,501

**WCCHS-23-014 APPROVE PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT**

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

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
February 28, 2023				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
<b>Sr. Manager - D. James</b>				
<b>Create 1 - 1.00 FTE Medical Assistant (Cost Center 394)</b> Schedule WCCH, Grade 8A \$19.14 - 21.91/Hr. Available date: March 01, 2023	\$37,323	\$17,501	\$0	\$0
<b>Create 1 - 0.00 FTE Cook Per Diem (Cost Center 090)</b> Schedule WCCH, Grade 7 \$18.51 - 20.69/Hr. Available date: March 01, 2023	\$3,609	\$276	\$0	\$0
<b>Sr. Manager - D. Gibson</b>				
<b>Create 1 - 1.00 FTE RPN (Cost Center 302)</b> Schedule WCCH, Grade 20 - 20F \$33.36 - 47.15/Hr. Available date: March 01, 2023	\$65,052	\$30,503	\$0	\$0
<b>Sr. Manager - B. Coffta</b>				
<b>Create 1 - 1.00 FTE Medical Assistant (Cost Center 630)</b> Schedule WCCH, Grade 8A \$19.14 - 21.91/Hr. Available date: March 01, 2023	\$37,323	\$17,501	\$0	\$0
<b>Create and Set Salary 1 - 1.00 FTE Outpatient Clinic Supervisor (Cost Center 668)</b> Schedule C \$75,000.00/Yr. Available date: March 01, 2023	\$75,000	\$35,168	\$0	\$0
<b>Delete 1 - 1.00 FTE OBGYN Physician (Cost Center 664)/10.118.657</b> Schedule P \$225,000.00/Yr. Effective date: January 01, 2023	\$0	\$0	\$225,000	\$105,503
<b>Sr. Manager - J. Bayliss</b>				
<b>Create 1 - 0.00 FTE Physical Therapist Per Diem (Cost Center 051)</b> Schedule WCCH, Grade 18C \$35.77 - 48.39/Hr. Available date: March 01, 2023	\$6,975	\$534	\$0	\$0
<b>TOTALS</b>				
	<b>\$225,283</b>	<b>\$101,482</b>	<b>\$225,000</b>	<b>\$105,503</b>
<b>TOTAL ANNUAL INCREASE:</b>				
				<b>-\$3,738</b>

The motion was passed upon the following vote:

<b>VOTE</b>									
Salman Abbasey, MD	X	Yes		No		Abstain		Absent	
Bryan Kehl		Yes		No		Abstain	X	Absent	
Rich Kosmerl	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		Absent	
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent	
Larry Rogers		Yes		No		Abstain	X	Absent	
Janice Shirley	X	Yes		No		Abstain		Absent	
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent	
<b>VOTE TOTAL:</b>									
	5	Yes	0	No	0	Abstain	3	Absent	
<b>RESULTS</b>									
	X	<b>PASS</b>					<b>FAIL</b>		

**WCCHS-23-015 APPROVE RADIOLOGIC TECHNOLOGISTS AND SONOGRAPHERS SALARY CHANGES/UPGRADES**

Motion by Manager Abbasey and seconded by Manager Shirley, the BOM hereby approves the wage increase of Radiologic Technologist(s) in accordance with the chart below, effective on or about January 1, 2023, pending approval by the Wyoming County Board of Supervisors:

Title	2023 Current Grade/ Proposed Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Diagnostic Medical Sonographer	18A 18D	28.03 34.85	29.17 35.97	30.29 37.11	31.42 38.25	32.58 39.39	33.69 40.52	34.85 41.66		
Radiologic Technician I - New Grad	12A 14	21.83 21.93	22.33 22.57	22.84 23.11	23.42 23.71	23.92 24.28	24.44 24.84	24.96 25.45		
Radiologic Technician II	14 15A	21.93 24.71	22.57 25.31	23.11 25.90	23.71 26.43	24.28 27.05	24.84 27.52	25.45 27.92	28.93	29.93
Radiologic Technician III	14C 18	22.98 26.60	23.25 27.13	24.13 27.86	24.71 28.28	25.32 29.02	25.90 29.86	26.45 30.79		
Radiologic Technician IV PACS Administrator Nuclear Medicine Technologist	18A 18C	28.03 32.52	29.17 34.06	30.29 39.14	31.42 40.81	32.58 41.95	33.69 42.98	34.85 43.99		

The motion was passed upon the following vote:

<b>VOTE</b>										
Salman Abbasey, MD	X	Yes		No		Abstain		Absent		
Bryan Kehl		Yes		No		Abstain	X	Absent		
Rich Kosmerl	X	Yes		No		Abstain		Absent		
Steve Perkins	X	Yes		No		Abstain		Absent		
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent		
Larry Rogers		Yes		No		Abstain	X	Absent		
Janice Shirley	X	Yes		No		Abstain		Absent		
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent		
<b>VOTE TOTAL:</b>	5	Yes	0	No	0	Abstain	3	Absent		
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>					<b>FAIL</b>			

**WCCHS-23-016 APPROVE MEMORANDUMS OF UNDERSTANDING (MOU) WITH CSEA**

Motion by President Kosmerl and seconded by Manager Perkins, the following memorandums of understanding between the County of Wyoming and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO General Unit be hereby approved as presented, pending approval by the Wyoming County Board of Supervisors:

- Case Management Department Shift Hours
- Central Services Sterile Processing Shift Hours
- Operating Room Department Shift Hours
- Laboratory Department (Phlebotomists) Shift Hours
- Referral Incentive (Revised)

The motion was passed upon the following vote:

VOTE									
Salman Abbasey, MD	X	Yes		No		Abstain		Absent	
Bryan Kehl		Yes		No		Abstain	X	Absent	
Rich Kosmerl	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		Absent	
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent	
Larry Rogers		Yes		No		Abstain	X	Absent	
Janice Shirley	X	Yes		No		Abstain		Absent	
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent	
<b>VOTE TOTAL:</b>									
	5	Yes	0	No	0	Abstain	3	Absent	
<b>RESULTS</b>									
	X	<b>PASS</b>					<b>FAIL</b>		

**WCCHS-23-017 AMEND SALARY SCHEDULE P**

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

- Include a **Stipend for the General Surgeon** position (Position Code #10.121.681) under GENERAL SURGERY CLINIC for Chairperson of the Department of Surgery duties in the amount of \$25,000.00 per year, effective 03/05/2023.
- Include a **Stipend for Internal Medicine Physician** position (Position Code #10.110.614) under WYOMING COUNTY INTERNAL MEDICINE for Chairperson of the Department of Medicine duties in the amount of \$25,000 per year, effective 03/05/2023.

The motion failed upon the following vote:

VOTE									
Salman Abbasey, MD		Yes		No	X	Abstain		Absent	
Bryan Kehl		Yes		No		Abstain	X	Absent	
Rich Kosmerl	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		Absent	
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent	
Larry Rogers		Yes		No		Abstain	X	Absent	
Janice Shirley	X	Yes		No		Abstain		Absent	
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent	
<b>VOTE TOTAL:</b>									
	4	Yes	0	No	1	Abstain	3	Absent	
<b>RESULTS</b>									
		<b>PASS</b>				X <sup>1</sup>	<b>FAIL</b>		

**WCCHS-23-018 APPROVE CONTRACTS AND/OR GRANTS**

Motion by Manager Shirley and seconded by Manager Reagan, 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:

<sup>1</sup> Post Meeting Research Regarding Voting Results:

During the meeting, this motion was voted on as 4 Yes and 1 Abstain and the motion PASSED considering a majority of the BOM members presented were in favor. On 03/06/2023, the Recording Secretary raised a question to the BOM President whether this was a correct outcome. Upon review of the Hospital By-Laws and General Construction Law § 41, the President found that approval of any motion requires a majority of the full BOM membership, not just those present at the meeting, i.e. currently 5 out of 8 members. Based on this information, the President and Recording Secretary agreed that this motion FAILED. It was decided that this motion would be reconsidered at the March BOM meeting.

The Board President will also make a recommendation on a possible By-Laws amendment to address this issue for consideration at the March BOM meeting.

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

1. Amend Resolution #WCCHS-22-093 approved on 10/25/2022 [BOS Resolution #22-627 approved on 11/08/2022] with **HEMANT KALIA, MD**, Pittsford, New York 14534, related to an agreement to provide interventional pain medicine services, not to exceed \$75,000.00 per year, effective 01/01/2023 - 12/31/2023, as follows:
  - Change the term of the agreement from 01/01/2023 – 12/31/2023 to **04/01/2023 – 03/31/2025**.
2. **INTERIM PHYSICIANS, LLC d/b/a Interim Physicians**, 12647 Olive Boulevard, Suite 100, St. Louis, MO 63141, a locum tenens client agreement to provide locum tenens medical services at WCCHS, not to exceed \$500,000.00 per year, effective 03/01/2023 – 02/28/2025.
3. Amend Resolution #WCCHS-21-065 approved on 09/28/2021 [BOS Resolution #21-465 approved 10/21/2021] with **UNIVERSITY AT BUFFALO SURGEONS, INC.**, 100 High Street, Buffalo, NY 14203, related to a professional services agreement for general surgery and gastrointestinal surgery services, not to exceed \$409,754.00 per year, effective 10/01/2021 – 09/30/2024, as follows:
  - Add temporary coverage for gastrointestinal on-call consults and procedures, in an amount not to exceed \$50,000.00 per year, effective 01/15/2023 – 09/30/2024 [Total contract amount not to exceed \$459,754 per year].
4. **M.S. HALL ASSOCIATES**, PO Box 564, Syracuse, NY 13205, a 3-year agreement to provide federal and state reimbursement filing assistance, cumulative amount not to exceed \$296,800.00, effective 01/01/2023 – 12/31/2025.
5. Amend Resolution #WCCHS-20-013 approved on 01/28/2020 [BOS Resolution #20-103 approved on 02/11/2020] with **AHMED BAYOUMI, MD**, 2265 Route 19, Warsaw, NY 14569, related to an employment agreement for an Internal Medicine Physician position in an amount of \$325,000 – 375,000 per year, as follows:
  - Clarify compensation to match the actual agreement: \$326,000.00 per year base compensation and \$24,000.00 per year for Hospital Clinic and Practice Medical Director compensation (stipend).
  - Add full time services of Department Chair and Medical Director of the Department of Internal Medicine in the amount of \$25,000.00 per year (stipend), effective 03/05/2023.

The motion failed upon the following vote:

VOTE								
Salman Abbasey, MD		Yes		No	X	Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers		Yes		No		Abstain	X	Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	4	Yes	0	No	1	Abstain	3	Absent
<b>RESULTS</b>		<b>PASS</b>			<b>X<sup>2</sup></b>	<b>FAIL</b>		

**\*\* Manager Abbasey abstained from provider related Contracts #1, #2, #3, and #5.**

<sup>2</sup> Post Meeting Research Regarding Voting Results:

During the meeting, this motion was voted on as 4 Yes and 1 Abstain and the motion PASSED considering a majority of the BOM members presented were in favor. On 03/06/2023, the Recording Secretary raised a question to the BOM President whether this was a correct outcome. Upon review of the Hospital By-Laws and General Construction Law § 41, the President found that approval of any motion requires a majority of the full BOM membership, not just those present at the meeting, i.e. currently 5 out of 8 members. Based on this information, the President and Recording Secretary agreed that this motion FAILED. It was decided that this motion would be reconsidered at the March BOM meeting.

The Board President will also make a recommendation on a possible By-Laws amendment to address this issue for consideration at the March BOM meeting.

**BOARD PRESIDENT REPORT**

President Kosmerl reported on the following items:

- Memento plaques are due to Mark Merrill, Doug Berwanger, and Cindy Elbow in recognition for their membership on the Hospital BOM. Pam Pettnot was directed to work with President Kosmerl on the plaques.
- Received two emails to the [boardofmgr@wcchs.net](mailto:boardofmgr@wcchs.net) account:
  - From Brenda Hanson, Freelance Journalist with the Arcade Herald, seeking WCCHS's response to the January 13, 2023 NYS Supreme Court decision ruling the COVID vaccine mandate for healthcare workers (10 NYCRR 2.61) null and void. This email was forwarded to the CEO. Dave Kobis spoke with Brenda Hanson via telephone.
  - From a patient, complaint regarding the Emergency Department. This email was forwarded to the CEO and addressed per policy. Dr. Dan Fahey made numerous attempts to contact the patient with no response.
- Reminded board members about the Special BOM meeting scheduled for March 6, 2023 at 7:30am to review a potential business plan.
- Referenced a recent article in the Buffalo News and New York Times, "*Rural Hospitals Are Shuttering Their Maternity Units,*" citing costs, many hospitals are closing labor and delivery wards.

**BOARD COMMITTEE CHAIR REPORTS****Acute Quality Committee**

Manager Wawrzyniak reported that the Acute Quality/Performance Improvement Committee met on February 22, 2023 and reported on the following items:

- 2022 Acute Quality Goals:
  - ED boarders and throughput
  - Plans of safe care (mothers positive for substance use and the effects on infants)
  - Clinical staffing committee
- 2023 Acute Quality Goals:
  - ED boarders/throughput
  - Monitor/Trend hospitalist patient satisfaction scores
  - Reduce patient falls
- WCCHS remains a 3-star facility on the CMS Medicare Care Compare website
- Quality Dashboard and Hospital Consumer Assessment of Healthcare Providers and Systems (HCAHPS)
- The next meeting is scheduled for May 17, 2023.

**SNF Quality Committee**

Manager Reagan, in the absence of Manager Rogers, reported that the SNF Quality Committee met on February 22, 2023, referred to the draft minutes, and reported on the following items:

- Dietary changed to meal tray service and the temperature of the food remains good
- WNY SNF facility staffing levels and staffing data (turnover) – reporting data was incorrect due to staff turnover in the payroll department and is currently being addressed
- WCCHS SNF quality program is impressive
- The next meeting is scheduled for May 17, 2023.

**Finance/Personnel Committee**

No report.

**Plant and Equipment Committee**

President Kosmerl, in the absence of Manager Kehl, reported that there was no Plant and Equipment Committee meeting in February 2023. The next meeting is scheduled for March 14, 2023.

**Communications Committee**

No report.

**Compensation Committee**

No report.

**Governance Committee**

Manager Wawrzyniak reported that the Governance Committee met on February 21, 2023, referred to the draft minutes, and reported on the following:

- The Committee reviewed the BOM By-Laws and prepared recommended changes.
- Reviewed the results of the annual BOM self-evaluations and President of the BOM evaluation.
- Requested notice of the Medical Staff meetings and copies of Medical Staff meeting minutes.

**WCCHS-23-019 ADOPT BOARD OF MANAGERS BY-LAWS, RULES, AND REGULATIONS**

Motion by Manager Perkins and seconded by Manager Shirley, the BOM By-Laws, Rules, and Regulations be hereby adopted as prepared and presented by the Governance Committee, further amended at this meeting, and on file in Administration.

The motion was passed upon the following vote:

<b>VOTE</b>									
Salman Abbasey, MD	X	Yes		No		Abstain		Absent	
Bryan Kehl		Yes		No		Abstain	X	Absent	
Rich Kosmerl	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		Absent	
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent	
Larry Rogers		Yes		No		Abstain	X	Absent	
Janice Shirley	X	Yes		No		Abstain		Absent	
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent	
<b>VOTE TOTAL:</b>									
	5	Yes	0	No	0	Abstain	3	Absent	
<b>RESULTS</b>									
	X	<b>PASS</b>					<b>FAIL</b>		

**WCCHS-23-020 APPROVE THE BY-LAWS OF THE WCCHS AUXILIARY**

Motion by President Kosmerl and seconded by Manager Perkins, the By-Laws of the WCCHS Auxiliary be hereby approved as presented with the addition of Liaison as an Officer of the Auxiliary (Article IV, Section 1) and placed on file in Administration.

The motion was passed upon the following vote:

<b>VOTE</b>									
Salman Abbasey, MD	X	Yes		No		Abstain		Absent	
Bryan Kehl		Yes		No		Abstain	X	Absent	
Rich Kosmerl	X	Yes		No		Abstain		Absent	
Steve Perkins	X	Yes		No		Abstain		Absent	
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent	
Larry Rogers		Yes		No		Abstain	X	Absent	
Janice Shirley	X	Yes		No		Abstain		Absent	
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent	
<b>VOTE TOTAL:</b>									
	5	Yes	0	No	0	Abstain	3	Absent	
<b>RESULTS</b>									
	X	<b>PASS</b>					<b>FAIL</b>		

**EXECUTIVE SESSION**

Motion by President Kosmerl and seconded by Manager Perkins, for the Board to enter into executive session to discuss the following topic(s) at 7:08pm. Dave Kobis, Mandip Panesar, MD, and Pam Pettnot 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:
  - Two particular Salary Schedule P employees
  - One particular contracted provider



RUN DATE 02/02/23  
TIME 15:19

WYOMING COUNTY COMMUNITY HLTH  
FIXED ASSETS

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CUR REMOVALS FROM 01/01/22 THRU 12/31/22 ASSET GL# SEQUENCE

TAG NUMBER	ASSET NUMBER	LOCA.	DESCRIPTION----	SERIAL NUMBER-----	ACQUIRED MET DATE	PURCHASE VALUE	SALVAGE VALUE	LIFE	DEPREC.	FISCAL DEPREC.	ACCUM DEPR.
16423	11125100	401	AVALON WIRELESS	DE30408216	S12/31/11	3174.54	.00	Y 5	.00		3174.54
			ABOVE ITEM REMOVED 12/31/22								
016499	11125100	394	QSTRESS SYSTEM	11040082794	S08/31/12	24616.25	.00	Y 10	.00	1230.33	24616.25
			ABOVE ITEM REMOVED 12/31/22								
016891	11125100	0408	MONITOR CARESCA	SEW13141293HA	S08/31/13	12059.00	.00	Y 5	.00		12059.00
			ABOVE ITEM REMOVED 12/31/22								
016892	11125100	0408	COMPACT AIRWAY	6943083	S08/31/13	9435.80	.00	Y 8	.00		9435.80
			ABOVE ITEM REMOVED 12/31/22								
016893	11125100	408	CARESCAPE PDM A	SA31312729GA	S08/31/13	9038.94	.00	Y 5	.00		9038.94
			ABOVE ITEM REMOVED 12/31/22								
016895	11125100	0408	MONITOR CARESCA	SEW13141308HA	S08/31/13	12059.00	.00	Y 5	.00		12059.00
			ABOVE ITEM REMOVED 12/31/22								
016896	11125100	0408	COMPACT AIRWAY	6943751	S08/31/13	9435.80	.00	Y 8	.00		9435.80
			ABOVE ITEM REMOVED 12/31/22								
016897	11125100	408	CARESCAPE PDM A	SA313127675GA	S08/31/13	9039.00	.00	Y 5	.00		9039.00
			ABOVE ITEM REMOVED 12/31/22								
016899	11125100	0408	MONITOR CARESCA	SEW13141342HA	S08/31/13	12059.00	.00	Y 5	.00		12059.00
			ABOVE ITEM REMOVED 12/31/22								
016900	11125100	0408	COMPACT AIRWAY	6945834	S08/31/13	9435.80	.00	Y 8	.00		9435.80
			ABOVE ITEM REMOVED 12/31/22								
016901	11125100	408	CARESCAPE PDM A	SA313127725GA	S08/31/13	9039.00	.00	Y 5	.00		9039.00
			ABOVE ITEM REMOVED 12/31/22								
016903	11125100	0408	MONITOR CARESCA	SEW13141341HA	S08/31/13	12059.00	.00	Y 5	.00		12059.00
			ABOVE ITEM REMOVED 12/31/22								
016904	11125100	0408	COMPACT AIRWAY	6948474	S08/31/13	9435.80	.00	Y 8	.00		9435.80
			ABOVE ITEM REMOVED 12/31/22								
016905	11125100	408	CARESCAPE PDM A	SA313116717GA	S08/31/13	9039.00	.00	Y 5	.00		9039.00
			ABOVE ITEM REMOVED 12/31/22								
017448	11125100	371	BLADDER VOLUME	B4020360	S09/30/14	13425.00	.00	Y 5	.00		13425.00
			ABOVE ITEM REMOVED 12/31/22								
044007	11125100	404	ORTHOGRAPHIC II	406190006	S10/09/90	28187.50	.00	Y 10	.00		28187.50
			ABOVE ITEM REMOVED 12/31/22								
044055	11125100	404	ARTHROSCOPY EQUIPMENT		S07/16/91	25000.00	.00	Y 10	.00		25000.00
			ABOVE ITEM REMOVED 12/31/22								
045661	11125100	795	ROLLING FILE CABINET		S07/02/92	129.00	.00	Y 15	.00		129.00
			ABOVE ITEM REMOVED 12/31/22								
077760	11125100	060	EKG INTERPRETIV	9020117	S06/11/98	4500.00	.00	Y 7	.00		4500.00
			ABOVE ITEM REMOVED 12/31/22								
077825	11125100	021	CLAY ADAMS COMP	3500033161	S09/25/98	347.13	.00	Y 7	.00		347.13
			ABOVE ITEM REMOVED 12/31/22								
077956	11125100	381	SKYTRON FOCUS L	13835125	S08/30/99	7540.00	.00	Y 10	.00		7540.00
			ABOVE ITEM REMOVED 12/31/22								
078058	11125100	404	DIRECT FLOW PROCESSING CONTAINER		S01/07/00	1055.00	.00	Y 5	.00		1055.00
			ABOVE ITEM REMOVED 12/31/22								
078144	11125100	406	TRANSPORT SERIE	6030219	S06/15/00	1998.00	.00	Y 10	.00		1998.00
			ABOVE ITEM REMOVED 12/31/22								
078584	11125100	404	ZEISS CONTAVES	138049	S10/17/02	31000.00	.00	Y 7	.00		31000.00
			ABOVE ITEM REMOVED 12/31/22								

RUN DATE 02/02/23  
TIME 15:19

WYOMING COUNTY COMMUNITY HLTH  
FIXED ASSETS

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CUR REMOVALS

FROM 01/01/22 THRU 12/31/22

ASSET GL# SEQUENCE

TAG NUMBER	ASSET NUMBER	LOCA.	DESCRIPTION---SERIAL NUMBER-----	ACQUIRED MET DATE	PURCHASE VALUE	SALVAGE VALUE	LIFE	DEPREC.	FISCAL DEPREC.	ACCUM DEPR.
078685	11125100	404	NERVE SIMULATOR (FOUNDATION) ABOVE ITEM REMOVED 12/31/22	S03/11/03	12857.80	.00	Y 5	.00		12857.80
079644	11125100	740	CONTINUOUS VENTI E21258 ABOVE ITEM REMOVED 12/31/22	S07/22/08	9340.00	.00	Y 10	.00		9340.00
079794	11125100	394	TREADMILL LANDI L906428 ABOVE ITEM REMOVED 12/31/22	S03/19/09	4023.00	.00	Y 8	.00		4023.00
			#ITEMS=	27	289328.36	.00		.00	1230.33	289328.36
			BEGINNING BALANCE	#ITEMS=	27	289328.36	.00	.00	1230.33	289328.36
			ASSETS ACQUIRED	#ITEMS=		.00	.00	.00	.00	.00
			ASSETS REMOVED	#ITEMS=	27	289328.36	.00	.00	1230.33	289328.36
			ENDING BALANCE	#ITEMS=		.00	.00	.00	1230.33	.00

RUN DATE 02/02/23  
TIME 15:19

WYOMING COUNTY COMMUNITY HLTH  
FIXED ASSETS

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FALIST

CUR REMOVALS FROM 01/01/22 THRU 12/31/22 ASSET GL# SEQUENCE

TAG NUMBER	ASSET NUMBER	LOCA.	DESCRIPTION----	SERIAL NUMBER-----	ACQUIRED MET DATE	PURCHASE VALUE	SALVAGE VALUE	LIFE	DEPREC.	FISCAL DEPREC.	ACCUM DEPR.
					#ITEMS=	27	289328.36	.00	.00	1230.33	289328.36
			BEGINNING BALANCE		#ITEMS=	27	289328.36	.00	.00	1230.33	289328.36
			ASSETS ACQUIRED		#ITEMS=		.00	.00	.00	.00	.00
			ASSETS REMOVED		#ITEMS=	27	289328.36	.00	.00	1230.33	289328.36
			ENDING BALANCE		#ITEMS=		.00	.00	.00	1230.33	.00

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

**Wyoming County Community Health System  
Case Management Department  
Shift Hours**

**WHEREAS**, The Wyoming County Community Health System (WCCHS) wishes to improve departmental efficiency, and

**WHEREAS**, Case Management Department employees Melissa Koch and Kimberly Wolfanger, both Bargaining Unit employees in this department have agreed to a trial shift hour change, and

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

This trial work week will consist of three (3) 12.0-hour work shifts and one (1) nine (9) hour work shift pursuant to and in accordance with the provisions of the Memorandum of Understanding titled "Extended & Non-Traditional Shifts" dated 03/19/2019, in the Case Management Department specifically limited to the employees named in this memorandum as follows:

*"Twelve (12) Hour Shifts:*

*Employees will work eleven and one half (11 ½) hours and be scheduled for twelve (12) hours per day inclusive of a one-half (1/2) hour paid meal period or thirty-six (36) hours per week for a full-time employee over three (3) days. Employees working twelve (12) hour shifts will not be eligible to receive overtime pay in accordance with the provisions of Article 11.6 (b) of the Collective Bargaining Agreement until having worked forty (40) or more hours in a work week. All paid time excluding sick, vacation and paid meal time shall be counted in the computation of this overtime."*

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

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

This agreement may suspended or concluded by either party for any reason at any time with Fourteen (14) calendar days written notice to the other party.

Any decision of Management to terminate this trial work schedule consistent with the terms of this memorandum shall not be subject to the provisions of the Grievance and Arbitration provisions of the Collective Bargaining Agreement

**FOR CSEA:**

**FOR THE COUNTY:**

\_\_\_\_\_  
Celeste Bzduch

\_\_\_\_\_  
Daniel J. Farberman, Director  
Human Resources

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Rebecca Ryan, Chairperson

Date: \_\_\_\_\_

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

**Wyoming County Community Health System  
Central Services Sterile Processing  
Shift Hours**

**WHEREAS**, The Wyoming County Community Health System (WCCHS) department of Central Services Sterile Processing wishes to improve departmental efficiency, and

**WHEREAS**, New employees of the Central Services Sterile Processing hired following the effective date of this Memorandum of Agreement and any existing employees of this Department who volunteer will be assigned to this work schedule as detailed herein, and

**NOW, THEREFORE**, the parties agree to establish a work week schedule for employees identified in the Memorandum for a period not to exceed twenty-four (24) months from the date of signing of this memorandum, unless extended by written action of the parties.

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

*"Ten (10) Hour Shifts:*

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

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

This Memorandum shall remain effective for a period not to exceed three (3) months from the date of signing and can be extended by written mutual agreement signed by both parties.

This agreement may be suspended or concluded by either party for any reason at any time with Fourteen (14) calendar days written notice to the other party.

Any decision of Management to terminate this work schedule consistent with the terms of this memorandum shall not be subject to the provisions of the Grievance and Arbitration provisions of the Collective Bargaining Agreement

**FOR CSEA:**

**FOR THE COUNTY:**

\_\_\_\_\_  
Celeste Bzduch

\_\_\_\_\_  
Daniel J. Farberman, Director  
Human Resources

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Rebecca Ryan, Chairperson

Date: \_\_\_\_\_

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

**Wyoming County Community Health System  
Operating Room Department  
Shift Hours**

**WHEREAS**, The Wyoming County Community Health System (WCCHS) Operating Room Department wishes to improve departmental efficiency, and

**WHEREAS**, New employees of the Operating Room Department hired following the effective date of this Memorandum of Agreement and any existing employees of this Department who volunteer will be assigned to this work schedule as detailed herein, and

**NOW, THEREFORE**, the parties agree to establish a work week schedule for employees identified in the Memorandum as detailed herein.

This work week will consist of three (3) 10.0-hour work shifts and one (1) nine (9) hour work shift pursuant to and in accordance with the provisions of the Memorandum of Understanding titled "Extended & Non-Traditional Shifts" dated 03/19/2019, in the Operating Room Department specifically limited to employees assigned in the Operating Room Department in Registered Nurse, Surgical Services Aid, ORT I (Endo Tech), and Certified Registered Central Service Technician (CRCST) classifications and as identified in this memorandum as follows:

*"Ten (10) Hour Shifts:*

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

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

This agreement may be suspended or concluded by either party for any reason at any time with thirty (30) calendar days written notice to the other party.

Any decision of Management to terminate this work schedule consistent with the terms of this memorandum shall not be subject to the provisions of the Grievance and Arbitration provisions of the Collective Bargaining Agreement

**FOR CSEA:**

**FOR THE COUNTY:**

\_\_\_\_\_  
Celeste Bzduch

\_\_\_\_\_  
Daniel J. Farberman, Director  
Human Resources

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Rebecca Ryan, Chairperson

Date: \_\_\_\_\_

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

**Wyoming County Community Health System  
Laboratory Department  
(Phlebotomists)  
Shift Hours**

**WHEREAS**, The Wyoming County Community Health System (WCCHS) Laboratory Department wishes to improve departmental efficiency, and

**WHEREAS**, New employees of the Laboratory Department classified as Phlebotomists hired following the effective date of this Memorandum of Agreement and any existing employees classified as Phlebotomists of this Department who volunteer will be assigned to this work schedule as detailed herein, and

**NOW, THEREFORE**, the parties agree to establish a work week schedule for employees identified in the Memorandum as detailed herein:

This work week will consist of three (3) 12.0-hour work shifts and one (1) nine (9) hour work shift pursuant to and in accordance with the provisions of the Memorandum of Understanding titled "Extended & Non-Traditional Shifts" dated 03/19/2019, in the Laboratory Department specifically limited to the employees / classifications in this memorandum as follows:

*"Twelve (12) Hour Shifts:*

*Employees will work eleven and one half (11 ½) hours and be scheduled for twelve (12) hours per day inclusive of a one-half (1/2) hour paid meal period or thirty-six (36) hours per week for a full-time employee over three (3) days. Employees working twelve (12) hour shifts will not be eligible to receive overtime pay in accordance with the provisions of Article 11.6 (b) of the Collective Bargaining Agreement until having worked forty (40) or more hours in a work week. All paid time excluding sick, vacation and paid meal time shall be counted in the computation of this overtime."*

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

This agreement may be suspended or concluded by either party for any reason at any time with thirty (30) calendar days written notice to the other party.

Any decision of Management to terminate this work schedule consistent with the terms of this memorandum shall not be subject to the provisions of the Grievance and Arbitration provisions of the Collective Bargaining Agreement

**FOR CSEA:**

**FOR THE COUNTY:**

\_\_\_\_\_  
Celeste Bzduch

\_\_\_\_\_  
Daniel J. Farberman, Director  
Human Resources

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Rebecca Ryan, Chairperson

Date: \_\_\_\_\_

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

**REFERRAL INCENTIVE**  
**(Amended Effective February 9, 2023)**

WHEREAS, the Wyoming County Community Health System (“System”) has difficulty recruiting and retaining specific clinical classifications; and

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

WHEREAS, the employees of Wyoming County are one of the best resources for recruitment of employees;

NOW, THEREFORE, the parties agree to the following terms:

1. The System will pay a recruitment incentive bonus to current bargaining unit employees on the payroll as of the starting employment date of the referred candidate for individuals recruited and hired by the System into full time and part time Registered Nurse, Licensed Practical Nurse, Certified Nursing Aide, as follows:
  - RN’s \$5,000.00 Referral Bonus
  - LPN’s \$3,000.00 Referral Bonus
  - CNA’s \$2,000.00 Referral Bonus
  - a. In the first full pay period after the referred employee has successfully completed six (6) months of continuous active service the referring employee will receive the recruitment incentive appropriate with the classification of the newly hired employee.
  - b. Participation and eligibility for this incentive requires the referred employee to name the employee making the referral on the employment form where requested prior to its submission. No referrals will be paid without the employee being hired having identified their referrer on the employment application in advance.
  - c. Candidates who were formerly employees of Wyoming County will only be eligible to be referred when they been off the payroll for six (6) months or greater.
  - d. Incentives under this policy can be paid to employees for successful referrals of candidates currently working or having work previously as an “Agency” and/or

contracted position with the Wyoming County Community Health System limited to the classifications listed herein.

- e. In order to be eligible for participation in this referral program, the referring employee be required to complete and submit a referral attestation form to Human Resources within one (1) month of the start date of the employee(s) being hired, in additional to other requirements detailed herein.
2. This incentive will be made available to current active employees working in job titles covered under the provisions of the General and/or the Supervisory Collective Bargaining Agreement with the CSEA and Wyoming County. Employees whose job assignment involves the recruitment and placement of candidates will not be eligible to participate in this incentive program.
  3. This MOU shall be revocable, by either party, with 30 days written notice to the other party and will remain in effect until such time. However, this would not limit the ability of either party to make proposals in the future to modify the provisions of this Memorandum or governing the Collective Bargaining Agreement by mutual agreement.

**For CSEA:**

**FOR THE COUNTY:**

\_\_\_\_\_  
Celeste Bzduch, President  
CSEA

\_\_\_\_\_  
Daniel J. Farberman, Director  
Human Resources

Date:\_\_\_\_\_

Date:\_\_\_\_\_

\_\_\_\_\_  
Rebecca Ryan, Chairperson  
Board of Supervisors

Date:\_\_\_\_\_