

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, December 19, 2023.

CALL MEETING TO ORDER

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

ROLL CALL AND QUORUM

BOARD OF MANAGERS PRESENT/ABSENT

★ *participated remotely*

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

STAFF PRESENT/ABSENT

★ *participated remotely*

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

OTHERS PRESENT: Becky Ryan (Chairwoman, Wyoming County Board of Supervisors and Supervisor, Town of Warsaw)

President Kosmerl declared that a quorum was present.

ADOPT THE AGENDA

Motion by Manager Wawrzyniak and seconded by Manager Perkins, the BOM hereby adopts the agenda 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	X	Yes		No		Abstain		Absent
VOTE TOTAL:	8	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS			FAIL			

WCCHS-23-094 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 November 28, 2023

The motion was passed upon the following vote:

VOTE									
Salman Abbasey, MD	X	Yes		No		Abstain		Absent	
Bryan Kehl	X	Yes		No		Abstain		Absent	
Rich Kosmerl	X	Yes		No		Abstain		Absent	
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:									
	8	Yes	0	No	0	Abstain	0	Absent	
RESULTS									
	X	PASS					FAIL		

CEO REPORT

Dave Kobis submitted the following report:

FINANCIALS

- Health system operating loss for November 2023 was \$211,231, which is higher than the October 2023 operating gain of \$9,463, but still considerably better than the last 18-month trend at WCCHS. Operating revenue and operating expenses were both lower in the month of November 2023.
- Staffing agency cost in October 2023 increased to \$189,774, mainly due to increased agency hours used to support the 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 November 2023. Observation, mental health and rehab services volumes were higher. Acute inpatient, ED, imaging, lab, clinic, and GI volumes were lower. Year-to-date, acute inpatient and mental health are down, while SNF, observation, ED, surgery, GI, lab, imaging, rehab services and clinic have all shown growth over the prior year.

VITAL ACCESS PROVIDER ASSURANCE PROGRAM (HOSPITAL VAPAP)

- In November 2023, the Hospital received \$1.1 million in VAPAP funding from New York State Department of Health (NYSDOH).
- 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.

CRITICAL ACCESS HOSPITAL (CAH) DESIGNATION

- WCCHS received approval from the Centers for Medicare & Medicaid Services (CMS) in November 2023 to schedule a formal CAH survey. Although the Joint Commission (JC) indicated the survey would likely take place the first two weeks of December 2023, there has been no confirmation at this time. Once the JC completes the survey and WCCHS responds with an accepted plan of correction, CMS typically takes another 60 days or so to approve the formal conversion to CAH status. The target date for CAH conversion remains in early 2024.
- The New York State Office of Mental Health (NYSOMH) approved the reduction of two behavioral health beds, clearing the way for NYSDOH to approve the formal Certificate of Need (CON) request to reduce inpatient-licensed beds from 62 to 35. WCCHS plans to have an additional 10 observation beds available, allowing the hospital to care for up to 45 patients at any time.
- The hospital continues to work with Stroudwater Associates to prepare for CAH conversion. The NYSDOH Office of Rural Health is covering the cost of the Stroudwater engagement.

WCCHS WYOMING COUNTY ECONOMIC IMPACT STATEMENT

- HANYS released the 2022 economic impact statement for WCCHS in December 2023. This report is released for all member hospitals each year and detailed the job, revenue, and taxes generated through the operation of hospitals in NYS.
- For 2022, WCCHS generated \$145M in economic activity for Wyoming County and the region, more than 1,000 jobs were the direct result of the health system, and more than \$17M in tax revenue was generated. Payroll alone for the health system was \$45M in 2022.
- For the hospital in 2022, there were 118,000 outpatient visits performed, 16,000 patients seen in the Emergency Room, and more than 2,000 patients admitted to the hospital.

OUTPATIENT CLINICS

- WCCHS has hired a Physician Assistant (PA) for the orthopedic service line to start in January 2024. The PA will support Orthopedic Surgeons, Robert Capecci, MD and Sendhan Rajamanickam, MD.
- An offer will be extended shortly for a part-time Family Medicine Nurse Practitioner. This provider will support the Arcade clinic, as well as cover the other three WCCHS primary care clinics.
- Farkad Balaya, MD has submitted his resignation effective 02/19/2024. Gynecology patients will be directed to Rochester Regional, located at 408 North Main Street, Warsaw, NY.
- Neurologist, Dr. Andrew Hilburger's contract is ending 02/28/2024. Patients will be directed to Batavia Neurological Services, PC in Batavia, NY.
- Dr. Sendhan Rajamanickam, Orthopedic Surgeon will start work at WCCHS in February 2024. His credentialing and onboarding is ongoing. Dr. Rajamanickam specializes in hip and knee replacement surgeries.
- The Warsaw Internal Medicine office will undergo a recertification survey for Rural Health Clinic status between January and March 2024.
- The hospital continues to work through a transition plan with the departure of Dr. Abdul Chaudhry, MD. The current plan is to utilize both general surgeons to perform diagnostic GI procedures and refer complex and chronic GI patients to Rochester and Buffalo.
- WCCHS is planning to start performing kyphoplasty procedures by Hemant Kalia, MD, the pain management specialist. Kyphoplasty is a minimally invasive procedure to treat spinal compression fractures by inflating a balloon to restore bone height then injecting bone cement into the spine. Spinal cord stimulator implant procedures are being evaluated as well. These implants are utilized to treat chronic pain.

MARKETING

- The hospitals marketing campaign throughout the Wyoming County service area continues. Example ads are included at the end of this board report.
- 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.
- December 2023 advertising will focus on primary care providers and holiday name and brand reinforcement.

INFORMATION SYSTEMS

- Testing of the CPSI Critical Access module's functionality has begun. Official testing plan is being created.
- Action items from the HIPAA Risk Assessment are about 50% complete, the majority of the items involved updating/creating policies.
- Scoping and workflow analysis is under way to enable MEDENT to send information to CPSI.
- HealthStream, an electronic Learning Management System, is being evaluated. This system will track staff competencies, licensure, and education across all departments. This also allow the facility to create their own training content.
- New software to view EKG testing results has been rolled out and staff training has begun. Over the next few months, both this system and CPSI will be able to send information automatically to each other.

BEHAVIORAL HEALTH

- Inpatient census for the month of November 2023 was at 84% occupancy.
- A total of 65 psychiatric evaluations were completed by the psychiatric assessment officers within the month of November 2023.
- There were no security assistant calls from the inpatient unit for the month of November 2023.
- Plans continue towards renovating 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 NYSOMH 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, completion pending.

- Attended the Behavioral Health Services Advisory Council (BHSAC) meeting in Syracuse, NY to support the reduction of two inpatient behavioral health beds, a requirement for the facility to become a Critical Access Hospital. The BHSAC approved this recommendation. Their approval will be presented to the OMH for their official approval.
- Participated in the NYSOMH calls regarding potential funding that will be released soon to help support a Comprehensive Psychiatric Emergency Program (CPEP). There are currently 19 licensed CPEPs in NYS. The only other rural CPEP is in Clifton Springs, NY. A CPEP is an opportunity to provide more psychiatric emergency care for both our community and surrounding communities in a therapeutic setting. More to come on this potential opportunity.

CHIEF OPERATING OFFICER

- Awaiting Joint Commission survey for Critical Access Hospital status.
- Continue to explore additional tele specialty services to assist psychiatry.
- The Laboratory Services Director is working on a plan of correction in response to their recent Joint Commission survey, still waiting for NYSDOH survey report.
- The former lab draw area, adjacent to the Emergency Room, is being evaluated to expand rooms for the ER. This will allow the hospital to address boarding patients and mental health patients awaiting transfer.
- The final reports for the lab renovation project have been submitted and approved.
- Aramark is providing Interim Directors of Plant Operations and Tim Cook, WCCHS Maintenance Supervisor, is assisting as well.
- Radiology Information System (RIS) upgrade project remains in progress.

DIRECTOR OF NURSING

- Nursing Leadership is working on a plan of correction for the 1-day Joint Commission survey.
- Working with staffing agencies to create quality metrics, hold agencies accountable that they cannot pull staff off the job at will, to conduct agency staff evaluations.
- Working on Progressive Units to move all nursing staff to third floor.
- Working on a new inpatient wound program, Med/Surge nurse is obtaining a wound nurse certification.
- Melissa Koch, Staff Recruiter, started the week of December 4, 2023 and received 69 employment applications in one week through Indeed employment website.
- Lorraina Smith-Zuba, new Director of Surgical Services, is expected to start January 2, 2024.

MEDICAL DIRECTOR

- New Focused Professional Practice Evaluation and Ongoing Professional Practice Evaluation (FPPE/OPPE) cycle and data evaluation is currently in process.
- Scheduled a training session for new Medical Staff Office credentialing software with Lewis County for January 2024.
- Organized a successful retirement party for Dr. Abdul Chaudhry, MD on December 1, 2023. Approximately 60 past and present co-workers and colleagues attended the gathering.

SKILLED NURSING FACILITY

Proudly displayed a new plaque showing the SNFs 4-star overall rating and 5-star quality rating from 2017-2023.

- **Census:**
 - Census for the month of November 2023 averaged 135.
- **Ralph Wilson Foundation / Institute for Healthcare Improvement (IHI):**
 - Staff members allocated to the project have begun extracting data to establish a baseline for multiple data points.
 - Initial training for the project will take place in Boston, MA. Five team members may attend and the facility will receive funding from the project to pay for the associated costs.
- **Staffing:**
 - CNA: First scheduled CNA class is set to conclude December 15, 2023. Eight candidates have been accepted into the next class scheduled to take place after the first of the year.
- **Survey:**
 - Expecting NYSDOH anytime for annual survey.



- **Rehab Services:**
 - Physical Therapy staffing levels are down a per diem PT for the Perry clinic and one 1.0 FTE is out through the end of January 2024.
 - Continued growth expected over the next quarter with the increase in orthopedic services.
- **Infection Control:**
 - The nursing facility has had three residents test positive for Influenza A at the time of this report.
- **Events:**
 - A 101-year-old resident had stated that she wished to ride in a sleigh during her lifetime. A couple of staff members were able to procure a sleigh ride for her throughout the Village of Warsaw. Pictures have been posted on the WCCH SNF Facebook page.
 - Exploring a "Make-A-Wish" program to fulfill wishes/lifelong dreams of residents, potentially funded by the resident council fund.



**May Your Days
Be Merry and
Bright This
Holiday Season!**

WCCHS
Wyoming County Community Health System

WCCHS strives to provide the compassionate and expert care this community deserves - every day, all year long, and to every patient and family member who walks through our doors. As we come to the end of another year, we are reminded how fortunate we are to be your hometown hospital, and give thanks for the opportunity to continue serving the people of this community in the years to come!

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

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



**We've Got Your
Primary Care
Needs Covered!**

For more information visit wcchs.net/family-medicine or contact one of our clinics to schedule an appointment!

Arcade • 401 Main Street, Arcade, NY 14009 • 585-492-5088
Attica • 35 Main Street, Attica, NY 14011 • 585-591-2186
Perry • 1 Parker Lane, Perry, NY 14530 • 585-969-5335
Warsaw • 34 Duncan Street, Warsaw, NY 14569 • 585-786-2290

WCCHS
Wyoming County Community Health System

The care you need is right here, close to home! Our providers see patients of all ages, specializing in the prevention, diagnosis, and treatment of a variety of health issues. From asthma, arthritis, cold and flu to immunizations and health screenings, and everything in between, we've got your primary care needs covered!

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



Wyoming County Community Health System

New York's Hospitals and Health Systems Improve the Economy and Community

Economic and Community Benefits

Economic activity
\$145,000,000

The economic activity generated by hospitals through jobs and the purchase of goods and services makes up 9.6% of the state's entire gross domestic product.^[1]

Jobs generated
1,000

Hospitals and health systems are often the largest employers in communities, generate many more jobs and are top 10 private sector employers in every region of New York.^[2]

Tax dollars generated
\$17,000,000

New York hospitals generate significant tax dollars and stimulate the economies of local communities and the whole state.^[3]

Payroll expenditures
\$45,000,000

New York hospitals' #1 investment is in their people, including direct salary and benefits to their employees.^[4]

Patients Served

Outpatients provided care
118,000

People treated in the emergency room
16,000

People admitted to hospitals
2,200

Babies delivered
200

Hospitals serve patients in their communities 24/7, 365 days a year.^[4]

Patients covered by Medicare and Medicaid

At this hospital, Medicare and Medicaid patients make up:

- **69%** of all people admitted
- **50%** of all outpatients provided care

55% of this hospital's patient service revenue comes from Medicare and Medicaid. This is a result of the large volume of services being reimbursed by Medicare and Medicaid, which do not cover the cost of care, driving significant underpayment from these public insurance programs.^[4]

Data sources:

^[1] Data are mainly from 2022 New York state hospital cost reports and the 2021 RIMS II multipliers. The New York State GDP is from the Bureau of Economic Analysis.

^[2] Data are mainly from 2022 New York state hospital cost reports and the 2021 RIMS II multipliers. Private sector employment information is from the NYS DOL.

^[3] Data are mainly from 2022 New York state hospital cost reports and state/federal tax tables.

^[4] Data are mainly from 2022 New York state hospital cost reports.

EMS UPDATE

Dave provided an update on the new County-owned EMS service and the impact it is having on the Hospital. In the absence of a formal EMS dispatch function, hospital clinical staff are pulled away from direct patient care responsibilities to call the County ambulance directly or seek transport by other ambulance agencies. This new process is placing a considerable burden on hospital clinical staff potentially causing patient safety issues. Wyoming County needs to develop a 24/7 dispatch function to handle all urgent and non-urgent EMS calls. The County also needs to develop a back-up or redundant advanced cardiac life support (ACLS) EMS capability to handle peak EMS needs across the service area.

PRIMARY CARE PROVIDER OFFICE CONCERNS

Manager Shirley shared a concern she received from a member of the medical community who has experienced a significant bump in transfer of patients because the Perry primary care clinic will no longer prescribe controlled substances as of January 1, 2024.

Dr. Ahmed Bayoumi responded that in the spring of 2023, WCCHS patients were handed a letter explaining that WCCHS would no longer prescribe long-term opioids to manage chronic, non-cancer pain; however, would provide non-opioid based medications and interdisciplinary support for chronic, long-term pain management. Patients were advised to contact their PCP for a referral to another WNY clinic if they choose to continue pain management approaches including controlled medications. A lengthy discussion pursued.

Manager Shirley also voiced an issue with availability of appointments for sick visits and continuity of pediatric care. Patients don't want to be sent to the ER for frequent urinary tract infections and don't want a primary care provider who sends them to the ER every time their child has a fever.

Dr. Salman Abbasey commented that some same day appointments are available and every attempt is made to see patients in a timely manner. In addition, there are multiple nurse practitioners (NPs) within the WCCHS primary care clinics available to treat pediatric patients. In the Perry clinic, Dr. Abbasey is seeing more adult patients (over the age of 18) so that his NP can focus more on pediatric patients.

MEDICAL DIRECTOR REPORT

Report included in CEO report. No further report.

MEDICAL STAFF PRESIDENT REPORT

Ahmed Bayoumi, MD announced that he is termed out as Medical Staff President. Greg Collins, DO will assume the Medical Staff President role, effective January 1, 2024. Dr. Bayoumi also thanked President Kosmerl and Manager Reagan for attending Dr. Abdul Chaudhry's retirement party.

WCCHS-23-095 PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE

Motion by President Kosmerl and seconded by Manager Wawrzyniak, the preauthorized accounts and accounts payable processed totaling \$3,618,886.56 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	X	Yes		No		Abstain		Absent
VOTE TOTAL:	8	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS					FAIL	

WCCHS-23-096 APPROVE WRITE-OFFS, DENIED CLAIMS, AND BAD DEBT

Motion by Manager Perkins and seconded by Manager Rogers, the write-offs/denied claims/bad debt totaling \$187,263.88 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	X	Yes		No		Abstain		Absent	
VOTE TOTAL:	8	Yes	0	No	0	Abstain	0	Absent	
RESULTS	X	PASS					FAIL		

WCCHS-23-097 PERMISSION TO DECLARE ITEMS AS SURPLUS

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

The motion was passed upon the following vote:

VOTE									
Salman Abbasey, MD	X	Yes		No		Abstain		Absent	
Bryan Kehl	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:	8	Yes	0	No	0	Abstain	0	Absent	
RESULTS	X	PASS					FAIL		

PERSONNEL REQUISITIONS IN PROCESS

The personnel requisitions in process were presented for information only.

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)												
December 19, 2023												
	Proposed Positions for Approval			Vacating Employee			Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits
Senior Manager	Title/Department	FTE	Schedule									
D. Bayliss:	Food Service Helper/08.313	0.40	WCCH	Kissler Tumangob	12/08/2023	\$17.18	\$13,400	\$1,025	\$17.18	\$13,400	\$1,025	
	Cleaner/08.206	1.00	WCCH	Justin Grimmelt	11/30/2023	\$16.55	\$32,273	\$12,783	\$16.19	\$31,571	\$12,505	
	Food Service Helper/08.301	1.00	WCCH	Kelly Klump	12/30/2023	\$17.42	\$33,969	\$13,455	\$15.62	\$30,459	\$12,065	
Gibson:	RPN/03.206	1.00	WCCH	Ashley Pielechowski	12/23/2023	\$39.38	\$76,791	\$30,417	\$33.36	\$65,052	\$25,767	
	RPN/03.205	1.00	WCCH	Sherrie Silvis	11/25/2023	\$47.15	\$91,943	\$36,418	\$33.36	\$65,052	\$25,767	
J. Bayliss:	Unit Helper Per Diem/08.027	0.00	WCCH	Jasper McCoy	12/11/2023	\$14.44	\$2,816	\$215	\$14.44	\$2,816	\$215	
Coffa:	LPN/04.847	1.00	WCCH - FMC	Kimberly Hatch	12/05/2023	\$26.08	\$54,246	\$21,487	\$26.08	\$54,246	\$21,487	

WCCHS-23-098 APPROVE PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT

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

PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT				
December 19, 2023				
POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - D. Gibson				
Create 1 - 0.00 FTE Emergency Department Coordinator Per Diem (Cost Center 371) Schedule WCCH, Grade 8 \$20.37 - 22.96/Hr. Available date: December 20, 2023	\$3,972	\$304	\$0	\$0
Create 1 - 0.00 FTE Emergency Patient Care Technician Per Diem (Cost Center 371) Schedule WCCH, Grade 6 \$17.81 - 19.89/Hr. Available date: December 20, 2023	\$3,473	\$266	\$0	\$0
Chief Executive Officer - D. Kobis				
Amend Salary Schedule - 1.00 FTE Director of Special Projects (Cost Center 790)/01.630.666 Schedule C From: \$95,000/Yr To: \$110,000/Yr. <i>Per Offer Letter Issued on September 16, 2022 and Satisfactory Performance Review</i> Available date: October 14, 2023	\$110,000	\$43,571	\$95,000	\$37,630
Sr. Manager - D. Bayliss				
Create 1 - 1.00 FTE Medical Technologist (Cost Center 021) Schedule WCCH, Grade 18A \$28.03 - 34.85/Hr. Available date: November 30, 2023	\$67,958	\$26,918	\$0	\$0
Delete 1 - 1.00 FTE Senior Medical Technologist (Cost Center 021)/06.381 Schedule WCCH, Grade 18C \$42.98/Hr. Effective date: 12/20/2023	\$0	\$0	\$83,811	\$33,198
Sr. Manager - B. Coffa				
Create 1 - 0.75 FTE Phycian Assistant (Cost Center 679) Schedule P \$131,000/Yr. Available date: January 15, 2024	\$131,000	\$38,920	\$0	\$0
TOTALS	\$316,403	\$109,979	\$178,811	\$70,827
TOTAL ANNUAL INCREASE:				\$176,743

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	X	Yes		No		Abstain		Absent
VOTE TOTAL:	8	Yes	0	No	0	Abstain	0	Absent
RESULTS	X	PASS				FAIL		

WCCHS-23-099 APPROVE MEMORANDUMS OF UNDERSTANDING (MOUS) WITH CSEA FOR INVENTORY CLERK, SOCIAL WORK ASSISTANT, PSYCHIATRIC ASSESSMENT OFFICERS AND CRISIS COUNSELOR

Motion by President Kosmerl 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 for Inventory Clerk, signed 11/08/2029 and for Social Work Assistant upgrade from 12A to 18, Psychiatric Assessment Officers and Crisis Counselor upgrade from 18 to 18B, 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	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	X	Yes		No		Abstain		Absent	
VOTE TOTAL:									
	8	Yes	0	No	0	Abstain	0	Absent	
RESULTS									
	X	PASS					FAIL		

WCCHS-23-100 AMEND SALARY SCHEDULE C

Motion by Manager Reagan and seconded by Manager Shirley, the BOM hereby sets the salaries for employees in the job titles covered by Salary Schedule C, effective 01/01/2024, reflecting a three percent (3.0 %) cost of living adjustment (COLA) consistent with County Salary Schedules S and D and the CSEA bargaining agreement, with the exception of the following: the Hospital Administrator position that is governed by a separate contract and per diem positions, pending approval by the Wyoming County Board of Supervisors.

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	X	Yes		No		Abstain		Absent	
VOTE TOTAL:									
	8	Yes	0	No	0	Abstain	0	Absent	
RESULTS									
	X	PASS					FAIL		

WCCHS-23-101 2024 MINIMUM WAGE INCREASE

Dan Farberman reported that the NYS minimum wage is increasing to \$15.00 per hour effective January 1, 2024. As a municipal employer, WCCHS is not required to pay NYS minimum wage. Upon completion of the 2024 survey for minimum wage of nursing homes, it was determined that the SNF Unit Helper position is currently paid \$14.34 per hour, increasing to \$14.77 per hour after the 3% cost of living adjustment on January 1, 2024. The senior leadership team recommended increasing the SNF Unit Helper position, Grade 1A, Step 6 to \$15.00 per hour to avoid a competitive disadvantage.

Motion by Manager Kehl and seconded by Manager Perkins, the BOM hereby approves increasing the SNF Unit Helper position, Grade 1A, Step 6 above the COLA increase of \$14.77 per hour to \$15.00 per hour, effective January 1, 2024, pending approval by the Wyoming County Board of Supervisors.

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	X	Yes		No		Abstain		Absent	
VOTE TOTAL:									
	8	Yes	0	No	0	Abstain	0	Absent	
RESULTS									
	X	PASS					FAIL		

WCCHS-23-102 APPROVE CONTRACTS AND/OR GRANTS

Motion by President Kosmerl and seconded by Manager Perkins, 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-23-034 approved on 04/25/2023 [BOS Resolution #23-289 approved on 05/09/2023 with **IFEOMA IGBOELI, MD**, 2708 Cove Cir E, Ashville, NY 14710, an independent contractor agreement to provide general surgery locum coverage, not to exceed \$50,000.00, effective 05/15/2023 – 05/14/2024 as follows:
 - Increase the not to exceed amount from \$50,000.00 to **\$55,000.00**.

2. Amend Resolution #WCCHS-22-007 approved on 01/25/2022, Resolution #WCCHS-19-007 approved on 01/22/2019 and Resolution #WCCHS-18-118 approved on 10/23/2018 [BOS Resolution #22-103 approved on 02/08/2022, Resolution #19-084 approved on 02/12/2019 and Resolution #18-524 approved on 11/13/2018] with **KALEIDA HEALTH**, 726 Exchange Street, Buffalo, NY 14210 related to an agreement for reference laboratory testing and anatomic pathology services, not to exceed \$2,000,000.00 annually, as follows:
 - Extend the term of the agreement from 01/01/2022 – 12/31/2023 through **01/01/2023 – 12/31/2024**.

3. **ENDOSOFT, LLC**, 135 Broadway, Schenectady, NY 12305, a software maintenance agreement for GI endoscopy software support, \$14,886.30 per year, cumulative \$74,431.50, effective 02/10/2024 – 02/09/2029.

4. **WESTERN NEW YORK PHYSICIANS, PLLC**, 2261 Route 19 North, Warsaw, NY 14569, a professional services agreement to provide required Medical Director coverage of the Skilled Nursing Facility, not to exceed \$100,000.00 per year, \$300,000.00 cumulative, effective 03/01/2024 – 02/28/2027.

5. Amend Resolution #WCCHS-22-043 approved on 04/26/2022 [BOS Resolution #22-300, approved on 05/10/2022] with **MEDCOR STAFFING, INC.**, 155 Summer Street, Buffalo, NY 14222, related to a master services agreement to provide staffing services to the SNF, not to exceed \$100,000 per year effective 05/01/2022 – 04/30/2024, as follows:
 - Increase the not to exceed amount from \$100,000.00 per year to **\$325,000.00 cumulative** for the period 05/01/2022 – 04/30/2024.

6. Amend Resolution #WCCHS-23-041 approved on 05/30/2023 and Resolution #WCCHS-20-007 approved on 01/28/2020 [BOS Resolution #23-340 approved on 06/13/2023 and Resolution #20-096 approved on 02/11/2020] with **POINT CLICK CARE**, 5570 Explorer Drive, Mississauga, ON L4WOC4 related an agreement for Skilled Nursing Facility electronic medical record software, \$61,554.12 per year subscription, effective 04/01/2023 – 03/31/2024.
 - Extend the term of the agreement from 04/01/2023 – 03/31/2024 through **04/01/2024 – 03/31/2025**.
 - Increase the amount from \$61,554.12 per year to **\$64,324.08 per year**.

- JULIE WORTHINGTON, PA**, 25 Fieldstone Terrace, Rochester, NY 14610, an employment agreement – Schedule P to provide professional physician assistant services at the hospital and its orthopedic clinic, \$131,000.00 per year, effective 01/15/2024 – 12/31/2026.

Amend Salary Schedule P as follows:

- Create one (1) 0.75 FTE **Physician Assistant Orthopaedic Clinic** position (Position Code #TBD) under ORTHOPAEDIC CLINIC and set the salary at \$131,000.00 per year, position available date 01/15/2024.
- Amend Resolution #WCCHS-23-018 approved on 02/28/2023 and Resolution #WCCHS-22-093 approved on 10/25/2022 [BOS Resolution #23-181 approved on 03/14/2023 and Resolution #22-627 approved on 11/08/2022] with **HEMANT KALIA, MD**, 38 Delancey Court, Pittsford, New York 14534, related to a professional services agreement to provide interventional pain medicine services, not to exceed \$75,000.00 per year, effective 04/01/2023 – 03/31/2025, as follows:
 - Add services of a mid-level provider and associated cost, effective 01/01/2024 – 03/31/2025.
 - Increase the amount from \$75,000.00 per year to **\$93,000.00 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	X	Yes		No		Abstain		Absent
VOTE TOTAL:	7	Yes	0	No	0	Abstain	1	Absent
RESULTS	X	PASS				FAIL		

**** Manager Abbasey abstained from provider related Contracts #1, #4, and #8.**

CONTRACTS FOR INFORMATION ONLY

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

- VERITY SOLUTIONS GROUP, INC.**, 12131 113th Avenue NE, Suite 200, Kirkland, WA 98034, Verity 340B billing services agreement to provide 340B drug management, \$12,000 per year, \$36,000 cumulative, effective 12/01/2023 – 11/30/2026.
- SPECIAL CARE SYSTEMS**, 1450 E. Ridge Road, Rochester, NY 14621, a support services agreement for annual 24/7 remote maintenance, connectivity, and phone support for critical alert nurse call and wander systems in the hospital and nursing home, \$16,350.67 per year, \$49,052 cumulative, effective 01/01/2024 – 01/01/2027.
- SPECIAL CARE SYSTEMS**, 1450 E. Ridge Road, Rochester, NY 14621, new nurse call master stations agreement to provide and install new UL listed critical alert call answer terminal (CAT) computers as replacement for the aging Windows 7 or 8 Intego or CAT computers at the hospital and nursing home, \$35,739 per year, effective 01/01/2024 – 12/31/2024.
- SUMMIT RENTAL PROPERTY, LLC**, 34 Duncan Street, Warsaw, NY 14569, a lease agreement for approximately 2,000 square feet of space located at 34 Duncan Street, \$33,000 per year, effective 02/01/2024 – 01/31/2025.
- ALCON VISION, LLC**, 6201 South Freeway, Fort Worth, TX 76134, a service contract and trade-in program for constellation vision system, \$9,995 per year, \$29,985 cumulative, effective 10/25/2023 – 10/26/2026.

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.
- Asked board members to review the 2023 committee designation list and to provide any requested changes for committee preferences, otherwise committee membership would remain the same for 2024.

BOARD COMMITTEE CHAIR REPORTS

Acute Quality/Performance Improvement Committee

Manager Wawrzyniak reported that there was no Acute Quality/Performance Improvement Committee meeting in December 2023. The next meeting is scheduled for February 21, 2024.

SNF Quality/Performance Improvement Committee

Manager Rogers reported that there was no SNF Quality/Performance Improvement Committee meeting in December 2023. The next meeting is scheduled for February 21, 2024.

Finance/Personnel Committee

No report.

Plant and Equipment Committee

Manager Kehl reported that there was no Plant and Equipment Committee meeting in December 2023. The next meeting is scheduled for January 9, 2024 at 9:00am.

Communications Committee

No report.

Governance Committee

Manager Wawrzyniak expressed his desire to have a Governance Committee meeting to review the senior leadership succession plan. This meeting will be scheduled for second quarter 2024.

Compensation Committee

No report.

OTHER BUSINESS BROUGHT BEFORE THE BOARD

President Kosmerl advised board members that Anna McTernan is available to attend a reception honoring her late husband and former WCCHS CEO, Joseph McTernan. A photo of Joe and a plaque will be unveiled during the reception. The date is tentatively scheduled for Monday, January 15, 2024 at 2:00 pm outside the First Floor Conference Room. Pam Pettnot was asked to send an invitation to Senator Chuck Schumer, Jr. Senator Kirsten Gillibrand, Congresswoman Claudia Tenney, NYS Governor Kathy Hochul, NYS Senator George Borrello, NYS Assemblyman David DiPietro, the Wyoming County Board of Supervisors, and Wyoming County Department Heads.

President Kosmerl reviewed talking points for the Joint Commission survey leadership session:

- What is the Boards role in quality and safety?
- Board orientation, especially if not in healthcare.

NEXT REGULAR MEETING

The next regular meeting is scheduled for Tuesday, January 23, 2024 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 6:18pm upon motion by President Kosmerl.

James Wawrzyniak, DC, BOM Secretary Date

Pam Pettnot, Recording Secretary Date

RUN DATE 12/13/23
TIME 15:53

WYOMING COUNTY COMMUNITY HLTH
FIXED ASSETS

PAGE 1
FALIST

CUR REMOVALS FROM 12/01/23 THRU 12/31/23 ACCUM. DEPR. GL# SEQ

TAG NUMBER	ACC. DEP. NUMBER	LOCA.	DESCRIPTION----	SERIAL NUMBER-----	ACQUIRED MET DATE	PURCHASE VALUE	SALVAGE VALUE	LIFE	DEPREC.	FISCAL DEPREC.	ACCUM DEPR.
016197	11132100	302	BED,CHAPERONE C	11016216	S06/30/11	6149.56	.00	Y 10	.00		6149.56
			ABOVE ITEM REMOVED	12/31/23							
016198	11132100	302	BED,CHAPERONE C	11016218	S06/30/11	6149.56	.00	Y 10	.00		6149.56
			ABOVE ITEM REMOVED	12/31/23							
016199	11132100	302	BED,CHAPERONE C	11016213	S06/30/11	6149.56	.00	Y 10	.00		6149.56
			ABOVE ITEM REMOVED	12/31/23							
016200	11132100	302	BED,CHAPERONE C	11016217	S06/30/11	6149.56	.00	Y 10	.00		6149.56
			ABOVE ITEM REMOVED	12/31/23							
016201	11132100	302	BED,CHAPERONE C	11016215	S06/30/11	6149.56	.00	Y 10	.00		6149.56
			ABOVE ITEM REMOVED	12/31/23							
016202	11132100	302	BED,CHAPERONE C	11016214	S06/30/11	6149.56	.00	Y 10	.00		6149.56
			ABOVE ITEM REMOVED	12/31/23							
016833	11132100	381	VIDEO PROCESSOR	7365673	S06/30/13	23465.00	.00	Y 5	.00		23465.00
			ABOVE ITEM REMOVED	12/31/23							
016834	11132100	381	LIGHT SOURCE CL	7335585	S06/30/13	11037.50	.00	Y 5	.00		11037.50
			ABOVE ITEM REMOVED	12/31/23							
016835	11132100	381	FLUSHING PUMP	21301576	S06/30/13	1518.10	.00	Y 10	.00	76.02	1518.10
			ABOVE ITEM REMOVED	12/31/23							
016837	11132100	381	NDS 19" HD MEDI	13-216589	S06/30/13	5406.42	.00	Y 5	.00		5406.42
			ABOVE ITEM REMOVED	12/31/23							
016843	11132100	381	OLYMPUS 26" HD	7359362	S06/30/13	8626.84	.00	Y 5	.00		8626.84
			ABOVE ITEM REMOVED	12/31/23							
016876	11132100	381	STANDARD CART W	21306529	S09/30/13	9262.27	.00	Y 10	.00	462.63	9262.27
			ABOVE ITEM REMOVED	12/31/23							
016983	11132100	304	STRYKER BED W/S	130816437	S10/31/13	5922.30	.00	Y 12	41.13	452.43	5141.22
			ABOVE ITEM REMOVED	12/31/23							
017878	11132100	404	SDC 3 BASE SYST	16L555114	S10/31/17	18302.99	.00	Y 5	.00		18302.99
			ABOVE ITEM REMOVED	12/31/23							
017880	11132100	404	3 CHIP CAMERA C	17B540574	S10/31/17	11745.11	.00	Y 5	.00		11745.11
			ABOVE ITEM REMOVED	12/31/23							
017883	11132100	404	26" WIRELESS MO	SVP266K0483	S10/31/17	6176.40	.00	Y 5	.00		6176.40
			ABOVE ITEM REMOVED	12/31/23							
017884	11132100	404	26" WIRELESS MO	SVP266K0468	S10/31/17	6176.40	.00	Y 5	.00		6176.40
			ABOVE ITEM REMOVED	12/31/23							
017888	11132100	404	3 CHIP CAMERA C	17C511744	S10/31/17	11745.11	.00	Y 5	.00		11745.11
			ABOVE ITEM REMOVED	12/31/23							
017892	11132100	404	26" WIRELESS MO	SVP266K0458	S10/31/17	6176.40	.00	Y 5	.00		6176.40
			ABOVE ITEM REMOVED	12/31/23							
017897	11132100	404	SDC 3 BASE SYST	16L555094	S10/31/17	18302.99	.00	Y 5	.00		18302.99
			ABOVE ITEM REMOVED	12/31/23							
017898	11132100	404	3 CHIP CAMERA C	16K517814	S10/31/17	11745.11	.00	Y 5	.00		11745.11
			ABOVE ITEM REMOVED	12/31/23							
017965	11132100	404	26" WIRELESS MO	SVP266K0453	S10/31/17	6176.40	.00	Y 5	.00		6176.40
			ABOVE ITEM REMOVED	12/31/23							
019407	11132100	404	PRECISION LED L	18D581324	S07/31/21	6065.00	.00	Y 15	33.69	370.59	977.07
			ABOVE ITEM REMOVED	12/31/23							
078919	11132100	302	SECURE II BED (40815125	S09/08/04	6749.94	.00	Y 12	.00		6749.94
			ABOVE ITEM REMOVED	12/31/23							

RUN DATE 12/13/23
TIME 15:53

WYOMING COUNTY COMMUNITY HLTH
FIXED ASSETS

PAGE 2
FALIST

CUR REMOVALS FROM 12/01/23 THRU 12/31/23 ACCUM. DEPR. GL# SEQ

TAG NUMBER	ACC. DEPR. NUMBER	LOCA.	DESCRIPTION	SERIAL NUMBER	ACQUIRED MET DATE	PURCHASE VALUE	SALVAGE VALUE	LIFE	DEPREC.	FISCAL DEPREC.	ACCUM DEPR.
079240	11132100	331	BED SECURE II W	70316222	S04/04/07	7455.72	.00	Y 12	.00		7455.72
			ABOVE ITEM REMOVED 12/31/23								
079241	11132100	397	BED SECURE II W	70316221	S04/04/07	7455.72	.00	Y 12	.00		7455.72
			ABOVE ITEM REMOVED 12/31/23								
079243	11132100	397	BED SECURE II W	70316223	S04/04/07	7455.72	.00	Y 12	.00		7455.72
			ABOVE ITEM REMOVED 12/31/23								
079246	11132100	331	BED SECURE II W	70316225	S04/04/07	7455.72	.00	Y 12	.00		7455.72
			ABOVE ITEM REMOVED 12/31/23								
079852	11132100	331	BED CHAPERONE	90315891	S04/01/09	6009.71	.00	Y 15	33.39	367.29	5776.41
			ABOVE ITEM REMOVED 12/31/23								
079853	11132100	331	BED CHAPERONE	90315887	S04/01/09	6009.71	.00	Y 15	33.39	367.29	5776.41
			ABOVE ITEM REMOVED 12/31/23								
079856	11132100	302	BED CHAPERONE	90315894	S04/01/09	6009.71	.00	Y 15	33.39	367.29	5776.41
			ABOVE ITEM REMOVED 12/31/23								
079859	11132100	302	BED CHAPERONE	90315886	S04/01/09	6009.71	.00	Y 15	33.39	367.29	5776.41
			ABOVE ITEM REMOVED 12/31/23								
079860	11132100	302	BED CHAPERONE	90315888	S04/01/09	6009.71	.00	Y 15	33.39	367.29	5776.41
			ABOVE ITEM REMOVED 12/31/23								
			#ITEMS=	33		271369.07	.00		241.77	3198.12	264333.56
			BEGINNING BALANCE	#ITEMS=	33	271369.07	.00		241.77	3198.12	264333.56
			ASSETS ACQUIRED	#ITEMS=		.00	.00		.00	.00	.00
			ASSETS REMOVED	#ITEMS=	33	271369.07	.00		241.77	3198.12	264333.56
			ENDING BALANCE	#ITEMS=		.00	.00		241.77	3198.12	.00

RUN DATE 12/13/23
TIME 15:53

WYOMING COUNTY COMMUNITY HLTH
FIXED ASSETS

PAGE 3
FALIST

CUR REMOVALS FROM 12/01/23 THRU 12/31/23 ACCUM. DEPR. GL# SEQ

TAG NUMBER	ACC. DEPR. NUMBER	LOCA.	DESCRIPTION---	SERIAL NUMBER-----	ACQUIRED MET DATE	PURCHASE VALUE	SALVAGE VALUE LIFE	FISCAL DEPREC.	ACCUM DEPR.		
					#ITEMS=	33	271369.07	.00	241.77	3198.12	264333.56
BEGINNING BALANCE					#ITEMS=	33	271369.07	.00	241.77	3198.12	264333.56
ASSETS ACQUIRED					#ITEMS=		.00	.00	.00		.00
ASSETS REMOVED					#ITEMS=	33	271369.07	.00	241.77	3198.12	264333.56
ENDING BALANCE					#ITEMS=		.00	.00	241.77	3198.12	.00

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

**Wyoming County Community Health System
Social Work Assistant Up-Grade from 12A to 18
Psychiatric Assessment Officers and Crisis Counselor Up-Grade from 18 to 18B**

WHEREAS, The Wyoming County Community Health System (WCCHS) has a ongoing need to hire Social Work Assistant(s), Psychiatric Assessment Officers and Crisis Counselor 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. All current and future employees covered under the provisions of the Collective Bargaining Agreement in the classification of Psychiatric Assessment Officers and Crisis Counselor will be upgraded from grade 18 to grade of 18B.
3. 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
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: _____

Lynn Miller, CSEA Labor Relations
Specialist

Date: _____

FOR THE COUNTY:

Daniel J. Farberman, Director
Human Resources

Date: _____

Rebecca Ryan, Chairperson

Date: _____