

**Committee:** Board of Trustees Regular Meeting –Public Session - via Zoom

**Meeting Date:** June 23<sup>rd</sup>, 2022

**Minutes Prepared By:** Morgan Gurney, Senior Executive Assistant

**Members Present:**

Cynthia Hogan, Chair  
Evan Jones, Vice-Chair  
Sue Critzer, Secretary  
Scott Gibson, Treasurer  
Katharine Conover-Keller,  
Trustee  
Mike Tennican, Trustee  
Bruce Hayse, MD, Trustee

**Board Advisors Present:**

Jim Little Jr  
Bob Pisano  
Bob Hopkins  
Vance Vanier  
Jim Hunt  
Pam Cutler

**Members Absent:**

**Others Present:**

Dave Robertson, CEO	Kateawebb49
John Kren, COO/CFO	Laura Martien
Morgan Gurney	Mary's iPhone
Alisa's iPhone	Meghan W
Allie	Naomi Floyd
Audra Nielsen	Nicholas Norris (tom's partner)
Blair Christy	Oncology
Bobs iPhone	Outpatient Surgery
Casey Gregory	Richelle Heldwein
Elizabeth Whitaker	Sandy Ress
Galaxy Note10+	Seth Robertson
ICU	Sheldon Perkins
Jessica Romo	Sherry Simpson
Joan Goldfarb	Thom Kinney
Karen Connelly	Tom Lubnau
Tiffany Fairclough	Cristy
307-739-7559	Jen Chiappa
307-733-3636	Cristy
307-739-7648	Laurie
541-880-6742	

**Call to Order**

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

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

Ms. Hogan reviewed the SJH mission statement, which is “to provide our unique community and visitors with exceptional and ever-advancing, individualized care.” Cynthia mentioned that as Chair, her goal is to ensure that every trustee, advisor, and interested community member understands the progression of the 2022 board goals, the challenges SJH faces, as well as how these goals relate to living the St. John's Health Mission Statement. The five 2022 Board Goals are:

1. Maintain and enhance the quality of care - *JCQC*
2. Maintain a strong balance sheet while generating funds to address employee compensation and workforce housing – *Finance Committee*
3. Successfully conclude the CEO search - *Search Committee*
4. Develop an actionable workforce housing plan, including SPET ballot initiative - *Strategy Committee*
5. Actively engage all Trustees and Advisors & develop our board talent pipeline - *Governance Committee*

Ms. Hogan provided a progression update on the 2022 Board Goals. Ms. Hogan noted that throughout the last three years of COVID-19, St. John's Health has maintained goal one by providing an excellent level of care to patients and has received numerous awards, but most importantly St. John's has received a 5-star rating from CMS and is rated the #1 hospital under 100 beds in Newsweek's review of top hospitals.

Ms. Hogan mentioned that goal two is one of the most challenging 2022 goals, as staff turnover is the most immediate threat to SJH's long-term independence. The board has spent months collaborating with the administration team to design a sustainable compensation program to retain St. John's Health's most experienced staff while not jeopardizing St. John's Health's financial stability. The board is prepared to review and vote on the final compensation system recommendations within today's public session meeting.

Ms. Hogan noted that goal three has continuous monthly progress with monthly updates which keeps trustees, advisors, staff, and the public informed as to where SJH is in the CEO search process.

Ms. Hogan announced that goal four made major progress this week with the Town Council voting to approve the Hitching Post zoning map amendment application. St. John's Health has forged partnerships with community housing networks to ensure a workforce housing plan is developed and actionable. The workforce housing plan is to add or build at least 150 new units in the next 4-8 years.

Lastly, Ms. Hogan mentioned that the Board has welcomed two new Trustees: Katharine Conover-Keller and Evan Jones, and three new Advisors: Vance Vanier, MD, Jim Hunt, and Pam Cutler, MD. The Governance Committee has developed an onboarding program for future trustees and advisors.

### **Approval of Minutes**

Ms. Hogan presented for approval the minutes of the May 26<sup>th</sup>, 2022, Regular Meeting of the Board of Trustees.

**It was moved by Sue Critzer, seconded by Evan Jones, to approve the May 26<sup>th</sup> meeting minutes as presented. The motion carried unanimously.**

### **CEO Report** *(presented by Dave Robertson)*

Dr. Marty Trott gave a presentation on the Inspire Program. Dr. Trott focused on the Inspire implant's function, trial results, and future program goals. The St. John's Health program has performed 67 Inspire implants since June 2020. Bob Pisano commented on his positive experience with the Inspire implant as Dr. Trott's first local patient. Dr. Trott answered questions following his presentation.

Mr. Robertson presented the monthly CEO report that focused on the following topics:

- Housing Update
- Compensation System Recommendations
- Sampling of 2022 SJH Awards and Recognitions

**Following a review of the compensation system recommendations from both the Strategy/HR Committee and the Finance/Facilities Committee, the following motion was presented by Scott**

**Gibson and seconded by Cynthia Hogan: “Because Wyoming Statutes require the Budget to be approved at our July meeting, and our compensation plan is scheduled to go into effect prior to that budget approval, I move that the board approve the \$7.5M compensation package that is built into our budget effective with the pay period beginning July 10, 2022.” At the suggestion of legal counsel, a role call vote was performed, and the motion carried unanimously.**

A copy of Mr. Robertson's and Dr. Trott's presentation materials, which provides information on each of the above topics, is attached and made a permanent part of these minutes.

**Strategy, Development, and HR Committee** *(presented by Ms. Cynthia Hogan)*

Ms. Hogan reported that the Strategy Committee has diligently worked on the continuous development of the compensation proposal plan which was mentioned and approved during the CEO report. Ms. Hogan mentioned that Thom Kinney was able to have the first meeting with the South Park Loop representatives to discuss potential housing needs and usage for SJH workforce housing. On July 5<sup>th</sup>, the Town Council holds their monthly Joint Information Meeting, where they are to discuss and vote on the South Park Loop proposal. Additional Town Council meetings will occur throughout the summer to discuss South Park Loop zoning, etc.

**CEO Search Process Update** *(presented by Ms. Katharine Conover & Mr. Evan Jones)*

Mr. Jones announced that Korn Ferry, the CEO Search firm, has established a list of potential CEO candidates and is ready for the committee to review their findings. Evan mentioned that the committee will review the list of CEO candidates and schedule interviews in the next few weeks. Korn Ferry has focused on sourcing candidates that fit St. John's Health's culture and the list of desired attributes. Korn Ferry has focused on identifying candidates that indicate that they are willing to stay in the Jackson community for the next 5-7 years. Ms. Conover mentioned that the committee is excited to review the candidates in more detail as the preview looks promising. She thanked everyone for supporting the committee.

**Finance, IT, and Facilities Committee** *(presented by Mr. Scott Gibson)*

Mr. Gibson reported that May's financial results were slightly better than the budget for the month. The 2021-2022 fiscal year is projected to come in at, or better than, the budgeted targets.

A special Finance Committee meeting was held in early June. The committee continued discussions and planning to prepare for the upcoming fiscal year budget. The committee focused on the revenue/charge structure and has discussed a range of options which will be presented within the final budget plan at the Regular Public Board of Trustees meeting on July 21<sup>st</sup>.

The Finance, IT, and Facilities committee recommend a budgeted net operating revenue of \$187,217,000. The increase in net revenue is the result of projected increases in system-wide volume and pricing adjustments.

**It was moved by Scott Gibson, seconded by Mike Tennican, to approve incorporating the recommended net operating revenue of \$187,217,000 within the 2022-2023 fiscal year budget which will be finalized and presented at the July 21<sup>st</sup>, 2022, monthly Board of Trustees meeting. The motion carried unanimously.**

**Nominating & Governance Committee** *(presented by Ms. Sue Critzer)*

Ms. Critzer reported that a regular monthly meeting was held in early June. Sue welcomed a new member, Dr. Bruce Hayse, to the committee. The committee debriefed the May Board Workshop and concluded that collaboration efforts were very positive and did provide an opportunity to strengthen board relationships as this was the first time that many of the Trustees and Advisors had actually met in person as a result of COVID precautions. The committee formalized an onboarding program for new board members and advisors that focuses on HR practices, HIPPA, and State and Federal Laws. Lastly, annual board effectiveness assessment efforts were discussed. The Board Bylaws were reviewed and updated earlier this year so no action on Board Bylaws at this time.

**The SJH Foundation** *(presented by Ms. Sheldon Perkins)*

Ms. Perkins, Vice-President of the SJH Foundation, introduced herself in her new role as interim President of the SJH Foundation. In her first few weeks in this new role, Ms. Perkins has connected with board members and key stakeholders, worked with Foundation staff to identify potential near-term and long-term improvements to Foundation programs and operations, worked with event partners to support fundraising efforts, and has supported the hospital's PSP zoning and SPET efforts. Ms. Sheldon announced a new program, Robert's Garden. The garden is a companion to Emmy's Garden. At July's meeting, Sheldon will present the Foundation Board's immediate goals and desired outcomes.

**Old Business – None**

**New Business – None**

**Public Comment** – Dr. Bruce Hayse thanked Paul Beaupre, MD for the Guest Shot article he wrote and submitted to the Jackson Hole News & Guide.

**Next Meeting**

The next regular monthly meeting is scheduled for noon on July 21<sup>st</sup>, 2022, via Zoom only. The Executive Session begins at 11:00 am and the monthly Public Session begins at 12:00 pm.

**Adjournment**


With nothing additional to discuss, Ms. Hogan adjourned the meeting at 5:19 p.m.

Respectfully submitted,

Morgan Gurney, Senior Executive Assistant

# Board Key Focus Areas 2022

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1. Maintain and enhance quality of care – *JCQC*
  2. Maintain strong balance sheet while generating funds to address employee compensation and workforce housing - *Finance Committee*
  3. Successfully conclude the CEO search - *Search Committee*
  4. Develop an actionable workforce housing plan, including SPET ballot initiative - *Strategy Committee*
  5. Actively engage all Trustees and Advisors & develop our board talent pipeline - *Governance Committee*
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# CEO Report

Board of Directors Meeting  
June 23, 2022



# Topics

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- Presentation on INSPIRE – Dr. Marty Trott
- Housing Update
- Compensation System Recommendations
- Sampling of 2022 SJH Awards and Recognitions



# INSPIRE

Sleep Apnea Innovation

Martin Trott, MD, FACS





# What is Inspire?

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Inspire is an FDA-approved treatment for OSA that has helped over 25,000 OSA patients across the globe. It works by implanting the Inspire system under the skin of the neck and chest with 2 small incisions during an outpatient procedure.

1.5 hours

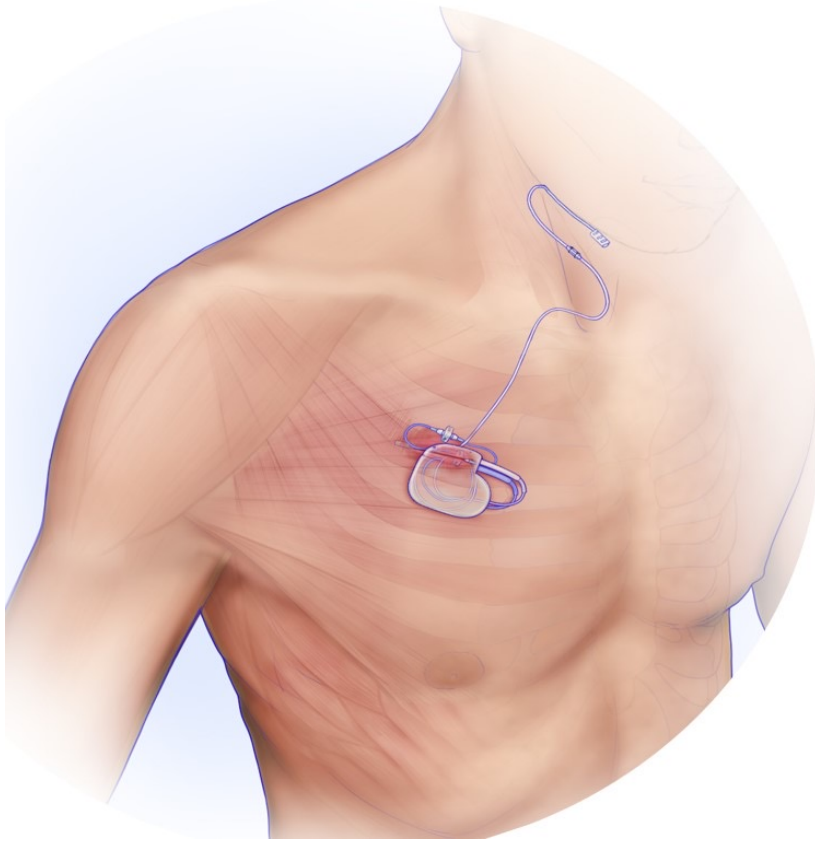
Minimal discomfort

Inspire clinical trial results published in January 2014 concluded that properly selected patients who use the Inspire treatment had significant reductions in sleep apnea events and substantial improvement in their quality of life, improvements that were sustained during a five-year follow-up in 2019.



# How Does it Work?

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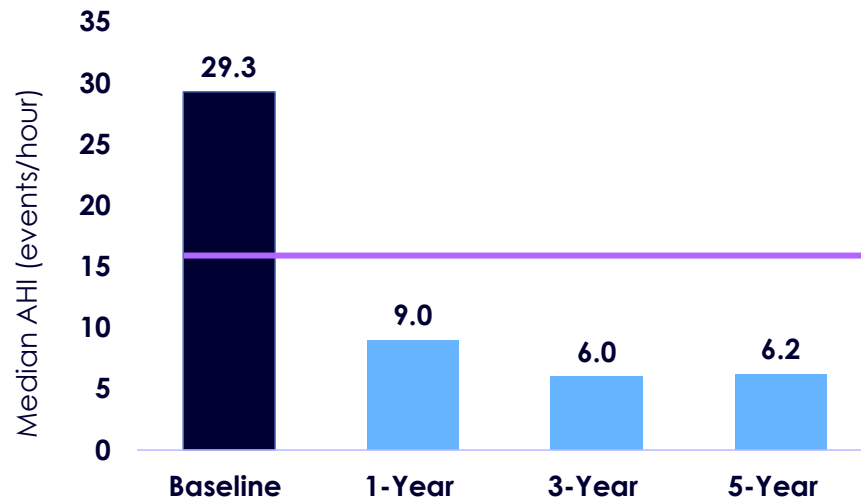
Inspire works by mildly stimulating the airway muscles to keep it open as you sleep.

Patients are provided a small, handheld remote to turn the Inspire on before you go to bed and turn it off again once you wake up.

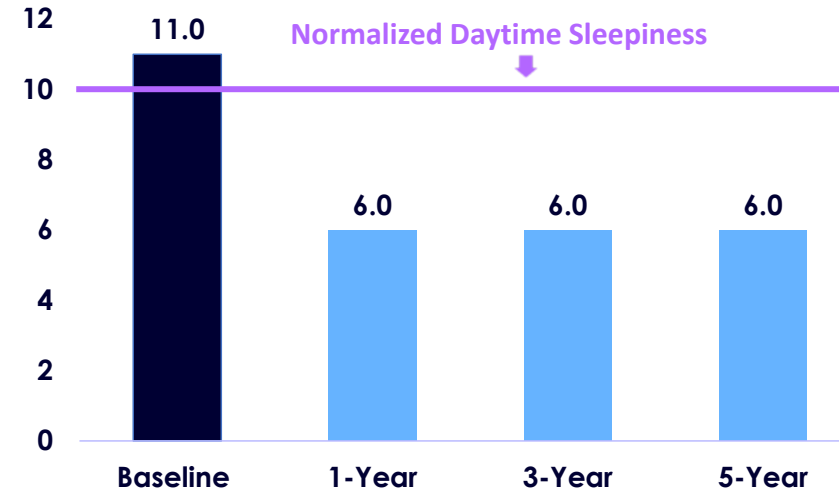
# STAR Trial Overview

5 Year Follow-up Complete

## Apnea Hypopnea Index (AHI)



## Epworth Sleepiness Scale (ESS)



Multi-Center Prospective, 126 Patients, Randomized Control Tx, Withdrawal ARM

Strollo et al NEJM 2014; Woodson et al  
Heise et al ERJ 2019  
Pietzsch et Marin; 2018;

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# Why St. John's Health

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- Globally, just over 600 implanting surgeons
- 1/3 are averaging 24 or more implants per year (2 per month)
- At SJH we have completed 67 Inspire Implants since June 2020



# Why St. John's Health

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- We are a team
- Local and regional patients interested in Inspire are able to stay close to home
- Commitment to offering the highest levels of care and service with quality and safety at the forefront



# Results to Date

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## Notable outcomes of Inspire therapy include:

- 90% of patients' bed partners reported soft or no snoring.
- Patients had a 79% reduction in sleep apnea events.
- 94% of patients prescribed Inspire treatment reported satisfaction.
- 96% of Inspire patients say Inspire is a better, more comfortable treatment compared to CPAP and would recommend it to others.


# The Future of Inspire

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## Program Goals | FY 23

- Increase outreach efforts via provider education in our primary and secondary markets.
- Increase support/team
- Receive Physician of Excellence Designation in FY 2023.

## Physician of Excellence Evaluation

1. Consistent patient evaluation for Inspire
  2. Program duration of 1 year or more
  3. Greater than 70% therapy success
    - > 5.5hrs/night and > 70% of patients which AHI < 15 OR ESS score lowered by 2 points
  4. Less than 6 weeks from contact to consultation for Inspire
  5. Less than 6 weeks from prior authorization approval to implant
  6. Provider who manages Inspire patients is Phase I Post-Implant Care Certified
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To learn more visit  
[www.stjohns.health/inspire](http://www.stjohns.health/inspire)

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# Housing Update

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- The Hitching Post
  - Zoning Commission unanimously recommended approval of a zoning map change for The Hitching Post from NM-2 to P/SP on May 4<sup>th</sup>
  - Town Council considered Zoning Map Recommendation on June 6<sup>th</sup> and June 21<sup>st</sup>
  - June 21<sup>st</sup> Town Council approved the Zoning Map Amendment changing the Hitching Post from NM-2 to P/SP
  - Amendment becomes final after three public readings
  - \$24M SPET application currently being evaluated by Town Council and County Commission for possible inclusion on November SPET ballot with final decisions scheduled by the end of July

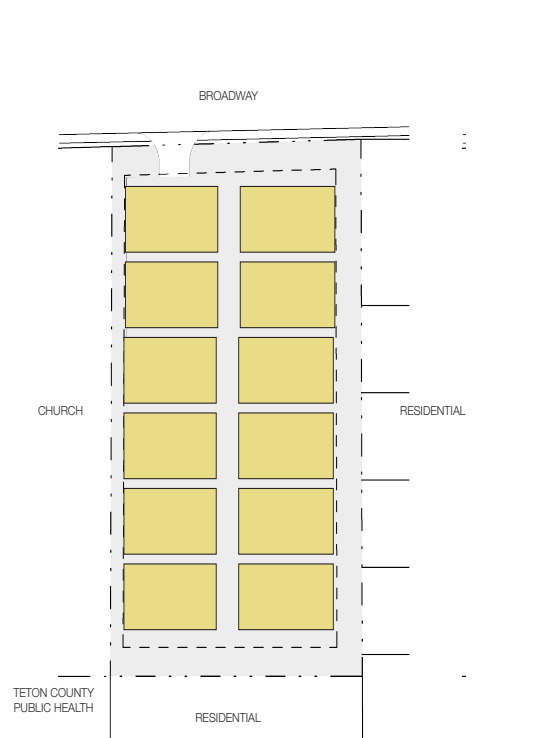
# Why is P/SP Zoning Important to the Hitching Post Project?

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- Allows construction of a single building rather than multiple buildings as required under current designation of NM-2 (NM-2 requires maximum of 8 living units per building with a maximum size of 10,000 sq. ft.)
  - Single building design enhances livability, neighborhood friendliness, character of neighborhood, and reduces cost
  - Facilitates design that allows for greater setbacks from residential neighbors
  - Most importantly, utilizes the property much more efficiently
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# NM-2 vs P/SP Design

## NM-2



NM-2 - OPTION 1

HIGHLIGHTS:

## P/SP



P/SP - OPTION 1

P/SP - OPTION 2

P/SP - OPTION 3

HIGHLIGHTS:

# Other Housing Projects

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- King and Karns
  - 15-unit development (5 studios and 10 Two BR units) in process of detailed design development with anticipated Spring 2023 construction start
  - Development Plan Determination of Sufficiency received June 21<sup>st</sup>
  - Scheduled for Planning Commission August 3<sup>rd</sup>
  - Tentatively scheduled for Town Council September 6th

# Compensation System Recommendations

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- Purpose of compensation plan redesign is to assure a structure that is consistent, simple, fair, transparent, sustainable, and data driven
- Key components
  - Consistent focus on competitiveness of both entry wage and wages for experienced staff
  - Desire to significantly reduce the use of travelers
  - Total plan cost \$7.5M
- Finance Committee members are unanimously supporting adoption
- Needed Action – Approval of implementation effective with the Pay Period beginning July 10th

# Sampling of Significant 2022 Awards for SJH

- Newsweek’s World’s Top Hospitals – Highest Rated Hospital Under 100 Beds in America
- CMS 5 Star Ranking for St. John’s Medical Center 
- CMS 5 Star Rating for Sage Living 
- Top 100 Rural and Community Hospitals 
- Breast Cancer Center of Excellence 
- Multiple Women’s Choice Awards



Questions?

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