



**BOARD OF DIRECTORS
MEETING**

September 11, 2013

Health District Office Building
120 Bristlecone Drive, Fort Collins

MINUTES

BOARD MEMBERS PRESENT: Celeste Holder Kling, President
Bernard J. Birnbaum, MD, Vice President
Timothy S. O'Neill, Secretary
Steven J. Thorson, MD, Treasurer
Joe D. Hendrickson, Liaison to PVHS Board

STAFF PRESENT: Carol Plock, Executive Director
Nancy Stirling, Assistant to Executive Director

CALL TO ORDER; APPROVAL OF AGENDA

President Celeste Kling called the meeting to order at 7:05 a.m. An additional item, an update concerning UCH, was added to the already scheduled Executive Session.

MOTION: To approve the agenda as amended.
Motion/Seconded/Carried Unanimously

DISCUSSION/UPDATE

PVHS/UCH Update

Mr. Hendrickson gave a brief update on two meetings he participated in since the last Health District Board meeting. The first was a joint board meeting that was held just after the announcement of the resignations of Rulon Stacey and Bruce Schroffel. In attendance were representatives from the boards of Memorial Hospital, University Hospital, Poudre Valley Health System, and UCH ("Big Board"). Much of the discussion at this meeting pertained to 1) the hiring process to fill the positions resigned of by Mr. Stacey and Mr. Schroffel, which will be combined into one position; 2) local control – the Big Board understood the importance of local strategic planning and local control for local boards and the tone was set that local boards need to be the ones bringing the needs of the local communities to them; and 3) there will be opportunities for the local boards to meet on a more frequent basis with the Big Board. In the interim, until a replacement is found, Dr. Bill Neff, UCH's Chief of Staff, will be the acting Interim CEO. It is likely that whoever is hired will be from outside the system, alleviating concerns about favoritism towards one part of the system or another, but creating a significant learning curve. The Health District Board noted that it will be important to meet with the new CEO once they are on board to be sure that they understand the history and our relationship to the system.

The following day, a meeting was held with the PVHS Board of Directors which Dr. Neff attended. He had just come from a Leadership meeting where the decision was made to decentralize much of the control in this interim period, thereby giving more power to the leaders of each system/hospital to run their hospitals. Another topic of discussion at this meeting was the possibility of an out of state for-profit inpatient mental health facility, owned by Strategic Behavioral Health, located near Medical Center of the Rockies, which could have implications to our local mental health system.

Also discussed at the PVHS meeting was how to turnaround the recent significant drop in employee satisfaction indicated in the regular employee survey, and particularly concerns about trust and being heard. Both the hospital leaderships and the boards are taking this very seriously and are already working on developing a plan to address this issue, and there appears to be great interest in turning this around. Other survey results were more positive; the turnover rate this year was no different than any other year, and the patient satisfaction rate actually went up – indicating that despite employee concerns, employees are choosing to stay within the system, and are still doing quality work.

The UCH system has now received its 501(c)(3) not-for-profit tax status required for the new, affiliated system.

Dr. Thorson and Dr. Birnbaum shared what they have observed and how they have been affected since the merger; there have been several challenges due to changes made in our community. They were happy to hear that the local board and “Big Board” had heard the concerns and are making the effort to address them and hope to see positive changes locally. A continuing concern is that at the local level, people don’t know who to ask in order to get changes made. Some is to be expected due to all of the changes happening in both health care and the culture changes within the system, but some of the centralization has meant that there is just no response, or not timely response, to issues that make a difference in care.

Mr. O’Neill commented upon the process the Board went through during the JOA and Consent Agreement negotiations with PVHS and UCH and expressed a new appreciation for the foresight and strident approach that the Health District took in order to advocate for our community, which now appears to be particularly important.

Ms. Plock reminded the Board of their previous decision to have representatives from the Health District meet with Dr. Neff and, eventually, with the new CEO of UCH, in order to maintain good communication with UCH. The meeting with Dr. Neff will likely include herself, Mr. Hendrickson, Laurie Steele, and Kevin Unger. Ms. Plock also briefly mentioned the issue concerning Strategic Behavioral Health. This for-profit company currently provides facilities in Colorado Springs and in the South and are looking to build a facility locally, which could have a significant impact on Mountain Crest and the availability of inpatient mental health services. The Board will discuss this issue further in Executive Session.

EXECUTIVE SESSION

A motion was made to go into Executive Session.

MOTION: For the purpose of discussion pertaining to personnel issues pursuant to §24-6-402(4)(f) of the C.R.S. (Executive Director review); and for the purpose of determining positions relative to matters that may be subject to negotiations, etc., pursuant to §24-6-402(4)(e) of the C.R.S. (concerning Strategic Behavioral Health)
Motion/Seconded/Carried Unanimously

The Board retired to Executive Session at 7:44 a.m.
The Board came out of Executive Session at 8:45 a.m.

DISCUSSION & POSSIBLE ACTION

Executive Director Review

Board President Celeste Kling noted that the Executive Director Review was very positive, however the Board did not have sufficient time to complete it. An additional Executive Session will be added to the October board meeting agenda to finish the review.

In regard to the issue of Strategic Behavioral Health, Ms. Plock will follow-up and consult with the Health District's attorney and the Board as needed. Mr. Hendrickson also requested that the board be apprised of Ms. Plock's conversations with Randy Ratliff, Executive Director of Touchstone Health Partners at the next board meeting. A phone meeting of the Board may be scheduled if necessary.

ADJOURN

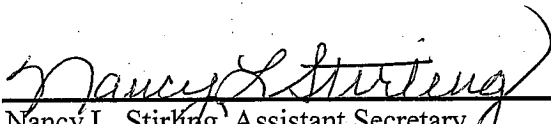
MOTION: To adjourn the meeting.
Moved/Seconded/Carried Unanimously

ANNOUNCEMENTS

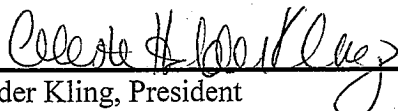
- October 22, 5:30 pm – Board of Directors Regular Meeting
- November 2-6 – American Public Health Association Annual Conference, Boston

The meeting was adjourned at 8:50 a.m.


Respectfully submitted:



Nancy L. Stirling, Assistant Secretary



Celeste Holder Kling, President



Bernard J. Birnbaum, MD, Vice President

Timothy S. O'Neill

Timothy S. O'Neill, Secretary

Steven J. Thorson

Steven J. Thorson, MD, Treasurer

Joe D. Hendrickson

Joe D. Hendrickson, PVHS Board Liaison