



Hospital District Meeting

Monday, November 23, 2009 • 5:30 p.m.

AGENDA

- I. CALL TO ORDER
- II. INTRODUCTION OF GUESTS
- III. APPROVAL OF MINUTES
 1. Minutes for Meeting, Nov. 9, 2009
- IV. REPORTS
 1. Medical Staff Report
 2. Finance Report
 - TMC financial review
 - TMC statistical review
 3. DON Report-Cindy Forseth, RN, DON
 4. Administrator Report-Ray Gibbons, Administrator
- V. NEW BUSINESS
Administrator/CEO Evaluation
- VI. PUBLIC INPUT
- VII. ADJOURN
Next Board meeting, December ²¹~~28~~, 2009.

MISSION STATEMENT

Mission Statement: Teton Medical Center is an institution which provides a quality, stable, efficient, and caring healthcare environment to all those we serve.

VISION

We will be the finest rural health service provider in Montana.

VALUES

We value our employees and promote a positive working environment through respect and team work.
We value our patients and residents by providing compassionate high quality care, respecting their dignity and enhancing quality of life.



Hospital District Board Meeting
Monday, November 23, 2009 at 5:30 p.m.

Location: Teton Medical Center Board Room
Present: Board Members: Gretchen Fitzgerald; Loren Solberg; Justin Lee; Dan Lindseth and Marsha Hinch.

Also Present: TMC Staff: Shirley Johnson; Susan Murphy; Ray Gibbons; Cindy Forseth; Dr. Robert Cale; Kathy Duffner; Genny Barhaugh; Danna McAllister; and Joyce Lindgren.

Public present: Nancy Thornton, Acantha; Tim Sinton, PA-C; Caralynn Moore, FNP-C; Eva Anseth; Jackie Weist; Marjorie Cannon and Ruth Reiquam.

I. CALL TO ORDER

President Gretchen Fitzgerald called the meeting to order at 5:30 p.m.

II. WELCOME/INTRODUCTIONS

President Gretchen Fitzgerald welcomed all staff and visitors to the meeting.

III. APPROVAL OF MINUTES

President Fitzgerald asked if the board had reviewed the November 9th board minutes. Dan Lindseth board member requested that the minutes be amended to include the question "*Is the \$104,000 donated to the Foundation reflected in TMC's financial reports?*" Loren responded *no it was not. Another question "Has TMC used any part of the other \$180,000 that was gifted earlier this year?" Loren stated no TMC has not used those funds. At this time the Foundation still has this money available. Marsha made a motion to accept the amended minutes of November 9th to include these statements. Loren seconded the motion; all voted in favor, and the minutes were approved with the amendment.*

IV. REPORTS

MEDICAL STAFF REPORT

No medical staff report.

FINANCE REPORT *Attachments 1 & 2*

Loren Solberg reviewed the most recent financial report, stating that the revenues and expenses look good for the period. We do not yet have the cost report and the audit due to delays at CMS. The audit will be presented by Doug Wilson, CPA at the December 21st meeting. TMC continues to look good at this time. Continued control of expenses has made a considerable difference on the year to date expenses which are the same as last month. President Fitzgerald stated that the decrease in expenses is due to no locum costs; no temporary nurses; no building improvements and employee staff reductions by not filling those positions that have come open. Loren agreed that this was a true statement that TMC has been very frugal in our spending.

Ray reviewed statistics from the dashboard. Ray informed the board that the most significant change on the dashboard is the change in inpatient and outpatient observations days. Extended living days are stronger than the prior year. Occupational Therapy has decreased due to the therapist leaving. However TMC is contracting for occupational therapy services with Pondera Medical Center in Conrad. TMC will be utilizing the REACH system for speech therapy needs as they arise. We need to find out if insurance will pay for the service on a case by case basis. Montana will not pay for this service through REACH.

Ray reminded the board that the NCHA Conference is January 21 thru 23, 2010.

V. NEW BUSINESS

ADMINISTRATOR EVALUATION

President Fitzgerald asked if Ray Gibbons would like to invoke his right to privacy for this evaluation. Ray stated yes he would. President Fitzgerald honored Ray's request as the law states that Ray's right to privacy outweighs the public's right to know. The public was advised that the meeting would be going into executive session at this time (5:50 P.M.) and those present who would like to come back when the meeting was reopened to the public can give a phone number where they could be reached.

The public meeting was reconvened and called to order at 7:50 P.M. President Fitzgerald stated that during the past several months the board has focused on the performance and contractual agreements of Ray Gibbons as administrator of TMC. After considerable discussion and agreements President Fitzgerald entertained a motion. *Marsha Hinch made a motion that per Ray's contract the incentive target requirements have been met for the prior fiscal year 2009, I move that the incentive payment of \$8400.00 be paid to Ray. Justin Lee seconded the motion.* President Fitzgerald asked if there is additional discussion from the board?

Dan Lindseth continued discussion and stated that the contract has targets from the dashboard that if accomplished an incentive award \$8400.00 would be awarded to Ray Gibbons, Administrator. Loren clarified that the dashboard is a metric of hospital performance not financial. There are 22 criteria and the goal for incentive payment is to meet or exceed the 2 year average on ½ of those which are highlighted in green. These have already been met for the prior year. Marsha Hinch added that a manager's approval rating of 3.0 must also be accomplished to receive the incentive award. *A call to vote was initiated by the President, all voted in favor and the motion unanimously passed.*

President Fitzgerald next called for a motion regarding the administrator evaluation. *Dan Lindseth made a motion that the contractual requirement to either extend or not to extend the current employment contract, due December 1, 2009, and the administrator's evaluation, be postponed until on or before March 31, 2010, pending the administrators approval. Marsha Hinch seconded the motion.* President Fitzgerald asked if the board had any additional discussion.

Loren explained that the three reasons to postpone were; 1.) The annual audit report will not be completed and presented until December 21st meeting; 2.) The TMC and GFC hospital based single Rural Health Clinic model with a target date of February 11, 2010; and 3.) The Benefis and GFC discussions taking place and expect some outcome after January, 2010.

Ray Gibbons verbally agreed to extend to on or before March 31, 2010. He will follow with a written agreement to President Fitzgerald.

President Fitzgerald called for a vote. All voted in favor and the motion unanimously passed.

V. PUBLIC INPUT

President Fitzgerald asked if there were any additional comment from the public.

VI. ADJOURNMENT

President Fitzgerald entertained a motion to adjourn. Marsha Hinch moved to adjourn, Loren seconded and the meeting was adjourned.

President

Clerk