June

HASKELL COUNTY HOSPITAL DISTRICT BOARD MEETING MINUTES FOR 6/27/23 6:00 PM.

The Haskell County Hospital District Board of Directors met at 6:00 PM in the Hospital Education Building at 1 Ave N in Haskell, Texas 79521 as per the Open Meetings Act.

Attending: President Robbie Peiser, Secretary Reida Penman, CEO Michelle Stevens, COO Mary Belle Olson, CFO Elizabeth Miller, CNO Meghan Shelton, Controller Crystal Molina, Member Jenny Camacho, Member Amy Martin, Clinics Manager Sydney Saucedo, HR/Notary Public Melody Hicks, New Members Lynn Dale Dudensing and Darlene Hopkins, Patient Relations Nurse Carla Long, Medical Director Dr. Scott Carpenter, and Community Outreach Missy Lewis.

Absent: None.

Invited Guests: The Haskell Star Newspaper Editor- Dusty Garison. Mike Reno with E3 Entegral Solutions – Energy Audit, Chastity Werner and Clayton Jobe with Senex Billing Company, Charlie Self III, and Scott Kennedy with the Whitten Law Firm.

General Public: Previous Hospital Administrator Fran McCown, Karen Lehrman, Bob Smith, Clyde Stegemoeller (X-Ray Tech), and Jennifer Groves (MRI Tech).

President Peiser called the meeting to order at 6:04 PM. Quorum certified as present, and Invocation given.

- **New members:** President Peiser swore in Darlene Hopkins and Lynn Dale Dudensing as new members of the Haskell County Hospital District Board with Notary Melody Hicks witnessing and notarizing signatures.
- **Minutes from May 23, 2023, HCHD Board Meeting** - Minutes approved as presented.
- **Public Comment:** Clyde Stegemoeller (X-Ray Tech) stated he was at this meeting to challenge the Administration about their policy changes that affect the people on the front lines like lab, x-ray, nurses, and respiratory therapy. He stated they are in a war, and they have literally been kicked, hit, spit on, and bitten. These new policies assigned scrub colors, and the new time policy is going to take them out altogether. He said he had let the scrub policy go, but the new time policy was going to get him fired. The new policy states that if you clock in 8 minutes early you get a black mark, and if you clock out 8 minutes late you get another black mark. After you have received a certain number of black marks you get fired. He stated at that rate he would be fired in a couple of weeks, because he and his coworkers on the front lines are not going to leave when the ER or the Floor is full, and their coworkers need help to take care of the patients. He added that the Administration needs to think about how this is going to affect those employees on the front lines. We cannot function like this. New policies hurt. Think about what it will do to those on the front line.

  CEO Stevens: We are aware of the problems with that time policy. That was put together by Tammy Mason before she left, and we are in the process of reworking it. It was sent out by mistake. Did you try to come talk to me? My door is always open to anyone with a concern.

  Clyde Stegemoeller – We were afraid we would lose our jobs if we said something.

  CEO Stevens: Why would anyone feel that way? I have never retaliated against anyone who has come to talk to me about anything. I would never do that. Please talk to me next time.

  Clyde Stegemoeller: Well, since you said it was a mistake and you were reworking that policy, ok. But I still suggest that the Administration think new policies through and realize how they will affect the front-line staff.

Regular Session adjourned, and Executive Session called to order at 6:18PM due to time issues.

Executive Session adjourned and Regular Session Resumed at 7:00PM.

4. FYE 9/30/22 Audit Presentation: Tabled.

5. E3 Energy Audit: Mike Reno with E3 Entegral Solutions presented the Energy Audit Presentation. He stated their company was the only engineering and construction building company in Texas with everything needed in house. Mr. Reno stated that Haskell had done an excellent job of purchasing quality equipment through the years and that there were 9 HVAC units that would need to be replaced soon. One half of the facilities' lighting needs to be updated with LED. He also pointed out that most of the bathroom fixtures were low flow and the few that were not would need replacing soon. Haskell has excellent utility usage and rates. Besides replacing the 9 HVAC units, non-LED lighting, and high flow bathroom fixtures, he suggested the hospital do a sonogram scope of the plumbing to locate breaks and problems. There are grants to upgrade the lighting to all LED fixtures, and there are simple payback loans available to address the other issues.

6. Senex Patient Accounting Presentation: Chastity Werner and Clayton Jobe presented the patient accounting update. Chastity Werner stated the Senex Billing Company came on board with Haskell Hospital in October 2022. Overall, everything has improved but they continue to find problems with processes and Cerner workflows that must be corrected. CEO Stevens stated Cerner Uplift is to kick off soon and it is the last-ditch effort to get things straight with the Cerner/Haskell processes. Ms. Werner stated that the AR aging has improved, and they are implementing weekly checks instead of monthly on this process. Timely filing has greatly improved. Payer contracts and reimbursements have also improved. Balances are now all accurate and handled weekly. Every month things are improving at least 30% over the previous month. AR is now cleaned up from the old TRC accounting. There is now an automatic paper bill drop on every claim. The Reconciliation Process is also much improved but still has a long way to go.

7. Financial Report – Financials were reviewed and presented by CFO Miller and Controller C. Molina to include Patient Census, Employee Census, AP Check Register. CFO Miller pointed out that the money is there, it is just still locked up with Cerner, and we are fighting with them to get things corrected. The Uplift Program is a final effort to save the Cerner Program, but there are still problems. CFO Miller also mentioned that the Stamford due to/due from is an ongoing process and both parties are now talking through their attorneys.

Lynn Dudensing stated, "like I have said before, your losses per year are not good, and the employee retention moneys will not be available in 2024."

CEO Stevens replied, "Yes, we are very aware of what you are talking about, and we are working hard on the bottom line because we do not want to lose a single job. COO Olson stated that the sleep study program is awaiting accreditation, which should be complete any day. CFO stated, "It is projected to bring in a half million every year."

CFO Miller said, "The employees that were working in the downtown business office are now back at the hospital, or working from home, and that will save us that monthly rent expense. The Cerner Uplift program will hopefully fix the Cerner problems and we will see significant improvement there.

Lynn Dudensing: "What about the company that messed up with the previous ER parking lot renovation. Have we talked to them yet?"

CEO Stevens: McKinstry - yes. We are working with an attorney now because they called and emailed that they are not responsible. We are fixing the things that we can fix and waiting on our attorneys to work out the rest. Crystal found a document where McKinstry had signed off on the ER parking lot, so they are responsible.

President Peiser: We need a motion to approve the financial report including the patient census, the employee census, and the AP check register. Reida moved to approve the financial report including the patient census, employee census, and the AP Check Register as presented. Jenny Camacho seconded the motion. The motion carried with Lynn Dale Dudensing stating "No," and saying, he has been researching and reading books on nepotism and what it means.

CEO Stevens: "Attorney Kris Fouts has reviewed everything and found no evidence of nepotism and no problem with the Board hiring the CEO and delegating the hiring and firing of the employees at the CEO's discretion. She also stated the only role the Commissioners' Court has connected to the hospital is appointing new board members.

Lynn Dudensing: stated "Not according to the Attorney General's Office, and if I vote yes when I know of nepotism taking place, then I could go to jail.

COO Olson: - "Okay, I want to get this out in the open. The nepotism that you are talking about is Aunt Reida and me. Fran McCown hired me knowing Reida was on the board. It was not a problem for her then, and it is not a problem now."

Lynn Dale Dudensing: Other people don't seem to think so, and Fran told me she told Reida she should abstain from voting on certain things because of that.

Reida Penman: That is not true!

President Robbie Peiser: That is not accurate. She never said that to Reida.

Jenny Camacho: "Look, we can't come in here being harsh with your own personal agenda. We have to be willing to all get along and work together for this to succeed. It is not our job as the board to micromanage."

Mary Belle Olson, COO: "I will not sit here and be accused of any kind of misconduct. I have worked here for five years, I was born and raised here, I pay taxes here, I have skin in the game here. We (in reference to Reida) both worked very hard to avoid any appearance of anything inappropriate when I came to work here, and we were both assured that there were no issues. So, I will not be associated with any accusations of misconduct related to the board, my job, or the hospital, just because it's convenient now." COO Olson left the facility.

9. New Business:

A. Review and approve audit- Tabled.

B. Review and Approve Policies and Procedures

a. **PTO Policy** - New policy and procedure for PTO reviewed and approved with the addition of MLK Day and Veteran's Day added. Motion made by Amy Martin to add MLK Day and Veteran's Day to the new PTO policy along with Juneteenth. Darlene Hopkins seconded the motion and the motion carried.

C. **Medical Staff Credentials** Reviewed and Approved: Motion made to approve medical staff credentialing by Jenny Camacho and seconded by Reida Penman. Motion carried.

a. Dr. Douglas Hughes MD. - Radiologist

b. Dr. Victoria Godwin, M.D. - ER Doctor

c. Dr Colby Rozean, M.D. - ER Doctor

d. Dr. Chandon Loya, M.D. - ER Doctor

10. **CNO Report:**

a. Pharmacy Tech: Pharmacy Tech Daniel Martens is leaving, and Leah Nicholson will be the new Pharmacy Tech.

b. Newport Sleep Study program continues to wait on certification. It should be here by

July 14th. Next conference call with them is scheduled for July 3rd.

c. Nursing Department is short: 2 RN's - offering a $2,000 sign on bonus, and 3 LVN's

offering a $1,000 sign-on bonus.

d. Cardiac Rehab doing well with Julie Cumpton having 8 patients and 6 wellness members.

e. CNO continues to work with nursing schools in the area to recruit nurses.

11. **COO Report:** Not present to report.

12. **CEO Report:**

a. Working to recruit providers to replace concord providers. **Philip Smith FNP** to start August 1st after he passes his test on July 8th. He is an RN with background in EMS.

b. Previous Board Vice-President Tom Long encouraging message for Board read aloud.

Next meeting to be July 25th, 2023, at 6:00 PM.

Meeting adjourned by President Peiser at 9:48 PM.

Note taker/Typist Carla Long RN Date 7-25-23

Board President Robbie Peiser Date 7-25-23

Board Secretary Reida Penman Date 7/25/2023

CEO Michelle Stacy Date 7-25-23

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Submit to: **SECRETARY OF STATE** **Government Filings Section** **P O Box 12887** **Austin, TX 78711-2887** **512-463-6334** **FAX 512-463-5569** **Filing Fee: None**	**OATH OF OFFICE**

IN THE NAME AND BY THE AUTHORITY OF THE STATE OF TEXAS,
I, Darlene Hopkins, do solemnly swear (or affirm), that I will faithfully execute the duties of the office of Haskell County Hospital District Board Trustee of the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws of the United States and of this State, so help me God.

Darlene Hopkins
Signature of Officer

Certification of Person Authorized to Administer Oath

State of Texas
County of Haskell

Sworn to and subscribed before me on this 27 day of June, 2023.

(Affix Notary Seal, only if oath administered by a notary.)

MELODY J. HICKS NOTARY PUBLIC STATE OF TEXAS ID# 131960797 EXPIRES 4-4-2027

Melody J. Hicks
Signature of Notary Public or
Signature of Other Person Authorized to Administer An Oath

Melody J. Hicks
Printed or Typed Name

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IN THE NAME AND BY THE AUTHORITY OF THE STATE OF TEXAS,

I, Lynn Dale Dudersing, do solemnly swear (or affirm), that I will faithfully execute the duties of the office of Haskell County Hospital District Board Trustee of the State of Texas, and will to the best of my ability preserve, protect, and defend the Constitution and laws of the United States and of this State, so help me God.

Lynn Dale Dudersing

Signature of Officer

Certification of Person Authorized to Administer Oath

State of Texas

County of Haskell

Sworn to and subscribed before me on this 27 day of June, 2023.

(Affix Notary Seal, only if oath administered by a notary.)

MELODY J. HICKS NOTARY PUBLIC STATE OF TEXAS ID# 131960791 EXPIRES 4-4-2027

Melody J. Hicks

Signature of Notary Public or
Signature of Other Person Authorized to Administer An Oath

Melody J. Hicks

Printed or Typed Name