



St. John's Health
P.O. Box 428
Jackson, Wyoming 83001
307-733-3636

Committee: Special Board of Trustees Meeting - Public Session - via Zoom

Meeting Date: April 16, 2021

Minutes Prepared By: Morgan Gurney, Executive Assistant

Members Present:

Cynthia Hogan, Secretary
Mike Tennican, Trustee
Susan Critzer, Chair
Joe Albright, Trustee
Scott Gibson, Treasurer
Debby Hopkins, Vice Chair
Bruce Hayse, MD, Trustee

Members Absent:

Board Advisors Absent:

Bob Pisano
Katharine Conover
Dave Robertson
Dr. Jim Little Jr.

Others Present:

Will Wagnon, CEO
John Kren, COO/CFO
Marsha Sensat, CNO
Morgan Gurney
Alisa Lane
Amy Russian
Audra Nielsen
Blair Christy
Sean Ryan
Jim Johnston
Karen Connelly
Marty Trott, MD
Marc Domskey, DO
Thom Kinney
Tom Hallberg
Tom Lubnau
Call-in Users: (unknown)
Call-in Users: (unknown)

Call to Order

The public board meeting was called to order at 4:00 p.m. by Chair Sue Critzer.

Comments from the Chair *(presented by Ms. Sue Critzer)*

Sue Critzer calls to order to discuss Administrations COVID-19 Safety Bonus.

CEO Report *(presented by CEO Will Wagnon)*

Will Wagnon thanked everyone for making time today for a special board meeting. The leadership team met this week and finalized a proposal for a COVID-19 Safety Bonus. The goal is to get approximately 90% of all SJH team members vaccinated. The SJH management team would like to propose an incentive or potential motivation in efforts of incentivizing the behaviors SJH desires as well as recognize those employees who have exhibited these same behaviors with a goal to reach 90% SJH staff vaccinations. Additionally, this proposal will reward those SJH team members who have contributed to the 70% of the already vaccinated team members. Will and administration team looks to the board to consider a request to seek support expenditure, not to exceed \$517,200 to pay a 3rd bonus to our team but really a COVID-19 safety bonus tied to employees who have been vaccinated who work at St. Johns. **The purpose of the Special Public Board Meeting is to seek support from the Board to pay a COVID Safety Bonus of \$600 to all full-time employees (pro-rated for those working less than 30 hours) who get vaccinated for COVID-19 prior to May 31, 2021, not to exceed \$517,200 in total.**

Will introduced Thom Kinney to give additional details on how the administration team came up with this methodology.

Thom Kinney explained the HR team looked at the current total amount of employees with the total amount of employees that have been vaccinated and projected to a 100% vaccination rate which would be the upper limit of the bonus amount. The bonus would be given to any employee that receives the COVID-19 vaccine prior to May 31st, 2021 and hopes to pay out the bonus to employees in June.

Approval of COVID-19 Safety Bonus

Sue Critzer motioned to approve the bonus plan as presented by Administration/Management team. Motion made by Cynthia Hogan to approve the bonus plan as presented, motion seconded by Scott Gibson and unanimously passed with no objections noted.

Old Business – NA

New Business – NA

Public Comment – No public comment.

Next Meeting

The next regular monthly meeting is scheduled for Wednesday, May 26, 2021 via Zoom only. Executive Session will be held at 3:00p.m. and the Public session at 4:00 p.m.

Adjournment

With nothing additional to discuss, Ms. Critzer adjourned the meeting at 5:25 p.m.

Respectfully submitted,

Morgan Gurney, Executive Assistant