

Minutes

BOARD MEMBERS PRESENT

Lori Penner
Sandy Fox
Jeff Yarrow
Richard Cott
Terri Parry

OTHER PERSONS PRESENT

Austin Gillard, CEO
Joel Mason, Attorney
Tanner Wealand, CFO
Mary Jensen, Recording Secretary
Jessica Badsky, RN, DON
Ashton Kobbeman, QA/RM
Michele Metro, Cardiac Rehab
Aaron Proctor, Physical Therapy
Alice Christensen, Food & Nutritional Services

CALL TO ORDER

Lori Penner called the meeting to order at 8:00 p.m.

BOARD MEETING MINUTES

Lori Penner asked if there were any corrections to the board minutes of October 28, 2019. Motion made by Richard Cott, seconded by Jeff Yarrow, to approve the board minutes of October 28, 2019 as presented. Motion carried 3-0. Terri Parry was not present at this time.

AGENDA REVIEW

Nothing to add

OLD BUSINESS

No old business

NEW BUSINESS – DEPARTMENT REPORTS

Michele Metro, RN, Cardiac Rehab Department Manager

Michele stated that they currently have 12 patients in cardiac rehab and will be adding another two patients soon. They currently have four congestive heart failure patients. Michele went to Topeka in September to view their cardiac rehab department. We had four inpatients that we presented congestive heart failure education to. The Lexi representative presented an in-service on October 1. They will be needing some replacement parts for equipment in the future. Thank you to the OR staff for assisting with stress tests which prevents patients from waiting and keeps the work flow consistent. Michele left the meeting at 8:10 p.m.

Aaron Proctor, Physical Therapy Department Manager

Aaron stated that his department has three Physical Therapists and two PTA's. OT & Speech have moved to the east hall and that has really helped free up much needed space. There are four staff members trained in ASTYM. Aaron and Alicia Crowl will be attending a class on SI joint rehab. Aaron has been studying vertigo issue since he is seeing more patients with vertigo. He reviewed the numbers of referrals from CCFP providers in the last year. Aaron left the meeting at 8:25 p.m.

Alice Christensen, Food & Nutritional Services Department Manager

Alice mentioned that Dietary Services has changed their name to Food & Nutritional Services. Her department has had several staffing changes and she feels like she has a good team now with a total of 10 employees (5 FT, 2 PT, 3 PRN's). Employees are cross-training and all are willing to do that. The kitchen has a new six burner stove and is user friendly. They also purchased a new oven system that will steam, bake, roast, and act as a convection oven. A marketing chef came to help with the training process after the installation and was very informative. Alice left the meeting at 8:38 p.m.

QUALITY & HCAHPS PRESENTATION

Ashton Kobbeman – Quality & Risk

Ashton went over our current HCAHPS summary report from July 2019-September 2019, inpatient feedback and inpatient feedback ER. She also went over the Quality Health Indicators Data, patient satisfaction (Inpatient and ER), overall rating of CCMC, and survey insights.

NURSING

Jessica Badsky, RN, DON

Jessica updated the board on nursing/patient education and stated that overall they are doing well. There were eight nominations for the Daisy Award and a winner has been chosen. The winner will be announced in a couple of weeks. Ashton and Jessica left the meeting at 9:00 p.m.

HUMAN RESOURCES

Cindy Rush, Department Manager (joined the meeting at 9 p.m.)

- Holiday Bonus - Cindy Rush presented the request to increase the employee Christmas bonus amounts for full time employees to \$100.00 and part time employees to \$80.00, leaving the prn amounts at \$40 and \$20, the same as last year. After discussion, motion made by Richard Cott, seconded by Sandy Fox, to approved the Christmas bonus amounts as presented. Motion carried 4-0.
- On-Call Proposal – to increase on-call pay from \$1.35 per hour to \$2.00 per hour for those other than OB & OR and to increase holiday on-call for all departments to \$4.00 per hour. After discussion, motion made by Sandy Fox, seconded by Terri Parry, to approve the on-call and holiday on-call proposal as presented. Motion carried 4-0.
- Insurance Renewal – There has not been an increase in the health insurance premiums in the last three years. Proposed is a four percent increase to the monthly premium with the employee and CCMC ratio remaining the same. After discussion, motion made by Sandy Fox, seconded by Terri Parry, to approve the four percent increase to the employee health insurance premiums. Motion carried 4-0.
- Pay Scale Discussion – The last wage scale adjustments were done in November 2016. Adjustments need to move to the most current January 1, 2019 survey data. Scales were reviewed and new pay scales created for each position to the hospital and clinic (except physicians, ER providers and the CEO). All employees were reviewed. Pay rates for employees either remained unchanged or increased according to the data results. After discussion, motion made by Richard Cott, seconded by Jeff Yarrow, to approved the wage scale adjustments as presented. Motion carried 4-0. Austin and Cindy will meet with department managers to go over adjustments. The Board would like to review the pay scale every other year unless there is a need before that.
- 2020 Voluntary Benefit Proposed Changes – Several proposed changes were discussed. After discussion, motion made by Terri Parry, seconded by Jeff Yarrow, to approve the 2020 voluntary benefit changes as presented. Motion carried 4-0. Cindy Rush left the meeting at 9:49 p.m.

AUSTIN GILLARD, CEO

a. General Update

- The Meadowlark Hospice Veterans event on Sunday was great. Thank you to Lori and our hospice team for making this a success!
- Austin talked with Andrew at HFG about the construction of the radiology area. Andrew is working on a design plan.
- Austin met with Dr. McAtee to discuss the current RVU agreement.
- Austin will be meeting with Scott Husted soon to discuss pain management at CCMC.

The meeting adjourned at 10:01 p.m.

The next board meeting will be on Monday, November 25th at 7:00 p.m. in the board room.