



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

Committee: Board of Trustees Monthly Meeting - Public Session- via Webex

Meeting Date: August 27, 2020

Minutes Prepared By: Morgan Gurney, Executive Assistant

Members Present:

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

Members Absent:

Others Present:

Paul Beaupre, CEO	Karen Connelly
John Kren, COO/CFO	K Malone
Marsha Sensat, CNO	Liz Brimmer
Morgan Gurney	Marty Trott, MD
Alison Lee	Nikki Gill
Alisa Lane	Blair Christy
Amberley Baker	Rich Bloom
Billy Arnold	Richelle Heldwein
Brooke Sausser	Roger Perkins
David Roberts	Sandip Ray
Jason Wells	Tom Hallberg
Jessica Gill	Thom Kinney
Jim Johnston	Tom Lubnau
John Goettler	Call-in Users: (unknown)
Jo	

Board Advisors Present:

Bill Best
Katharine Conover
Dave Robertson
Marc Domsy, DO

Call to Order

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

Approval of Minutes

Ms. Hogan asked those present to review the minutes of July 16, 2020 meeting and asked for any recommendations for change prior to approval.

Cynthia Hogan recommended approval of the minutes from July 16 2020 meeting. Those present asked to provide any objections to approval of the minutes with no comments made. Motion made by Cynthia Hogan to approve the minutes of the July 16, 2020 Board of Trustees regular meeting as presented, motion seconded and passes unanimously with no objections noted.

Comments from the Chair *(presented by Ms. Cynthia Hogan)*

Ms. Hogan announced a vacancy in our Board Advisor position, as Debby Hopkins joined the Board as a Trustee. Debby Hopkins introduced Katharine Conover a 30-year resident of Teton County who has been selected as the new candidate Board Advisor.

Ms. Hogan recommends a motion to elect Katharine Conover as a Board Advisor. Motion made by Debby Hopkins, seconded by Scott Gibson. Those present asked to provide any objections regarding this appointment, with no comments made, motion passes unanimously.

Ms. Hopkins, Chair of the Governance Committee, introduced the new topic, Innovation in Healthcare, and noted the goal of the committee is to advance our hospital using innovation technologies.

Katharine Conover was welcomed to the meeting and she thanked everyone for nominating her as Board Advisor.

Ms. Hogan thanked entire hospital staff for the results of the last DNV Survey and the ISO9001 certification. A huge thanks to Richelle Heldwein for leading the COVID-19 response team and providing information to both the entire organization and Teton County.

Ms. Hogan mentioned she will discuss sustainability of workforce housing during the Strategy section of the Board Meeting.

CEO Report (presented by Dr. Paul Beaupre)

Awards & Recognition

- HealthGrades: Outstanding Patient Experience; 3rd year in a row
- US News and World Report: Best Orthopedic Care in Wyoming
- Telehealth Network Grant Program

COVID-19 Updates

- Testing Supplies woefully inadequate
- Workforce turnover & burnout introduction. Thom Kinney to discuss later in this meeting.
- Visitation Policies- remain strict and in-place.

Sage Living

- Construction is going well
- Malenda's Resignation as of September 18th, 2020
- Air Handlers successful placed on Sage Living building.
- Possession date set for June 11th, 2021 for residents to move –in.

Sustainable Workforce Housing

- Demand has intensified due to COVID lead SJH Administration team to support and work with anyone in Teton County on sustainable workforce housing.
- Deed Restrictions on any SJH housing.
- Meeting with Planning Commission to further discuss neighborhood plans.

Dr. Beaupré asked for any questions, with none noted for additional discussion, and introduces Richelle Heldwein to present the 2020 Culture of Safety Survey results.

Culture of Safety Survey 2020 (presented by Richelle Heldwein)

Richelle Heldwein provided a report on the Culture of Safety Survey, this survey relays information from front-line staff members to our Quality and Administration departments. Clinical staff, which is composed of 450 staff members, receive this survey every 2 years via a nationally standardized written survey developed by Agency for Healthcare Research and Quality.

Survey results showed that 372 clinical staff members completed the survey (292 hospital and 92 clinics). Results were positive and show staff feel we as an organization protect our patients and each other creating a safe and positive culture. Please see PowerPoint slides attached for specific

details from the Survey.

Susan Critzer asked for a benchmark follow up showing SJH survey results in comparison to national and other local survey results.

Finance, IT and Facilities Committee (presented by Mr. Scott Gibson and CFO/COO, Mr. John Kren)

Mr. Gibson reported on the finances for July. July financials exceed the July's conservative financial goals, including operating income profitability, which is a huge success for the organization. Great job team and management for their leadership during this busy time. With this success, financial sustainability is less of a certainty due to COVID-19 fluctuations.

Mr. Kren reported on strong inpatient and outpatient surgery performance, although, Emergency Department visits have declined overall. SJH is on-budget for our gross and net patient income in July, revenue and expense financials exceeded July's goals and is off to a great start for fiscal year 2021.

Dr. Beaupre mentioned those with second homes and long-term travelers are staying in Jackson longer this year which has helped our hospital deliver healthcare services to these Teton County long-term guests. Hopes to continue to have guests visit SJH for healthcare needs.

Mr. Gibson reported on Facilities and notes everything is on-time and on-budget. Mr. Gibson asked for any questions, with none noted for additional discussion.

Strategy & HR Committee (presented by Ms. Cynthia Hogan and Thomas Kinney)

Ms. Hogan asked Thom Kinney to address HR updates. Staffing shortages due to COVID-19, travel, etc. have impacted the hospital staffing in the previous months. At one point, SJH had twenty employees out on quarantine which causes a huge gap in staffing needs. Turnover has increased due to COVID-19. Mr. Kinney proposes a financial retention differential to the Board of Trustees.

Ms. Hogan mentions the strategy committee has reviewed the financial retention differential proposal and would like Susan Critzer to present the recommendations. **Sue Critzer thanks all healthcare workers during the COVID-19 pandemic and recommends the Board to approve the SJH Administration financial retention differential bonus to be paid out in the 2020 calendar year and not to exceed \$1,000,000. Motion seconded by Scott Gibson. Those present asked to voice any objections, motion passed unanimously with no objections noted.** Ms. Hogan thanked the entire SJH staff for their hard work and leadership during these past months and hopes this bonus shows the Board's appreciation of all the hard work, sacrifices, additional shifts, etc. the staff has faced during the COVID-19 pandemic.

Ms. Hogan mentioned there was a real estate proposal in Executive Session. **Ms. Hogan recommends a motion to approve the real estate proposal previously discussed. Motion made by Debby Hopkins and seconded by Scott Gibson to approve the real estate proposal discussed in Executive Session. Those present asked to voice any objections, motion is approved and passed**

unanimously. Ms. Hogan mentions this real estate deal will be public information when it is formally processed.

Ms. Hogan mentions strategy committee discussed real estate and housing as it is a hot topic in the community and Teton County as a whole right now. Ms. Hogan states:

“Proposed SJH Board of Trustees Motion supporting affordable housing for full-time employees:

St. John's Health has an acute need for Teton County based affordable housing for up to 160 rental units, condos, townhomes and single family homes available to our full-time workforce by 2024. This number results from an analysis of workforce retirement and staff turnover estimates. One of the major reasons for staff turnover is the lack of affordable housing which causes significant stress, and fear of being pushed out on short notice. Without affordable local housing over the next 3-5 years we will be challenged to be able to retain the best healthcare workforce.

In addition, SJH has many critical employees who need to live near the hospital to staff operating rooms, and care for hospitalized patients and Sage Living residents, around the clock. As an example, this August we experienced an urgent need for surgeons, nurses, radiologists, anesthesiologists and other staff to be at SJH within 30 minutes following a triple hot air balloon accident. Every winter, staff from Alpine and Victor/Driggs are not be able to get to work due to avalanche, inclement weather, and other emergencies. This means that we need a SJH housing strategy which includes a variety of types of homes in Jackson and Teton County, in addition to neighboring counties.

Furthermore, due to our employees 12 hour shifts we want to provide multiple transportation options, which should also benefit the larger community. We expect these need to be explored in collaboration with others in the community.

Home prices need to be across an affordable price spectrum for entry level employees through medical technicians, RN's and MD's., including both singles, head of households and families. We believe an affordable range of home prices is to be between \$350,000 and \$750,000 in 2020 dollars with homes and rental units ranging in size from 800 to 2,500 sq. ft. but will confirm this based on employee input. We support the development of employee owned, permanently deed restricted, affordable housing.

Therefore, the Board of Trustees requests the Administration to work with us to finalize a comprehensive SJH housing strategy which includes a variety of rental units, and a range of sizes and density of employee owned housing, including transportation options. This strategy should be developed with employee input, and brought to the Board of Trustees for approval within the next 6 weeks. The final recommendation will be used to provide input to Teton County and others as they develop neighborhood plans. We urge our county commissioners to

accelerate the development of the Northern South Park plan as high priority to our community.”

Ms. Hogan recommends a motion to support the development of the Northern South Park plan. Motion made by Scott Gibson and seconded by Debby Hopkins to approve the support of the development of the Northern South Park Plan.

Joe Albright recommends an amendment to the motion, asking to strike the last sentence regarding urging our county commissioners to do. Joe Albright does not believe the board has taken the time to fully understand the Northern South Park Plan proposal and therefore, does not support the initial motion previously made.

Cynthia Hogan clarified that this motion is specific to the entire development of a neighborhood called the Northern South Park plan and not a specific reference to, for example, the Gill project. Susan Critzer mentioned her interpretation of Ms. Hogan's statement was a broad, full neighborhood plan as well.

Paul Beaupre noted the motion amendment recommendation from Mr. Albright requires Ms. Hogan, as the Chair to obtain a second on his amendment recommendation. Ms. Hogan asks for a second regarding the proposed amendment by Mr. Albright to the initial motion. No second or comment was heard.

Ms. Hogan called for a voice vote regarding the Northern South Park Plan proposal. All in favor for this motion for affordable housing were asked to state their name and say “I”. The following votes were heard: Cynthia Hogan, I. Scott Gibson, I. Debby Hopkins, I. Sue Critzer, I. Those not in favor were asked to state their name and say “no”. Joe Albright, No.

Those were asked for any abstentions. No comment heard, however technology issues were identified.

The following votes were documented after resolving technology issues. Dr. Bruce Hayse calls in at a later time to discuss his views as he disagrees with the initial motion. Bruce Hayse votes no. Mike Tennican emails in and votes no.

Susan Critzer requests to clarify her position regarding her vote, which is a yes to support. Ms. Critzer believes we are asking the county commissioners to accelerate the process which can typically can take months, to years, to establish a neighborhood plan, and expediting this process would help workforce and sustainable housing in the community as this is in a dire need and considered critical, at this point.

Ms. Hogan clarifies by noting this motion is in support of a neighborhood plan for the entire Northern South Park Plan and a comprehensive plan. There are concerns that this process may take years, which is why the motion is to expedite that process with the county commissioners.

Public Comment:

Brooke Sausser thanks the Board for their support in a comprehensive neighborhood plan that supports the entire community.

Ms. Hogan asked if anyone has any other comments or questions, with none noted for additional discussion.

JCQC Meeting *(presented by Ms. Sue Critzer)*

Meets every other month. Dr. Marc Domsy reports two minor changes to the SJH Rules & Regulations. (Please see attached for details on the changes).

Dr. Domsy recommends a motion to approve the proposed changes to the St. John's Rules and Regulations. Motion made by Debby Hopkins and seconded by Scott Gibson to approve changes on the St. John's Rules and Regulations. Those present asked to voice any objections, the motion passed unanimously.

Dr. Domsy recommends the approval of the additional privilege requested by Amanda Rizner, CNM. Motion made by Sue Critzer and seconded by Cynthia Hogan to approve the additional of privileges requested by Amanda Rizner, CNM. Those present asked to voice any objections, the motion passed unanimously.

Dr. Beaupre mentions that Tom Lubnau, lawyer for SJH, emailed him to clarify that in the State of Wyoming a Board Member cannot abstain. An abstained vote would be considered as a NO vote.

Search Committee *(presented by Susan Critzer)*

At the July Board of Trustees Public Meeting, the Board formalized the Search Committee with Sue Critzer as Chair, Scott Gibson, Bob Pisano, Cynthia Hogan, and requested the addition of Dr. Marcia Lux. The Search Committee has been working hard with the WittKieffer firm on candidate with hopes of first round interviews in October and select finalists for on-site visits in November.

Sue Critzer recommends a motion to approve the addition of Dr. Marcia Lux as part as the Search Committee member. Motion made by Cynthia Hogan and seconded by Scott Gibson to approve the addition of Dr. Marcia Lux. Those present asked to voice any objections, the motion passed unanimously.

Foundation *(presented by Mr. John Goettler)*

Mr. Goettler reports the foundation launched the mental health JH Pilot program in collaboration with the community foundation of JH and other mental health non-profit organizations. Information on the mental health pilot program is listed below. An Oncology pilot program will launch in October, information on the oncology pilot program is listed below. The Foundation was hoping to launch a legacy fund this fall throughout the community and expand that fund in 2021. This focuses on the independence of our hospital and how to maintain that and give the community knowledge on that goal.

To apply for counseling services through Mental Health JH pilot program, please visit stjohnsfoundation.health/program/mentalhealthfund. Applicants can email Katie Long at

klong@stjohns.health. Individuals who are experiencing a mental health crisis should contact Jackson Hole Community Counseling Center's crisis line, 307-733-2046, or the national suicide prevention hotline, 800-273-TALK. Those who need help can also text HOME to 741741 or simply dial 911.

For more information on the Oncology pilot program please call Lynnette Gaertner, our Oncology Social Worker, at 307.739.6190.

Old Business – No old business at this time.

New Business – No old business at this time.

Public Comment – No public comment.

Next Meeting

The next regular monthly meeting is scheduled for Tuesday, September 29, 2020 via WebEx only. Executive Session will be held at 3:00p.m. and the Public session at 4:00 p.m.

A Special Board Meeting will be held early October, six weeks from now on affordable housing. The Board is going back into executive session today following this public meeting and a new invite will be emailed out shortly by Morgan Gurney.

Adjournment

With nothing additional to discuss, Ms. Hogan adjourned the meeting at 5:17 p.m.

Respectfully submitted,
Morgan Gurney, Executive Assistant