



**Campbell County Health Board of Trustees**  
Regular Board Meeting – CCH 5<sup>th</sup> Floor Class Room  
February 24, 2022  
5:00 PM

**Members present:**

Adrian Gerrits, Chairman  
Alan Stuber, Vice Chair  
Lisa Harry, Secretary  
Kristina Leslie, Trustee

Randy Hite, Treasurer  
Dr. Sara Hartsaw, Trustee  
Tom Murphy, Trustee

**Also present:**

Jerry Klein, COO & Interim CEO  
Dr. John Mansell, COS  
Mary Lou Tate, CFO  
Natalie Tucker, CNO  
Noamie Niemitalo, HR VP  
Grace Taylor, UCH

Diane Jackson, UCH  
Matt Sabus, Information Technology VP  
Tom Lubnau, CCH Attorney  
Patty McJilton, Quality  
Karen Clark, Community Relations  
Brandi Miller, Executive Assistant

**Invocation**

Quinton Bridges, Family Pastor at Redemption Church, led those present in an opening prayer.

**Call to Order** - Mr. Gerrits, Chairman, called the meeting to order at 5:00 p.m.

**Mission Statement** - Alan Stuber read Campbell County Health's Mission Statement.

**Vision Statement** - Sara Hartsaw read Campbell County Health's Vision Statement.

**Roll Call** - Brandi Miller called the roll, a quorum was present.

**Approval of Agenda**

**LISA HARRY MADE A MOTION TO THE AGENDA. TOM MURPHY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

**Consent Agenda**

**SARA HARTSAW MADE A MOTION TO MOVE FINANCE COMMITTEE DISCUSSION ITEM, "REMODEL", OUT OF THE CONSENT AGENDA TO DISCUSSION ITEM 8. LISA HARRY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

The following items were approved as part of the Consent Agenda:

**Approval of Minutes** - January 27, 2022 – Meeting Minutes

**Finance Meeting**

Charity Care \$217,296.93; Collections/Discharges \$2,492,304.71; Grand Total \$2,709,601.64.

\*Remodel moved to discussion topic 8.

**Board Policies**

- Compensation Policy
- Financial Assistance Policy

**Written Updates on:**

- DNV Final Survey Findings
- IT Integration Activities (Epic)

- Corporate Integrity Agreement (BHS)
- Discussion with Ashley McRae, Community Prevention Specialist
- 340 B.
- Medical Staff Appointments (attached to minutes)
- Micro Market Remodel (Unidine)
- Case Management Assessment/Education
- PYA Assessment of Campbell County Medical Group
- Ensemble Progress

**SARA HARTSAW MADE A MOTION TO APPROVE THE AMENDED CONSENT AGENDA. LISA HARRY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

### **RECOGNITION ITEMS**

#### **Employee Recognition**

- Brian Stovall, Biomed, was recognized with the BEE award. The BEE award recognizes staff members who go beyond extraordinary expectations but are not nurses.

### **PUBLIC QUESTIONS OR COMMENTS**

No Comments.

### **DISCUSSION ITEMS**

#### **March Strategic Planning Session**

The Board's Strategic Planning Session is scheduled for March 24-25, 2022 at the Spearfish Canyon Lodge. UCHHealth will help facilitate the strategic planning discussions. Other topics that were discussed to possibly include on the agenda include: Business Expansion Reports; Board Trustee Evaluations; and Board Education.

#### **Annual Board Self-Evaluation**

Jerry Klein, Interim CEO, will gather examples of Board evaluation tools used by UCHHealth, AHA, and other healthcare systems to share with the Board.

#### **AHA Rural Healthcare Governance Conference**

In February Adrian Gerrits, Lisa Harry, Kristina Leslie, and Jerry Klein attended the annual American Hospital Association Rural Healthcare Governance conference in Arizona. Board members and Jerry Klein gave a recap of the conference and a summary of the sessions they attended. Many of the sessions were about Board Governance, Board-CEO relationships, Community Partnerships and Cyber Security. The attendees felt the conference was very beneficial.

#### **Staff and Provider Resiliency**

Jerry Klein thanked Dr. Mansell, the Medical Staff and the Board for their recent emails/statements showing support of staff members and provider resiliency. The support was greatly appreciated especially during the recent loss of Dr. Bohlender.

#### **Grant Writer Position**

Jerry Klein asked the Board to discuss the benefits of hiring a grant writer to potentially capture funding from multiple sources. There is an array of funds available for healthcare facilities. Measures would need to be established to assess the effectiveness/success of the position. The Board supports Jerry Klein in gathering more information about the benefits of hiring a grant writer.

#### **Business Development Position**

Jerry Klein suggested discussing the benefits of creating a Business Development position to focus on actively developing relationships internally and externally and promote growth within specified areas. Technically, this is an operational decision that doesn't require action from the Board however, the Board expressed appreciation in being asked their opinion. Mr. Klein will bring more information, scope

of the position and an accountability plan to the March Strategic Planning session. More discussion will follow when the new CEO is in place.

#### Holmium Laser Purchase

Dr. Barabas submitted a capital request to the Finance Committee to purchase a Holmium Laser for \$55,000. The Holmium Laser is used for laser kidney stone removal. The current equipment is at the end of its life and is becoming increasingly more difficult to get it serviced. Mary Lou reviewed financials, reimbursement and historical use showing the benefit in approving the purchase. The new equipment would generate a return on investment in approximately 1.5 months.

**SARA HARTSAW MADE A MOTION TO APPROVE PURCHASING THE HOLMIUM LASER AS PRESENTED. ALAN STUBER SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

#### Fourth Floor Remodel (moved from consent agenda)

Trustee Hartsaw requested more information about the benefits of moving Patient Financial Services, Pre-Access Services and Medical Records to 4<sup>th</sup> Floor North and if the move would improve and/or save money. Mary Lou Tate stated that the cost savings would come from vacating the Pioneer Building, approximately \$200,000 annual in upkeep costs. The 4<sup>th</sup> Floor remodel project was not budgeted and is estimated to cost \$45,568 to convert rooms to house two staff members in each room.

**SARA HARTSAW MADE A MOTION TO APPROVE THE 4<sup>TH</sup> FLOOR REMODEL PROJECT AS PRESENTED. RANDY HITE SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

#### **ACTION ITEMS**

##### Resolution for Trauma Designation

Dr. Mansell explained that it is a state regulatory requirement for CCH's trauma designation to be approved by the Board of Trustees on a regular basis. MEC reviewed and recommended the resolution for Board approval.

**LISA HARRY MADE A MOTION TO APPROVE THE CCH TRAUMA DESIGNATION AS PRESENTED. KRISTINA LESLIE SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

##### Approval of Respiratory Therapy Medical Director

MEC recommended that Dr. Nolledo be approved as the Respiratory Therapy Medical Director

**TOM MURPHY MADE A MOTION TO APPROVE DR. NOLLEDO AS THE RESPIRATORY THERAPY MEDICAL DIRECTOR AS PRESENTED. LISA HARRY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

#### **INFORMATIONAL ITEMS**

Chairman's Report – Chairman Gerrits thanked UHealth, Noamie Niemitalo and everyone involved in organizing/preparing for the two CEO candidate interviews. Candidates were onsite February 21<sup>st</sup> and 23<sup>rd</sup>. Each candidate met with a number of groups and ended the day with a Board of Trustees interview.

Chief of Staff Report – Dr. Mansell reported that the medical staff has updated medical records policies, voted to raise annual dues, and are working to create a staff recognition program. The raise in annual dues will help fund a staff scholarship program. The scholarship will be used for staff to expand their skillset. Dr. Mansell thanked UHealth for allowing access to their medical library services. There were conversations with nursing staff about creating a nursing lounge, giving them an area to take a break outside of their unit. The nursing staff expressed concern with leaving their units. The medical staff will continue exploring other options.

UCHealth Update / CEO Search Update – Grace Taylor

Grace Taylor from UCHealth reported that the CEO search and interviews ran smoothly and thanked everyone for their participation with the interviews. Grace and Chairman Gerrits are working together to outline the upcoming Strategic Planning Session.

Interim CEO Report – Mr. Klein reported about some of the recent events he has participated in. Mr. Klein selected staff members to report on the following topics.

- *COVID-19 Update* - Natalie Tucker updated the Board on the current COVID stats. The inpatient COVID census continues to decrease as does the county positivity rate. Our visitation level was changed to Yellow due to the decreasing numbers.
- *Vaccine Mandate requirements* - Noamie Niemitalo reported that 99.71% of CCH are compliant at this time. 35.23% of staff have received an exemption. Monday, February 28<sup>th</sup> is the compliance deadline, Ms. Niemitalo anticipates two employees will be terminated due to noncompliance.

Monthly Financials – Mary Lou Tate, CFO

- Operating expenses were over budget by \$2,780,000 (16.7%) in January (retention bonuses attribute to this figure).
- Net patient revenue was \$11,000 (0.1%) over budget.
- EBIDA was \$544,000 under budget and decreased \$4,500,000 compared to last year.
- January's accounts receivable days increased by 7 to 86 days.
- Days cash on hand decreased by six days to 168.

**EXECUTIVE SESSION**

The regular meeting recessed into Executive Session at 6:35 PM.

**LISA HARRY MADE A MOTION TO ENTER INTO EXECUTIVE SESSION AT 6:35 PM. TOM MURPHY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

**TOM MURPHY MADE A MOTION TO COME OUT OF EXECUTIVE SESSION AT 9:45 PM. ALAN STUBER SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**


Returned to Open Session at 9:45 PM.

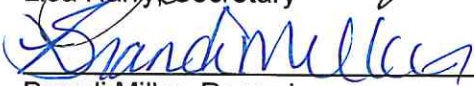
**KRISTINA LESLIE MOVED THE CAMPBELL COUNTY HOSPITAL DISTRICT ENTER INTO NEGOTIATIONS WITH UCHEALTH AND THE CANDIDATE DISCUSSED IN EXECUTIVE SESSION FOR THE PURPOSE OF HIRING THE CANDIDATE AS CHIEF EXECUTIVE OFFICER OF THE CAMPBELL COUNTY HOSPITAL DISTRICT. UPON THE SUCCESSFUL CONCLUSION OF THOSE NEGOTIATIONS, THE NAME, TERMS AND CONDITIONS OF EMPLOYMENT SHALL BE RELEASED TO THE PUBLIC. SARA HARTSAW SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.**

Mr. Gerrits emphasized the Board's appreciation to UCHealth for their help with the CEO search process and involvement, Noamie Niemitalo for her work during the process and all of the interview committees for taking the time to assist us in this process and provide input.

The meeting adjourned at 9:55 pm.

The Strategic Planning Session is scheduled for March 24-25, 2022.

  
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Lisa Harry, Secretary

  
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Brandi Miller, Recorder