

- CALL TO ORDER** The meeting was called to order at 5:30 pm by Mary Mae Kilpatrick, President.
- PRESENT** Mary Mae Kilpatrick, President
Jean Turner, Vice President
Robert Sharp, Secretary
M.C. Hubbard, Treasurer
Jody Veenker, Member at Large
Will Timbers MD, Chief of Staff
Kevin S. Flanigan MD, MBA, Chief Executive Officer
Kelli Davis, MBA, Chief Operating Officer
John Tremble, Chief Financial Officer
Tracy Aspel RN, BSN, Chief Nursing Officer
- OPPORTUNITY FOR PUBLIC COMMENT** Ms. Kilpatrick stated at this time persons in the audience may speak on any items not on the agenda for this meeting on any matter within the jurisdiction of the District Board. Speakers will be limited to a maximum of three minutes each, and members of the audience will have an opportunity to address the Board on every item on the agenda. Ms. Kilpatrick also informed those present that the Board of Directors is prohibited from generally discussing or taking action on any item not included on the agenda. Comments and concerns were heard from the following:
- Dorothy and Lloyd Wilson
 - Jerome Remick
- BOARD MEMBER REPORTS** Ms. Kilpatrick asked if any members of the District Board of Directors wished to comment on any items of interest. She then read aloud a letter from former Board member and Board President John Ungersma, MD, addressed to outgoing Board member MC Hubbard. The Northern Inyo Healthcare District (NIHD) Board and District Administration expressed their thanks to Ms. Hubbard for her many years of dedicated service.
- STRATEGIC PLAN UPDATE, WORKFORCE EXPERIENCE COMMITTEE** The NIHD Workforce Experience Committee provided an update on the Workforce Experience related goals of the District's Strategic Plan. The Committee's report included the following:
- Report on the group's main areas of focus of staff turnover and staff development
 - Review of the main drivers that affect staff turnover
 - Review of efforts underway to assist the District in hiring the right people
 - Implementation of both stay and exit interviews for District staff
 - Review of NIHD staff turnover and churnover statistics
 - Review of mandatory training completion rates
- GOVERNANCE CONSULTANT FOR NIHD** Chief Executive Officer (CEO) Kevin S. Flanigan, MD, MBA requested

permission to pursue the possibility of engaging Gallagher Governance to provide governance consultation services for the NIHD for an amount not to exceed \$12,000. James Rice with Gallagher Governance was a presenter at the Association of California Healthcare District's (ACHD) annual meeting, and NIHD leadership believes the District would benefit from retaining his services. Following brief discussion it was moved by Robert Sharp, seconded by Jody Veenker, and unanimously passed to allow Doctor Flanigan to engage Gallagher Governance to provide governance consultation services for an amount not to exceed \$12,000.

COMPETITIVE
BIDDING RESULTS,
NIHD MDV PLAN STOP
LOSS POLICY

Chief Financial Officer (CFO) John Tremble presented the results of a competitive bidding process conducted for NIHD's Medical, Dental, and Vision (MDV) Stop Loss insurance policy coverage. Mr. Tremble stated following review of the bidding results it is his recommendation that the District select Voya Financial to be its MDV Stop Loss Carrier for 2020 (with a \$200,000 self-funding threshold), in order to realize an annual premium savings of approximately 40%. It was moved by Ms. Veenker, seconded by Jean Turner, and unanimously passed to approve Voya Financial to be the District's MDV Plan Stop Loss insurance carrier for the 2020 calendar year.

REVIEW OF NEW YORK
LIFE AS DEFINED
BENEFIT PLAN
PENSION BROKER

Mr. Tremble also reported the District engaged the firm of Hooker & Holcombe to review the performance of New York Life as the Administrator and Trustee of the NIHD Defined Benefit Retirement Plan. Upon review of Hooker and Holcombe's analysis District leadership requests authority to go out to bid and look at other options for the Defined Benefit Retirement Plan Administrator and Trustee, in order to potentially reduce fees and increase investment diversity. Following review of the information provided it was moved by Mr. Sharp, seconded by Ms. Turner, and unanimously passed to approve allowing a 6 to 9 month RFP for review of the NIHD Defined Benefit Plan pension broker and trustee, to include the Plan's current broker, New York Life. Director Sharp noted the importance of acting in the best interest of District retirees, and Director Hubbard stated it is important that the District Board be aware of the risk tolerance issues associated with this topic. Mr. Sharp additionally suggested the District may want to adopt a policy of reviewing pension plan performance on an every five years basis, in the interest of creating routine oversight.

NURSING ASSESSMENT
AND REASSESSMENT
POLICY & PROCEDURE

Chief Nursing Officer Tracy Aspel called attention to an updated Policy and Procedure titled *Nursing Assessment and Reassessment*, the purpose of which is to determine the care, treatment, and services that will meet a patient's needs based on the initial RN assessment, then determine RN reassessment throughout the course of care. It was moved by Ms. Hubbard, seconded by Ms. Veenker, and unanimously passed to approve the Policy and Procedure titled *Nursing Assessment and Reassessment* as presented.

BOARD MEMBER FOR NIHD QUALITY COUNCIL	Ms. Aspel additionally called attention to the need to appoint a member of the District Board to serve as a member of the NIHD Quality Council. It was moved by Ms. Turner, seconded by Mr. Sharp, and unanimously passed to appoint Director Kilpatrick to serve as a member of the NIHD Quality Council.
CHANGE OF DATE FOR FEBRUARY 2020 BOARD OF DIRECTORS MEETING	Doctor Flanigan called attention to the possibility of changing the date of the February 2020 regular Board meeting in order to avoid a conflict with the Association of California Healthcare District's annual meeting. It was moved by Ms. Turner, seconded by Ms. Veenker, and unanimously passed to hold the February 2020 regular meeting of the District Board at 6:00 pm on Tuesday, February 18 2020.
REPORTING STRUCTURE RE-ORG	Doctor Flanigan provided an overview of changes that will be made to the District's internal reporting structure, effective as of the January 5 2020 employee pay cycle. The intent of the reorganization is to better align the work of the District Chiefs with their direct reports, and to encourage the professional development of NIHD's Chief officers.
WIPFLI AUDIT RESULTS	Doctor Flanigan also reported that Wipfli LLP will report the results of the Healthcare District's audit for the fiscal year ending June 30 2019 at the January regular Board meeting. Wipfli will also provide a report on the handling of NIHD's Clinics and billing process at the January meeting.
PRESENTATION MONITOR OPTIONS FOR BOARD ROOM	Discussion took place on the Board of Directors' level of satisfaction with the current presentation monitors in the District Board meeting room, with the intent of determining whether or not the Board wishes to spend additional money in order to improve upon the current setup. Following brief discussion of the ideal size and location for presentation monitors to best serve the overall needs of the District (including facilitating Healthy Lifestyles presentations), a decision was made to table a decision on possible changes to the setup for presentations in the NIHD Board room to a future date.
APPOINTMENT OF OFFICERS FOR THE 2020 CALENDAR YEAR	Ms. Kilpatrick called attention to the appointment of District Board officers for the 2020 calendar year, then made a motion to appoint the following slate of officers: <ul style="list-style-type: none">- President: Jean Turner- Vice President: Robert Sharp- Secretary: Jody Veenker- Treasurer: Mary Mae Kilpatrick Ms. Kilpatrick's motion was seconded by Director Sharp and unanimously approved as presented. It was noted that the person chosen to fill the District Zone 5 vacancy of M.C. Hubbard will be asked to serve as Member-At-Large for the 2020 calendar year.
REAL ESTATE TRANSACTION, 153 PIONEER LANE, BISHOP CALIFORNIA	Doctor Flanigan reported that a benefactor has stepped forward who is interested in using the Bishop area designation as an 'Opportunity Zone' to

invest in an NIHD building development. Doctor Flanigan, Stacey Brown MD, and other District representatives have met with the benefactor on several occasions and all are excited to see the opportunity come to fruition. Doctor Flanigan noted there will be several phases to the proposed building development process, the first being the sale of the lot on which the NIHD Rural Health Clinic (RHC) is located (153 Pioneer Lane) for an amount not less than \$1,000,000, followed by a District lease back of the land to continue current operations while a new building for the RHC is designed and built. Following discussion of the proposed transaction it was moved by Ms. Kilpatrick, seconded by Ms. Hubbard, and unanimously passed to approve allowing Doctor Flanigan to negotiate the sale of 153 Pioneer Lane for not less than \$1,000,000, with a lease back of the land at a commercially reasonable rate.

HR CONSULTANT
REPORT

Doctor Flanigan called attention to a Human Resources Department Assessment provided by Municipal Resource Group LLC (MRG), explaining that the District's January 2019 Reduction in Workforce (RIF) was particularly hard on the NIHD Human Resources Department, and that MRG was engaged to provide oversight regarding how to bring the department to the next (higher) level of functionality. The Board indicated its' desire for HR staff to understand that they are valued and that their hard work is appreciated, and also expressed their desire to see the NIHD Human Resources Department work in cooperation with the Chief of Staff on Medical Staff recruitment efforts. NIHD Human Resources Generalist Lori Bengochia expressed her dismay with the report provided by MRG, stated her belief that publication of the report has created a public relations problem for the HR department and has significantly damaged their credibility. Ms. Bengochia also stated her belief that the MRG report never should have become a public document.

GRAND JURY
RESPONSE

Doctor Flanigan informed the Board that NIHD has submitted its response to a Grand Jury inquiry regarding the District's vetting and selection of management personnel. Director Hubbard reported that similar Grand Jury inquiries were also sent to other local government entities.

CHIEF OF STAFF
REPORT

Chief of Staff William Timbers, reported following careful review, consideration, and approval by the appropriate Committees the Medical Executive Committee recommends approval of the following District-Wide policies and procedures:

POLICY AND
PROCEDURE
APPROVALS

1. *Obtaining Blood Bank Samples from Patients in Surgery*
2. *Pain Management and Documentation*
3. *Standards of Care in the Perioperative Unit*
4. *Sterilization Challenge Pack (Verify Assert)*
5. *Disaster Management Committee*
6. *Interdisciplinary Team - Clinical Screens Built into the Initial Nursing Assessment*
7. *Bed Bug Infestation and Management*
8. *Infection Prevention Plan*

9. *Linen Laundry Processes AB 2679*

It was moved by Ms. Turner, seconded by Mr. Sharp, and unanimously passed to approve Policies and Procedures 1 through 9 as presented, including staff review of the language included in the *Infection Prevention Plan*.

REAPPOINTMENT TO
NEW STAFF
CATEGORY

Dr. Timbers additionally reported the Medical Executive Committee recommends the following reappointment to a new Staff Category:

1. Michael Rhodes, MD (*internal medicine/hospitalist*) - change from Temporary Staff to Provisional Staff, privileges active through December 31, 2020

It was moved by Mr. Sharp, seconded by Ms. Hubbard, and unanimously passed to approve the reappointment to a new Staff Category for Doctor Michael Rhodes, MD as recommended.

MEDICAL STAFF
RESIGNATION

Doctor Timbers also requested approval of the following Medical Staff resignation:

1. Jennifer Figueroa, PA-C (*Family Practice*) - effective 10/23/19

It was moved by Ms. Veenker, seconded by Mr. Sharp, and unanimously passed to approve the resignation of Jennifer Figueroa, PA-C as requested.

EXTENSION OF
APPOINTMENTS

Doctor Timbers also reported the Medical Executive Committee recommends extension of appointment - bylaws 6.13.3 for the following:

- Daniel Davis, MD (*Orthopedics*)
- Kevin Deitel, MD (*Orthopedics*)

It was moved by Ms. Hubbard, seconded by Ms. Veenker, and unanimously passed to approve both extensions of appointment as requested.

MEDICAL STAFF AND
APP REAPPOINTMENTS
FOR 2020-2021

Doctor Timbers additionally reported following careful review, consideration, and approval by the appropriate Committees the Medical Executive Committee recommends the following Medical Staff and Advanced Practice Provider Reappointments for 2020-2021:

1. Farres Ahmed, MD - *Radiology*
2. Jon Bowersox, MD - *Surgery*
3. Stacey L. Brown, MD - *Family Medicine*
4. Bryce Thomas, MD - *Radiology*
5. Brandon Chan, MD - *Radiology*
6. Alissa Dell, NP - *Family Practice*
7. Michael L. Dillon, MD - *Emergency Medicine*
8. John Y. Erogul, MC - *Radiology*
9. Aamer Farooki, MD - *Radiology*
10. Daniel Firer, MD - *Family Medicine*
11. Nancy E. Fong, NP - *Family Practice*
12. Benjamin Ge, MD - *Radiology*
13. Jay K. Harness, MD - *Surgery*
14. Nickoline M. Hathaway, MD - *Internal Medicine*

15. John Adam Hawkins, DO - *Emergency Medicine*
16. Andrew D. Hewchuck, DPM - *Podiatry*
17. Kristin N. Irmiter, MD - *Pediatrics*
18. Asao Kamei, MD - *Internal Medicine*
19. Jared Kasper, MD - *Radiology*
20. Martha Kim, MD - *OB/GYN*
21. Rita Klabacha, PA-C - *Family Practice*
22. Sheila Lezcano, MD - *Rheumatology*
23. Stephen Loos, MD - *Radiology*
24. Azadeh L. Majlessi, MD - *Rheumatology*
25. Erik J. Maki, MD - *Radiology*
26. Rainier Manzanilla, MD - *Interventional Cardiology*
27. Richard Meredick, MD - *Orthopedics*
28. Jennifer Norris, CNM - *Nurse-Midwife*
29. Tammy O'Neill, PA-C - *Orthopedics*
30. Nilem Patel, MD - *Endocrinology*
31. Wilbur Peralta, MD - *Internal Medicine*
32. Michael W. Phillips, MD - *Emergency Medicine*
33. Edmund P. Pillsbury, MD - *Radiology*
34. Kinsey R. Pillsbury, MD - *Radiology*
35. David Pomeranz, MD - *Emergency Medicine*
36. Truong Quach, MD - *Internal Medicine*
37. Thomas K. Reid, MD - *Ophthalmology*
38. Christopher Rowan, MD - *Cardiology*
39. Amy Saft, CRNA - *Nurse Anesthesia*
40. Curtis Schweizer, MD - *Anesthesiology*
41. Richard Seher, MD - *Cardiology*
42. Robert N. Slotnick, MD - *OB/GYN*
43. Laura Sullivan, MD - *Cardiology*
44. Robert Swackhamer, MD - *Cardiology*
45. Carolyn Tiernan, MD - *Emergency Medicine*
46. Ian Tseng, MD - *Radiology*
47. Gary Turner, MD - *Radiology*
48. Rajesh Vaid, MD - *Radiology*
49. Anne K. Wakamiya, MD - *Internal/Geriatric Medicine*
50. Eva S. Wasef, MD - *Pathology*
51. Stephen Wei, MD - *Radiology*
52. Christopher Wilson, MD - *Cardiology*
53. Sarah Zuger, MD - *Family Medicine*

It was moved by Mr. Sharp, seconded by Ms. Veenker, and unanimously passed to approve reappointments 1 through 53 for 2020-2021 as requested, with a correction being made to indicate that the specialty for Tammy O'Neill, PA-C is Family Medicine rather than orthopedics.

PHYSICIAN
RECRUITMENT
UPDATE

Doctor Timbers additionally reported the following as an update on physician recruitment:

- The Medical Staff recently had a promising interview with Lindsey Ricci, MD, a potential hospitalist candidate

- Surgical oncologist Louis Rivera, MD is progressing through the credentialing process
- Urologist Joe Miller, MD will begin seeing patients in the NIHD Specialty Clinic tomorrow
- A Family Practice resident is potentially interested in joining the Medical Staff if 2021
- Recruitment efforts continue to obtain an additional general surgeon

Dr. Timbers additionally stated that Tahoe Carson Radiology will provide mammography physicians following the departure of Stuart Souders, MD. Doctor Timbers also thanked the NIHD Board of Directors for hosting a holiday dinner for NIHD physicians.

CONSENT AGENDA

Ms. Kilpatrick called attention to the Consent Agenda for this meeting which contained the following items:

- *Approval of the minutes of the November 20 2019 regular meeting*
- *Financial and statistical reports as of October 2019*

It was moved by Mr. Sharp, seconded by Ms. Veenker, and unanimously passed to approve both Consent Agenda items as presented.

ADJOURNMENT TO
CLOSED SESSION

At 8:08 pm Ms. Kilpatrick announced that the meeting would adjourn to Closed Session to allow the District Board of Directors to:

- A. Conference with Labor Negotiators; Agency Designated Representative: Kevin S. Flanigan, MD, MBA; Employee Organization: AFSCME Council 57 (*pursuant to Government Code Section 54957.6*).
- B. Confer with Legal Counsel regarding threatened litigation, 2 matters pending (*pursuant to Government Code Section 54956.9 d)(2)*).
- C. Discussion of a personnel matter, Chief Financial Officer and ITS Service Desk Technician (*pursuant to Government Code Section 54957*).

RETURN TO OPEN
SESSION AND REPORT
OF ACTION TAKEN

At 8:41 pm the meeting returned to Open Session. Ms. Kilpatrick reported that the Board took no reportable action

ADJOURNMENT

The meeting was adjourned at 8:42 pm.

Mary Mae Kilpatrick, President

Attest:

Robert Sharp, Secretary