

Minutes

BOARD MEMBERS PRESENT

Lori Penner
Jeff Yarrow
Richard Cott
Terri Parry
Sandy Fox

OTHER PERSONS PRESENT

Austin Gillard, CEO
Angela Kobel, CFO
Dr. John Kelley, CMO
Christi Rice, HR Director
High School Students

CALL TO ORDER

Lori Penner called the board meeting to order at 7:55 p.m.

BOARD MEETING MINUTES

Lori Penner asked if there were any corrections to the board minutes from September 29, 2025.

Motion made by Richard Cott, seconded by Terri Parry, to approve the board minutes. Motion carried 4-0.

AGENDA REVIEW

Nothing to add

OLD BUSINESS

Nothing to add

NEW BUSINESS

a. Oracle Health (Cerner) Concurrent Users

Since we signed the Cerner agreement back in January 2020, our team has grown significantly. In 2020, we had 65 concurrent team members using the Cerner system. We now have around 130 team members using the Cerner system. 18 months ago, Cerner informed us we would see an increase at some point due to the utilization of the system. After several conversations, the increase will be \$6,500 more a month, or \$78,000 a year. This new fee will start in January 2026. After discussion, motion made Sandy Fox, seconded by Richard Cott, to accept Cerner's increase of \$6,500 a month due to 130 team members now utilizing the system. Motion carried 4-0.

b. Personal Electronic Device Usage Policy

Christi Rice reviewed a new facility wide personal electronic device policy. We do not have a facility wide policy currently. This policy has been reviewed with our team of department managers over the last two months. Over the last three years, there has been a noticeable increase in the use of personal electronic devices during working hours. This includes team members using earbuds in public-facing areas, watching movies, or listening to podcasts while on duty. This policy is not about restricting technology, but about aligning its use with our mission and ensuring that our patients always feel they are our top priority. After discussion, motion made Jeff Yarrow, seconded by Terri Parry, to approve the Personal Electronic Device Usage Policy. Motion carried 4-0.

c. 2026 Insurance Premiums

Christi Rice, Angela Kobel, and Austin Gillard reviewed our 2025 health insurance claims data. Overall, we are not having a good year in our self-funded health insurance plan. For the plan, it is suggested we increase rates 13.78% due to the projected 2026 claims being almost \$3 million. Austin Gillard suggested that Clay County Medical Center could absorb the increase, like we have over the last several years. The net cost to Clay County Medical Center would be \$357,000. Industry wide, health insurance premiums are increasing 10 to 30 percent. Austin, Christi, and Angela feel we need to keep everything the same for team members and focus on continued growth to offset the

\$357,000 net increase. Christi also let the board know that Delta Dental will need to increase 2.9% and vision insurance will not see an increase. After discussion, motion made Sandy Fox, seconded by Richard Cott, to increase the Delta Dental rate 2.9%, not to increase health insurance rates, and to allow the Clay County Medical Center team to focus on growth to offset the \$357,000 net increase. Motion carried 4-0.

AUSTIN GILLARD, CEO

a. Ortho Update

Our team has started to shadow and train at Manhattan Surgical Hospital to learn the workflow of total joint replacements. Almost all the equipment is here. Dr. McAtee and Dr. Chase will start over at Clay Center Family Physicians in November. Dr. McAtee would like to do his first total knee replacement on December 2nd.

b. 340B Update

Beginning in 2026, HRSA has decided to allow manufacturers to apply to participate in a rebate model instead of providing an upfront discount for the following medications: Eliquis, Jardiance, Xarelto, Januvia, Farxiga, Entresto, Enbrel, Imbruvica, Stelara, and NovoLog/Fiasp. The same ten drugs listed are also subject to Medicare negotiations. As a result, Medicare Part D will begin reimbursing significantly less for these medications. Based on current modeling, we expect to see an average decrease of 20%. Unfortunately, this continues the trend of increasing complexity and decreasing revenue from the 340B program.

c. Vaccines & Immunizations

Last week, Clay Center Family Physicians began administering immunizations in conjunction with office visits for patients that are due. Our Immunization Coordinator, Lacy Alderson, will be monitoring the schedule and communicating with the medical providers and nurses when they have patients that are due for immunizations.

d. CEO Goals

We are moving right along with the goals outlined for 2025. Thank you to all team members for helping to make this a reality. With your dedication, we are able to continue to absorb large financial costs, increase wages/benefits, and provide the highest quality care in the region.

Completed:

January 2025 - Start billing and collecting United Radiology professional fee

January 2025 – Welcome Kristen Manning, FNP-C to the CCMC ER & train on Cerner EMR

February 2025- Finalize the Professional Services Agreements with Associated Urologists and Inspire ENT.

March 2025 - Finalize and order all FF&E for new CCFP Expansion

April 2025 – AI Notes for medical providers via Cerner implemented

May 2025 - Hire another midlevel for Linn and same day appointments in Clay Center

June 2025 - Welcome Wendy Gibson to our mental health team at CCFP & train on Cerner EMR

June 2025 - Finish the CCFP Expansion project and move in

July 2025 - Finalize the Professional Services Agreement with Orthopedic and Sports Medicine Center

July 2025 - Start billing and collecting Associated Urologists professional fee & train on Cerner EMR

July 2025 - Start billing and collecting Inspire ENT professional fee & train on Cerner EMR

July 2025 – Move same day medical providers into the CCFP Suite

August 2025 - Finalize ortho implant agreements. Order all FF&E for new total joints program

August 2025 - Start the Riley Family Physicians 1,700 sq. ft. expansion project

September 2025 - Welcome Crystal Hathorne, PMHNP-BC to our mental health team at CCFP & train on Cerner EMR

September 2025 - Start the Physical Therapy and Cardiac Rehab remodel

October 2025 - Open Vaccine & Immunization Clinic

October 2025 - Finalize and order all FF&E for the Riley Family Physicians expansion project

To Do:

November 2025 - Start billing and collecting Orthopedic and Sports Medicine Center professional fee & train on Cerner EMR

December 2025 - First knee replacement performed at CCMC

December 2025 - Finish the Physical Therapy and Cardiac Rehab remodel

December 2025 - Finish the Riley Family Physicians expansion project

January 2026 – Welcome Yana Bowen, PMHNP to our mental health team at CCFP & train on Cerner EMR

e. Construction Update

Demo has started in the physical therapy space. Work in this area will pickup over the next two weeks. Over at Riley Family Physicians, everything is going very well. All utilities are in place and drywall will start going up.

f. General Update

- Linda Bott, FNP-C is still on track to start with us in November 2025.
- We have an offer out to a Family Practice with OB resident who could start with us in September 2026.

The meeting adjourned at 8:50 p.m.

Next Meeting: October 28 at 8:00 p.m.

Minutes recorded by Austin M. Gillard