

WCCHS

Regular Board of Managers (BOMs) Meeting

September 23, 2025

The regular meeting of the Wyoming County Community Health System (WCCHS) Board of Managers, Wyoming County, New York was held on Tuesday, September 23, 2025.

CALL MEETING TO ORDER

President Kosmerl called the meeting to order at 4:07pm.

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

☐ Justin Bayliss (NF Administrator)
☒ Dan Farberman (WC Human Resource Director)
☒ Mandip Panesar, MD (Hospital Medical Director)
☒ Jeff Perry (Chief Executive Officer)

☒ Pam Pettnot (Executive Assistant)
☒ Mark Wright (Chief Financial Officer)

OTHERS PRESENT: Jim Brick (Vice Chairman, Wyoming County Board of Supervisors and Supervisor, Town of Perry) and Scott Schrader (County Administrator)

President Kosmerl declared that a quorum was physically present. Manager Reagan participated remotely from 188 Ramsey Road, Olmstedville, NY, as indicated in the meeting notice; therefore, he was counted toward the quorum and was eligible to vote.

ADOPT THE AGENDA

Motion by Manager Wawrzyniak and seconded by Manager Perkins, the BOM hereby adopts the agenda as presented including 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	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-25-053 CONSENT AGENDA

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

- BOM meeting minutes – August 26, 2025

Organizational Competencies:
Talent Experience, Customer Experience, Operational & Financial Acumen,
Strategic Growth, Community Impact

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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		

Motion by Manager Perkins and seconded by Manager Wawrzyniak, the following items were listed for consideration on the consent agenda and are hereby accepted as included in the agenda packet and on file in Administration:

- Consent Agenda items from the August 26, 2025 BOM meeting
- Leadership: Organization updates
- Accounts payable exception list
- Accounts payable report
- Write-off, denied and bad debt amounts report – July 2025 and August 2025
- Personnel requisitions in process report
- Personnel changes/financial impact report
- Contracts and/or grants (attached)
- Medical Exec, peer review report
- Credentials committee
- Financial statements with operational stats
- Medical leave summary

CONTRACTS FULLY EXECUTED SINCE AUGUST 26, 2025 BOM MEETING

Contractor Legal Name	Name of Contract	Contract Purpose	Start Date	Autorenewal	Expiration Date	Contract Amount	NOTES
ISS Solutions, Inc.	Inventory Adjustment Form (IAF)	Provide management and repair of biomedical/healthcare equipment and guidance on needs for equipment updates	1/1/2025	No	4/30/2027	\$32,680 annual price adjustment	IAF amends existing Clinical Engineering Services Agreement that commenced on 05/01/2024
American Data Network PSO, LLC	Participating Provider Agreement	To participate in Patient Safety Organization (PSO) data collection, reporting, and evaluation activities in an effort to improve the quality of care delivered	9/1/2025	Yes			
Lewis PA, Zachary	Provider Employment Agreement	To provide Physician Assistant services to General Surgery	7/1/2025	Yes		\$125,000 per year Base compensation plus stipend in the amount of \$10,000 per year for gastroenterology support, plus a one-time payment stipend in the amount of \$3,736 for coverage not accounted for in the difference between prior and new employment agreements, plus stipend in the amount of \$500 per full clinic day when working extra shifts, plus stipend for a quarterly production bonus (wRVUs), plus stipend upto \$5,000 per calendar year for quality and service bonus	
Verity Solutions Group, Inc.	340B Contract Pharmacy Services Amendment #2	340B contract pharmacy services agreement/fees	4/7/2025	No	1/15/2027		
Accredo Health Group, Inc. ESI Mail Pharmacy Service and Express Scripts Pharmacy, Inc.	340 Contract Pharmacy Services Agreement Amendment	Pharmacy services agreement for Accredo and Express Scripts 340B contract pharmacy, actual cost will fluctuate depending on prescription volume/brand/generic/specialty/mail order fulfillment	7/14/2025	Yes		\$24,000 per year	Amendment to include Cardinal as our wholesaler
Accredo Health Group, Inc. (d/b/a Express Scripts)	340B Contract Pharmacy Services Agreement	Pharmacy services agreement for Accredo and Express Scripts 340B contract pharmacy, actual cost will fluctuate depending on prescription volume/brand/generic/specialty/mail order fulfillment	4/1/2025	Yes		\$24,000 per year	
The State University of New York (University at Buffalo, The State University of New York)	Affiliation Agreement	Teaching and supervision of students assigned for clinical experience in the discipline of pharmacy practice	8/1/2025	No	8/1/2030	\$0.00	
QuidelOrtho Sales Company, LLC	GPO Service Agreement	Ortho vision system	9/10/2025	No	9/9/2029	\$14,900 per year	
Community Computer Service, Inc. dba Medent	Suki AI Interface Product Agreement	Simplify the progress note documentation process	8/25/2025	Yes		\$295.00 per month	
Oak Openings Medical PLLC	Professional Services Agreement	For Medical Director of SNF, Medical Review Officer and Medical Director of Workplace Health Services, and Physician Collaborator	8/1/2025	Yes		\$100,000 per year for medical director SNF duties, \$12,500 per year for medical review officer duties, \$12,500 for medical director WPHS duties, \$1,500 per month for physician collaborator, and \$1,000 per full clinic day for extra shifts	
Julie Worthington, PA	Employment Agreement - Addendum #1	Add stipend to support additional surgeon	9/3/2025	Yes		Stipend in the amount of \$125 per hour to support additional surgeon for 4 hours remotely per week	
Margaret Cunningham	Independent Contractor Agreement	Provide NP services in a part-time capacity	8/22/2025	No	8/22/2027	\$75 per hour	
Casey NP, Renee (formerly Groh)	Provider Employment Agreement	To provide professional medical services in the SNF	8/1/2025	Yes		\$130,000 per year Base compensation plus stipend in the amount of \$500 per full clinic day when working extra shifts, plus stipend for a quarterly production bonus (wRVUs), plus stipend upto \$5,000 per calendar year for quality and service bonus	

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Organizational Competencies:
Talent Experience, Customer Experience, Operational & Financial Acumen,
Strategic Growth, Community Impact

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Contractor Legal Name	Name of Contract	Contract Purpose	Start Date	Autorenewal	Expiration Date	Contract Amount	NOTES
James NP, Jacquelyn	Provider Employment Agreement	To provide professional medical services in the SNF	8/1/2025	Yes		\$124,000 per year Base compensation plus stipend in the amount of \$500 per full clinic day when working extra shifts, plus stipend for a quarterly production bonus (wRVUs), plus stipend upto \$5,000 per calendar year for quality and service bonus	
Kalia MD, Hemant	Professional Services	To provide interventional pain management services	4/1/2025	No	3/31/2026		
DiBenedetto MD, Anthony	Independent Contractor Agreement	To provide general surgery services 2 days per month	5/1/2025	Yes		\$2,500 per day	
Ahmed Bayoumi, MD	Employment Agreement - Schedule P Amendment #2	To provide internal medicine services, practice medical director services, and department chair and medical director of internal medicine department	6/1/2025	No	5/31/2029	Stipend in the amount of \$1,000 for each additional 8 hour shift worked by employee	
Privitera MD, David M.	Employment Agreement - Schedule P	To provide orthopedic services	6/1/2025	Yes		\$570,000 per year Stipend in the amount of \$77 per wRVU in excess of 7,100 wRVUs per year, stipend \$1,000 per call shift beyond the contracted amount for weekday call coverage, stipend \$450 per day beyond the contracted amount for weekend call coverage	
Potter PA, Angela	Employment Agreement - Schedule P Amendment #1	To provide professional PA services at the hospital's affiliated internal medicine group offices	6/1/2025	No	11/30/2025	Add stipend for \$250 to provide coverage in various clinics	
Kemp NP, Lisa	Employment Agreement - Salary Schedule P - Amendment #3	To provide nurse practitioner services to WCCHS	6/1/2025	No	8/31/2025	Add \$500 stipend for each additional eight hour shift worked	
Gomez MD, Joseph	Employment Agreement - Amendment #1	Revised language in Exhibit A #2 regarding incentive compensation	8/1/2025	No	2/1/2027	No change	
Gomez MD, Joseph	Employment Agreement - Schedule P	To provide cardiology services at the hospital	2/1/2023	No	2/1/2027	\$525,000 per year plus stipend for wRVUs	Term is 3 years plus one additional year upon mutual agreement of the parties
Brown NP, Debra A.	Employment Agreement - Schedule P	To provide professional medical services at the hospital's affiliated internal medicine group offices	7/1/2022			\$131,400 per year	
Healthcare Coding and Consulting Services	Agreement for Auditing Services	To provide a coding audit	9/9/2025	No	9/9/2026	\$125 per hour	
Medical Information Technology, Inc. (Meditech)	Non-Disclosure Agreement	To discuss products, software features and services	6/16/2025	No	6/15/2028	N/A	
AYA Healthcare, Inc.	Supplemental Staffing Provider Agreement	For travel echo tech to train current sonographers	6/2/2025	No	6/2/2028	\$450,000 max	
Vital Contingent Planning (VCP)	Utilization Review Management Addendum 1	Provide utilization review and peer to peer review and appeal support	4/8/2025	Yes			
Kemp NP, Lisa	Employment Agreement - Amendment #4	To provide nurse practitioner services to WCCHS	8/25/2025	Yes			Update Section 8, Termination
Veterans Administration	Phlebotomy and Urine Agreement	Provide phlebotomy and urine sample collection for veterans	6/1/2025	No	6/30/2030	Revenue \$19,400 per year; \$97,000 contract term (estimate)	
Cummins Sales and Service	Planned Equipment Maintenance	Load bank test / building load test	4/1/2026	No	8/1/2028	\$11,012.50 for 3-year term	
DataGen, Inc.	UIS Data System Software Limited License Agreement	Upgrade system to include SQLBASE database manager software required to run the UIS Data System (UDS), 25 user licenses	8/19/2025	No		\$6,866.52	
American College of Radiology	Practice Site Accreditation Survey Agreement	Survey of quality for breast ultrasound	11/1/2025	No	11/1/2028	\$1,170	
Gray Vance LLC dba Special Care Systems	New Code Blue System	To expand the existing nurse call system and add code blue to Radiology	8/29/2025	No	12/31/2025	\$49,400	
ImageFirst Uniform Rental Service, LLC	Linen service agreement	To provide surgical team members with attire that is appropriate for the environment, available, clean and presentable	3/31/2025	Yes		\$14,000 per year	
Cummins Sales and Service	Planned Equipment Maintenance Agreement	Load bank test for all three generators	1/1/2024	No	12/31/2026	\$4,718.53 per year	
Empire Access Corporation	Service Agreement	Provide a direct and dedicated fiber connection from the hospital to the clinic located on Parker Lane in Perry	7/1/2025	No	6/30/2028	\$4,800 per year	
Empire Access Corporation	Service Agreement	Provide a direct and dedicated fiber connection from the hospital to the clinic located on Duncan Street in Warsaw	7/1/2025	No	6/30/2026	\$5,400 per year	
Wyoming County (Inter Departmental)	Memorandum of Understanding	Expand Behavioral Health Care Collaborative position to full-time status and enhance its scope to include screening, assessment and referral services for individuals struggling with addiction.	5/1/2025	No	4/30/2026	Maximum \$55,000 per year; revenue	

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			

DISCUSSION ITEMS

D'YOUVILLE DO PROGRAM PRE-ACCREDITATION

Mandip Panesar, MD reported that D'Youville University's Doctor of Osteopathic Medicine (DO) program received pre-accreditation and is scheduled to open in Fall 2026. WCCHS signed an academic affiliation agreement with D'Youville University College of Osteopathic Medicine to provide clinical learning experiences to students.

BOARD OF MANAGERS BY LAWS, RULES AND REGULATIONS

President Kosmerl reported that the BOM Governance Committee met prior to this meeting and acknowledged that the BOM By-Laws require an extensive revision. The Committee will continue its work on the revision and anticipates presenting a final version by the end of the first quarter of 2026.

APPOINT 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. In December, the newly elected President appoints committee members and January 1, 2026, the newly elected Officers take their positions.

President Kosmerl appointed the following members to the Nominating Committee:

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

HOSPITAL BOARD OF MANAGERS SUCCESSION PLANNING RECOMMENDATION TO WYOMING COUNTY BOARD OF SUPERVISORS

President Kosmerl discussed the need to expand board membership to ensure continuity, strengthen governance, and achieve broad representation from the 16 towns within the county. Current members were asked to consider potential candidates and provide names of individuals who could be recommended for future board membership.

DISTRIBUTION OF FUTURE BOM MEETING AGENDA

At the August 26, 2025 regular BOM meeting, there was discussion about establishing a secure cloud location where board members would receive a view-only link via email to access future BOM meeting agendas and related documents. Each board member has been assigned a wcchs.net account for this purpose and access instructions were emailed to all board members in August 2025.

Jeff Perry offered alternative options for sharing agendas and related document, including:

- Microsoft SharePoint – A secure, centralized location where all board documents can be stored, allowing members to access the most current version at any time and eliminating the need to distribute large PDF files.
- PDF Portfolio – A single, integrated PDF file containing multiple documents, enabling members to quickly preview individual components without opening each file separately. PDF Portfolio would need to be downloaded to the user's local device in order to be opened and viewed.

Scott Schrader reminded attendees that, under the Open Meetings Law, agendas and records to be discussed at an open meeting are considered public documents and are to be made available and posted to the WCCHS website at least 24 hours before the meeting rather than distributed only to Board members, with the exception of those topics exempt by federal or state law.

There was discussion with differing opinions on the matter, and President Kosmerl noted that further dialogue and evaluation of options will be needed.

FINANCIAL STATEMENT SUMMARY WITH AR/AP/CASH ON HAND TREND

Mark Wright reviewed the August 2025 operating statement and key benchmarks. Financial statements were included in the agenda packet, Pages 26-32.

OTHER BUSINESS BROUGHT BEFORE THE BOARD

- Scott Schrader commented that, as a county entity, WCCHS cannot solicit or conduct fundraising directly (as noted in the SNF Leadership Report). All fundraising activities must be carried out through the Foundation (Wyoming Community Hospital Foundation). Along the same lines, county or health system resources—including email, computers, advertising or marketing, and staff time—cannot be used for fundraising purposes. Scott also cautioned that the Foundation's 501(c)(3) status requires careful compliance with regulations distinguishing gambling from fundraising activities.
- Manager Reagan attended the annual Healthcare Trustees of New York State (HTNYS) conference in Saratoga Springs, NY, September 11 – 13, 2025 and will provide a summary of key takeaways to the BOM at the regular BOM meeting scheduled for October 28, 2025.

EXECUTIVE SESSION

Motion by Manager Wawrzyniak and seconded by Manager Abbasey, for the Board to enter into executive session to discuss the following topic(s) at 5:27pm. Jeff Perry, Jim Brick, Scott Schrader, Dan Farberman, and Pam Pettnot remained. All other attendees left the meeting room.

1. Status on activities related to the proposed breach of contract claim with a hospital doctor.
2. The employment history of a particular employee in the health system.
3. Organization's strategic planning initiatives.
4. Risk, accreditation, and regulatory report information not subject to release by Public Health Law.

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		

Motion by Manager Rogers and seconded by Manager Kehl, the Board exit Executive Session at 6:10pm.

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		



Organizational Competencies:
***Talent Experience, Customer Experience, Operational & Financial Acumen,
Strategic Growth, Community Impact***

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EXECUTIVE SESSION DISCUSSIONS

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

NEXT REGULAR MEETING

The next regular meeting is scheduled for Tuesday, October 28, 2025 at 4:00pm.

ADJOURN

There being no further business to come before the Board, the meeting duly adjourned at 6:11pm upon motion by Manager Wawrzyniak.

James Wawrzyniak, DC, BOM Secretary Date

Pam Pettnot, Recording Secretary Date