



**Board of Commissioners
Business Meeting Minutes
Linkletter Hall
March 16, 2016**

The regular meeting of the Board of Commissioners was called to order by Board President John Nutter in Linkletter Hall and was opened with the pledge of allegiance at 6:00 pm. Also in attendance were Commissioners John Beitzel, Jim Cammack, Jean Hordyk, Jim Leskinovitch, John Miles, MD, Tom Oblak; CEO Eric Lewis; CMO Scott Kennedy, MD; General Counsel Jennifer Burkhardt, Administrative Director Risk Management Donna Davison; Director of Administration Darryl Wolfe, Marketing Manager Jeff Anderson; staff; public participants and Executive Assistant Gay Lynn Iseri.

CONSENT AGENDA

- A. Minutes for February 17, March 2 and March 11, 2016;
- B. Bad Debt for February 2016 in the amount of \$168,338.85;
- C. Vouchers for February 2016 in the amount of \$7,159,000.57;
- D. Payroll for the period of January 31 through February 27, 2016 in the amount of \$3,896,217.74;
- E. Surplus Property.

MOTION: To approve the Consent Agenda as presented. ***Motion carried unanimously.***

MEDICAL STAFF REPORT – Harry Lyndes, III, MD, Chief of Staff

The February 2016 Medical Staff Credentials Report was presented for approval:

MEDICAL STAFF

Reappointment to the AHP Staff:

- | | |
|--------------------------------|--------------------------------------|
| 1. Anderson, Michael, PA-C | Family Medicine |
| 2. Depew, Margaret, ARNP | Mental Health |
| 3. Harris, Brandi-Ann, ARNP | Family Medicine – OMP Walk in Clinic |
| 4. Johnson-Driese, Laurie, CNM | OB/Gyn – OMP Women’s Clinic |
| 5. Talley, Miriam, CRNA | Sheridan - Anesthesiology |
| 6. Zaher-Lee, Tracy, ARNP | Cardiology – OMP Specialty Clinic |

Reappointment to the Active Medical Staff:

- | | |
|------------------------|---|
| 1. Bangs, Margaret, MD | Family Medicine |
| 2. Bullen, Laura, MD | Pediatrics |
| 3. Emery, James, MD | Cardiology – OMP Specialty Clinic |
| 4. Epstein, Rob, MD | Family Medicine |
| 5. Fischer, Mark, MD | Pulmonology – OMP Specialty Clinic |
| 6. Webb, Duane, MD | Gastroenterology – OMP Specialty Clinic |
| 7. Weller, Jeffrey, MD | Pediatrics |
| 8. Weller, Katrina, MD | Family Medicine |

Telemedicine Privileges:

- | | |
|------------------------|--|
| 1. Fathi, Joelle, ARNP | Swedish – TeleLung/TeleTobacco Cessation |
|------------------------|--|

Resignation/Contract Terminations:

- | | |
|-----------------------|--|
| 1. Kurata, Doug, MD | Family Medicine – Effective Jan 25, 2016 |
| 2. Marks, William, MD | RADIA – Effective Jan 31, 2016 |

Additional Privilege request:

- | | |
|---------------------|------------------|
| 1. Gipe, Robert, MD | ICD Implantation |
|---------------------|------------------|

MOTION: To approve the February 2016 Medical Staff Credentials Report as presented. **Motion carried unanimously.**

Approval was requested for the revisions to the Committee Charters for Credentials and Qualifications Committee and Pharmacy and Therapeutics Committee.

MOTION: To approve the revised Committee Charters for Credentials and Qualifications Committee and Pharmacy and Therapeutics Committee. **Motion carried unanimously.**

OLYMPIC MEDICAL PHYSICIANS UPDATE – Bill Kintner, MD, OMP Family Medicine Medical Director/Chair OMP Physician Council

Physician Employment Agreements

Approval was requested for the standard OMP physician employment agreement for gastroenterology. A \$15,000 signing bonus was included for this difficult specialty recruit. The Board Audit, Budget and Compliance Committee has reviewed and recommended approval of this agreement. It was noted Dr. Wolslegel will be able to join OMP in July 2017. Duane Webb, MD, was commended for his assistance and diligence on this successful recruit.

MOTION: To approve the Olympic Medical Physicians Employment Agreement with Colin Wolslegel, DO, gastroenterologist, at the annual salary of FOUR HUNDRED TWELVE THOUSAND FIVE HUNDRED DOLLARS (\$412,500) as presented.
Motion carried unanimously.

PUBLIC COMMENT

None.

OLD BUSINESS

OMP Provider Compensation Changes – Eric Lewis, Chief Executive Officer

Compensation models for OMP providers have been discussed with consultants SullivanCotter since last October when retained by the board. With more data in their database, the Compensation Committee has been able to work on proposals for primary care, midwifery, and shift-based providers to determine market salaries for recruitment and retention purposes.

- Hospitalists: Increase daily rate to \$1,500 for day shift and \$1,650 for night shift. APC compensation remains 120,000.
- Primary Care: Increase base compensation to \$200,000 annually. Retain WRVU incentive plan for 2016 based on 90% of median productivity. APC Supervision Incentive Plan changed to \$8,000 annually.
- Walk-in Clinic: Increase of 12.5% for physicians and variable for APCs. Proposal to increase daily physician compensation to \$1,125 for 10 hour day, and to change APC to annual salary of \$95,000 for 4 shifts each week for 47 weeks annually.
- Mid-wives: 3% increase.

These changes will be effective the first pay period in April 2016, and have been budgeted. Standardizing contracts will also be a recruitment asset.

MOTION: To approve the revisions to the Olympic Medical Physicians Provider Compensation Models for primary care, midwifery, and shift based providers, and to authorize the CEO to sign the updated standard OMP employment agreements with those affected physicians and advanced practice clinicians as presented. **Motion carried unanimously.**

ADMINISTRATOR'S REPORT – Eric Lewis, Chief Executive Officer

Operations Update

The 8th and Vine Primary Care Clinic remodel for an x-ray unit installation and exam room upgrades including electronic tables for patients, wall protection, painting, computer and screen positioning for staff is currently underway.

Roofing above the CT Room at the hospital is in need of repair. This will be presented as a change order at the next meeting. The roof on the main building also needs to be replaced this summer. Currently the roof is rocked, but will be upgraded to modern materials.

The former Downtown Clinic space, now known as the North Olympic Healthcare Network is in need of a remodel to add physician clinic space. This space will be leased from OMC for providers and possible residency program. The cost will be approximately \$190,000, and Swedish offered us \$93,000 for this fiscal year through June 30, and up to \$100,000 as of July for the next fiscal year. Completion is hopeful by early August.

Emergency department visits are at record highs over the three prior years. The Port Angeles Walk-In Clinic should open November 1, 2016. Lorraine Wall, CNO, will speak more about staffing and volumes at the April 6, 2016 board meeting.

Advocacy Update

At the State level, HB 2771 passed eliminating the requirement for not to exceed limits for construction projects. There is a 30 day extension for the supplemental budget with mental health funding most critical.

2016 – 2018 Strategic Plan Update

The Quality Management System is being implemented and OMC will become ISO 9001 compliant by year end. Staffing is being addressed for quality measures and safety programs. Advocacy has been focused at the State level this year. Trips to DC are planned for late April and September. Recruitment efforts with Swedish are underway. There is a focus on ensuring clear communication and orders for patient handoffs coming back to the community. Increasing patient access, reducing wait times, increasing employee satisfaction is also a focus this year. The most critical recruitment efforts are for family practice and the walk in clinics. Facility goals are also on track with the Port Angeles Medical Office Building Completion occurring in the fall. Financial stewardship is successfully underway with a busy first two months of 2016.

NEW BUSINESS

Information Technology Capital Purchases – Sean Johnson, IT Manager

Phase One of the budgeted project is underway. With the addition of the Port Angeles Medical Office Building, the eight-year old core switch will move there from hospital data center. An upgrade with the Avaya Call Center will occur, and also servers. Hardware for the Medical Office Building is being prepped for installation. Every exam room will have a printer similar to existing clinics. Single sign on is also a goal. An intrusion detection system will monitor the network watching for attacks. Multiple channels will allow for preferred communication styles. Approval for Phase One will be sought at the next board meeting.

Cancer Center Mosaic Software Maintenance and Support – Scott Kennedy, MD, Chief Medical Officer and Hospital COO

The budgeted three-year contract was introduced that will provide maintenance for the Mosaic software for the TrueBeam linear accelerator at the cancer center. The software integrates planning and assessments, ensures effective treatment delivery, records data, provides medical records and EMR function. The cost is \$68,000 per year, and at three-year contract is being negotiated to improve pricing.

EXECUTIVE SESSION

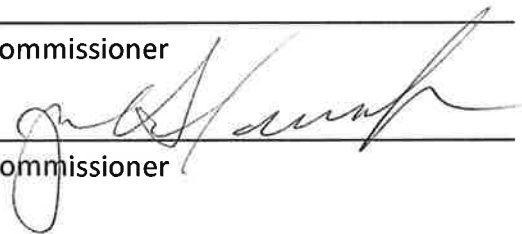
At 7:01 pm, the meeting was moved to executive session to discuss potential and current litigation pursuant to RCW 42.30.110(1)(i) for no more than 20 minutes, with no action to follow. At 7:20 pm, the executive session concluded and the meeting was moved back to open session and finally adjourned.

APPROVED AND ADOPTED this 20th day of April, 2016.


ATTEST:

Secretary

Commissioner




Commissioner



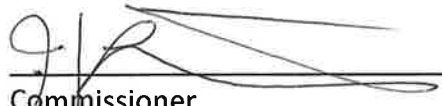
President



Commissioner



Commissioner



Commissioner