

Cascade Medical Center Board Minutes

December 20, 2023

CMC Conference Room/Zoom

12:00 pm – 2:00 pm

Trustees present in person: David Gough, George Greenfield, Lesa Becker and Rachel Smith

Trustees attending remotely via Zoom: Jacque Zemlicka, Michael Drury and David Croshaw

Members absent and excused: None

Others present: Tom Reinhardt, David Donnahoo, Sarah Hasbrouck, Teri Coombs, Craig Trumbull, Max Silverson (McCall Star News)

Call to Order: Meeting called to order by David Gough at 12:01PM.

Mission Moment:

David Gough shared a comment he received from a neighbor, who was struggling with getting a specific service scheduled with a recommended neurosurgeon. Dr. Camarata personally called the specialist office to explain the reason for referral and was able to get the patient scheduled.

Approval of Agenda:

David Gough asked if there were any updates to the agenda. Hearing none, he requested a motion to accept the agenda as posted. Rachel Smith made a motion to approve the agenda as posted, George Greenfield seconded. All members were in favor; motion passes.

2. Consent Agenda:

- a) Approval of Minutes from the November 2023 BOT meeting.
- b) December Medical Staff Minutes & November Utilization Report
- c) November Financial Report

The members of the board reviewed the Consent Agenda items; hearing no requests to remove items, David Gough adopted the consent agenda.

3. New Providers:

Sarah presented applications for Telemedicine/Consultation Privileges for Michael Adondakis, MD with Gem State Radiology. Utilizing Delegated Credentialing, Sarah stated that these provider met the requirements to approve their applications. David Gough made the motion to approve the applications for Telemedicine/Consulting privileges for a term of two years, Lesa Becker seconded this motion. All members were in favor; motion passes.

4. Leadership Updates:

Leadership Update

Tom shared the leadership update, beginning with the work on Donnelly clinic. He shared that he is actively recruiting providers for this location, with the job description posted on multiple professional websites. He shared that the space remodel has been completed and is ready for us to start moving in as soon as we are ready, which won't be until March at the earliest.

Tom and David also spoke to volumes, which were down in October and November. Discussion was had about how to best analyze the data, and George Greenfield will review and provide statistical analysis for future use.

Tom shared that we will be switching the employee medical insurance for 2024 from Select Health to Mountain Health Co-op. In doing so, CMC is able to help mitigate the overall rate increase from 12% to 7% for essentially the same product. This change will be effective January 1st, 2024. He also shared that David did put together a Benefits Fair for the employees, including a MHC representative, which allowed employees to ask questions of all vendors that provide benefits to employees.

Tom shared that for marketing, a direct mail piece that highlights our Physical Therapy services will be going out in January. Additionally, CMC will start providing Home Physical Therapy services in 2024. It was suggested that the new Home PT services be included on the mailer. Patients who are eligible for home PT will be established by the Physical Therapists, and then services will be provided by both them and the PT Assistants.

Tom also shared a brief update of CMC's continued participation and assistance with the Foot Clinic. This is a service to the community, and no revenue comes directly to CMC. Most of the services provided at the Foot Clinic are provided by volunteers, with the exception of Nursing staff from St Luke's McCall.

Additionally, Tom shared an update with the Board on how CMC is supporting our lower income patients, stating CMC provided about \$200k in charity care to this patient population. He stated this is about 2.55% of our Gross Revenue. He also stated that we do have a full time employee that assists patients with applications to Medicaid, in addition to helping them apply for our sliding fee scale and setting up manageable payment arrangements. Discussion on if this could potentially be a piece of interest to share with the community somehow occurred, including the best way to do that.

Lastly, Tom shared a proposed document of 2024 Goals for the Board to review and provide feedback at a later time. Pertaining to the goal of managing supply costs, discussion on supply chains, and having a better understanding of weakness within them will be important in the future for CMC.

Tom also shared the 2024 Work Plan, and asked for feedback. Hearing no feedback, George Greenfield made a motion to approve the 2024 Work Plan for the Board of Trustees, Rachel Smith seconded the motion. All members were in favor, motion passes.

5. Committee Reports:

Quality Assurance, Performance Improvement and Compliance Committee:

Members:

Lesa Becker, Chairperson
David Gough
George Greenfield
Aline Lee
Tom Reinhardt
Teri Coombs
Sarah Hasbrouck
Dr.Katie Camarata

The Quality Assurance, Performance Improvement and Compliance Committee did meet and Lesa Becker shared that the members of the Quality Committee did have input on the Quality Goals presented by Tom for the 2024 Goals. Brief discussion occurred on the Diabetic Management quality goals, as well as the need for the Medical Staff to have their own Quality Goals, in addition to participating in the organizational Quality Goals. Lesa also shared that there was an extensive list of PI projects, stating that for an organization our size, the number of projects was to be applauded.

Finance Committee:

Members:

Michael Drury, Chairperson
David Croshaw
Jacque Zemlicka
David Donnahoo
Tom Reinhardt

The Finance Committee did meet not meet.

Strategic Planning Committee:

Members:

David Gough
George Greenfield
David Croshaw
Tom Reinhardt
Jack Knoblock
Karolyn Plehal
Mike Saunders
Charlie Gowing
Ann Young

The Strategic Planning Committee did not meet.

6. Executive Session:

An Executive Session was held in accordance with Idaho Code 74-206(1)(b) to consider the evaluation of personnel. Jacque Zemlicka made a motion to enter into Executive Session for the purposes of discussing the Annual CEO Accomplishment Review. George Greenfield seconded

this motion. All members were polled by roll call and were in favor of entering into Executive Session. Executive Session convened at 1306.

Lesa Becker made a motion to exit Executive Session, and this motion was seconded by David Croshaw. All members were polled, and all members agreed to exit Executive Session. The members of the Board adjourned Executive Session at 1324.

Regarding the determination of the CEO's 2023 performance bonus, David Gough made a motion to modify the Culture Metric (employee turnover) to allow for carve outs due to life change situations (e.g., spouse moving out of state, employee leaving for college, and retirements. Additionally, he moved to remove the Quality Diabetic Management metrics, having those maximum percentages reassigned to other metrics, resulting in 15% total weight for the QAPI metric. Lastly, he moved to forgive the Inpatient and Swing Bed Goals entirely. George Greenfield seconded this motion. All members were in favor, motion passes.

David Gough then made a motion to allow the CFO to initiate payment of 98.75% of total CEO Performance-based bonus opportunity at the next pay period for these CEO Accomplishments. Mike Drury seconded this motion. All members were in favor, motion passes.

7. Other/Next Steps:

Agenda Topics for Next Meeting:

- Time and Date of Future Meetings: Fourth Tuesday of each month at Noon for 2024.
- Board Elections to occur in January 2024 – Nominations and Elections for BOT Officers.

Board Education

Eide Bailly Rural Health Readiness – Healthcare 101: Overview of Key Concepts

-David Gough motioned to table this presentation to the January meeting, Lesa Becker seconded this motion.

Meeting Evaluation:

Member of the board appreciated the tour of the Emergency Room.
Simplicity should be a focus in the future for CEO Goals

Adjournment: Mike Drury made a motion to adjourn the meeting, Lesa Becker seconded this motion. All members are in favor, motion passes. David Gough adjourned the meeting at 1:54pm.