

Johnson County Hospital District

BOARD MINUTES

August 26, 2020

The Board of Trustees of Johnson County Hospital District met for its August Board Meeting on Wednesday, August 26, 2020 at 6:33 P.M. in the Lake Angeline Conference Room. The following members were present:

Mark Schueler, M.D., President
Cristy Kinghorn, Secretary
Tom Holt, Board Member
Bill Dooley, Treasurer
Tom Berry, DVM, Board Member
Alecia Kozisek, Board Member

Those Absent:

Others Present:

Sean McCallister – CEO
Becky Rodriguez – Administration
Crystal Smith – Family Medical Center Director
Mary Litzel – JCHC DON
Amanda Walter – Home Health/Hospice Director
Ryan Ludwig, MD – Chief of Staff
Lisa Mullen, MD
Jennifer Rice, MD
Laurie Hansen – Director of Administration
Brenda Gorm – AHCC DON
Stephen Dow – Buffalo Bulletin
Aaron Palmer – Big Horn Mountain Radio
Dan Odaz – Plan One Architects
Mark Bentley – 307 Net Radio

Dr. Schueler called the meeting to order. Alecia Kozisek made a motion to approve the minutes from the July 15, 2020 Joint Board work session. Tom Berry seconded the motion. All members voted in favor of the motion.

Tom Holt made a motion to approve the minutes from the July 15, 2020 board meeting. Bill Dooley seconded the motion. All members voted in favor of the motion.

Alecia Kozisek made a motion to approve the minutes from the July 22, 2020 special board meeting. Tom Holt seconded the motion. All members voted in favor of the motion.

Dr. Ludwig, Chief of Staff, informed the board about the Medical Staff and hospital and clinic volumes.

Brenda Gorm, RN, reported AHCC's census is 40 of 44. Two beds are required to remain open for potential COVID isolation purposes. Staffing has been challenging with summer CNAs returning to college for fall semester. Resident family members are cooperating with and appreciative of outside visitation opportunities.

Laurie Hansen, RN, provided the current Key Quality Indicators Summary and noted new CMS guidelines that JCHC is already mostly compliant with. Dr. Schueler asked questions about the erratic nature of our HCAHPS patient satisfaction scores. Laurie and Sean addressed his questions and explained that a variety of factors impact the scores, including "top box" rating on the survey, highly variable response rates, etc. Sean mentioned that nurses and physicians primarily drive scores on this specific survey.

Crystal Smith, RN, reported the clinic is picking up again after significant volume slippage from the pandemic. She also updated the board on the clinic staffing changes and the use of a Medical Assistant while a nurse is temporarily out on maternity leave.

Amanda Walter, RN, reported on Home Health and Hospice QAPI results, patient stats and department staffing status. Volumes have increased during the past few months.

Mary Litzel, RN, reported the acute care area status and informed the board she hired a full-time dietician as part of our strategic work plan. JCHC anticipates using this role in a variety of new and expanded ways.

Sean McCallister congratulated Mary Litzel on JCHC receiving a partnership award from the University of Wyoming nursing school.

Sean shared that he recently spoke to a patient who asked if JCHC has a "patient advocate." Thus, he appointed Laurie Hansen, administration director, to serve in that role going forward.

Becky Rodriguez provided the credentialing report. The board reviewed applications for appointment / reappointment to the Medical Staff. Following the review, Bill Dooley made a motion to appoint / reappoint and grant privileges to the following applicants. Tom Berry seconded the motion. All members voted in favor of the motion.

Initial Appointment:

- Miller, JesseDO Family Medicine

Reappointment:

- Taylor, WilliamMD Radiology
- Pickrell, JohnMD Cardiology
- Mullen, LisaMD Family Medicine

After Sean McCallister suggested the board schedule another annual strategic work session in November, the board selected November 18. Specific times and the agenda will be finalized during the October board meeting.

Dan Odasz, Plan One Architects, and Sean updated the board on SLIB COVID project detail and timing, as well as the process used to select a construction company.

Becky Rodriguez and Sean McCallister presented the July 2020 month-end and year-to-date financial performance results.

Sean McCallister discussed the \$70,000 RAPID PCR COVID analyzer previously approved by the board via email vote due to the SLIB board's strict time constraints. The SLIB board convenes on Aug 27 to discuss and approve grant applications.

Sean McCallister presented a request to purchase a replacement food steamer for AHCC as an out-of-cycle capital expenditure. The existing steamer has not worked reliably for multiple years and needs urgent replacement. The cost is approximately \$10,500. Bill Dooley made a motion to approve the purchase. Cristy Kinghorn seconded the motion. All members voted in favor of the motion.

Sean McCallister informed the board that the Foundation board discussed potential ways to work together to honor and optimize approximately \$600,000 JCHC received from the Wilbur Holt Trust intended for significant construction and/or equipment expenditure (not operational expenses). The Foundation is proposing to use it for (1) JCHC to make a large payment toward its loan obligation to the Foundation for Amie Holt Care Center construction, (2) the Foundation to invest and grow the funds over time and (3) the Foundation to donate the funds back to JCHC at a future date and in a manner that fulfills the Trust's intent. Both hospital and Foundation boards agree in principle on the proposal as long as it passes legal muster. Sean will discuss it with the hospital attorney and report at next month's hospital and Foundation board meetings

Sean McCallister presented information on a new physician compensation and staffing model proposal. He discussed the current circumstances with their related issues and rationale for change. The new model includes changing physicians from production pay methodology to FTE-based salary, starting a hospitalist program, allocating one part-time physician to the nursing home, and hiring a hospitalist physician and additional ER physicians. The proposed go-live date is January 2021.

Dr. Rice shared her concerns about existing physician model limitations and inequity. She discussed the lack of continuity of care and the time constraints on physicians providing a broad scope of care to many types of patients. She believes the new model will create much needed efficiency and fairness.

Dr. Gonzalez explained the history and mechanics of the existing compensation. He feels it worked well in the beginning, but has not kept pace with generational and medical practice changes over the years. Thus, he supports the proposed new model.

Dr. Ludwig voiced his agreement with the other comments and expressed his support for changing to the new model.

Dr. Mullen agreed with the other physicians and shared her perspective regarding the need for better work-life balance. She supports the new model as well.

After further discussion by board members, Bill Dooley made a motion to proceed with the model changes discussed. Tom Berry seconded the motion. All members voted in favor of the motion.

Alecia Kozisek made a motion to go into Executive Session. Cristy Kinghorn seconded the motion. All members voted in favor of the motion.

Bill Dooley made a motion to end the Executive Session at 9:26 P.M. Tom Holt seconded the motion. All members voted in favor of the motion.

Tom Holt made a motion to adjourn the regular Board meeting. Bill Dooley seconded the motion. All members voted in favor of the motion.

Respectfully submitted,

Cristy Kinghorn, Secretary