



# Klickitat Valley

—HEALTH—

## **BOARD OF COMMISSIONERS**

### **PUBLIC HOSPITAL DISTRICT NO. 1 OF KLICKITAT COUNTY**

Regular Meeting Minutes

January 18, 2023

Zoom Meeting ID# 843 1104 3834

## **REGULAR MEETING MINUTES**

A regular meeting of the Klickitat Valley Health (KVH) Board of Commissioners was held on Wednesday, January 18, 2023 at 3:00 p.m. in Conference Room A/B as well as via Zoom Conference Call. Commissioner Scott, President of the Board of Commissioners, was the presiding officer. A quorum was present including: Commissioners Pond, Ihrig, Hocter and Sigfrinius.

Also present were: Leslie Hiebert, CEO (Via Zoom); Lori Groves, CFO; Charis Weis, Director of Human Resources and Community Outreach; Annie Stone, CCO; Jonathan Hatfield, Director of IT and Compliance Officer; Karrie West, Director Quality and Risk; Erin Wooley, CNO. Additionally present for the Benefit Renewal discussion portion of the agenda were: Josh VanHorn, Karyn Bustos, Amanda Payne, Deanna Luth, Lori Belmontes, and Ryan Roulier from Parker, Smith and Feek (Via Zoom) as well as Barbara Bostick, Recorder.

### **CALL TO ORDER, APPROVAL OF AGENDA, BOARD ELECTION & CONFLICT OF INTEREST DISCLOSURE**

President Scott called the meeting to order at 3:00 p.m. Commissioner Sigfrinius made a motion to approve the Agenda as presented with the change of moving the benefit plan discussion up on the agenda to follow Consent Agenda approval. The motion was seconded by Commissioner Pond. The motion carried unanimously. Election of Officers: Commissioner Pond nominated Crystal Scott to continue as President for 2023. Commissioners unanimously voted for Crystal Scott to continue as Board President for 2023. Commissioner Ihrig nominated Larry Hocter to continue as Board Vice-President for 2023. Commissioners unanimously voted for Larry Hocter to continue as Board Vice-President for 2023. Commissioner Pond nominated Ron Ihrig to continue on as Board Secretary for 2023. Commissioners unanimously voted for Ron Ihrig to continue as Board Secretary for 2023.

Board President Scott asked all commissioners present if anyone had any conflict of interest regarding any items on the agenda. Commissioners noted no conflict of interest. Commissioners completed their annual Conflict of Interest Disclosure form and they will be filed in the Board Record Book.

### **Public Comment/Business from the Audience**

There was no Public in attendance.

### **CONSENT AGENDA**

Commissioner Hocter made a motion to approve the December 2022 Consent Agenda as

presented, including: Regular Meeting Minutes from December 21, 2022; and Special Meeting Minutes from January 9, 2023 and January 13, 2023; as well as Accounts Payable in the amount of \$ 1,925,963.05; and Electronic Transfers in the amount of \$ 1,763,658.52 and Bond payments in the amount of \$ 3,890.00; and Bad Debt in the amount of \$ 86,496.27; and Charity Care in the amount of \$ 75,848.22. The motion was seconded by Commissioner Ihrig. The motion carried.

### **Benefit Plan Renewal**

Charis Weis presented information regarding benefit plan renewal. She noted that we have changed our Insurance broker from Davidson Benefits Planning to Parker, Smith and Feek. She introduced Ryan Roulrier from Parker, Smith and Feek. Ryan noted that there were two options to consider, whether to look at enhancing benefits or reducing the employee contribution cost. Charis noted that the Employee Benefits Committee are recommending reducing employee cost rather than enhancing benefits. There would be \$100 reduction per month in employee contribution for spousal health insurance coverage, \$50 reduction per month in employee contribution cost to employee's child health insurance coverage and/or \$100 reduction per month in employee contribution cost for family health insurance coverage. Employees from the Employee Benefits Committee explained that their recommendation was based on conversations with co-workers and the most important thing to their co-workers was to reduce the cost of healthcare coverage. Additionally they noted that the lower employee cost of the employee contribution would be impactful for more employees than benefit enhancement. Charis noted that when KVH initially went to a self-funded plan she had set three year goals/priorities and those have been met. She added that a new three year plan of priorities includes offering wellness program participation discounts towards cost of employee contribution. Ryan noted that there can only be a 30% maximum difference in premium between wellness program participants and nonparticipants. Charis noted that if we had not gone to a self-funded plan three years ago, our current premium costs would have been much worse than before. She added that the goal is for KVH to get to healthcare cost benchmarks and every year over the past four years we have gotten closer to the bench mark. Leslie noted that Parker, Smith and Feek is also our broker for malpractice insurance and has been for several years. In the long term, she noted we will continue to work toward collaborating with The Rural Collaborative hospitals to pool covered lives through group purchasing to lower costs. Lori Groves added that the cost is below budget and having a good healthcare plan is important when recruiting. Following discussion, Commissioner made a motion to authorize Leslie Hiebert, CEO to move forward with executing the Benefit Plan agreement with Parker, Smith and Feek for the benefit plan year 2023. Commissioner Pond seconded the motion. The motion carried.

### **Special Presentation/Board Education**

Karrie West presented the 2023 Quality PI Plan. (See copy of PowerPoint filed in Board Book). Following discussion, Commissioner Ihrig made a motion to approve the 2023 Quality PI Plan as presented. Commissioner Sigfrinius seconded the motion. The motion carried unanimously.

### **2022 Accomplishments and 2023 Goals**

Leslie Hiebert provided a PowerPoint presentation outlining the 2022 accomplishments and 2023 goals. (See copy of PowerPoint).

### **KCEMS Letter of Response**

Leslie Hiebert noted that she wanted to be sure that the Commissioners had seen the response to their previous joint letter of concern that they sent to the Klickitat County EMS District Board along with the Board of Commissioners from Public Hospital District No. 2 of Klickitat County. She noted that the Klickitat County EMS employees have expressed their desire for there not to be hospital representation on the EMS District Board. The Klickitat County EMS District Board will be holding a workshop to work on this issue. Commissioner Scott asked what the next step is. Leslie noted that she is compiling data to show the impact the patient transfer issue is having on our employees as well as patient safety and satisfaction and she will share that information with the EMS Board. She noted that Skyline is compiling similar data to share as well. She noted that we will continue to work through the process and then will take it to the County Commissioners if necessary. She added that in regards to community concern regarding the EMS District not purchasing a 4<sup>th</sup> ambulance while having the funds to do so, it would be helpful if the EMS District developed a formal plan for their building project and present that to community members so they are aware of what the money is being saved for. Leslie also noted that she may call on the commissioners to come to an EMS meeting or to talk to the County Commissioners in the future.

### **Remote Work Status**

Charis Weis provided information to the Board regarding the updated Remote Work Policy. She noted that hospitals are having to navigate waters that we haven't had to in the past including being flexible with remote work. She added that the update to the previous policy included adding the wording routine or scheduled remote work would not be allowed out of state, and that temporary work out of state would be permitted. She noted that we will have to continue to look at this in the future. She noted that if an employee works routinely or scheduled days out of state, KVH would have to follow all of the labor laws that are in place in that State. She added that we want to be sure we are doing it the right way. Leslie noted that there is some benefit to having remote workers, as it frees up space in the facility, which is in short supply. She added that remote workers must continue to meet their productivity benchmarks. She noted that we have to have balance and have flexibility to keep good people. Commissioner Ihrig noted concern regarding managers or supervisors working remotely, but agreed with the need to be flexible. Commissioner Scott noted concern regarding the cost to the District when employees work remotely while in other states instead of using PTO time and then cash out their PTO bank. Lori Groves commented that PTO could be used instead of working remotely, but the work will not get done and employees working remotely are trying to ensure that work is completed in a timely manner. Charis noted that remote work options have an impact on recruitment as well.

### **ADMINISTRATIVE REPORTS**

Written reports were presented from Leslie Hiebert, CEO; Lori Groves, CFO; Jonathan Hatfield, Director of Compliance and IT; Jonathan Lewis, Director of Environmental Services and Safety Officer and Annie Stone, ARNP Outpatient Clinic Director; Erin Wooley, CNO and Charis Weis, Director of Human Resources and Community Outreach; and Karrie West Director of Quality and Risk. Commissioner Sigfrinius made a motion to accept the reports as presented. Commissioner Pond seconded the motion. The motion carried unanimously.

### **EXECUTIVE SESSION**

President Scott stated that the Board would be going into Executive Session at 5:19 p.m. for approximately 30 minutes and will return at 5:49 p.m. for the purpose CEO Contract review allowable per RCW 42.30.110 (g) to evaluate the qualifications of an applicant for public employment or to review the performance of a public employee. However, subject to RCW 42.30.140(4), discussion by a governing body of salaries, wages, and other conditions of employment to be generally applied within the agency shall occur in a meeting open to the public, and when a governing body elects to take final action hiring, setting the salary of an individual employee or class of employees, or discharging or disciplining an employee, that action shall be taken in a meeting open to the public; as well as RCW 70.44.070 (1) The public hospital district commission shall appoint a superintendent, who shall be appointed for an indefinite time and be removable at will of the commission. Appointments and removals shall be by resolution, introduced at a regular meeting and adopted at the same or a subsequent regular meeting by majority vote. The superintendent shall receive such compensation as the commission shall fix by resolution. At 5:49 p.m. President Scott noted that the Board would continue in Executive Session for an additional 5 minutes and would return to public session at 5:54 p.m.

#### **RETURN TO PUBLIC SESSION**

The Board returned to Public Session at 5:54 p.m. Upon coming out of Executive Session, Commissioner Pond made a motion to approve Resolution 2023-01 reinstating Leslie Hiebert as CEO and Superintendent including setting her annual compensation in the attached employment agreement in the amount of \$267,134.00. Commissioner Sigfrinius seconded the motion. The motion carried.

#### **ADJOURNMENT**

There being no further business to come before the Board of Commissioners, Commissioner Sigfrinius made a motion to adjourn the meeting at 5:58 p.m. Commissioner Ihrig seconded the motion. The motion carried unanimously.



Crystal Scott, Board President



Ron Ihrig, Board Secretary