

**Wilson County Memorial Hospital District dba
Connally Memorial Medical Center
District Board Meeting Minutes
June 20, 2024**

Present Marcelo Laijas
Larry Richardson
Justin Cook
Don Finley
Steve Browning

Absent Allison Lamberth
Nick Janysek
Randy Bruett

Also Present Bob Gillespie, CEO
Kyle Klein, CFO
Brandon McDowell, COO
Oliva Flores, Executive Director of Clinics
Gary Williams, CNO
Karl Hittle, Endeavor
Curtis Rojas, Endeavor
Katelyn Hogg, Marketing Associate
Paublina Marquez, Marketing Associate
Nupe Sandoval, HR Director
Kimberly Jones, Executive Assistant
WCN Representative

Call Meeting to Order

In Mrs. Allison Lamberth's absence, Mr. Marcelo Laijas – Vice-Board President called the meeting to order at 5:38 p.m.

Pledge of Allegiance / Texas Pledge / Reflection

Roll Call of Board

The Board President called roll of the Board of Directors and a quorum was present.

Approval of the Board Meeting Minutes – May 16, 2024

Mr. Marcelo Laijas presented the May 16, 2024 Board Meeting Minutes for approval.

Action Taken

Motion made by Larry Richardson and seconded by Steve Browning to approve the May 16, 2024 Board Meeting Minutes as presented. Motion Carried.

Review, consider and take action regarding Finance Committee Items:

May Summary and Financial Analysis

Mr. Kyle Klein, CFO, reviewed the financial information for the month of May. The Board held discussion and asked questions regarding the information provided in the Summary and Financial Analysis.

Action Taken

Motion made by Justin Cook and seconded by Larry Richardson to approve the May Summary and Financial Analysis as presented. Motion carried.

CMMC Team and Endeavor Quality Incentive Bonus for June 2024

Mr. Karl Hittle commented that the Board added the quality performance fee in 2018 to Endeavor's agreement and that the employees will share that incentive when CMMC reaches a 4 or 5 star rating. CMS scores all hospitals on performance measures related to the care the patients receive along with patient satisfaction and outcomes. Quality Performance Fee of \$30,000 would be paid to Endeavor and \$60,000 to CMMC employees which has been the Board's Practice for the past several years.

Action Taken

Motion made by Justin Cook and seconded by Don Finley to approve the payment of the incentive fee of \$30,000 to Endeavor and \$60,000 to the CMMC Employees for their achievement of reaching the 4 star status as presented. Motion Carried.

Discuss and take action on appointing Dawn Polasek Barnett, Wilson County Tax Assessor-Collector, as the designated officer to calculate the No-New Revenue Tax Rate and the Voter-Approval Tax Rate for the 2024 tax year, as outlined in Chapter 26 of the Texas Tax Code.**Action Taken**

Motion made by Justin Cook and seconded by Steve Browning to make Dawn Polasek Barnett, Wilson County Tax Assessor-Collector, as the designated officer to calculate the No-New Revenue Tax Rate and the Voter-Approval Tax Rate for the 2024 tax year, as outlined in Chapter 26 of the Texas Tax Code. Motion Carried.

Alamo Boiler

Mr. Brandon McDowell requested \$215,000 to replace existing Laars boiler with new Raypak boilers, inlet and outlet manifold headers with 3" piping and install a new 80 gallon expansion tank. Future maintenance will be significantly less with no heat exchangers, as replacement tubes can be cut and refabricated straight back in. This price includes rental boiler for a couple of days when the boilers are disconnected. Board discussion ensued.

Action Taken

Motion made by Justin Cook and seconded by Larry Richardson to approve the purchase of the Alamo Boiler as presented. Motion carried.

Dell- SAN Upgrade

Mr. Brandon McDowell requested \$175,000 for the Dell SAN upgrade, which would also include 5 years of support. Our current SAN (Storage Area Network) has reached its expansion capacity. Additional projects are no available to upgrade under current environment. This replacement would provide additional storage, speed and security. Performance design would increase memory, CPU and storage capacity. Board discussion ensued.

Action Taken

Motion made by Justin Cook and seconded by Don Finley to approve the purchase the Dell SAN Upgrade as presented. Motion carried.

Fair Market Value

Mr. Bob Gillespie requested \$35,000 from the Board for the Fair Market Value Analysis for Physician Specialists. Board discussion ensued.

Action Taken

Motion made by Justin Cook and seconded by Steve Browning to approve the purchase of the Fair Market Value analysis as presented. Motion carried.

Physician Recruitment Contract – Family Practice

Mr. Bob Gillespie requested up to \$38,000 from the Board to start a search for Physicians Candidates for Family Practice, using one recruitment group. Board discussion ensued.

Action Taken

Motion made by Justin Cook and seconded by Larry Richardson to approve moving forward with the Physician Recruitment Contract for Family Practice as presented. Motion Carried.

Physician Recruitment Contract – Radiologist

Mr. Bob Gillespie requested up to \$52,000 from the Board to start a search for a Radiologist, using two recruitment groups. Board discussion ensued.

Action Taken

Motion made by Justin Cook and seconded by Don Finley to approve moving forward with the Physician Recruitment Contract for a Radiologist as presented. Motion Carried.

Monthly /Annual/ Quarterly Reports

Annual Staffing Ratio Plan – Gary Williams

Mr. Gary Williams reviewed the Staffing Effectiveness Plan

- Texas law governs hospital nurse staff ratios
- Staffing Effectiveness and Patient Safety
- Nursing Sensitive Indicators (NSI)
 - Patient Fall without Injury
 - Patient Falls with Injury
 - Medication Errors
 - Hospital Acquired Conditions
 - Left Without Being Seen
 - Surgical Site Infections
 - Cost of Turnover
 - RN Turnover by Specialty
 - Hospital Turnover by Position
- Patient Care Impact
- Staffing Recruitment Strategies
- Staffing Retention Strategies
- Current CMMC Staffing Policy

Annual Employee Survey Report – Arnulfo Sandoval

Mr. Sandoval reviewed the Annual Employee Survey Report to include metrics on the following:
Mr. Sandoval went over the results of the Annual Employee Survey to include

*Response Rates

- *Engagement Indicator
- *Resilience Index
- *Diversity Index
- *Team Index
- *Leader Index
- *Organization
- *Manager
- *Employee
- *Generation
- *Strengths
- *Concerns
- *Team Member Suggests
- *Likes

Quarterly Marketing Report

Mrs. Katelyn Hogg reviewed the following

- Dr. Willson – ENT Video
- Boosted Physician Video Posts – Facebook and X- Twitter
- Local EMS Week Celebration s- May 24th
- Water Aerobics Season
- Floresville ISD Resource Fair – June 3rd
- Denim and Diamonds Casino Night Update – 35 Tables sold
- Upcoming Marketing Events
 - July 3 – Summer Bash Celebration CMMC
 - August 9 – Floresville ISD Vendor Fair
 - August 24 – Wilson County Health Fair

CEO Report – Bob Gillespie

Mr. Gillespie reviewed the following with the Board of Directors:

- Business
 - Changing Clearinghouse
 - Waystar
- Established a Denial Management Team
- Contract Negotiations with Payors
 - Weekly Meeting
 - Engaged with United
 - Next payors to engage
 - Aetna
 - Cigna
- Physician Visits
 - June 19th – Primary Care Candidate
 - June 24 – Ortho Candidate
 - June 25th – ENT Candidate
- Physicians Currently in Discussion with
 - 2 Ortho Candidates
 - 2 ENT Candidate
 - 2 Primary Care Candidates
- July 9th Long Range Planning
- July 18th Board of Directors Meeting

Executive Session

The Board President called for a Closed Session.

The Board Members convened into Closed Session at 7:00 pm on 06-20-2024.

Reconvene to Open Session

The Board President called for an Open Session.

The Board Members convened into Open Session at 7:26 pm on 06-20-2024.

Section Texas 161.032 Medical & Safety Code

Medical Staff Credentials

Action Taken

Motion made by Larry Richardson and seconded by Don Finley to approve the Medical Staff Credentials as presented. Motion carried.

Section Texas 551.072 Deliberations Regarding Property

No Action Taken

Section Texas 551.085 Deliberation of Governing Board of Certain Providers of Health Care Services.

No Action Taken

With no further business, the meeting adjourned.



~~Justin Cook~~, Board Secretary

Marcelo LaJus

