

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

**CALL MEETING TO ORDER**

President Kosmerl called the meeting to order at 4:30pm.

**ROLL CALL AND QUORUM**

**BOARD OF MANAGERS PRESENT/ABSENT**

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

**STAFF PRESENT/ABSENT**

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

OTHERS PRESENT: Becky Ryan (Chairwoman, Wyoming County Board of Supervisors and Supervisor, Town of Warsaw), and Lynn Kilner (President, CSEA Hospital Supervisor Unit)

President Kosmerl declared that a quorum was present.

**EXCUSE MEMBERS NOT PRESENT**

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

- Manager Wawrzyniak

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	7	Yes	0	No	0	Abstain	1	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**ADOPT THE AGENDA**

Motion by Manager Rogers and seconded by Manager Abbasey, 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	X	Yes		No		Abstain		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	X	Yes		No		Abstain		Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	7	Yes	0	No	0	Abstain	1	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-23-021 CONSENT AGENDA**

Motion by Manager Reagan and seconded by Manager Shirley, 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 ..... February 28, 2023
- Approve BOM meeting minutes (Special) ..... March 6, 2023

The motion was passed upon the following vote:

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

**CEO REPORT**

Dave Kobis submitted the following report:

**FINANCIALS**

- Health system operating loss for February 2023 was \$1.3 million, which is lower than the January 2023 operating loss of \$1.5 million. Operating revenue and operating expenses were both lower in the month of February 2023.
- Staffing agency cost in February 2023 decreased slightly to \$330,055, mainly due to decreased agency hours used to support the acute services. The acute decline was partially offset by increased agency hours used to support the nursing facility during the recent COVID surge. 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. Mental health, GI procedures, lab testing and rehab services were up in February 2023. Acute inpatient, SNF, emergency department, surgery, imaging, and clinic visit volumes were down in February 2023.

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

- 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 has completed the analysis and responded to the NYSDOH. The final funding request was for \$19.5M over 4 years.
- 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.

**CRITICAL ACCESS HOSPITAL (CAH) DESIGNATION**

- WCCHS is exploring a conversion to CAH status. In 2022, the Federal guidelines determining eligibility for CAHs were revised and based on these changes WCCHS is now eligible to become a CAH. The hospital is working with Stroudwater Associates to assess a potential conversion, the financial impact, and other related issues. A CAH application would be approved by the end of 2023.
  - CAH is a designation given to eligible rural hospitals by the Centers for Medicare & Medicaid Services (CMS). Congress created the CAH designation through the Balanced Budget Act of 1997 in response to over 400 rural hospital closures during the 1980s and early 1990s. Since its creation, Congress has amended the CAH designation and related program requirements several times through additional legislation.
  - The CAH designation is designed to reduce the financial vulnerability of rural hospitals and improve access to healthcare by keeping essential services in rural communities. To accomplish this goal, CAHs receive certain benefits, such as cost-based reimbursement for Medicare services.

- Eligible hospitals must meet the following conditions to obtain CAH designation:
  - Have 25 or fewer acute care inpatient beds.
  - Be located more than 35 miles from another hospital (with exceptions).
  - Maintain an annual average length of stay of 96 hours or less for acute care patients.
  - Provide 24/7 emergency care services.

### **NEW HOSPITALIST GROUP START**

- Apogee Physicians Group started providing hospitalist services at WCCHS on March 1, 2023.
- The 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. Progress is already underway with a number of improvement initiatives.
- 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.

### **OUTPATIENT CLINICS**

Updates on key outpatient clinic initiatives include:

- Due to duplicated services, low utilization and added cost/inefficiencies, the Castile clinic will close May 1, 2023. The clinic is approximately 10 minutes from the main WCCHS campus and additional clinics. Staff and providers will be centralized to maximize efficiency and reduce unnecessary expenses. Notices have gone out to patients and officials in Castile have been notified.
- Finalizing certificate of need (CON) submission for current Attica space. Due to budgetary concerns with the proposed expansion of the current location, other potential clinic sites in the Attica area are being explored.
- 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 start at the Perry (Spring 2023) and Arcade (early Summer 2023) locations.

### **INFORMATION SYSTEMS**

- Radiology's imaging and reporting system (Fuji PACS and RIS) upgrade is underway. Compatibility issues with the current environment's storage has led to delays. Fuji has moved the go-live date to June 2023.
- MEDENT to CPSI connectivity has made progress. Currently, creating testing plans for the impacted departments; clinics, Radiology, Laboratory, and Registration.
- The hardware for a required CPSI storage upgrade has arrived. Before the upgrade can be performed an hour of downtime will be required to modify current settings to be compatible with the new equipment. There is no anticipated down time for the actual upgrade.
- The hospital enrolled in Evident's early adopter program (beta test site). Nursing has designated several super users from each unit. Those super users are currently testing the web client functionality.
- Remediation from the cyber security assessment phishing simulation has been completed and all of the employees that were enrolled have completed the 30-minute course.

### **PHYSICIAN RECRUITING**

- General surgeon and new Chair of Surgery Anthony DiBenedetto, MD, started with WCCHS on March 6, 2023. Dr. DiBenedetto will be tasked with overseeing all of perioperative operations and anesthesia in his Chairman role. He will also be actively supporting WCCHS to recruit additional surgeons and providers.
- Pain specialist Hemant Kalia, MD, will start an interventional pain clinic in April 2023 to provide outpatient pain management services.

### **MARKETING**

The hospital's marketing campaign throughout the Wyoming County service area continues. Promotion of physicians and hospital programs and services will continue each month throughout 2023. Emphasis of the new general surgeon, Dr. Anthony DiBenedetto, and pain medicine specialist, Dr Hemant Kalia, continues via radio, billboards, and print media.

## **BEHAVIORAL HEALTH**

- Inpatient remains strong for the month of February 2023 with 94% occupancy and slightly above budget.
- A total of 89 psychiatric evaluations were completed by the psychiatric assessment officers within the month of February 2023.
- Outpatient Forensic services - 164 inmates served and 37 of those had medication changes.
- The unit is preparing for the Joint Commission visit. Updating policies and conducting mock drills.
- Staffing remains stable; however, currently struggling to recruit a full-time evening RN.
- Implemented a new policy to offer fentanyl testing strips to patients presenting with substance abuse. Testing strips are a form of the harm reduction strategy. They can be utilized to test drugs prior to use to prevent an overdose/death due to fentanyl. Three hundred (300) test strips were obtained through the NYS OMH/OASAS program at no cost to WCCHS.

## **CHIEF OPERATING OFFICER**

- Ongoing Joint Commission preparation continues; unannounced survey expected late summer, early fall 2023. Each department has an assignment for their area to complete that follows the outlined standards.
- Aramark is conducting a campus-wide life safety assessment in preparation for the Joint Commission.
- Echocardiogram testing volume has increased. An additional technician has been identified and is expected to start April 17, 2023.
- The cafeteria is now open 24/7 with new cold storage vending machines available to staff and visitors.

## **DIRECTOR OF NURSING**

- Working with nursing leadership to identify and seize opportunities to develop strategic plans and execute transformational initiatives that positively impact business processes, patients and customers.
- Working to grow the informatics and nursing education departments to assist with nursing support and increase nursing job satisfaction.
- Working towards increasing Press Ganey Patient Satisfaction scores.
- Offering open house walk in job interviews: March 30, April 1, and April 4, 2023.
- Reduce Agency staff: target goal of 35% by July 2023 by hiring new graduates.
  - Creating new nursing school relationships in hopes to recruit:
    - Bryant and Stratton nursing program will bring students in June 2023.
    - Alfred State nursing program will return in September 2023.
- Retaining staff: Four staff are going to participate in the New York State Nurses Across New York (NANY) loan repayment program in exchange for a nurse's commitment to work in an underserved area for a three-year period (NANY service obligation period).

## **DIRECTOR OF PLANT OPERATIONS**

### **Construction Projects**

- Air Handler Unit (AHU) Replacement – The project was cancelled due to the contractor's submittal rejection. The products included in the submittal did not meet the minimum specifications. After discussing the issues with the contractor, they could not meet the contract requirements resulting in the projects cancellation.
- The glass block wall above "R" door adjacent to Parking Lot 3 will be removed starting March 27, 2023. The demolition is expected to take one week to complete. Once the weather warms up, the final product will be installed on the building envelope.

### **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. The second test results were returned with "Nothing Detected" for all 13 sample locations. One final test must be completed to meet NYSDOH requirements. The final water samples are scheduled for the week of March 27, 2023.
- The Sampling Management Plan (SMP) was updated per the NYSDOH request. The document was reviewed by NYSDOH finalizing the update. This document is now required as part of the Joint Commission survey.
- The boiler room chilled water main was reconfigured due to its close proximity with an electrical distribution panel supporting the hospital. Relocating this line will prevent a future incident from occurring affecting the facilities utilities.
- The maintenance department is undergoing a mock survey that includes review of our Environment of Care / Life Safety standards and policies. Inspection reports supporting our efforts throughout the year are also under review. The survey is scheduled to be completed by March 31, 2023. The appropriate corrections will be implemented to meet all reporting agency requirements for upcoming surveys.

- The dietary sanitary line located in the dish room collapsed due to severe deterioration. Excavation, sanitary line demolition, and implementing a new grease trap with plumbing was completed in 3 days during off hours to minimize impact to dietary operations.
- Upgrades to the ambulance bay double doors 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. A keypad will remain in place for all incoming ambulance crews to access the facility.

**MEDICAL DIRECTOR**

- Working with CEO to review and renegotiate contracts for medical staff and provider student rotations at WCCHS.
- Reviewed revised Ongoing Professional Practice Evaluation (OPPE) metrics with select departments.
- Orienting new department chairs of Medicine and Surgery.
- Working on updating medical staff policies.

**SKILLED NURSING FACILITY**

- **Census:** February 2023 average daily census dropped to 131. COVID-19 outbreak was the primary driver of this result. Facility was unable to move residents from one unit to another to accommodate admissions based on the regulation during a COVID outbreak. Facility census at the time of this report is 137.
- **Staffing:** Remains challenging, especially during holiday weeks. Conversations among peers have reinforced that it is an industry wide concern. Very few applications have been received; all nursing home facilities are facing the same issue.
  - Currently working in conjunction with Wyoming County Community Action and BOCES to provide a Certified Nursing Assistant (CNA) class; time frame expected within the next month.
  - The facility plans to implement its own CNA class coinciding with the time high school seniors are graduating.
  - Open house and interviews scheduled for March 30, April 1, and April 4 in the Letchworth Suite.
- **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. Governor Hochul proposed a 5% increase. The NYS Assembly and Senate are pushing for a 10% increase. Intergovernmental transfers (IGTs) funds have not been released, but are expected in the near future.
- **COVID-19 Update:**
  - **Visitation:** Those visiting residents in the skilled nursing facility are no longer required to present a negative COVID test to visit. Visitors are also no longer required to actively screen in order to visit their loved ones in the skilled nursing facility. They will be required to sign in at the nurses' station at the time of the visit.

**MEDICAL DIRECTOR REPORT**

Report included in CEO report. No further report.

**MEDICAL STAFF PRESIDENT REPORT**

No report.

**WCCHS-23-022 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE**

Motion by President Kosmerl and seconded by Manager Shirley, the preauthorized accounts and accounts payable processed totaling \$5,011,362.06 be hereby approved as presented.

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	7	Yes	0	No	0	Abstain	1	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>			<b>FAIL</b>			

**WCCHS-23-023 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT**

Motion by Manager Rogers and seconded by Manager Perkins, the write-offs/denied claims/bad debt totaling \$373,271.44 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
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	<b>7</b>	<b>Yes</b>	<b>0</b>	<b>No</b>	<b>0</b>	<b>Abstain</b>	<b>1</b>	<b>Absent</b>
<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)										
March 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:	Courier/08.743	0.25	WCCH	Robert Bayliss 02/20/2023	\$17.85	\$8,702	\$666	\$15.98	\$7,790	\$596
	Cleaner/08.211	1.00	WCCH	Dawn Conley 03/18/2023	\$18.08	\$35,256	\$13,965	\$16.19	\$31,571	\$12,505
	Cleaner Per Diem/08.256	0.00	WCCH	Melinda Spencer 03/21/2023	\$18.21	\$3,551	\$272	\$17.81	\$3,473	\$266
Gibson:	Hospital Aide/05.835	1.00	WCCH	Timmy Taylor 02/14/2023	\$16.55	\$32,273	\$12,783	\$18.08	\$35,256	\$13,965
	ER Patient Care Technician/05.978	1.00	WCCH	Leila Fugle 04/01/2023	\$18.08	\$35,256	\$13,965	\$16.19	\$31,571	\$12,505
	RPN Per Diem/03.806	0.00	WCCH	Candace Bliss 02/07/2023	\$44.90	\$8,756	\$670	\$36.70	\$7,157	\$547
Bayliss:	Nursing Assistant/05.611	0.80	WCCH	Krista Jaggard 03/04/2023	\$21.46	\$33,478	\$10,609	\$15.62	\$24,367	\$7,722
	Speech Pathologis/06.409	1.00	WCCH	Elizabeth Fox 08/26/2022	\$42.92	\$83,694	\$33,151	\$39.14	\$76,323	\$30,232
	Medical Receptionist/12.121	1.00	WCCH	Julie Newville 03/24/2023	\$17.42	\$33,969	\$13,455	\$22.58	\$44,031	\$17,441
Wright:	Patient Information Specialist Per Diem/12.808	0.00	WCCH	Leah Snyder 03/04/2023	\$19.05	\$3,715	\$284	\$17.81	\$3,473	\$266
	Patient Information Specialist Per Diem/12.807	0.00	WCCH	Ann Bove 02/14/2023	\$19.47	\$3,797	\$290	\$17.81	\$3,473	\$266
	Medical Records Clerk/12.465	1.00	WCCH	Noelle Kersch-Elliott 03/16/2023	\$19.47	\$37,967	\$15,039	\$18.52	\$36,114	\$14,305
Givens:	RPN Per Diem/03.807	0.00	WCCH	Cheryl Glaus 03/08/2023	\$49.86	\$9,723	\$744	\$36.70	\$7,157	\$547
	RPN/03.879	1.00	WCCH	Shelby Robert 04/06/2023	\$46.01	\$89,720	\$35,538	\$33.36	\$65,052	\$25,767

**WCCHS-23-024 APPROVE PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT**

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

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
March 28, 2023				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
<b>Sr. Manager - D. James</b>				
<b>Create 1 - 1.00 FTE Outpatient Cardiac RN (Cost Center 069)</b> Schedule WCCH, Grade 20 & 20D - 20F \$33.36 - 47.15/Hr. Available date: April 12, 2023	\$71,019	\$28,131	\$0	\$0
<b>Create 2 - 0.00 FTE Senior Laboratory Technician Per Diem (Cost Center 021)</b> Schedule WCCH, Grade 10 \$22.08 - 25.26/Hr. Available date: April 12, 2023	\$8,611	\$659	\$0	\$0
<b>Delete 1 - 1.00 FTE Director of Plant Operations (Cost Center 730)/01.625.574</b> Schedule C \$103,460.00/Yr. Effective date: March 1, 2023	\$0	\$0	\$103,460	\$40,981
<b>Delete 1 - 1.00 FTE Medical Office Assistant (Cost Center 032)/12.144</b> Schedule WCCH, Grade 6 \$18.08/Hr. Effective date: TBD	\$0	\$0	\$35,256	\$13,965
<b>Create 1 - 1.00 FTE Radiology Medical Records Clerk (Cost Center 032)</b> Schedule WCCH, Grade 8 \$18.52 - 20.87/Hr. Available date: April 16, 2023	\$39,741	\$15,741	\$0	\$0
<b>Create 1 - 1.00 FTE Radiology Medical Records Clerk (Cost Center 032)</b> Schedule WCCH, Grade 8 \$18.52 - 20.87/Hr. Available date: April 12, 2023	\$37,967	\$15,039	\$0	\$0
<b>Create 1 - 0.00 FTE Medical Office Assistant Per Diem (Cost Center 397)</b> Schedule WCCH, Grade 6 \$17.81 - 19.89/Hr. Available date: April 12, 2023	\$3,639	\$278	\$0	\$0

POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
<b>Sr. Manager - D. Gibson</b>				
<b>Delete 1</b> - 1.00 FTE Certified Clinical Hemodialysis Technician (Cost Center 691)06.483 Schedule WCCH, Grade 18B \$31.75/Hr. Effective date: February 19, 2023	\$0	\$0	\$61,913	\$24,524
<b>Delete 1</b> - 1.00 FTE Director of Education/Infection Prevention (Cost Center 866)01.633.675 Schedule C \$93,600.00/Yr. Effective date: April 15, 2023	\$0	\$0	\$93,600	\$37,075
<b>Create 1</b> - 1.00 FTE Director of Informatics and Nursing Education (Cost Center 886) Schedule C \$110,316.00/Yr. Available date: April 16, 2023	\$110,316	\$43,696	\$0	\$0
<b>Create 1</b> - 1.00 FTE Infection Prevention/Assistant Nurse Educator (Cost Center 866) Schedule C \$93,600.00/Yr. Available date: April 16, 2023	\$93,600	\$37,075	\$0	\$0
<b>Create 1</b> - 0.00 FTE LPN Per Diem (Cost Center 371) Schedule WCCH, Grade 14B \$24.84 - 31.30/Hr. Available date: April 12, 2023	\$4,844	\$371	\$0	\$0
<b>Sr. Manager - B. Coffa</b>				
<b>Create 1</b> - 1.00 FTE Medical Assistant (Cost Center 668) Schedule WCCH, Grade 8A \$19.14 - 21.91/Hr. Available date: April 12, 2023	\$37,323	\$14,784	\$0	\$0
<b>Create 1</b> - 1.00 FTE LPN (Cost Center 630) Schedule WCCH, Grade 14B \$22.58 - 26.08/Hr. Available date: April 12, 2023	\$46,966	\$18,603	\$0	\$0
<b>Sr. Manager - J. Bayliss</b>				
<b>Delete 1</b> - 1.00 FTE Unit Coordinator SNF (Cost Center 363)02.108 Schedule E, Grade 8 \$102,627.20/Yr. Effective date: TBD	\$0	\$0	\$102,627	\$40,651
<b>Delete 1</b> - 1.00 FTE Unit Coordinator SNF (Cost Center 362)02.106 Schedule E, Grade 8 \$99,860.80/Yr. Effective date: TBD	\$0	\$0	\$99,861	\$39,555
<b>Create 1</b> - 1.00 FTE Supervising LPN (Cost Center 364) Schedule WCCH, Grade 18B \$31.75 - 36.76/Hr. Available date: April 12, 2023	\$61,913	\$24,524	\$0	\$0
<b>Create 1</b> - 1.00 FTE Supervising LPN (Cost Center 362) Schedule WCCH, Grade 18B \$31.75 - 36.76/Hr. Available date: April 12, 2023	\$61,913	\$24,524	\$0	\$0
<b>Amend Salary Schedule</b> - 1.00 FTE Director of Education/Assistant Director of Nursing (Cost Center 795)02.902.685 Schedule C From \$90,000.00/Yr. To \$100,000.00/Yr. Available date: April 12, 2023	\$100,000	\$39,610	\$90,000	\$35,649
<b>Amend Salary Schedule</b> - 1.00 FTE Infection Preventionist/Assistant Director of Nursing (Cost Center 795)02.901.684 Schedule C From \$90,000.00/Yr. To \$100,000.00/Yr. Available date: April 12, 2023	\$100,000	\$39,610	\$90,000	\$35,649
<b>Create 8</b> - 0.00 FTE Unit Helper Per Diem (Cost Center 361, 362, 363, & 364) Schedule WCCH, Grade 1A \$13.13 - 14.34/Hr. Available date: April 12, 2023	\$20,483	\$1,567	\$0	\$0
<b>TOTALS</b>	<b>\$798,333</b>	<b>\$304,210</b>	<b>\$676,717</b>	<b>\$268,047</b>
<b>TOTAL ANNUAL INCREASE:</b>				<b>\$157,780</b>

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	<b>7</b>	<b>Yes</b>	<b>0</b>	<b>No</b>	<b>0</b>	<b>Abstain</b>	<b>1</b>	<b>Absent</b>
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**WCCHS-23-025 APPROVE MEMORANDUM OF UNDERSTANDING (MOU) WITH CSEA**

Motion by Manager Kehl and seconded by Manager Rogers, the memorandum of understanding between the County of Wyoming and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO General Unit related to Hospital and SNF Staffing (CNAs, LPNs, RNs) be hereby approved as presented, pending approval by the Wyoming County Board of Supervisors.

The motion was passed upon the following vote:

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

**WCCHS-23-026 APPROVE CONTRACTS AND/OR GRANTS**

Motion by Manager Perkins 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:

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

- Amend Resolution #WCCHS-19-058 approved on 05/28/2019, Resolution #WCCHS-19-028 approved on 02/26/2019, and Resolution #WCCHS-18-028 approved on 03/27/2018 [BOS Resolution # 19-283 approved on 06/11/2019, Resolution #19-158 approved on 03/12/2019, and Resolution #18-204 approved on 04/10/2018.] with **MORRISON COMMUNITY LIVING**, 400 Northridge Road, Suite 600, Atlanta, GA 30350 related to a 5-year agreement to operate and manage food and food services operations, effective 05/01/2019 – 04/30/2024, as follows:
  - Change the contracting party name to **MORRISON MANAGEMENT SPECIALISTS, INC.**
  - Change the management fee not to exceed \$80,000.00 per year plus annual expenses of staff and other direct costs incurred not to exceed 2,000,000.00 per year to **the management fee not to exceed \$85,000.00 per year plus annual expenses of staff and other direct costs incurred not to exceed 2,000,000.00 per year, plus \$35,000.00 for equipment upgrades.**
  - Extend the term from 05/01/2019 – 04/30/2024 to **05/01/2023 – 04/30/2028.**
- BARCLAY WATER MANAGEMENT, INC.**, 55 Chapel Street, Newton, MA 02458, supplemental disinfection of potable water: monochloramine technology (iChlor) agreement to treat potable water to facility, cumulative amount of \$95,400.00 [previous agreement \$94,500.00], effective 05/01/2023 – 04/30/2026.
- BARCLAY WATER MANAGEMENT, INC.**, 55 Chapel Street, Newton, MA 02458, water treatment agreement to provide regulatory testing, chemicals, and reporting for cooling tower, closed loop system and boiler treatment for the hospital and SNF, cumulative amount of \$83,420.94 [previous agreement \$78,699.00], effective 07/01/2023 – 06/30/2026.
- TALLAVERA, LLC**, 19 Cambridge Street, Rochester, NY 14607, customer services agreement, recruiting agency for direct hires at WCCHS, WCCHS to pay 18% of annual salary, not to exceed \$150,000.00 per year, effective 04/01/2023 – 03/31/2024.
- STERICYCLE, INC.**, 2355 Waukegan Road, Bannock, IL 60015, regulated waste disposal agreement to properly handle and dispose of any and all sharps, \$25,591.08 per year, \$76,773.24 cumulative, effective 02/02/2023 – 02/01/2026.



6. **STERICYCLE, INC.**, 2355 Waukegan Road, Bannock, IL 60015, regulated waste disposal agreement to properly dispose of any and all hazardous items to include but not limited to pharmaceuticals, mercury containing items, chemicals, oils, etc., \$18,457.02 per year, \$55,371.07 cumulative, effective 02/02/2023 – 02/01/2026.
7. Amend Resolution #WCCHS-20-066 approved on 07/25/2020 [BOS Resolution #20-337 approved on 08/11/2020] with **GENERAL PHYSICIAN, PC (GPPC)**, 726 Exchange Street, Suite 710, Buffalo, NY 14210, related to an independent contractor agreement to provide inpatient cardiology services, not to exceed \$150,000.00 per year, effective 11/01/2020 – 10/31/2022, as follows:
  - Extend the term of this agreement from 11/01/2020 – 10/31/2022 through **11/01/2022 – 01/31/2023** (at which time the agreement was terminated).
  - Increase the amount to \$225,000.00 for the period of 07/01/2021 – 01/31/2023.
8. **CHARTER COMMUNICATIONS OPERATING, LLC / SPECTRUM ENTERPRISE**, 2620 West Henrietta Road, Rochester, NY 14623, service order to provide internet service to the clinic at Main Street in Arcade and a direct Ethernet connection between the Main Street and Liberty Street clinics in Arcade, \$19,548.00 per year, \$58,644.00 cumulative, effective 07/01/2023 – 06/30/2026.
9. Amend Resolution #WCCHS-21-083 approved on 11/23/2021 with **AMERICAN DATA NETWORK**, 10809 Executive Center Drive, Searcy Building, Suite 300, Little Rock, AR 72211, related to a data abstraction services agreement for chart abstracting services for quality measures, including core measures in compliance with CMS, Joint Commission, or any other governmental agency, \$45,000.00 per year, effective 11/08/2021 – 11/07/2022, as follows:
  - Extend the term of the agreement from 11/08/2021 – 11/07/2022 through **11/08/2022 – 11/07/2025**.
  - Increase the amount from \$45,000.00 per year to an amount not to exceed \$50,000.00 per year.
10. Amend Resolution #WCCHS-22-093 approved on 10/25/2022, Resolution #WCCHS-22-079 approved on 08/23/2022 and Resolution #WCCHS-22-024 approved on 03/22/2022 [BOS Resolution #22-626 approved on 11/08/2022, Resolution #22-481 approved on 09/13/2022 and Resolution #22-250 approved on 04/12/2022]. with **WEATHERBY LOCUMS, INC.**, 6451 N. Federal Highway, Suite 800, Ft. Lauderdale, FL 33308, related to an agreement for physician locum tenens coverage, not to exceed \$220,000, effective 03/02/2022 – 03/21/2023, as follows:
  - Extend the term of the agreement from 03/02/2022 – 03/21/2023 through **03/22/2023 – 03/21/2024**.
  - Change the amount from not to exceed \$260,000 to an amount **not to exceed \$200,000.00 per year**.

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
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	7	Yes	0	No	0	Abstain	1	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**\*\* Manager Abbasey abstained from provider related Contract #7.**

**CONTRACTS FOR INFORMATION ONLY**

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

1. **ARAMARK ENGINEERING SOLUTIONS**, 2346 Boston Post Road, Unit 2, Guilford, CT 06437, an agreement to provide a campus-wide engineering solutions fire and life safety assessment, \$58,820 - \$30,000 paid by Aramark, cost to WCCHS \$28,820, effective 03/10/2023 – 12/31/2023.

2. **STERICYCLE, INC.**, 2355 Waukegan Road, Bannock, IL 60015, regulated medical waste disposal agreement to properly dispose of any and all regulated medical waste, \$8,428.80 per year, \$24,286.40 cumulative, effective 02/02/2023 – 02/01/2026.
3. **EMPIRE ACCESS CORPORATION**, 34 Main Street, Prattsburgh, NY 14873, a service contract to provide an internet connection for 400 North Main Street, Warsaw, NY, \$8,400 per year, \$25,200 cumulative, effective 07/01/2023 – 06/30/2026.
4. Amend Resolution #WCCHS-20-001 approved on 01/28/2020 with **EMPIRE ACCESS CORPORATION**, 34 Main Street, Prattsburgh, NY 14873, related to a service contract for dark fiber (private) between 34 Duncan Street, Warsaw, NY and 400 North Main Street, Warsaw, NY, \$400 per month, effective 02/01/2020 – 01/31/2023, as follows:
  - Extend the term of this agreement from 02/01/2020 – 01/31/2023 through **02/01/2023 – 06/30/2025**.
  - Monthly cost of \$400 per month 02/01/2023 – 06/30/2023, then monthly cost of \$350 per month effective 07/01/2023.

**WCCHS-23-027 DISCUSS DATE OF MAY 2022 BOM FINANCE/PERSONNEL COMMITTEE MEETING AND REGULAR MEETING OF THE BOM**

Motion by Manager Kehl and seconded by Manager Shirley, the BOM concurred to set the date/time for the May 2023 meetings as follows:

05/30/2023 – 4:00pm – Finance/Personnel Committee

05/30/2023 – 4:30pm (or immediately following Finance/Personnel Committee) – Regular Board of Managers

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	7	Yes	0	No	0	Abstain	1	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>					<b>FAIL</b>	

**WCCHS-23-028 SALARY SCHEDULE P AND CONTRACTS AND/OR GRANTS PRESENTED AT THE 02/28/2023 BOM MEETING**

Motion by President Kosmerl and seconded by Manager Kehl, 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 03/01/2023.
- 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 03/01/2023.

And further, the CEO (or designee) with the approval of the County Attorney or Costello, Cooney and Fearon, PLLC, be hereby authorized and directed to sign contracts and/or grants on behalf of the Wyoming County Community Health System as presented and as follows:

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

1. 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 of \$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 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 and amend Salary Schedule P accordingly, 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.
  - 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, effective 03/05/2023.

The motion was passed upon the following vote:

<b>VOTE</b>								
Salman Abbasey, MD		Yes		No	X	Abstain		Absent
Bryan Kehl	X	Yes		No		Abstain		Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD	X	Yes		No		Abstain		Absent
Larry Rogers	X	Yes		No		Abstain		Absent
Janice Shirley	X	Yes		No		Abstain		Absent
James Wawrzyniak, DC		Yes		No		Abstain	X	Absent
<b>VOTE TOTAL:</b>	6	Yes	0	No	1	Abstain	1	Absent
<b>RESULTS</b>	<b>X</b>	<b>PASS</b>				<b>FAIL</b>		

**BOARD PRESIDENT REPORT**

President Kosmerl reported on the following items:

- Reviewed the NYS Open Meetings Law, revised September 15, 2022, specifically regarding videoconferencing by public bodies:
  - The majority of board members must be physically present at the meeting site, meaning 5 of the 8 members on the current board must be in the same physical location to have a quorum.
  - If members attend remotely (via Zoom), the public notice for the meeting must inform the public that videoconferencing will be used, where the public can view and/or participate in such meeting, and identify the physical location for the meeting where the public can attend. The meeting notice no longer needs to identify the location of board members participating remotely (e.g., vacation home in Florida). Public notice must be posted at least 3 days (seventy-two hours) before such meeting.
  - Videoconferencing by public bodies expires and deemed repealed July 1, 2024. A report will be issued to the governor concerning the application and implementation of such law and any further recommendations governing the use of videoconferencing.
  - The governing body must adopted a local law or a public body must adopt a resolution, authorizing the use of videoconferencing. Wyoming County adopted a local law; however, it did not include WCCHS.
  - If members attend remotely, the public body must ensure that board members can be heard, seen and identified, while the meeting is being conducted.
  - Requested a legal opinion from Jen Wilkinson, County Attorney, and await her response. More to come at the April 25, 2023 regular BOM meeting.

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

There was no Acute Quality Committee meeting in March 2023. The next meeting is scheduled for May 17, 2023.

**SNF Quality Committee**

Manager Rogers reported that there was no SNF Quality Committee meeting March 2023. The next meeting is scheduled for May 17, 2023.

**Finance/Personnel Committee**

No report.

**Plant and Equipment Committee**

Manager Kehl reported that there was no Plant and Equipment Committee meeting in March 2023. The next meeting is scheduled for April 11, 2023.

**Communications Committee**

Manager Perkins reported that he'd like to schedule a Communications Committee meeting in the near future.

**Compensation Committee**

No report.

**Governance Committee**

No report.

**EXECUTIVE SESSION**

Motion by Manager Kehl and seconded by Manager Perkins, for the Board to enter into executive session to discuss the following topic(s) at 5:45pm. Dave Kobis, Dawn James, Mark Wright, Dan Farberman, Becky Ryan, Mandip Panesar, MD, and Pam Pettnot remained. All other attendees left the meeting room.

- The medical, financial, credit or employment history or matters leading to the appointment, employment, promotion, demotion, discipline, suspension, dismissal or removal:
  - regarding the performance of a particular contracted provider on the medical staff
  - regarding one particular Salary Schedule P employee
- Potential business plan
- Update on current legal matter Index No. 802145/2023

The motion was passed upon the following vote:

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

Motion by Manager Rogers and seconded by Manager Reagan, the Board exit Executive Session at 6:47pm.

The motion was passed upon the following vote:

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

**EXECUTIVE SESSION DISCUSSIONS**

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

**NEXT REGULAR MEETING**

The next regular meeting is scheduled for Tuesday, April 25, 2023 immediately following the BOM Finance/Personnel Committee meeting, approximately 4:30pm.

**ADJOURN**

There being no further business to come before the Board, the meeting duly adjourned at 6:48pm upon motion by Manager Perkins.

James Wawrzyniak, DC, BOM Secretary \_\_\_\_\_ Date

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

**MEMORANDUM OF UNDERSTANDING****Between the****COUNTY OF WYOMING****And the****CIVIL SERVICE EMPLOYEES' ASSOCIATION, LOCAL 1000, AFSCME, AFL-CIO  
WYOMING COUNTY LOCAL 861-9250****Hospital & SNF Staffing****Certified Nurse Assistants, Licensed Practical Nurses, Patient Care Techs and Registered Nurses  
(February 28 2023)**

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

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

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

1. Any Full or Part Time, Certified Nurse Assistants, Licensed Practical Nurses, Patient Care Techs and Registered Nurses who are current employees of the Wyoming County Community Health System or other Wyoming County Department who work additional shifts beyond their respective normal work schedule within the hospital and/or Skilled Nursing Facility shifts as determined by Management will receive extra shift incentives for each scheduled consecutive four (4) hours worked from the period beginning on or about February 21, 2023 until New York State ends the COVID 19 State of Emergency operating regulations for Hospitals and Skilled Nursing Facilities.
2. The provisions of this memorandum can only be modified in writing by both parties.

Qualifying employees shall be paid as follows:

- Seventy dollars (\$70.00) for four (4) hours per pay period
  - One Hundred and Forty dollars (\$140.00) for eight (8) hours per pay period
  - Two Hundred and ten dollars (\$210.00) for twelve (12) hours per pay period.
3. These incentive shifts will be offered on a first-come first-served basis to bargaining unit employees. If in the event an employee commits to working an additional shift through the signs up procedure and fails to work the committed shift for whatever reason, this employee will be responsible for finding someone to work the shift. If he/she DOES find someone to cover the shift, there is NO occurrence on the attendance record. If she/he does not find someone to cover the shift, then the attendance policy will apply.

- 4. In the event an employee works additional work hours pursuant to the provisions of this memorandum and fails to work their normal scheduled work shifts they will not be eligible for the additional compensation provided herein. For Example: If an employee is schedule to work their regular shift and works a different shift, at the request of management, this schedule change would not qualify of the additional payment pursuant to this memorandum as it would not constitute addition work beyond normal schedules.
- 5. This Memorandum of Understanding shall not create a precedent or waiver for any other matter and can only be modified or extended by written mutual agreement.
- 6. This Memorandum of Understanding supersedes and replaces all prior Memorandum of Understanding pertaining to incentive shift staffing that predates this Agreement,

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

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

\_\_\_\_\_  
For the CSEA

\_\_\_\_\_  
For Wyoming County  
Becky Ryan  
Chairperson Board of Supervisors

\_\_\_\_\_  
Daniel Farberman  
Director – Human Resources

Date \_\_\_\_\_