

**MORROW COUNTY HOSPITAL  
BOARD OF TRUSTEES  
REGULAR MEETING  
February 23, 2016**

<p><b>Members Present:</b> Patrick Drouhard, Chair Carolyn Beal, Secretary Patricia Anthony Paul Hinkle Brent Winand Brad Wood</p>	<p><b>Absent:</b></p>	<p><b>Others Present:</b> CJ Miller, President &amp; CEO Jonathan Kelly, VP Finance Lorelei Heineman, VP Patient Care Services Thomas Freundlich, Medical Staff President Cheryl Herbert, Senior Vice President, Regional Operations, OhioHealth Aaron Gillingham, VP Human Resources, OhioHealth Sandie Fisher, Executive Secretary Jon Christensen, Board Legal Counsel Dick Miller, Morrow County Commissioner Dennis Leader, Morrow County Commissioner</p>
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AGENDA ITEM	DISCUSSION / CONCLUSION	RECOMMENDATION / ACTION	OUTCOME	RESPONSIBLE PARTY
<b>Call to Order:</b>	<p>Mr. Drouhard called the meeting to order at 6:00 p.m. in Assembly Room A in the lower level of the hospital.</p> <p>He welcomed Commissioners Miller and Leader to the meeting and announced Mr. Leader would be joining the Executive Sessions and Finance Committee as the Board's financial advisor.</p>			Mr. Drouhard
<b>Approval of Minutes:</b>	The minutes of the regular January 19 meeting were reviewed.	A motion was made by Mr. Wood and seconded by Ms. Beal to approve the minutes as written.	The motion was approved unanimously.	Mr. Drouhard
<b>Hospital Reports:</b>	<b>Consent Agenda:</b>	A motion was made by Ms. Anthony and seconded by Mr. Winand	The motion was approved unanimously.	Mr. Drouhard

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	<p><b>Combined January 2016 Results</b>            Mr. Kelly reported on the January 2016 financials:</p> <p>Operating income missed budget by \$103,000 and net income missed budget by \$102,000 primarily due to surgeries being unfavorable to budget by 17.8%. Laboratory and Radiology volumes were down by 8.4% and 9.5% respectively. This resulted in an unfavorable estimated net revenue variance of \$38,000 and \$40,000 respectively.</p> <p>Admissions were favorable to budget by 20.6% and were 8 better than prior year.</p> <p>Overall expenses were \$16,000 unfavorable to budget. Benefits were \$95,000 higher than budget due to the budget spread of the employer contribution for the employee's HSA accounts. Supplies and other expenses were under budget by \$33,000, driven by low surgical volumes in January.</p> <p>Hospital Net days in A/R increased from 44.9 to 51.4. and days cash on hand decreased by 58.7 to 51.9 due to increased payments to vendors, decreased cash collections and the HSA funding.</p> <p>Overall MCH generated unfavorable results to budget in January, although total income improved over prior year by \$88,000.</p>	<p>to approve the Consent Agenda Items as presented.</p>		<p>Mr. Kelly</p>

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	<p>Mr. Miller indicated the Hospitalist RFP was sent out to Access Medical Group, HCI and TeamHealth. After tomorrow, they will have until March 11 to submit their proposals.</p> <p><b>Medical Staff Report</b>            Dr. Freundlich reported the Medical Staff was saddened by the loss of Dr. Nduaguba. He will indeed be missed.</p> <p>He also reported cardiologist, Imtiaz Ahmed, MD is reviewing cases being transferred out to assist the Hospitalists.</p> <p>The following credential recommendations were approved by the Medical Staff and are now being presented for Board approval:</p> <p><b><u>January 20, 2016 Reappointments:</u></b></p> <ul style="list-style-type: none"> <li>▪ Christopher G Brown, MD – Active Medical Staff – Internal Medicine (Hospitalist)</li> <li>▪ James R Tulloss, MD – Active Medical Staff – Orthopedics</li> <li>▪ Edgar Frank, MD – Courtesy Medical Staff – Otolaryngology</li> <li>▪ Raymond D Fuller, MD – Courtesy Medical Staff – Surgery</li> <li>▪ Kenneth C Graffeo, MD – Courtesy Medical Staff – Surgery</li> <li>▪ Jeffrey C Spencer, MD – Courtesy Medical Staff – Refer and Follow</li> <li>▪ Philip S Perona, MD – Consulting Medical Staff</li> </ul>			<p>Mr. Miller</p> <p>Dr. Freundlich</p>

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	<p>– Cardiology</p> <ul style="list-style-type: none"> <li>▪ Lawrence W Carlson, CRNA – Advanced Practice Provider – Anesthesia-Certified Registered Nurse Anesthetist</li> <li>▪ Mary J Deeter, CRNA – Advanced Practice Provider - Anesthesia-Certified Registered Nurse Anesthetist</li> <li>▪ Johanna H Davidson, CRNA –Advanced Practice Provider - Anesthesia-Certified Registered Nurse Anesthetist</li> <li>▪ Amy L Vaflor, CRNA - Advanced Practice Provider -Anesthesia-Certified Registered Nurse Anesthetist</li> <li>▪ Jill S Steele, CNP – Advanced Practice Provider – Certified Nurse Practitioner</li> </ul> <p><b><u>Modification of Privileges</u></b></p> <ul style="list-style-type: none"> <li>▪ Kuldeep Vaswani, MD – Radiology- Teleradiology – Relinquishment of mammography privileges effective 12-9-2015.</li> </ul> <p><b><u>Voluntary Withdrawal</u></b></p> <ul style="list-style-type: none"> <li>▪ TeamHealth sent notification the following physicians were no longer in their group:             <ul style="list-style-type: none"> <li>○ Kelly Forb, MD – Internal Medicine (Hospitalist) effective 12/31/15.</li> <li>○ Jerome Kong, MD – Internal Medicine (Hospitalist) effective 12/31/15.</li> <li>○ Darren J. Sommer, DO - Internal Medicine (Hospitalist) effective 12/31/15.</li> <li>○ Martha P Rachedi, MD – Emergency</li> </ul> </li> </ul>			

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	<p>Medicine effective 12/1/15.</p> <ul style="list-style-type: none"> <li>▪ Sylvi Koso, MD – Courtesy Medical Staff – Ophthalmology – Dr. Koso requested to not reappoint. Her medical staff membership and clinical privileges will expire 2/28/16.</li> </ul> <p><b><u>Focused Professional practice Evaluation (FPPE)</u></b>  <b><u>– Initial Privileges –</u></b>            The Credentials Committee reviewed the focused professional practice evaluation for initial privileges and determined the practitioner satisfactorily demonstrated his ability to exercise the clinical privileges initially granted for Hussein I Kashk, MD – Emergency Medicine. This was confirmed by the Medical Staff.</p> <p><b>Board Position</b>            Mr. Drouhard noted that two letters of interest have been received for consideration of filling Mr. Leader’s unexpired term on the Board from Susie Peyton and Brenda Harden.</p> <p><b>Administrative Report</b>            Ms. Heineman reviewed the Administrative Report.</p>			<p>Mr. Drouhard</p> <p>Ms. Heineman</p>
<p><b>Other Business:</b></p>	<p><b>Increasing Flexibility in Retaining and Hiring Our Associates –</b>            Mr. Gillingham explained the presentation this evening is to set the framework for a total awards and compensation initiative.</p> <p>The workforce today is changing rapidly as Gen Y,</p>			<p>Mr. Miller / Mr. Gillingham</p>

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	<p>or Millennials, those born between 1981 and 2000, are joining the workforce in large numbers. This particular demographic is quite different than preceding ones in how they view their work life and what they want and expect in employer compensation.</p> <p>Under the rules of the Ohio Revised Code, MCH is quite limited in what can be offered in a total compensation package as well as the structure of it.</p> <p><b>Patient Accounting and Registration Management Model</b>            Mr. Kelly indicated there have been open manager positions in Patient Accounting and Patient Access (Registration). There are nine (9) direct staff in Patient Accounts. Mary Laile, a Director from Mansfield/Shelby has been coming one day per week to handle the high-level issues in Patient Accounting with Finance Manager, Conni McChesney handling the day-to-day issues of the department.</p> <p>Patient Accounting has had four (4) managers in four (4) years. Due to a wage band, MCH has not been able to hire the level of expertise needed.</p> <p>A consultant has been filling the management role of the Patient Access Department. There are 32 staff with 12 points of entry and two (2) leads who support the manager in daily operations.</p>			<p>Mr. Kelly</p>

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	<p>OhioHealth has been recognized nationally for its expertise in these areas as it has been awarded the MAP award for the last eight (8) years from the Healthcare Financial Management Association.</p> <p>Mr. Kelly proposes MCH hire one (1) manager to manage both departments. Patient Accounts would then have one lead and Patient Access would continue with the two existing leads. MCH will post this position locally to search for viable candidates or if needed will work with OhioHealth to fill this position from within the system.</p> <p>If the person hired is from OhioHealth, it would be a contractual arrangement. Interviews would be held at MCH.</p> <p><b>Finance Committee Appointments</b>          Mr. Drouhard indicated since the resignations of Ms. Ray and Mr. Leader, there are two vacancies on the Finance Committee. Therefore he asked Mr. Winand and Ms. Beal to fill those vacancies until the March election of officers. At that time a new Chair might wish to reappoint the Committee members.</p> <p><b>Nominating Committee Appointments</b>          March is the election of officers. Mr. Drouhard appointed Ms. Beal and Mr. Hinkle to be the nominating committee. They are to come back to the March meeting to nominate a slate of officers.</p>	<p>Mr. Drouhard indicated the Board would need to consider this request in Executive Session.</p> <p>Both Ms. Beal and Mr. Winand consented.</p> <p>Both Ms. Beal and Mr. Hinkle agreed to do so.</p>		<p>Mr. Drouhard</p> <p>Mr. Drouhard</p>





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	Return to the Regular Session.	<p>for the stated reason.</p> <p>Dr. Freundlich, Ms. Heineman, Ms. Herbert, Mr. Miller, Mr. Kelly and Ms. Fisher were excused.</p> <p>A motion was made by Ms. Beal and seconded by Ms. Anthony to return to Regular Session at 8:57 p.m.</p>	The motion was approved unanimously.	
<b>Discussion of Executive Session Topics</b>	<p>Regarding the combining of the two management positions – management is to seek individual candidates and executive management is to decide a salary range and come back to the Board with a proposal in March.</p> <p>It was noted Mr. Drouhard and Leader will be meeting with Ms. Herbert and Mr. Hartzell on March 17.</p>			Mr. Drouhard
<b>Adjournment:</b>		Being no further business, the meeting was adjourned at 9:00 p.m.		
<b>Minutes submitted by:</b>  Carolyn Beal Secretary		<b>Minutes approved by:</b>  Patrick Drouhard Chair		