

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, September 24, 2024.

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)

☒ 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) and Scott Schrader (County Administrator)

President Kosmerl declared that a quorum was physically present.

EXCUSE MEMBERS NOT PRESENT

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

- Manager Kehl
- Manager Reagan

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS				FAIL		

ADOPT THE AGENDA

Motion by Manager Rogers and seconded by Manager Perkins, 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	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS					FAIL	

WCCHS-24-053 CONSENT AGENDA

Motion by Manager Wawrzyniak 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 minutesAugust 27, 2024

Governance Committee (08/27/2024)

- Approve the annual review and revisions to the BOM By-Laws

Plant and Equipment Committee (09/17/2024)

- Approve amendment to 2024 capital budget to include the purchase of seven new computer carts for the Medical Surgical unit in the amount of \$45,000
- Approve reallocating capital funds: \$75,000 originally allocated in the 2024 capital budget for maintenance projects be reallocated for the purchase of a new heavy-duty pickup truck for the Maintenance Department

Special Corporate Compliance Committee (09/17/2024)

- Approve the Corporate Compliance Charter policy
- Approve the Annual Compliance Program Self-Assessment Form and authorize President Kosmerl to sign the same
- Approve the Corporate Compliance Plan policy

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS					FAIL	

CEO REPORT

Dave Kobis submitted the following report:

FINANCIALS

- Health system operating gain for August 2024 was \$677,578, which is significantly better than the July 2024 operating gain of \$178,747. Operating revenue and operating expenses were both higher in the month of August 2024.
- The 2020 and 2021 Hospital Intergovernmental Transfer (IGT) reconciliation positively impacted July and August 2024 by \$919,884.
- The last Health Care Worker Bonus payment totaling \$101,729 was received and distributed in August 2024.

- Staffing agency cost in August 2024 increased to \$212,089, mainly due to increased agency hours used to support nursing facility services, rehab services, and the dialysis clinic. Hiring and recruiting plans in place, but area and regional hospitals are all facing same staffing pressures. Progress remains slow.
- Hospital volumes were higher across all service lines in August 2024. Year-over-year, acute inpatient, mental health, ED, GI, lab and clinic are down, while observation, swing beds, surgery, pain procedures, imaging and rehab services have all shown growth over the prior year.

CRITICAL ACCESS HOSPITAL (CAH) UPDATE

- The hospital is beginning to receive enhanced CAH revenue from traditional Medicare. Medicare Advantage CAH payments have not been received.
- Negotiations with the Managed Medicare payors continues and enhanced payments should commence in the 4th quarter of 2024 and continue through 1st quarter of 2025.
- The 340B pharmacy program implementation will begin in January 2025.

NYS VITAL ACCESS PROVIDER TECHNICAL ASSESSMENT

- As you are aware, WCCHS has been enrolled in the Vital Access Provider Assurance Program (VAPAP) for the last couple of years. VAPAP is intended to assist distressed hospitals. As part of WCCHS' enrollment, New York State Department of Health (NYSDOH) has offered a no-cost assessment from consulting group Guidehouse. WCCHS has accepted the offer and will commence the assessment in the next month. The entire engagement should last 60 days or so.
- Guidehouse will provide a rapid diagnostic assessment, identifying areas of opportunity to enhance WCCHS's financial and operational sustainability in the future.
- The final product of the rapid assessment will be a high-level roadmap describing priorities, next steps, and quantifying a potential financial impact of each initiative for Wyoming to consider.

WATER TREATMENT SYSTEM

- As you are aware, WCCHS routinely tests the water supply at the facility and reports these results to the NYSDOH. Results above certain thresholds are noted, and corrective measures and additional testing is required. This testing is required of all hospitals and nursing facilities in NYS.
- To ensure a clean and safe water supply at WCCHS a comprehensive water treatment system was installed in September 2024. This new state of the art system continually treats the water supply using ionized copper and silver. This ionization system uses electrolysis to disinfect water by introducing positively charged copper and silver ions into the water supply. The ions are attracted to the negatively charged cell walls of bacteria, viruses, and fungi, breaking down their proteins and destroying them.
- The benefits of using copper-silver ionization to treat the water supply include:
 - Effectiveness - ionization is considered one of the most effective ways to prevent and treat Legionella and other bacteria.
 - Non-corrosive - copper-silver ionization is not corrosive to metal pipes, including copper, PVC, galvanized steel, and aluminum.
 - Environmentally friendly - ionization is a non-oxidant-based biocide that doesn't contain hazardous chemicals or harmful disinfection byproducts.
 - Fast - copper-silver ionization can achieve complete system disinfection within days.
 - Long-term protection - ionization penetrates biofilm to prevent future recontamination.

PROVIDERS AND OUTPATIENT CLINICS

- A new breast surgeon will begin work at WCCHS later in 2024. The surgeon will be onsite 1-2 days a month to hold a clinic and perform procedures.
- A comprehensive effort to organize and standardize the four primary care clinics in Wyoming County is underway. The intent of this initiative is to better align all of the PCP clinics, improve efficiencies, increase referrals to the hospital, and improve financial outcomes.
- John Valvo, MD and Jack DeLisio have ended clinic at WCCHS. Efforts to replace their services is underway.
- Additional services will commence later in 2024 or early 2025 including colorectal, vascular, wound care, and weight management.

ARCADE PRIMARY CARE CLINIC

- As discussed at the August BOM meeting, the family medicine clinic located at 401 Main Street in Arcade went through a minor reorganization this month. The clinic on Main Street and the former clinic at 263 Liberty Street have struggled financially over the last six years losing more than \$3M of County funding. As a result, the Liberty Street location was closed in 2022 and the Main Street clinic eliminated three positions in September 2024. The Main Street clinic has four medical providers and will accommodate all current patients going forward.
- Despite some rumors there are no plans to close the Arcade location.
- The goal of the reorganization is to improve the financial outcomes and efficiency of the clinic and continue to expand services and programming to the residents in Arcade and the surrounding area.

HOSPITAL CLEANLINESS RECOGNITION

- WCCHS was recently listed as one of the top 350 hospitals in the United States with a CMS 5-star rating for cleanliness in a recent Becker's Healthcare article, "350 Cleanest Hospitals."
- The results are compiled from a national, standardized survey of hospital patients about their experience during inpatient hospital stays. The article is available at <https://www.beckershospitalreview.com/quality/350-cleanest-hospitals.html>.
- This recognition is a testament to the hard work and dedication of Lucy Young, Patti Omans, and the entire environmental services team. They are on the front lines 24 hours per day, 7 days per week, ensuring that our hospital remains a safe and welcoming place for patients, families, and staff. Congratulations!

MARKETING

- The hospital is co-branding with UBMD to include, ED services, Surgery, Medicine, and Orthopedics.
- Marketing projects in process include:
 - Rack cards for several service lines
 - Print and radio ad for Podiatry
 - Ad promoting WCCHS 3D mammography and breast ultrasound service for October breast cancer awareness month
 - Patient testimonial for Dr. David Privitera, MD (Orthopedics)
 - Orthopedic billboards

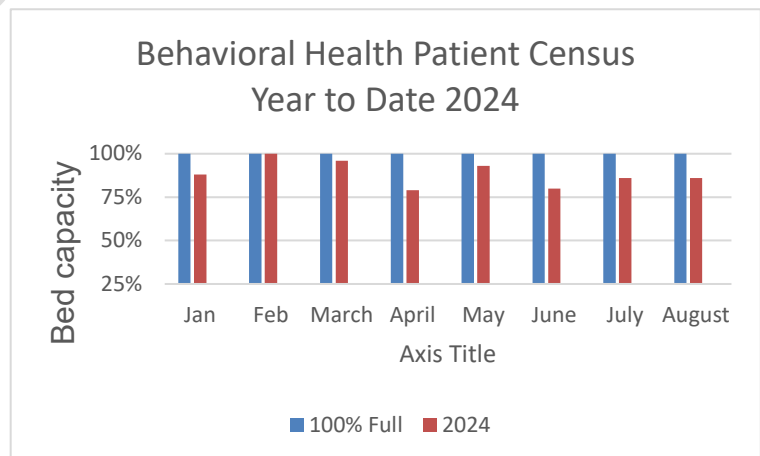


INFORMATION SYSTEMS

- The hospital is working with Lewis County General Hospital to understand their HIPAA medical record auditing and privacy practices. There is software available that works with CPSI to automate this process.
- Network equipment upgrades that were purchased earlier in the summer are being deployed without issue.
- The go-live of the first phase of the Kronos system (timekeeping) upgrade has been delayed until October 28, 2024. This is due to training conflicts.
- Meditech, a possible Electronic Medical Record (EMR) replacement vendor, will be on-site October 8, 2024 to meet with senior leadership and provide an EMR demonstration.

BEHAVIORAL HEALTH

- Inpatient census for the month of August 2024 was at 86% occupancy. Here is a year to date chart of Behavioral Health census.
- A total of 81 psychiatric evaluations were completed by the psychiatric assessment officers within the month of August 2024.
- There were no security assistant calls with police from the inpatient unit for the month of August 2024. No injuries reported.
- The duress system was installed for added security and safety precautions. Behavioral Health staff will either wear a lanyard button or a watch button. When the buttons are pressed, it alerts the main desk that the employee needs assistance.



CHIEF OPERATING OFFICER/CHIEF NURSING OFFICER

- A joint resolution is being made with the Public Health Department proclaiming October as Breast Cancer Awareness Month in Wyoming County. The proclamation promotes early detection, routine screening, increased breast cancer awareness and WCCHS's 3D mammography and bilateral screening breast ultrasound.
- Ongoing meetings continue with Teleneuro (Sevaro) and Department of Corrections and Community Supervision (DOCCS) to provide a clinic to the corrections patients at Attica, Wende, and Groveland.
- New ultrasound equipment was installed in Arcade to diagnose cardiac disorders.
- Genesee Community College (GCC) nursing students restarted clinical rotations at WCCHS.
- The operating room team was able to work with Dr. Sendhan Rajamanickam during a trial of the Rosa robot.
- A new staff preceptor course is being developed to give nurses the skills they need to orient new nurses.
- A new medication diversion detection program called Bluesight was installed recently. The intent of this program is to detect medication diversion activities (primarily narcotic medications) by staff and providers, and immediately address and resolve them. Pharmacy and nursing leadership will monitor reports weekly and investigate medication discrepancies.
- The New Alaris IV pumps are to be rolled out in December 2024.
- ED visits are up 4.8% for 2024, 17% of patient who enter WCCHS ED get admitted.
- Average inpatient daily census for 2024 is 19. This includes inpatients, swing bed, and progressive care unit.

MEDICAL DIRECTOR

- Completed Medical Staff vote to finalize Medical Staff By-Laws and Policy changes/updates to reflect the reappointment of medical staff privileges period from 2 to 3 years and made appropriate increase to dues.
- Continue to explore opportunities for wound care at WCCHS.
- Updated Ongoing Professional Practice Evaluation (OPPE) metrics (patient satisfaction surveys for Primary Care and Hospitalist).
- Continue to negotiate student rotation contracts with area medical schools.

SKILLED NURSING FACILITY

- **Census:**
 - Census for the month of August 2024, averaged 133. Census at the time of this report (August 13, 2024) is 135.
- **Ralph Wilson Foundation / Institute for Healthcare Improvement (IHI):**
 - Learning session in Boston, MA is scheduled for September 24 – 26, 2024.
 - Employee survey results have resulted in the team focusing on improving the employee work schedule; staff have expressed satisfaction following implementation.
- **Staffing:**
 - CNA: 4th class being initiated on September 16, 2024.
 - LPN: Finger Lakes Community College (FLCC) has agreed to initiate an LPN program that will take place between Wyoming and Livingston Counties.
 - We currently have 43 interested candidates that already work in the health system.
 - Monthly work group has been initiated with Genesee, Livingston, Orleans, Wyoming (GLOW) Workforce Development, Community Action, Wyoming County and Livingston County; will continue until the program starts.
 - Plan is for a post-January start date; likely spring 2025.
- **Rehab Services:**
 - Volume year over year remains up. Steady increase observed in acute (swing bed), outpatient, and SNF settings (all 3 disciplines).
- **Respiratory Season (COVID / FLU):**
 - COVID vaccine clinic scheduled for September 19, 2024 for SNF residents.
 - Flu vaccine clinic scheduled for October 3, 2024 for SNF residents.

EMPLOYEE ENGAGEMENT ACTIVITIES

- Employee Satisfaction Survey - Enhancement will create and hand out an employee satisfaction survey. Questions will be related to job satisfaction along with ideas they might enjoy for Employee Enhancement to provide.
- Off Hours events held in Adult Daycare Area – Would like to entertain the possibility of hosting craft classes, game/card days or other small events in the Adult Daycare area on off hours. These would be an Employee Enhancement event and at least one Enhancement Committee member would be present. This would be a question posed on the above survey to see if there would be any interest first.

October:

- Breast Cancer Awareness Month:
 - Wear Pink Wednesdays – Wear pink on each Wednesday of October to show support for Breast Cancer Awareness
 - Pink Ribbons will be distributed to staff who would like to wear them for the month
 - 10/03/2024 will be our monthly treat of soft pretzels and beer cheese from 11a-2p (no beer included)
 - 10/16/2024 Enhancement will go to units with a mocktail cart featuring Pink Lady mocktails and pink animal crackers
 - Department pumpkin decorating contest – Each department that chooses to enter can decorate a pumpkin with a department theme. Fresh or imitation pumpkins can be used. Pumpkins should be brought in on 10/28/2024 and taken to the cafeteria between 10:30am-11am. Employee judging will take place 11am-1pm. The winning department will win a sandwich wrap and chips lunch. Fresh pumpkins must be removed from the facility by 10/29/2024.

November:

- Veterans Day:
 - The Enhancement Committee will be contacting local schools and requesting that the kids make cards or pictures thanking our veterans. These will be added to the board in the cafeteria for the month to show appreciation to all of our employees who are veterans.

December:

- Annual employee holiday meal on 12/18/2024
- Weekly event with prizes
 - Hot Chocolate and white trash bar – Employee enhancement will make the white trash and serve with the hot chocolate
 - Christmas sweater day – prize to the best (or worst)
 - 12 days of gift cards (12/1-12/12) – each enhancement committee member will supply one gift card to go towards this. Members may purchase or seek donations of gift cards. These must be collected by 11/15/2024.

MEDICAL DIRECTOR REPORT

Report included in CEO report. No further report.

MEDICAL EXECUTIVE COMMITTEE/ MED STAFF

No report.

WCCHS-24-054 APPROVE PREAUTHORIZED ACCOUNTS AND ACCOUNTS PAYABLE

Motion by President Kosmerl and seconded by Manager Perkins, the preauthorized accounts and accounts payable processed totaling \$4,470,097.11 be hereby approved as presented.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS				FAIL		

WCCHS-24-055 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 \$386,313.03 be hereby approved as presented.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS				FAIL		

PERSONNEL REQUISITIONS IN PROCESS

The personnel requisitions in process were presented for information only.

PERSONNEL REQUISITIONS IN PROCESS - (RECOMMENDED)										
September 24, 2024										
Senior Manager	Title/Department	FTE	Schedule	Vacating Employee	Hourly Rate	Annual Salary	Benefits	Proposed Hourly	Proposed Annual	Benefits
D. Bayliss:	Cleaner Per Diem/08.256	0.00	WCCH	Nancy Tracy 08/17/2024	\$18.35	\$3,578	\$274	\$18.35	\$3,578	\$274
	Student Aide/09.103	0.40	WCCH	Samantha Roggow 08/03/2024	\$13.55	\$10,569	\$809	\$13.25	\$10,335	\$791
J. Bayliss:	Unit Helper Per Diem/08.824	0.00	WCCH	Paula Atkinson 09/04/2024	\$15.00	\$2,925	\$224	\$15.00	\$2,925	\$224
	Unit Helper Per Diem/08.810	0.00	WCCH	Dorothy Wiseman 09/22/2024	\$15.00	\$2,925	\$224	\$15.00	\$2,925	\$224
	Occupational Therapist/06.849	1.00	WCCH	Jillian Pyszczynski 09/20/2024	\$45.31	\$88,355	\$37,392	\$45.31	\$88,355	\$37,392
	LPN/04.847	1.00	WCCH	Stephanie Balcer 09/20/2024	\$26.22	\$54,538	\$23,080	\$23.26	\$48,381	\$20,475
M. Wright:	Medical Biller/12.871	1.00	WCCH	Katie Fischer 09/20/2024	\$20.54	\$40,053	\$16,950	\$20.54	\$40,053	\$16,950

WCCHS-24-056 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:

WYOMING COUNTY COMMUNITY HEALTH SYSTEM
PROPOSED PERSONNEL CHANGES/FINANCIAL IMPACT
September 24, 2024

POSITION	ANNUAL SALARY PROPOSED	BENEFIT PACKAGE	BUDGETED SALARY	BUDGETED BENEFITS
Sr. Manager - D. Bayliss				
Delete 1 - 1.00 FTE Pharmacist (Cost Center 415)/06.501 Schedule Supervisory, Grade 12 \$126,233.80/Yr. Effective date: 09/07/2024	\$0	\$0	\$126,234	\$53,422
Sr. Manager - J. Bayliss				
Create 1 - 0.00 FTE LPN Supervisor Per Diem (Cost Center 795) Schedule C \$200/4-Hour Shift Available date: September 25, 2024	\$200	\$15	\$0	\$0
Sr. Manager - D. Gibson				
Delete 1 - 1.00 FTE Quality and Risk Management Coordinator (Cost Center 866)/02.160.545 Schedule C \$80,360.53/Yr. Effective date: August 1, 2024	\$0	\$0	\$80,361	\$34,009
Sr. Manager - B. Coffta				
Delete 1 - 1.00 FTE Medical Office Assistant (Cost Center 630)/12.224 Schedule WCCH, Grade 6 \$18.62/Hr. Effective date: September 15, 2024	\$0	\$0	\$38,730	\$16,390
Delete 1 - 1.00 FTE LPN (Cost Center 630)/04.580 Schedule WCCH, Grade 14B \$25.02/Hr. Effective date: November 1, 2024	\$0	\$0	\$52,042	\$22,024
Sr. Manager - D. Flint				
Delete 1 - 1.00 FTE Health Information Systems Assistant (Cost Center 840)/12.312 Schedule WCCH, Grade 11 \$24.11/Hr. Effective date: September 1, 2024	\$0	\$0	\$47,015	\$19,897
TOTALS	\$200	\$15	\$344,380	\$145,742
TOTAL ANNUAL INCREASE:				-\$489,906

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS					FAIL	

WCCHS-24-057 APPROVED CHANGES TO THE SALARY SCHEDULE C HANDBOOK

Motion by Manager Rogers and seconded by Manager Shirley, the Salary Schedule C Handbook be hereby amended as presented and on file in Administration to remove the list of covered employees by classification and add reference to the current salary schedule for a list of positions included in this benefit group, 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		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS					FAIL	

WCCHS-24-058 APPROVE MEMORANDUMS OF UNDERSTANDING (MOUs) WITH CSEA FOR CHIEF MEDICAL TECHNOLOGIST UNIT ASSIGNMENT AND SNF STAFFING: CERTIFIED NURSE ASSISTANTS, LICENSED PRACTICAL NURSES AND REGISTERED NURSES

Motion 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 to transfer the Chief Medical Technologist position out of the General Unit and transfer the position into the Supervisory Unit and the MOU related to SNF staffing (CNAs, LPNs, RNs) 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		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS					FAIL	

WCCHS-24-059 APPROVE CONTRACTS AND/OR GRANTS

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

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

1. **SIGNATURE STAFF RESOURCES, LLC**, 1460 TL Townsend Drive #104, Rockwall, TX 75032, a client services agreement to provide staffing coverage in the nursing home, not to exceed \$100,000.00 per year, effective 10/01/2024 – 09/30/2025.
2. **BECTON, DICKINSON, AND COMPANY**, 1 Becton Drive, Franklin Lakes, NJ 07417, a pricing and commitment agreement to provide disposables to use with BD IV pumps, \$80,000.00 per year, \$400,000.00 cumulative, effective 11/01/2024 – 10/31/2029.
3. Amend Resolution #WCCHS-23-051 approved on 06/27/2023 and Resolution #WCCHS-22-053 approved on 05/24/2022 [BOS Resolution #23-393 approved on 07/11/2023 and Resolution #22-339 approved on 06/14/2022] with **DAVID M. PRIVITERA, MD**, 16 Merryhill Lane, Pittsford, NY 14534, related to a 3-year Employment Agreement – Salary Schedule P, to provide Orthopaedic services, not to exceed \$510,000.00 per year plus a stipend in an amount of \$62.30 per wRVU in excess of 3,325 wRVUs first six months (to be paid in July) and an amount of \$62.30 per wRVU in excess of 3,325 wRVUs second six months (to be paid in December), plus annual two percent (2%) increase on the anniversary date of the agreement at the end of Year 1 and Year 2, effective 06/01/2022 – 05/31/2025, as follows:
 - Add language regarding call coverage and add a stipend for each additional weekday call coverage is performed beyond the contracted amount at a rate of \$1,000.00 per call shift and a stipend for weekend call coverage performed beyond the contracted amount at a rate of \$450.00 per day, not to exceed \$50,000.00 per year, effective 10/01/2024.

Amend Salary Schedule P as follows:

- Include a ***Stipend for the Orthopaedic Surgeon*** position (Position Code #10.107.589) under ORTHOPAEDIC CLINIC in an amount of \$1,000.00 per call shift beyond the contracted amount for weekday call coverage, effective 10/01/2024.
 - Include a ***Stipend for the Orthopaedic Surgeon*** position (Position Code #10.107.589) under ORTHOPAEDIC CLINIC in an amount of \$450.00 per day beyond the contracted amount for weekend call coverage, effective 10/01/2024.
4. Amend Resolution #WCCHS-23-077 approved on 09/25/2023 [BOS Resolution #23-534 approved on 10/10/2023] with **SENDHAN RAJAMANICKAM, MD**, 11 Whitley Court, Pittsford, New York 14534, related to an employment agreement – Schedule P for orthopedic surgery services, not to exceed \$700,000.00 per year, plus a one-time signing bonus in the amount of \$50,000.00, plus a stipend in an amount of \$77.00 per wRVU in excess of 8,000 wRVUs in any calendar year (wRVUs for a part of any calendar year will be prorated), plus a \$50,000.00 stipend if net orthopedic surgery revenue growth exceeds \$2,000,000.00 over the base contract year, plus a \$100,000.00 stipend if net orthopedic surgery revenue growth exceeds \$4,000,000.00 over the base contract year, plus a stipend of \$250.00 per shift for phone-only on-call services beyond existing contract requirements, plus CME reimbursement of up to \$5,000.00 per year in documented educational expenses, effective on or about 02/01/2024 – 01/31/2027, as follows:
 - Add language regarding call coverage and add a stipend for each additional weekday call coverage is performed beyond the contracted amount at a rate of \$1,000.00 per call shift and a stipend for weekend call coverage performed beyond the contracted amount at a rate of \$450.00 per day, not to exceed \$50,000.00 per year, effective 10/01/2024.

Amend Salary Schedule P as follows:

- Include a **Stipend for the Orthopedic Surgeon** position (Position Code #10.124.589) under ORTHOPAEDIC CLINIC in an amount of \$1,000.00 per call shift beyond the contracted amount for weekday call coverage, effective 10/01/2024.
- Include a **Stipend for the Orthopaedic Surgeon** position (Position Code #10.124.589) under ORTHOPAEDIC CLINIC in an amount of \$450.00 per day beyond the contracted amount for weekend call coverage, effective 10/01/2024.

5. Amend Resolution #WCCHS-24-039 approved on 06/25/2024, Resolution #WCCHS-24-033 approved on 05/28/2024, Resolution #WCCHS-24-025 approved on 04/23/2024, Resolution #WCCHS-23-018 approved on 02/28/2023 and Resolution #WCCHS-21-065 approved on 09/28/2021 [BOS Resolution # 24-410 approved on 07/09/2024, Resolution # 24-375 approved on 06/11/2024, Resolution # 23-182 approved on 03/14/2023 and Resolution #21-465 approved on 10/12/2021] with **UNIVERSITY AT BUFFALO SURGEONS, INC.**, 100 High Street, Buffalo, NY 14203, related to a professional services agreement for general surgeon services, in amount not to exceed \$569,754.00 per year, effective 01/15/2023 – 09/30/2025, as follows:

- Add breast surgeon services at a cost of \$65.00 per wRVU, not to exceed \$50,000.00 per year.
- Add second general surgeon clinic time at a cost of \$60.00 per wRVU, not to exceed \$50,000.00 per year, call coverage negates payment for clinic time when calculating compensation.
- Effective 08/01/2024.

The following item was withdrawn from the contract list before any action was taken.

6. ~~Amend Resolution # WCCHS 24-019 approved on 03/26/2024, Resolution #WCCHS 23-008 approved on 01/24/2023, Resolution #WCCHS 22-117 approved on 12/20/2022, Resolution #WCCHS 21-091 approved on 12/28/2021, Resolution #WCCHS 20-035 approved on 04/28/2020, Resolution #WCCHS 19-111 approved on 09/24/2019, and Resolution #WCCHS 19-007 approved on 01/22/2019 [BOS Resolution #24-270 approved on 04/09/2024, Resolution #23-030 approved on 01/10/2023, Resolution #22-041 approved on 01/11/2022, Resolution #20-244 approved on 05/12/2020, Resolution #19-427 approved on 10/08/2019, Resolution #19-085 approved on 02/12/2019, Resolution #17-362 approved on 09/12/2017 with **ARAMARK HEALTHCARE SUPPORT SERVICES, LLC**, 2400 Market Street, Philadelphia, PA 19103 related to a management services agreement as follows:~~

- ~~• To increase the amount for facilities management from an amount not to exceed \$150,000.00 per year to an amount **not to exceed \$250,000.00 per year** for the period 02/01/2024 – 12/31/2024.~~

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No	**	Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS				FAIL		

**** Manager Abbasey abstained from provider related Contracts #3, #4, and #5.**

CONTRACTS FOR INFORMATION ONLY

None.

BOARD PRESIDENT REPORT

President Kosmerl reported on the following items:

- A portion of the front retaining wall, erected in 2012 timeframe, is starting to subside at the north end.
- Provided an update on the CEO search. Several candidate have applied and virtual interviews are expected to start the week of September 30, 2024.

NOMINATING COMMITTEE

President Kosmerl reported that in accordance with the BOM By-Laws, the President of the BOM is expected to appoint the Nominating Committee consisting of at least three (3) members at the September regular BOM meeting. The Nominating Committee then has the duty of presenting a proposed slate of Officers at the October BOM meeting for consideration and election at the November BOM meeting.

President Kosmerl appointed the following members to the Nominating Committee:

- Manager Wawrzyniak (Chair)
- Manager Rogers
- Manager Shirley

BOARD COMMITTEE CHAIR REPORTS**Acute Quality/Performance Improvement Committee**

Manager Wawrzyniak reported that there was no Acute Quality/Performance Improvement Committee meeting in September 2024. The next meeting is scheduled for November 20, 2024.

SNF Quality/Performance Improvement Committee

Manager Rogers reported that there was no SNF Quality/Performance Improvement Committee meeting in September 2024. The next meeting is scheduled for November 20, 2024.

Finance/Personnel Committee

No report.

Plant and Equipment Committee

Manager Kehl reported that the Plant and Equipment Committee met on September 10, 2024, referred to the draft minutes and reported on the following items:

- The Committee met Jerry Colosimo the new Plant Operations and Maintenance Director
- Discussed the ceiling furnaces versus air handler situation at 408 N Main Medical Building, along with second floor renovations needed to convert to Article 28.

Communications Committee

No report.

Governance Committee

With regards to the BOM By-Laws, Manager Wawrzyniak suggested removing the Corporate Compliance Committee as a subcommittee under Quality (Compliance) Committee and making it a standalone committee that reports directly to the BOM. A draft revision of the BOM By-Laws will be presented for consideration at the regular BOM meeting scheduled for October 22, 2024.

Compensation Committee

No report.

EXECUTIVE SESSION

Motion by Manager Rogers and seconded by Manager Perkins, for the Board to enter into executive session to discuss the following topic(s) at 5:32pm. Dave Kobis, Dawn Bayliss, Mark Wright, Dan Farberman, Becky Ryan, Scott Schrader, and Pam Pettnot remained.

- Performance of one or more employees in the health system enterprise
- Performance of one or more employees in the health system enterprise
- Update on current legal matter, Index No. 9002050
- Update on current legal matter, Index No. 9001460

- Employment history of a particular person and matters leading to the discipline, suspension, dismissal, or removal of a particular person.
- Employment history of a particular person and matters leading to the discipline, suspension, dismissal, or removal of a particular person.

Dawn Bayliss was excused after the first executive session item and left the meeting room at 6:00pm.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS				FAIL		

Motion by Manager Wawrzyniak and seconded by Manager Rogers, the Board exit Executive Session at 7:02pm.

The motion was passed upon the following vote:

VOTE								
Salman Abbasey, MD	X	Yes		No		Abstain		Absent
Bryan Kehl		Yes		No		Abstain	X	Absent
Rich Kosmerl	X	Yes		No		Abstain		Absent
Steve Perkins	X	Yes		No		Abstain		Absent
J. Thomas Reagan, MD		Yes		No		Abstain	X	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:	6	Yes	0	No	0	Abstain	2	Absent
RESULTS	X	PASS				FAIL		

EXECUTIVE SESSION DISCUSSIONS

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

OTHER BUSINESS BROUGHT BEFORE THE BOARD

None.

NEXT REGULAR MEETING

The next regular meeting is scheduled for Tuesday, October 22, 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 7:02pm upon motion by Manager Wawrzyniak.

James Wawrzyniak, DC, BOM Secretary Date

Pam Pettnot, Recording Secretary Date

MEMORANDUM OF UNDERSTANDING**Between the****COUNTY OF WYOMING****And the****CIVIL SERVICE EMPLOYEES' ASSOCIATION, LOCAL 1000, AFSCME, AFL-CIO
WYOMING COUNTY LOCAL 861-9250****Chief Medical Technologist Unit Assignment****(September 2024)**

WHEREAS, the parties have had discussions regarding the Chief Medical Technologist job classification in the Wyoming County Community Health System currently contained in WCCHS Schedule at Grade 18C in the General Bargaining Unit, and

WHEREAS, the parties have concluded that some work assignments performed in this classification are more appropriate to be within the CSEA Wyoming County Supervisory Unit, and

WHEREAS, Wyoming County and CSEA have reached this agreement to transfer the position of Chief Medical Technologist out of the CSEA Wyoming County General Unit, Grade (18C) and into the CSEA Wyoming County Hospital Supervisory Unit at (Grade 10).

THEREFORE, the parties agree to:

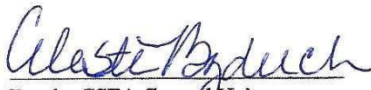
1. Effective with the signing of this Memorandum of Agreement the position of Chief Medical Technologist will be transferred out of the CSEA Wyoming County General Bargaining Unit (Grade 18C) and transferred into the CSEA Wyoming County Hospital Supervisory Unit (Grade 10).
2. The parties agree that this action to transfer the job title of Chief Medical Technologist from the CSEA Wyoming County General Unit to the CSEA Wyoming County Hospital Supervisory Unit will be considered to create a vacancy as defined in section 6.1 of the CSEA Wyoming County Hospital Supervisory Unit Collective Bargaining Agreement and a job posting will be required, to allow qualified applicants an opportunity for consideration.
3. As there is no incumbent in the Chief Medical Technologist job classification who holds a New York State Civil Service permanent appointment for this classification, the candidate selected will receive a provisional Civil Service appointment subject to successful passage of the required New York State Civil Service testing.
4. This Memorandum of Understanding shall not create a precedent or waiver for any other matter, including exclusivity, and can only be modified or extended by written mutual agreement of the parties.

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



For the CSEA
Lynn Miller

For Wyoming County
Becky Ryan
Chairperson Board of Supervisors



For the CSEA General Unit
Celeste Bzduch

Daniel Farberman
Director – Human Resources



For the CSEA Supervisory Unit
Lynne Kilner

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

SNF Staffing
Certified Nurse Assistants, Licensed Practical Nurses and Registered Nurses
(September 2024)

WHEREAS, there is critical staffing shortfall within the Staff of the Wyoming County Community Health System Skilled Nursing Facility (SNF) of Certified Nurse Assistants (CNA's), Licensed Practical Nurses (LPN's), and Registered Nurses (RN's), due to an outbreak of COVID effective both residents and staff, and

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

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



1. Any Full or Part Time, Certified Nurse Assistants, Licensed Practical Nurses, and Registered Nurses who are current employees of the Wyoming County Community Health System or other Wyoming County Department who work additional shifts beyond their respective normal work schedule within the Skilled Nursing Facility shifts as determined by Management will receive extra shift incentives for each scheduled consecutive four (4) hours worked from the period beginning on or about September 18, 2024(with the signing of this memorandum) until such time as the management of the Skilled Nursing Facility deems this incentive no longer needed.
2. The provisions of this memorandum can only be modified in writing by both parties.

Qualifying employees shall be paid as follows:

- Seventy dollars (\$70.00) for four (4) hours per pay period
 - One Hundred and Forty dollars (\$140.00) for eight (8) hours per pay period
 - Two Hundred and ten dollars (\$210.00) for twelve (12) hours per pay period.
3. These incentive shifts will be offered on a first-come first-served basis to bargaining unit employees. If in the event an employee commits to working an additional shift through the signs up procedure and fails to work the committed shift for whatever reason, this employee will be responsible for finding someone to work the shift. If he/she DOES find someone to

cover the shift, there is NO occurrence on the attendance record. If she/he does not find someone to cover the shift, then the attendance policy will apply.

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

 9/20/24
For the CSEA Lynn Miller LRS
 9/20/24
Unit 9250 Pres.

For Wyoming County
Becky Ryan
Chairperson Board of Supervisors

Daniel Farberman
Director – Human Resources

Date _____