

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

CALL MEETING TO ORDER

President Kosmerl called the meeting to order at 4:35pm.

ROLL CALL AND QUORUM

BOARD OF MANAGERS PRESENT/ABSENT

★ *participated remotely*

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

STAFF PRESENT/ABSENT

★ *participated remotely*

- | | |
|--|--|
| <input checked="" type="checkbox"/> Dawn Bayliss (Chief Operating Officer) | <input checked="" type="checkbox"/> Mandip Panesar, MD (Hospital Medical Director) ★ |
| <input checked="" type="checkbox"/> Justin Bayliss (NF Administrator) | <input checked="" type="checkbox"/> Pam Pettnot (Executive Assistant) |
| <input type="checkbox"/> Ahmed Bayoumi, MD (Medical Staff President) | <input checked="" type="checkbox"/> Mark Wright (Chief Financial Officer) |
| <input checked="" type="checkbox"/> Dan Farberman (WC Human Resource Director) | |
| <input checked="" type="checkbox"/> Dave Kobis (Chief Executive Officer) | |

OTHERS PRESENT: None.

President Kosmerl declared that a quorum was present.

EXCUSE MEMBERS NOT PRESENT

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

- Manager Abbasey

The motion was passed upon the following vote:

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

ADOPT THE AGENDA

Motion by Manager Perkins and seconded by Manager Wawrzyniak, the BOM hereby adopts the agenda as presented and verbally modified to include the BOM's intent to enter into an executive session by means of a vote to be taken during the meeting.

The motion was passed upon the following vote:

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

WCCHS-23-086 CONSENT AGENDA

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

- Approve BOM meeting minutes October 24, 2023

Corporate Compliance (11/14/2023)

- Approve 2024 Corporate Compliance Work Plan

Acute Quality Committee (11/15/2023)

- Approve 2024 Acute Performance Improvement Plan
- Approve 2024 Plan of Care/Scope of Services

SNF Quality Committee (11/15/2023)

- Approve QA/PI Plan/Policy and 2023-2024 Facility Assessment

The motion was passed upon the following vote:

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

CEO REPORT

Dave Kobis submitted the following report:

- The Livingston County Board of Supervisors amended a resolution related to the dialysis extension clinic for the use of space located at 11 Murray Hill Drive, Mt. Morris, NY. Livingston County agreed to provide WCCHS with an annual subsidy of \$150,000.00, paid in monthly installments. In addition, Livingston County has agreed to waive the 5 year lease payment obligation to Wyoming County. This is approximately \$34k per year.
- Farkad Balaya, MD, Gynecologist, submitted his resignation. His last day of employment will be February 19, 2024.

FINANCIALS

- Health system operating gain for October 2023 was \$9,463, which is significantly better than the September 2023 operating loss of \$770,680. Operating revenue and operating expenses were both higher in the month of October 2023.

- Staffing agency cost in October 2023 decreased to \$184,576, mainly due to decreased agency hours used to support both the hospital and nursing facility services. Hiring and recruiting plans in place, but area and regional hospitals are all facing same staffing pressures. Progress remains slow.
- Hospital volume had mixed results in October 2023. Acute inpatient, mental health, ED, imaging, lab, rehab services and clinic, volumes were higher. Observation and surgical volumes were lower. Year-to-date, acute inpatient, mental health and clinic volumes are down, while SNF, observation, ED, surgery, GI, lab, imaging and rehab services have all shown growth over the prior year.

VITAL ACCESS PROVIDER ASSURANCE PROGRAM (HOSPITAL VAPAP)

- As you are aware, WCCHS submitted a \$19.5M VAPAP application in December 2022 and was accepted into the program by NYSDOH. Acceptance is a recognition of the need for emergent funding support.
- In the last two months, WCCHS has had several calls with the NYSDOH Office of Primary Care & Health Systems Management regarding emergent funding. A revised request for \$14M was made in October 2023 - \$9M in immediate support and \$5M in support over the next 12 to 18 months. WCCHS was asked to submit weekly cash forecasts to NYSDOH as a first step to receiving supportive funding.
- 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 received approval from the Centers for Medicare & Medicaid Services (CMS) to schedule a formal CAH survey. The survey will likely occur within 60 days. Once approved, WCCHS will convert to CAH status, which typically takes another 60 days or so. The target date for CAH conversion remains in early 2024.
- The hospital continues to work with Stroudwater Associates to prepare for CAH conversion. The cost of the Stroudwater engagement is being covered by the NYSDOH Office of Rural Health.

OUTPATIENT CLINICS

- Orthopedic Surgeon, Robert Capecci, MD, started in October 2023 and continues to ramp up his practice. Dr. Capecci specializes in total joint replacement of hip and knee and surgery of fracture or trauma repair of leg, knee, ankle, elbow, hand and hip.
- Orthopedic Surgeon, Sendhan Rajamanickam, MD, will join WCCHS in February 2024.
- The new Urology service has started. Dr. John Valvo, MD and Jack DeLisio, PA will be onsite at WCCHS two days per week. Further, they will perform all procedures and treatments at the hospital.
- The new pain management service under Hemant Kalia, MD will be expanding coverage to three days onsite each month. Further, Dr. Kalia is planning to start the use of spinal stimulators to alleviate chronic pain for patients.
- The hospital is working on a transition plan for the pending departure of Dr. Abdul Chaudhry, MD in December 2023. WCCHS General Surgeons plan to pick up the majority of Dr. Chaudhry's GI procedures at the hospital.
- WCCHS will be recruiting an additional general surgeon on staff sometime in 2024, as well as a gastroenterologist to replace Abdul Chaudhry, MD after he retires in December 2023. Another orthopedic midlevel will be recruited to support Drs. Capecci and Rajamanickam as soon as possible.
- The WCCHS outpatient clinics continue to promote new service lines including urology, pain management and the expansion of orthopedic services.
- Expanded services for cardiology and general surgery in the Arcade Clinic have resulted in increased patient volumes in both programs.

MARKETING

- The hospitals marketing campaign throughout the Wyoming County service area continues. Example ads are included at the end of this board report. Radio advertising is ongoing with focus on 3D Mammography, Cardiology and Podiatry services in Arcade, Urology, and employment opportunities.
- An aggressive campaign to promote the hospital's low ER wait times started several months ago. As you may be aware, WCCHS has the lowest ER wait time in WNY. Additional billboards have been erected in Wyoming and Genesee Counties.

INFORMATION SYSTEMS

- Fuji storage hardware will be upgraded/replaced starting November 29, 2023.
- Work is underway to configure CPSI to conform with the Critical Access Hospital billing requirements.

- HIPAA Risk Assessment was performed by Booz Allen. A rough draft of the report was received on November 13, 2023. Many policies pertaining to Access Management, Policy Management, Risk Management, Personnel, Physical Security, Third Party, and Business Resiliency need to be created.
- Call between Carthage Area Hospital and WCCHS was held to discuss the intricacies of having MEDENT and CPSI communicate regarding billing. A call is scheduled between WCCHS, MEDENT, and CPSI for November 15, 2023 to discuss the technical pieces.
- As of January 1, 2024, CMS has mandated that antimicrobial use and resistance (AUR) be reported on a regular basis. We are working with Wolters Kluwer to implement their Senti7 product with Pharmacy.

BEHAVIORAL HEALTH

- Inpatient census for the month of October 2023 was at 86% occupancy.
- A total of 88 psychiatric evaluations were completed by the psychiatric assessment officers within the month of October 2023.
- Outpatient Forensic services - a total of 45 inmates were seen with 44 medication recommendations for the month of October 2023.
- The Collaborative Care program in the primary care offices remains strong and doing well. Continues to remain right around budget with 63 visits for the month of October 2023. Services are currently offered in Perry, Warsaw and Arcade.
- There was only one security assistant call from the inpatient unit for the month of October 2023. This required no law enforcement.
- Plans are underway to renovate the Emergency Room extended space to include three secure and therapeutic areas for mental health patients. This area will allow space for boarded patients awaiting a room to the inpatient floor along with adolescents awaiting transfer.
- Started the annual risk assessment for the inpatient unit. This is a NYS Office of Mental Health (OMH) and Joint Commission requirement. One of the main areas of concern are door hinges in common areas. Work orders have been placed to order and install barricade free hinges.

CHIEF OPERATING OFFICER

- The hospital clinical laboratory had both a NYSDOH survey and Joint Commission survey simultaneously. This is an anomaly and normally does not occur. The hospital Laboratory Director, Jennifer Burke, led the survey response and the lab performed very well with only minor findings.
- The application for Joint Commission Survey has been completed/submitted for our Critical Access Hospital Survey. The survey is expected in the next 60 days.
- The hospital continues to explore additional tele-specialty services; staff have just started using infectious disease. Some barriers have been identified during startup but we are working them out.
- The OR Director position has been accepted by a strong candidate, Lorraine Smith-Zuba. She is expected to start in December 2023, brings a wealth of knowledge and 30+ years of experience.
- The old lab space adjacent to the ER is being evaluated to expand rooms for the ER. This will allow us to address boarding patients and mental health patients awaiting transfer.
- Final reports for the lab renovation grant are complete and should close this out soon, resulting in a payment back to the hospital of approximately \$600K.
- Aramark will be looking for a new Director of Plant Operations, as the previous incumbent is no longer at WCCHS. Interim leadership is being provided by Aramark.
- Researching the possibility of transforming the Intensive Care Unit (ICU) to a Progressive Care Unit (PCU) and relocating the unit to the third floor. The potential ICU/PCU transition will not change any care or treatment characteristics and the hospital will continue to care for intensive care patients, including ventilator patients and complex cardiac drips.

DIRECTOR OF NURSING

- A new hospital staff recruiter starts on November 27, 2023. This position should assist in bringing new employees on more quickly and help reduce agency use and premium time expense.
- Two new informatics staff started on November 13, 2023 to assist with staff and provider CPSI training.
- Urology service is up and running and the practice is ramping up quickly; the hospital is considering moving the practice to the Endo suite on Tuesdays to allow more space for procedures.
- Added another Pyxis machine in ED to increase medication capacity (4th floor machine).
- Adding locked drawers in ED rooms to keep all supplies needed for staff to care for patients to decrease them running around in department.
- Dr. William White, Ophthalmologist, has confirmed he will come back to do cataracts in January 2024. He will be at WCCHS on the 1st and 3rd Wednesdays of the month.

MEDICAL DIRECTOR

- Resurrected the Focused Professional Practice Evaluation and Ongoing Professional Practice Evaluation (FPPE/OPPE) Committee to prepare the launch of the next round of FPPE/OPPE December 1, 2023.
- Continued with implementing Quality Measures for the Departments of Medicine, Surgery, and Emergency.
- Assisted in finalizing the recruitment of a new Hospitalist Program Director.
- Established an improved line of communication with NOVUS Anesthesia Partners.

SKILLED NURSING FACILITY

- **Census:**
 - Census for the month of October averaged 133.
- **Ralph Wilson Foundation / Institute for Healthcare Improvement (IHI):**
 - The Ralph C. Wilson, Jr. Foundation is sponsoring an initiative through the IHI with a focus on improving healthcare staffing and retention. WCCHS will receive approximately \$75,000 to participate. Organizations selected for this initiative include the following: WCCHS, Ascension St. John Foundation, Catholic Health, Henry Ford Health System, Trinity Health, University of Rochester Medical Center, and Rochester Regional Health.
- **Staffing:**
 - **CNA:** First scheduled CNA class is underway. The facility is three weeks into the program and all nurse aide trainees remain in the class at this time. All attendees are expected to become certified within the next 4 to 6 weeks. We currently have a waiting list for the next class.
- **Nursing Home Care Compare:**
 - Remained 5-Stars for quality as of the most recent publication on October 25, 2023. Changes to scoring / metrics slated for Q1 2024 have not been released yet. At risk of losing a star when released, facility can refocus on those areas for improvement as part of Quality Assurance Performance Improvement (QAPI).
- **Survey:**
 - Expecting NYSDOH anytime for annual survey. DOH is currently surveying Eastside Nursing Home in Warsaw at the time of this report.
- **Rehab Services:**
 - PT staffing remains down a per diem PT for the Perry clinic. Director of Therapy Services Acute and Outpatient, Rich Kingston, continues to cover until a replacement is hired.
 - Continued growth expected over the next quarter with the increase in orthopedic services.
- **COVID-19:**
 - October 2023 had a substantial influx in COVID-19 impacting residents and staff. The peak reached 19 residents at one point during the month. At the time of this report, the facility has no active cases.

**WCNF QUALITY RATING
CMS CARE COMPARE**

- Overall Quality Rating: 5-Stars
- Published on CMS Care Compare October 25, 2023
- 6+ Years Continuously Rated 5-Stars
- Ratings are Released Quarterly (4th Wednesday of January, April, July, & October)

OVERALL QUALITY RATING COMPARISON

Wyoming County Nursing Facility	5-Stars
Eastside Nursing Facility	1-Star
Livingston County Nursing Facility	2-Stars
Genesee (Premier) Nursing Facility	3-Stars
Houghton Nursing Facility	4-Stars
Pines (Catt. County) of Machias	3-Stars
Terrace View (Erie County) Nursing Facility	4-Stars
WNY Veterans Home	5-Stars

Leading the Way in Urologic Health!

For more information visit
wcchs.net/urology
or contact us at:

WCCHS Urology
400 N. Main Street • Warsaw, NY
585-786-1555



John Valvo, MD
Urologist

WCCHS can help you regain control! Dr. John Valvo, board-certified Urologist, uses advanced technology and the latest techniques to address a variety of urological conditions including stone disease, urologic cancers, female and male incontinence, male infertility or sexual dysfunction, urinary tract infections and much more. Through evaluation, diagnosis, and treatment options, including medication or surgery, WCCHS provides the specialized urologic care our patients need, right here, close to home.



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

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



End the Year on a Healthier Note!

Schedule screenings, tests,
or surgeries now before insurance
deductibles reset in January!

585-786-2233



Take advantage of the benefits you already have! If you've met your deductible payments for 2023, take the opportunity to maximize your insurance benefits before deductibles reset in January. Schedule overdue tests, screenings or minor surgeries now and your out-of-pocket medical expenses could be minimal, or even zero! From general wellness to a variety of specialty services, WCCHS has those last-minute healthcare needs covered!

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

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



Compliment from a family member of a patient in the Behavioral Health Unit

Wyoming County Community Hospital Mental Health Department

To all who helped _____

I want to thank all of the doctors, nurses, social workers, and all the staff for the care you gave my daughter, _____. You saved her life. My daughter came to you completely broken in spirit. Your professionalism, compassion and kindness restored her to health. Whenever I called to speak to her I could tell you all really cared about her. You treated my grandchildren (her children), like family. It was extremely hard for us because we live 400 miles away on Long Island.

Being able to hear how well she was cared for gave us so much relief. I wish I could thank you each by name. I was under a lot of stress and I didn't think to get all of your names.

So, thank you all the doctors, nurses, aides, social workers of Wyoming County Hospital Mental Health Dept.

MEDICAL DIRECTOR REPORT

Report included in CEO report. No further report.

MEDICAL STAFF PRESIDENT REPORT

No report.

WCCHS-23-087 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE

Motion by President Kosmerl and seconded by Manager Wawrzyniak, the preauthorized accounts and accounts payable processed totaling \$10,239,714.65 be hereby approved as presented.

The motion was passed upon the following vote:

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

WCCHS-23-088 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT

Motion by Manager Wawrzyniak and seconded by Manager Rogers, the write-offs/denied claims/bad debt totaling \$194,477.28 be hereby approved as presented.

The motion was passed upon the following vote:

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

WCCHS-23-089 APPROVED PROPOSED MODIFIED HOSPITAL AND SNF ROOM RATES FOR 2024

Motion by President Kosmerl and seconded by Manager Perkins, the room rates for the Hospital be approved as presented and follows, effective January 1, 2024. In addition, the room rates for the Skilled Nursing Facility be approved as presented and follows, effective January 1, 2024 allowing enough time to notify residents and families of the changed rates.

PROPOSED WCCHS MODIFIED ROOM RATES				
Effective January 1, 2024				
	Old Rate	New Rate		
Med/Surg Semi & Private	\$1,336	\$1,376		3% increase
ICU	\$2,376	\$2,447		3% increase
Swing Bed	\$780	\$803		3% increase
BHU	\$1,200	\$1,236		3% increase
All other charges are based upon 2.50 times the current Medicare fee schedule. No across the board increase is proposed.				
Effective January 1, 2024				
	Old Rate	New Rate		
Nursing Facility - Semi-Private	\$390	\$405		\$15 increase
Nursing Facility - Private	\$400	\$415		\$15 increase
Swing Bed - Semi-Private	\$390	\$405		\$15 increase
Swing Bed - Private	\$400	\$415		\$15 increase

The motion was passed upon the following vote:

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

PERSONNEL REQUISITIONS IN PROCESS

The personnel requisitions in process were presented for information only.

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)											
November 28, 2023											
Senior Manager	Proposed Positions for Approval	FTE	Schedule	Vacating Employee	Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits	
D. Bayliss:	Cook Per Diem/07.407	0.00	WCCH	Alise Szymanski 11/02/2023	\$19.39	\$3,781	\$289	\$18.51	\$3,609	\$276	
	Food Service Helper/08.364	0.50	WCCH	Terri Conklin 11/22/2023	\$18.43	\$17,969	\$1,375	\$17.18	\$16,751	\$1,281	
	Respiratory Therapist/06.844	1.00	WCCH	Kelsey Wolcott 11/28/2023	\$43.99	\$85,781	\$33,978	\$31.75	\$61,913	\$24,524	
	Radiologic Technologist III/06.478	0.80	WCCH	Erica Simpson 10/28/2023	\$30.79	\$48,032	\$15,221	\$26.60	\$41,496	\$13,150	
Wright:	Medical Biller/12.137	1.00	WCCH	Roxanne Polizzi 11/25/2023	\$20.87	\$40,697	\$16,120	\$18.52	\$36,114	\$14,305	
	RPN Per Diem/03.801	0.00	WCCH	Jean Moran 11/07/2023	\$58.17	\$11,343	\$868	\$36.70	\$7,157	\$547	
Gibson:	RPN/03.923	1.00	WCCH	Amanda Linderman 12/01/2023	\$40.19	\$78,371	\$31,043	\$33.36	\$65,052	\$25,767	
	RPN/03.898	1.00	WCCH	Renee Post 11/17/2023	\$44.50	\$86,775	\$34,372	\$44.50	\$86,775	\$34,372	
J. Bayliss:	LPN/04.107	1.00	WCCH	Ashley Ohlson 11/23/2023	\$22.58	\$44,031	\$17,441	\$22.58	\$44,031	\$17,441	
	Occupational Therapist/06.849	1.00	WCCH	Ashley Brooks 11/03/2023	\$43.99	\$85,781	\$33,978	\$43.99	\$85,781	\$33,978	
	Physical Therapist Per Diem/06.833	0.00	WCCH	Danielle Kwiecien 11/08/2023	\$44.89	\$8,754	\$670	\$34.89	\$6,804	\$520	
	LPN Per Diem/04.823	0.00	WCCH	Vickie Wright 11/15/2023	\$31.30	\$6,104	\$467	\$24.84	\$4,844	\$371	
	Activity Leader Per Diem/05.352	0.00	WCCH	Tobias Sheppard 11/19/2023	\$18.55	\$3,617	\$277	\$16.34	\$3,186	\$244	
	Nursing Assistant/05.422	1.00	WCCH	Nani Meshkova 11/16/2023	\$19.62	\$38,259	\$15,154	\$19.14	\$37,323	\$14,784	
	Nursing Assistant/05.456	1.00	WCCH	Brittany Sprague 10/29/2023	\$19.62	\$38,259	\$15,154	\$19.14	\$37,323	\$14,784	
	Unit Helper Per Diem/08.810	0.00	WCCH	Patricia Spencer 10/25/2023	\$15.77	\$3,075	\$235	\$14.44	\$2,816	\$215	
	Nursing Assistant/05.819	1.00	WCCH	Samantha Forrester 11/17/2023	\$23.08	\$45,006	\$17,827	\$19.14	\$37,323	\$14,784	
	Nursing Assistant/05.427	1.00	WCCH	Jennifer Warner 11/09/2023	\$21.91	\$42,725	\$16,923	\$19.14	\$37,323	\$14,784	
	Nursing Assistant/05.430	1.00	WCCH	Lois Paul Booth 10/27/2023	\$21.46	\$41,847	\$16,576	\$19.14	\$37,323	\$14,784	
	Flint:	Health Information Systems Assistant/12.308	1.00	WCCH	William Csont 11/10/2023	\$21.29	\$41,516	\$16,444	\$20.76	\$40,482	\$16,035
	Coffa:	Medical Receptionist/12.188	1.00	WCCH - FMC	Katie Fischer 11/11/2023	\$17.08	\$35,526	\$14,072	\$17.08	\$35,526	\$14,072
	Givens:	Mental Health Therapy Aide Per Diem/05.771	0.00	WCCH	Tracy DuBois 11/21/2023	\$25.75	\$5,021	\$384	\$22.84	\$4,454	\$341

WCCHS-23-090 APPROVE PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT

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

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
November 28, 2023				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - D. Gibson				
Create 2 - 1.00 FTE RN 1st Assistant (RNFA) (Cost Center 404) Schedule WCCH, Grade 20D \$48.01 - 52.97/Hr. Available date: November 12, 2023	\$187,239	\$74,165	\$0	\$0
Create 1 - 0.00 FTE OR Products/Material Specialist Per Diem (Cost Center 404) Schedule WCCH, Grade 8A \$21.05 - 24.10/Hr. Available date: November 29, 2023	\$4,105	\$314	\$0	\$0
Delete 2 - 1.00 FTE LPN (Cost Center 302)/04.854 and 04.855 Schedule WCCH, Grade 14B - 14E \$22.58 - 28.81/Hr. Effective date: November 29, 2023	\$0	\$0	\$88,062	\$34,881
Delete 1 - 1.00 FTE RPN (Cost Center 865)/03.922 Schedule WCCH, Grade 20 - 20F \$47.15/Hr. Effective date: November 11, 2023	\$0	\$0	\$91,943	\$36,418
Delete 1 - 1.00 FTE RPN (Cost Center 865)/03.211 Schedule WCCH, Grade 20 - 20F \$49.34/Hr. Effective date: November 11, 2023	\$0	\$0	\$96,213	\$38,110
Create 1 - 0.00 FTE OR Technician I Per Diem (Cost Center 404) Schedule WCCH, Grade 7A \$19.03 - 21.37/Hr. Available date: November 26, 2023	\$4,167	\$319	\$0	\$0
Delete 1 - 0.00 FTE OR Technician II Per Diem (Cost Center 404)/06.735 Schedule WCCH, Grade 8A \$23.51/Hr. Effective date: November 29, 2023	\$0	\$0	\$4,584	\$351
Create 4 - 1.00 FTE LPN (Cost Center 371) Schedule WCCH, Grade 14B - 14E \$22.58 - 28.81/Hr. Available date: November 29, 2023	\$203,424	\$80,576	\$0	\$0
Create 4 - 1.00 FTE ER Patient Care Technician (Cost Center 371) Schedule WCCH, Grade 6 \$16.19 - 18.08/Hr. Available date: November 29, 2023	\$132,288	\$52,399	\$0	\$0
Create 2 - 0.00 FTE LPN Per Diem (Cost Center 371) Schedule WCCH, Grade 14B \$24.84 - 31.30/Hr. Available date: November 29, 2023	\$9,688	\$741	\$0	\$0
Create 2 - 0.00 FTE ER Patient Care Technician Per Diem (Cost Center 371) Schedule WCCH, Grade 6 \$17.81 - 19.89/Hr. Available date: November 29, 2023	\$7,277	\$557	\$0	\$0
Create 1 - 0.00 FTE Dialysis LPN Per Diem (Cost Center 691) Schedule WCCH, Grade 15B \$27.54 - 31.68/Hr. Available date: November 29, 2023	\$6,178	\$473	\$0	\$0
Create 2 - 1.00 FTE Charge Nurse (Cost Center 404) Schedule WCCH, Grade 20B \$38.27 - 44.85/Hr. Available date: November 29, 2023	\$174,915	\$69,284	\$0	\$0
Create 1 - 1.00 FTE Dialysis RN (Cost Center 691) Schedule WCCH, Grade 20C \$47.15 - 49.25/Hr. Available date: November 29, 2023	\$91,943	\$36,418	\$0	\$0
Delete 2 - 1.00 FTE Dialysis LPN (Cost Center 691)/04.100 and 04.101 Schedule WCCH, Grade 15B \$28.80/Hr. Effective date: TBD	\$0	\$0	\$112,320	\$44,490
Set Salary - 1.00 FTE Director of Surgical Services (Cost Center 404)/01.324.431 Schedule C \$130,000/Yr. One Time Payment - Moving Expenses: \$2,000.00 Available date: January 2, 2024	\$130,000	\$51,493	\$102,500	\$40,600
Set Salary - 1.00 FTE Staff Recruiter (Cost Center 865)/02.904.705 Schedule C \$60,500/Yr. Available date: September 26, 2023	\$60,500	\$23,964	\$55,000	\$21,786

POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - B. Coffta				
Create 6 - 1.00 FTE Medical Office Assistant (2 per Cost Center 630, 687, and 689) Schedule WCCH, Grade 6 \$16.19 - 18.08/Hr. Available date: November 29, 2023	\$220,896	\$87,497	\$0	\$0
Delete 1 - 1.00 FTE LPN (Cost Center 692)/04.171 Schedule WCCH, Grade 14B \$22.58 - 26.08/Hr. Effective date: November 29, 2023	\$0	\$0	\$48,110	\$19,057
Delete 1 - 1.00 FTE Family Practice Physician Provider (Cost Center 630)/10.119.587 Schedule P \$250,000/Yr. Effective date: November 29, 2023	\$0	\$0	\$250,000	\$99,025
Delete 4 - 1.00 FTE Medical Receptionist (Cost Center 687 and 689)/12.194, 12.221, 12.901, and 12.902 Schedule WCCH, Grade 5 \$17.42/Hr. Effective date: TBD	\$0	\$0	\$144,934	\$57,409
Delete 1 - 1.00 FTE Medical Receptionist (Cost Center 630)/12.187 Schedule WCCH, Grade 5 \$16.35/Hr. Effective date: TBD	\$0	\$0	\$34,008	\$13,471
Delete 1 - 1.00 FTE Medical Receptionist (Cost Center 630)/12.188 Schedule WCCH, Grade 5 \$17.08/Hr. Effective date: TBD	\$0	\$0	\$35,526	\$14,072
Delete 1 - 0.60 FTE Women's Health Nurse Practitioner (Cost Center 664)/17.123.643 Schedule P \$58.00/Hr. Effective date: November 29, 2023	\$0	\$0	\$72,384	\$17,206
Sr. Manager - D. Bayliss				
Create 1 - 0.00 FTE Medical Office Assistant Per Diem (Cost Center 397) Schedule WCCH, Grade 6 \$17.81 - 19.89/Hr. Available date: November 29, 2023	\$3,473	\$266	\$0	\$0
Create 2 - 0.00 FTE Building Maintenance Worker Per Diem (Cost Center 730) Schedule WCCH, Grade 14B \$24.84 - 28.69/Hr. Available date: November 29, 2023	\$9,688	\$741	\$0	\$0
Create 1 - 0.00 FTE Food Service Helper Per Diem (Cost Center 090) Schedule WCCH, Grade 5 \$17.18 - 19.16/Hr. Available date: November 29, 2023	\$3,350	\$256	\$0	\$0
Create 1 - 0.00 FTE Pharmacist Per Diem (Cost Center 415) Schedule E, Grade 13 \$51.08 - 58.60/Hr. Available date: November 29, 2023	\$11,427	\$874	\$0	\$0
Sr. Manager - J. Bayliss				
Delete 1 - 1.00 FTE Unit Helper (Cost Center 795)/08.520 Schedule WCCH, Grade 1A \$13.13 - 14.34/Hr. Effective date: November 29, 2023	\$0	\$0	\$27,963	\$11,076
Create 3 - 0.00 FTE Unit Helper Per Diem (Cost Center 363) Schedule WCCH, Grade 1A \$14.44 - 15.77/Hr. Available date: November 29, 2023	\$9,225	\$706	\$0	\$0
TOTALS	\$1,269,782	\$481,043	\$1,163,548	\$447,951
TOTAL ANNUAL INCREASE:				\$139,327

The motion was passed upon the following vote:

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

WCCHS-23-091 APPROVE MEMORANDUMS OF UNDERSTANDING (MOUS) WITH CSEA FOR REGISTERED NURSE FIRST ASSISTANT (RNFA) 1ST ASSISTANT UPGRADE FROM 20A TO 20D, FOR SNF SOCIAL WORK ASSISTANT UPGRADE FROM 12A TO 18, FOR 2023 HOLIDAY HOSPITAL AND SNF STAFFING

Motion by Manager Rogers and seconded by Manager Wawrzyniak, the memorandums of understanding between the County of Wyoming and the Civil Service Employees Association, Local 1000, AFSCME, AFL-CIO General Unit related to Registered Nurse First Assistant (RNFA) 1st Assistant Upgrade from 20A to 20D, signed 10/12/2023 [BOS Resolution #23-557], SNF Social Work Assistant Upgrade from 12A to 18, and 2023 Holiday Hospital and SNF staffing, signed 11/19/2023 be hereby approved as presented and attached, pending approval by the Wyoming County Board of Supervisors.

The motion was passed upon the following vote:

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

WCCHS-23-092 APPROVE CONTRACTS AND/OR GRANTS

Motion by Manager Perkins and seconded by Manager Kehl, 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-23-059 approved on 07/25/2023 [BOS Resolution #23-433 approved on 08/15/2023] to **RESCIND** the following agreement in its entirety as the bid submittal was not executed and air handlers will be rebuilt by WCCHS Maintenance Staff.

Award bid and sign contract related to rooftop unit replacement with **MJ MECHANICAL SERVICES, INC.**, 95 Pirson Parkway, Tonawanda, NY 14150, to disconnect and remove two rooftop units (SNF #1 and ICU #1), two new RTUs scope of work includes new mechanical piping, pumps, valves, controls, and coil heaters to prevent/protect freezing of coils during the winter months, \$619,682.00 base bid plus \$30,318.00 contingency = \$650,000.00 total, effective 07/25/2023 through the project completion.

2. **WOLTERS KLUWER**, 230 Third Avenue, Waltham, MA 02451, a master subscription purchase agreement for software to meet the mandated antimicrobial stewardship reporting, \$26,320.47 per year, \$131,602.35 cumulative, effective 02/01/2024 – 01/31/2029.
3. **CAREFUSION SOLUTIONS, LLC**, 3750 Torrey View Ct, San Diego, CA 92130, an agreement to lease three anesthesia carts for the operating room for proper patient drug profiling, drug charge capture, and controlled substance drug waste documentation, \$25,956.00 per year, \$129,780.00 cumulative, effective 04/01/2024 – 04/01/2029.
4. **ZERAH ALI, DPM**, 8299 Clipnock Road, Stafford, NY 14143, an employment agreement – Schedule P to provide professional podiatry services, in an amount of \$150,000.00 per year, plus a stipend in the amount of \$46.00 for every wRVU in excess of 8,200 wRVUs per year, effective 12/01/2023 – 11/31/2025.

Amend Salary Schedule P as follows:

- Include a **Stipend for the Podiatrist** position (Position Code #10.116.654) under PODIATRY CLINIC in an amount of \$46.00 per wRVU in excess of 8,200 wRVUs per year, effective 12/01/2023.

5. **MODERN DISPOSAL SERVICES**, 4746 Model City Road, Model City, NY 14107, a service agreement for refuse removal, compactor and roll off, \$68,788.69 per year, \$206,366.07 cumulative, effective 10/02/2023 – 10/01/2026.
6. **STERICYCLE**, 28161 N. Keith Drive, Lake Forest, IL 60045, a document destruction service agreement for shred-it secure information destruction for proper destruction of all confidential information/documents, \$22,500.00 per year, cumulative \$67,500.00, effective 10/02/2023 – 10/01/2026.
7. Amend Resolution #WCCHS-21-091 approved on 12/28/2021 [BOS Resolution #22-035 approved on 01/11/2022] with **WESTANDSTRONG STAFFING, LLC**, 302 Country Lane, Geneseo, NY 14454, a staffing agreement to provide agency staffing, not to exceed \$200,000 per year, effective 12/01/2021 – 11/30/2023.
 - Extend term of the agreement from 12/01/2021 – 11/30/2023 through **12/01/2023 – 11/30/2024**.
8. Amend Resolution #WCCHS-23-083 approved on 10/24/2023 [BOS Resolution #23-629 approved on 11/14/2023] with **UNIVERSITY EMERGENCY MEDICAL SERVICES, INC. d/b/a UBMD Emergency Medicine**, 77 Goodell Street, Suite 340, Buffalo, NY 14203 to provide emergency medical services to the WCCHS Emergency Department, compensation to UBMD includes providing UBMD the right to bill and maintain professional portion of ER services billing plus an amount not to exceed \$1,200,000.00 per year, effective 01/01/2024 – 12/31/2026, as follows:
 - Change term to 01/01/2024 – **12/31/2027**.

The motion was passed upon the following vote:

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

CONTRACTS FOR INFORMATION ONLY

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

1. **WARREN’S COMMERCIAL CLEANING**, 454 North Main Street, Warsaw, NY 14569, janitorial services contract for Attica and Perry Clinics, \$30,732 per year, effective 11/01/2023 – 10/31/2024.
2. **GE HEALTHCARE**, PO Box 96483, Chicago, IL 60693, an agreement to purchase portable x-ray machine, \$49,520 per year, effective 10/26/2023 – 10/26/2024.
3. Extend term with **RONALD S. MORNELLI**, 8586 Greenway Court, East Amherst, NY 14051, a consultant agreement to provide payor contracting and provider recruitment support, not to exceed \$25,000 per year, effective 07/26/2023 – 07/25/2024.
4. **RONALD S. MORNELLI**, 8586 Greenway Court, East Amherst, NY 14051, a consulting agreement to provide a review of surgical services, not to exceed \$25,000 per year, effective 11/06/2023 – 11/05/2024.
5. Extend term with **STROUDWATER ASSOCIATES**, 1685 Congress Street, Suite 202, Portland, ME 04102, extend term of the professional services agreement to provide project management and support, not to exceed \$25,000 plus reimbursable expenses, effective 07/20/2023 – 07/19/2024.

6. Contract Amendment with **WYOMING COUNTY MENTAL HEALTH DEPARTMENT**, 460 North Main Street, Warsaw, NY 14569, related to an agreement for the provision of behavioral health services including Psychiatric Assignment Officer, Jail based Chemical Dependency, Case Management – Forensic, Case Management - Hospital, Co-Occurring Case Management, Crisis Outreach, Mobile Forensic Treatment Team, Jail MH Service Coordinator, effective 01/01/2023 – 12/31/2023, as follows:
 - Increase the maximum amount of reimbursement to WCCHS *in an amount not to exceed \$263,262*.
7. **WYOMING COUNTY MENTAL HEALTH DEPARTMENT**, 460 North Main Street, Warsaw, NY 14569, an agreement for the provision of behavioral health services including Psychiatric Assignment Officer, Jail based Chemical Dependency, Case Management – Forensic, Case Management - Hospital, Co-Occurring Case Management, Crisis Outreach, Mobile Forensic Treatment Team, Jail MH Service Coordinator, maximum amount of reimbursement \$265,240, effective 01/01/2024 – 12/31/2024.

BOARD PRESIDENT REPORT

President Kosmerl reported on the following items:

- Reminded board members to complete the mandatory annual anti-harassment training by 12/31/2023.

BOARD COMMITTEE CHAIR REPORTS

Acute Quality/Performance Improvement Committee

Manager Wawrzyniak reported that the Acute Quality/Performance Improvement Committee met on November 15, 2023, referred to the draft minutes, and reported on the following items:

- Approved the 2024 Acute Performance Improvement Plan – 100% department participation/compliance. The Joint Commission goal is 100% departmental PI project participation.
- Reviewed PI Projects:
 - Sepsis (Dan Fahey, MD and Ahmed Bayoumi, MD)
 - Endoscopy Perforations (Anthony DiBenedetto, MD)
- Proposed 2024 Quality Goals:
 - Sepsis – continue to track quarterly rate and progress
 - Health Equity – initiatives and progress
 - Get with the Guidelines (heart failure)
- 2023 Quality Goals:
 - Communication with Doctors – increase Hospitalists scores
- 52 total readmissions, 11 total readmissions with the same diagnosis: congestive heart failure, COPD, alcohol withdrawal, respiratory failure, and pancreatitis
- The meeting is scheduled for February 21, 2024.

SNF Quality/Performance Improvement Committee

Manager Rogers reported that the SNF Quality/Performance Improvement Committee met on November 15, 2023, referred to the draft minutes, and reported on the following items:

- The CNA class has been very successful. There are four people signed up for the next class.
- Discussed receipt of Intergovernmental Transfer (IGT) funding.
- Discussed the new Minimum Data Set (MDS) that started October 1, 2023 regarding documenting, new definitions and assessments.
- Reported the Behavioral Plan project is closed because all of the goals were met, working on utilizing the -pharmacological interventions, process in place and working well.
- Reported an increase of one facility acquired pressure ulcer from the second to third quarter. Wound Healing Solutions has started coming to the facility once a week. They see new admissions and make recommendations for preventative measures. A new skin line product is being used and seems to be very effective in preventing/treating skin issues.
- Physical Therapy staff are going unit to unit to assess residents ability to walk fifty feet.
- Dietary started a new fall/winter menu that includes more comfort food items.
- Reported on recent resident activities.

Finance/Personnel Committee

No report.

Plant and Equipment Committee

Manager Kehl reported that there was no Plant and Equipment Committee meeting in November 2023. The next meeting is scheduled for December 12, 2023 at 9:30am.

Communications Committee

No report.

Governance Committee

No report.

Compensation Committee

No report.

WCCHS-23-093 ELECTION OF BOARD OFFICERS FOR CALENDAR YEAR 2024

In accordance with the BOM By-Laws, Rules and Regulations, the Nominating Committee presented a proposed slate of officers at the October 24, 2023 regular BOM meeting for consideration (Rich Kosmerl as President, Steve Perkins as Vice President, and Jim Wawrzyniak as Secretary).

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

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

The motion was passed upon the following vote:

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

OTHER BUSINESS BROUGHT BEFORE THE BOARD

- Dan Farberman provided an update on the newly created county-wide ambulance service, staffing, equipment, and vehicles.
- Dan Farberman reported that Scott Schrader has accepted the newly created position of County Administrator for the County of Wyoming. It is a one-year appointment, effective 01/02/2024.

EXECUTIVE SESSION

Motion by President Kosmerl and seconded by Manager Wawrzyniak, for the Board to enter into executive session to discuss the following topic(s) at 6:13pm. Dave Kobis, Dan Farberman, Mandip Panesar, MD, and Pam Pettnot remained. All other attendees left the meeting room.

- Regarding proposed, pending or current litigation, legally privileged information:
 - Investigation into data security incident
- The employment history of a particular Salary Schedule P employee.
- Review specific practitioner quality incident – protected under NYS Education Law 6527 and NYS Public Law 2805(m)
- EMS service – protected by the Privacy Rule and Protected Health Information

The motion was passed upon the following vote:

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

Motion by President Kosmerl and seconded by Manager Perkins, the Board exit Executive Session at 6:52pm.

The motion was passed upon the following vote:

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

EXECUTIVE SESSION DISCUSSIONS

Manager Perkins 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, December 19, 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 6:52pm upon motion by President Kosmerl.

James Wawrzyniak, DC, BOM Secretary _____ Date

Pam Pettnot, Recording Secretary _____ 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
RNFA 1st Assistant
Up-Grade from 20A to 20D

WHEREAS, The Wyoming County Community Health System (WCCHS) has a need for the training and development of Registered Nurse First Assistant (RNFA) in the operating room; and

WHEREAS, The Management of the Wyoming County Community Health System (WCCHS) has determined that current labor market rates for this classification now require an adjustment, and

WHEREAS, The Wyoming County Community Health System (WCCHS) desires to continue to offer competitive wages to its employees, retain employees, and successfully recruit future employee, and

NOW, THEREFORE, the parties are in agreement with the following:

- 1. All current and future employees covered under the provisions of the Collective Bargaining Agreement in the classification of RNFA 1st Assistant will be upgraded from grade 20A to a newly created grade of 20D.

2.

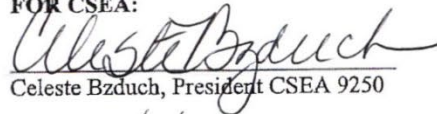
	Step 1	Step 2	Step 2	Step 4	Step 5	Step 6
2022	NA	NA	NA	NA	NA	NA
2023	\$48.01	\$48.97	\$49.94	\$50.93	\$51.94	\$52.97
2024	\$48.97	\$49.94	\$50.93	\$51.94	\$52.97	\$54.02

Registered Nurse First Assist (RNFA)

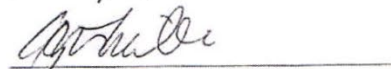
- 3. This upgrade will be effective on the next regular payroll cycle following the signing of this memorandum of understanding, and
- 4. The parties agree that this newly created wage grade will be incorporated into the Collective Bargaining Agreement upon the signing of this memorandum of understanding, and

5. The parties further agree that disputes arising from the application of this Memorandum of Understanding may be subject to redress through the grievance and arbitration or the disciplinary procedures of the Collective Bargaining Agreement.

FOR CSEA:

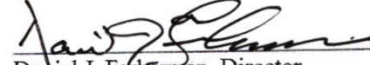

Celeste Bzduch, President CSEA 9250

Date: 10/11/23



Lynn Miller, CSEA Labor Relations Specialist

Date: 10/10/23

FOR THE COUNTY:


Daniel J. Farberman, Director Human Resources

Date: 10/11/23


Rebecca Ryan, Chairperson

Date: 10/12/23

**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
SNF Social Work Assistant
Up-Grade from 12A to 18**

WHEREAS, The Wyoming County Community Health System (WCCHS) has a ongoing need to hire Social Work Assistant(s), and has been advertising to fill vacant positions for several months without success, and

WHEREAS, The Management of the Wyoming County Community Health System (WCCHS) has determined that current labor market rates for this classification now require an adjustment, and

WHEREAS, The Wyoming County Community Health System (WCCHS) desires to continue to offer competitive wages to its employees, retain employees, and successfully recruit and retain employees, and

NOW, THEREFORE, the parties are in agreement with the following:

1. All current and future employees covered under the provisions of the Collective Bargaining Agreement in the classification of Social Work Assistant will be upgraded from grade 12A to grade of 18.
2. This upgrade will be effective on the next regular payroll cycle following the signing of this memorandum of understanding, and approval by the Board of Managers and County Board of Supervisors, and
3. The parties agree that this newly created wage grade will be incorporated into the Collective Bargaining Agreement upon the signing of this memorandum of understanding, and
4. The parties further agree that disputes arising from the application of this Memorandum of Understanding may be subject to redress through the grievance and arbitration or the disciplinary procedures of the Collective Bargaining Agreement.

FOR CSEA:

Celeste Bzduch, President CSEA 9250

Date: _____

Lynn Miller, CSEA Labor Relations
Specialist

Date: _____

FOR THE COUNTY:

Daniel J. Farberman, Director
Human Resources

Date: _____

Rebecca Ryan, Chairperson

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

2023 Holiday Hospital & SNF Staffing
(November 2023)

WHEREAS, there is an anticipated critical staffing shortfall of Clinical Staff of the Wyoming County Community Health System for the 2023 Holiday season, and

WHEREAS, Wyoming County and CSEA have reached this agreement to ensure the safety, well-being and high quality of care to all patients and residents throughout the Health System.

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. For the period of November 19, 2023 until January 6, 2024 employees in classifications listed herein who work additional shifts beyond their respective normal work schedule within the hospital and/or Skilled Nursing Facility as determined by Management will receive extra shift incentives for each scheduled consecutive four (4) hours worked in accordance with the provisions of this Memorandum.
2. Eligible classifications included in this incentive are: Any Full or Part Time, Certified Nurse Assistants, Licensed Practical Nurses, Patient Care Techs, Registered Nurses, RN Supervisors, Psychiatric Assessment Officers (PAO), Hospital Aids, Food Service Worker, Assistant Cook, Cook, Laundry Worker, Social Work Assistants, Respiratory Therapists and Cleaner working in the Health System.
3. The provisions of this memorandum can only be modified in writing by both parties.
4. 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 sign 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.
5. 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 scheduled

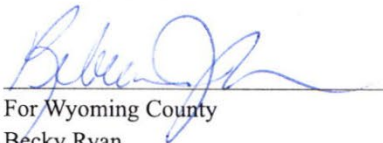
to work their regular shift and works a different shift, at the request of management, this schedule change would not qualify for the additional payment pursuant to this memorandum as it would not constitute additional work beyond normal schedules.

- 6. 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 and supersedes and replaces all prior Memorandum of Understanding pertaining to incentive shift staffing that predates this Agreement,
- 7. Prior to expiration 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.
- 8. Upon expiration the parties agree that the incentive paid to employees who work additional shifts shall return to the provisions and applicable rates as established in the Collective Bargaining Agreement.
- 9. The parties further agree that disputes arising from the application of this Memorandum of Understanding may be subject to redress through the grievance and arbitration procedures or the disciplinary procedures of the Collective Bargaining Agreement.


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.


 Celeste Bzduch, CSEA Unit President


 For Wyoming County
 Becky Ryan
 Chairperson Board of Supervisors


 Lynn Miller, CSEA LRS


 Daniel Farberman
 Director – Human Resources

Date 11/17/23