

Campbell County Health Board of Trustees
Regular Board Meeting – City Council Chambers - City Hall
December 2, 2021
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
Mary Lou Tate, CFO
Natalie Tucker, CNO

Noamie Niemitalo, Human Resources VP
Matt Sabus, Information Technology VP
Alison Gee, CCH Attorney

Invocation

Pastor Josh Yelton of Redemption Church led those present in an opening prayer.

Call to Order

Mr. Gerrits, Chairman, called the meeting to order at 5:01 p.m.

Mission Statement

Alan Stuber read Campbell County Health's Mission Statement.

Vision Statement

Lisa Harry read Campbell County Health's Vision Statement.

Roll Call

Mary Lou Tate called the roll, all present.

Approval of Agenda

TOM MURPHY MADE A MOTION TO APPROVE THE AGENDA AS PRESENTED. LISA HARRY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

Consent Agenda

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

Approval of Minutes

October 28, 2021 – Regular Meeting Minutes
November 8, 2021 – Special Meeting Minutes
November 9, 2021 – Special Meeting Minutes

Finance Meeting

Charity care, and collections/discharges in the amount of \$2,953,721.

Board Policies

CEO Succession Plan; Scholarship-High School Student; Sponsorship for Not-for-Profit Programs

RANDY HITE MADE A MOTION TO APPROVE THE CONSENT AGENDA WITH THE EXCEPTION OF THE CEO SUCCESSION PLAN POLICY WHICH WILL BE MOVED TO AN ACTION ITEM. LISA HARRY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

RECOGNITION ITEMS

Employee Recognition

The following employees were recognized by the Board as Thanks for Working Here recipients:

- Kayla McDougall, MA-C-Legacy
- Mariah Blaze Harnish, CNA-Legacy
- Sadie Cross, Radiation Therapist-Heptner Cancer Center
- Tara Mooney, RN, BSN-Legacy
- Thomas Andrew, PT, DPT-Rehabilitation
- Ryan Larsen, IT System Administrator

Retirement Recognitions

- Maria Mansur, Emergency Department – 31 years with CCH

Legend Award

- Maria Mansur, Clinical Care Supervisor-Emergency Department
- Sherry Baily, Director of Acute Care/Infection Prevention

PUBLIC QUESTIONS OR COMMENTS

No Comments.

DISCUSSION ITEMS

COVID-19 Vaccine Mandate Update

Noamie Niemitalo, VP of HR, reported that there has been a preliminary injunction that has put the COVID vaccination mandate on hold. At this time CCH has paused all vaccination mandates. HR will continue to accept exemptions if an employee wishes to submit one. CCH paid antibody testing for staff members who were already granted an exemption has halted.

Current Vaccination Stats for Employees:

58.1% - fully vaccinated

27.4% - granted religious exemption

.1% - granted medical exemption

12.7% - not compliant with the now-paused requirements

iProtean

At the October retreat the board participated in a presentation call with iProtean, a virtual board education company. Lisa Harry requested feedback on the presentation. Further review is necessary. Sample videos and local references will be provided to the Board. The iProtean discussion/decision was tabled until the January meeting to allow for further review.

ACTION ITEMS

Medical Staff Appointment – Dr. Mansell shared the attached list that was recommended for approval by the appropriate Department Chairman, Credentials Committee, and Executive Committee.

SARA HARTSAW MADE A MOTION TO APPROVE THE MEDICAL STAFF APPOINTMENT LIST AS PRESENTED. ALAN STUBER SECONDED THE MOTION. THE MOTION CARRIED UNANIMOUSLY.

2022 Board of Trustees Meeting Schedule

ALAN STUBER MADE A MOTION TO APPROVE THE 2022 BOARD OF TRUSTEES MEETING SCHEDULE. SARA HARTSAW SECONDED THE MOTION. THE MOTION CARRIED UNANIMOUSLY.

Election of Officers

Board of Trustee officers are elected annually.

SARA HARTSAW MADE A MOTION TO APPROVE THE CURRENT OFFICER SLATE. CHAIR ADRIAN GERRITS; VICE CHAIR ALAN STUBER; SECRETARY LISA HARRY; TREASURER RANDY HITE; TRUSTEE KRISTINA LESLIE; TRUSTEE DR. SARA HARTSAW; TRUSTEE TOM MURPHY. KRISTINA LESLIE SECONDED THE MOTION.

The floor was opened for further nominations. No additional nomination made.

THE MOTION CARRIED UNANIMOUSLY.

CEO Succession Policy

Moved from consent agenda.

TOM MURPHY MADE A MOTION TO APPROVE THE CEO SUCCESSION PLAN POLICY WITH A REVISION STATING THAT “UCHEALTH WILL ASSIST IN CREATING A CEO REPLACEMENT PLAN.” LISA HARRY SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

INFORMATIONAL ITEMS

Chairman’s Report – Chairman Gerrits thanked CCH employees for the incredible job they have done over the past few months to care for the community.

Chief of Staff Report – Dr. Mansell reported that the medical staff appreciated the opportunity to present a request for a dedicated lounge space for clinical staff located away from direct patient care areas. The local medical society and the CCH medical staff are donating funds for the space.

Chief Medical Officer – No report

UCHealth Update / CEO Search Update – Grace Taylor

The CEO position was posted through UCHealth’s resources. UCH is currently screening the 14 submitted applications. The job posting will be open through December.

FEMA - is working with UCHealth in two areas:

1. Medical Response Team (DOD) to support PVH staffing - The team will include 14 registered nurses, four providers, two respiratory therapists and three administrators. Many of them will be caring for patients on our surgical unit. This will free up many of our nurses to provide care and support in the intensive care and progressive care units. It also will free up additional float pool resources to be able to support our staff at other UCHealth hospitals.
2. FEMA (State of CO contracted) staff to support the launch of MCR monoclonal antibody (mAb) distribution location to increase access/availability.
 - o mAb treatment available in our EDs and urgent care centers

Covid-19 volumes are lower today in Northern Colorado, 12/1, now at 68 covid + patients for the north region (22 ICU and 46 PCU/MS). ICUs remain over capacity with doubling of patient rooms, including non-covid patients. System remains at around 340 covid+ inpatients. Hot spot is southern Colorado this week with covid patients.

Crisis standards of care for staffing only now in place with tiers to:

- Expand the availability of health care workers and resources.
- Confirm the need for altered health care delivery for patients with COVID-19 and non-COVID patients.
- Support health care workers, provide liability protection, and optimize patient safety and health outcomes.
- Tier selected each shift based on resources with leadership guidance

Other items:

- Providing food for nights and weekend staff until January 8th
- New Incentive program launched:
 - Gratitude bonus of \$1000 for staff in Dec
 - Shift coverage incentive bonus based on number of shifts scheduled in advance to paid out in January
- Providing pediatric vaccine ages 5+ to children
- PVH Master Plan construction has started in old ED and old lab areas
- Working with CCH to provide Cath Lab consultation

Interim CEO Report – Mr. Klein reported about some of the recent events he has participated in. Jerry has been having meeting with independent providers to listen and gather feedback.

- Scrub Tech Training Plan – Natalie Tucker, CNO, reported that a plan is being developed to train CCH nurses to the scrub tech role.
- EPIC Update – Matt Sabus, IT VP, updated the Board on the implementation of the EPIC EMR system. A significant amount of background work will begin in January 2022. We are aiming for an August 2022 kick off.
- Hulett Open House – Karen Clarke, Community Relations, and Dr. Rios gave a brief update on the recent open house. The event was well attended. Governor Gordan was in attendance.
- Festival of Trees – Lisa Harry, Board Trustee, reported that the Festival of Trees received record breaking donations in the amount of \$385,000 this year.

Monthly Financials – Mary Lou Tate, CFO

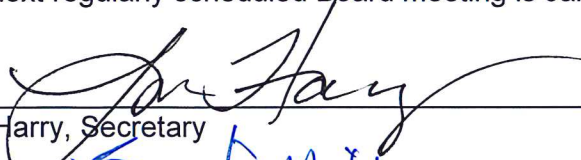
- Operating expenses were over budget by \$1,300,000 (7.83%) in October due to pandemic pay for employees, pharmaceuticals, contract services, and CEO severance payout.
- EBIDA was \$1,700,000 under budget and decreased \$3,200,000 compared to last year.
- October's accounts receivable days decreased by four to 75 days.
- Days cash on hand decreased by six days to 164 days in October.

EXECUTIVE SESSION

The regular meeting recessed into Executive Session at 6:42 pm.

Open session reconvened at 10:25 pm. The regular meeting adjourned at 10:25 pm.

The next regularly scheduled Board meeting is January 27, 2021.



Lisa Harry, Secretary



Brandi Miller, Recorder