

Chief Executive Officer  
Louis Ward, MHA



**Board of Directors**  
Michael D. Kerns, President  
Beatriz Vasquez, PhD, Vice President  
Abe Hathaway, Secretary  
Allen Albaugh, Treasurer  
Laura Beyer, Director

Board of Directors  
**Regular Meeting**  
**Agenda**

March 28, 2018 1:00pm  
Boardroom (Fall River Mills)

**Mission Statement**

Mayers Memorial Hospital District serves the Intermountain area, providing outstanding patient-centered healthcare to improve quality of life through dedicated, compassionate staff, and innovative technology.

1 <b>CALL MEETING TO ORDER</b>	President Mike Kerns	
<b>2 CALL FOR REQUEST FROM THE AUDIENCE - PUBLIC COMMENTS OR TO SPEAK TO AGENDA ITEMS</b>  Persons wishing to address the Board are requested to fill out a "Request Form" prior to the beginning of the meeting (forms are available from the Clerk of the Board (M-W), 43563 Highway 299 East, Fall River Mills, or in the Board Room). If you have documents to present for the members of the Board of Directors to review, please provide a minimum of nine copies. When the President announces the public comment period, requestors will be called upon one-at-a time, please stand and give your name and comments. Each speaker is allocated five minutes to speak. <b>Comments should be limited to matters within the jurisdiction of the Board.</b> Pursuant to the Brown Act (Govt. Code section 54950 et seq.) <b>action or Board discussion cannot be taken</b> on open time matters other than to receive the comments and, if deemed necessary, to refer the subject matter to the appropriate department for follow-up and/or to schedule the matter on a subsequent Board Agenda.	<b>Approx. Time Allotted</b>	
<b>3 APPROVAL OF MINUTES</b>		
3.1 Regular Meeting – February 28, 2018	Attachment A <b>Action Item</b>	2 min.
<b>4 DEPARTMENT/OPERATIONS REPORTS/RECOGNITIONS</b>		
4.1 Resolution 2018-3 – February Employee of the Month Presentation	Attachment B <b>Action Item</b>	5 min.
4.2 Director of Operations Report	Ryan Harris Attachment C Report	10 min.
4.3 Director of Human Resources Report	Libby Mee Attachment D Report	10 min.
4.4 Legislative Update	Val Lakey Information	10 min.
<b>5 BOARD COMMITTEES</b>		
5.1 Finance Committee	Chair Allen Albaugh	
5.1.1 Committee Meeting Report	Report	10 min.
5.1.2 February 2018 Financial Review, AP, AR, and acceptance of financials	Dispersed Separately <b>Action Item</b>	5 min.
5.1.3 Audit Review	Information	
5.2 Strategic Planning Committee	Chair Mike Kerns	
5.2.1 Committee Meeting Report	Report	10 min.
5.3 Quality Committee	Chair Beatriz Vasquez	
5.3.1 Committee Meeting Report	Report	10 min.

6	<b>NEW BUSINESS</b>				
6.1	Policies for approval		Sent at PDF	<b>Action Item</b>	5 min.
	<ul style="list-style-type: none"> <li>• Board Member Vacancy (Appointment) Process</li> <li>• Board of Directors' Job Description - Responsibilities - Duties</li> <li>• Public Interface</li> <li>• Succession Plan</li> </ul>				
7	<b>ADMINISTRATIVE REPORTS</b>				
7.1	Chief's Reports				
7.1.1	CEO	Louis Ward		Report	10 min.
7.1.2	CNO	Judy Jacoby	Attachment E	Report	10 min.
7.1.3	CCO	Keith Earnest		Report	10 min.
7.1.4	CFO	Travis Lakey		Report	10 min.
7.1.5	IHF CEO	Marlene McArthur	Attachment F	Report	10 min.
8	<b>OTHER INFORMATION/ANNOUNCEMENTS</b>			Information	5 min.
9	<b>ANNOUNCEMENT OF CLOSED SESSION</b>				
9.1	<b>Government Code Section 54962:</b> Quality Assurance: Quality Improvement Issues, Medical Staff Report			<b>Action Item</b>	
	<b>AHP Reappointments</b> 1. Fred Jones, PhD				
	<b>Staff Status Change to Inactive</b> 1. Henry D. Patterson, OD				
9.2	<b>Personnel Government Code 54957</b>				
10	<b>RECONVENE OPEN SESSION</b> – Report Closed Session Action			Information	
11	<b>ADJOURNMENT:</b> Next Regular Meeting – April 25, 2018 (Burney)				

Public records which relate to any of the matters on this agenda (except Closed Session items), and which have been distributed to the members of the Board, are available for public inspection at the office of the Clerk to the Board of Directors, 43563 Highway 299 East, Fall River Mills CA 96028. This document and other Board of Directors documents are available online at [www.mayersmemorial.com](http://www.mayersmemorial.com).

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Board of Directors  
**Regular Meeting**  
**Minutes**

February 28, 2018 1:00pm  
Boardroom (Burney)

*These minutes are not intended to be a verbatim transcription of the proceedings and discussions associated with the business of the board's agenda; rather, what follows is a summary of the order of business and general nature of testimony, deliberations and action taken.*

1 **CALL MEETING TO ORDER:** President Mike Kerns called the regular meeting to order at 1:00pm on the above date.

**BOARD MEMBERS PRESENT:**

Mike Kerns, President  
Beatriz Vasquez, Vice President  
Abe Hathaway, Secretary  
Allen Albaugh, Treasurer

**STAFF PRESENT:**

Travis Lakey, CFO  
Ryan Harris, DOO  
Judy Jacoby, CNO  
Keith Earnest, CCO  
Jack Hathaway, DOQ  
Jessica Stadem, Board Clerk

**BOARD MEMBERS ABSENT:**

Laura Beyer, Director

2 **CALL FOR REQUEST FROM THE AUDIENCE - PUBLIC COMMENTS OR TO SPEAK TO AGENDA ITEMS**

None

3 **APPROVAL OF MINUTES**

3.1 A motion/second carried; Board of Directors accepted the minutes of January 24, 2018 Vasquez/Hathaway **Approved All**

4 **DEPARTMENT/OPERATIONS REPORTS/RECOGNITIONS**

4.1 **Resolution – 2018-2:** A motion/second carried; Connie Naslund was recognized by the Board of Directors as January Employee of the Month. Hathaway/Albaugh **Approved All**

4.2 **Director of Operations Report:** In addition to written report. Little over two months to ground breaking; comments received from OSHPD earlier than expected; Jan. 31 verbal OK for potable water solution, still need alternate means of compliance to be signed off, must have tank on-site, min. 5,000 gallons; \$850k quote for installation of tank to meet compliance; re-bid after adjustments, \$550k, looking into well, deferred submittal, will have to figure out during construction, sanitary compliance will be approved, fire flows still unsure, will not impact start dates but will have to figure out before opening; meeting with contractors and PGE regarding electrical design, 6-8 weeks for design; received final encroachment permit, surveyors able to merge 3 parcels, other parcel is now larger; will be transforming a window into a door on the St. 3 hall to receive shipments since regular purchasing door will be blocked during construction; meeting on 6<sup>th</sup> for site logistics; tag on ice machine during recent survey, minor adjustment, fire life safety survey resulted in 8 tags, POC was completed quickly; security concern in Burney, Sheriff and citizen patrol driving through parking lot more often, \$130k per year for manned security for 14 hour days, does not include travel/mileage, looking into access control to lock down facility, fencing, 5 break-ins in 3 months; phone system, after critical failure we have purchased new system, old system was past end of life, still need to transfer old system to new, working on infrastructure end of life spreadsheet in order to catch major failures before they happen; no security threat in maintenance/IT offices, someone is usually always there and there are cameras; still utilizing maintenance task log, reason for improvement in surveys; phone tree still to be determined if it will be put back in place.



7.1.4 **CFO:** In addition to written report. Longer swing stays contributed to increase in revenue.

7.1.5 **IHF CEO:** Absent, no report.

**8 OTHER INFORMATION/ANNOUNCEMENTS**

**9 ANNOUNCEMENT OF CLOSED SESSION – 2:50pm**

**9.1 Government Code Section 54962:**

Quality Assurance: Quality Improvement Issues, Medical Staff Report

**9.2 Personnel Government Code 54957**

**10 RECONVENE OPEN SESSION – 3:07pm**

No action taken during closed session.

**11 ADJOURNMENT – 3:08pm**

Next Regular Meeting – March 28, 2018 (Fall River Mills)

*I, \_\_\_\_\_, Board of Directors \_\_\_\_\_, certify that the above is a true and correct transcript from the minutes of the regular meeting of the Board of Directors of Mayers Memorial Hospital District.*

\_\_\_\_\_  
Board Member

\_\_\_\_\_  
Board Clerk



**Mayers Memorial Hospital District**  
*Always Caring. Always Here.*

**RESOLUTION NO. 2018-3**

**A RESOLUTION OF THE BOARD OF TRUSTEES  
OF MAYERS MEMORIAL HOSPITAL DISTRICT RECOGNIZING**

**Relissa Chizmar**

**As February 2018 EMPLOYEE OF THE MONTH**

**WHEREAS**, the Board of Trustees has adopted the MMHD Employee Recognition Program to identify exceptional employees who deserve to be recognized and honored for their contribution to MMHD; and

**WHEREAS**, such recognition is given to the employee meeting the criteria of the program, namely exceptional customer service, professionalism, high ethical standards, initiative, innovation, teamwork, productivity, and service as a role model for other employees; and

**WHEREAS**, the MMHD Employee Recognition Committee has considered all nominations for the MMHD Employee Recognition Program;

**NOW, THEREFORE, BE IT RESOLVED** that, Relissa Chizmar is hereby named Mayers Memorial Hospital District Employee of the Month for February 2018; and

**DULY PASSED AND ADOPTED** this 28<sup>th</sup> day of March 2018 by the Board of Trustees of Mayers Memorial Hospital District by the following vote:

AYES:  
NOES:  
ABSENT:  
ABSTAIN:

\_\_\_\_\_  
Mike Kerns, CHAIRMAN  
Board of Trustees, Mayers Memorial Hospital District

ATTEST:

\_\_\_\_\_  
Jessica Stadem  
Clerk of the Board of Directors

## Mayers Memorial Hospital District Operations Board Report

Respectfully Submitted by Ryan Harris, Director of Operations

March 2018

### Hospital Expansion Project

At the time of the March Board of Directors meeting we will be 42 days away from the start of site improvements. I think I can speak for all parties involved in stating that we are very excited to move on from the planning phase of the project and into the construction phase. This has been a very long process and even longer for those involved in previous iterations of the project. As we get closer to the start of the project I can feel the excitement building amongst staff as they are eager for this project to move from a vision and become actuality.

- OSHPD Review
  - We have not received any comments back from our recent submittal to OSHPD. We do not anticipate any review comments back from them until April 26<sup>th</sup> 2018.
- Domestic Cold Water Storage
  - Layton Construction is now working with a new subcontractor that installs these types of tanks throughout the state. They have the potential to be less expensive, but Layton is verifying the design information to get a firm cost.
- Fire Water Flow
  - We cannot anticipate an acceptance or rejection of our AMOC (alternative means of compliance) until we receive OSHPD comments back on or before April 26<sup>th</sup> 2018.
- PG&E Design
  - PG&E plans to have drawings and a contract to Layton Construction by early April and the work to be completed by May.
- Nurse Call
  - Our March 15<sup>th</sup> meeting was proposed due to weather and tentatively rescheduled for April 5<sup>th</sup>.
- Layton Superintendent
  - Layton's superintendent for the project will be starting on the project with a site walk the week of April 9<sup>th</sup> or 16<sup>th</sup>.
- Upcoming Milestone Dates
 

● Third OSHPD review comments	April 26 <sup>th</sup> , 2018
● OSHPD Approval	May 8 <sup>th</sup> , 2018
● Construction Start	May 9 <sup>th</sup> , 2018

## **Plant Operations, Maintenance, Other Construction Projects**

Submitted by Dave Burks, Facilities Manager

- Phase two of the SNF refresh will be completed in two weeks.
- We installed new electronic hand sanitizers at the FRM facility, Burney will be receiving new sanitizers next.
- 4 new ADA compliant toilets were installed for wound care and OPS.
- 3 offices were renovated in Station 3. Employees were moved.
- Activities in the unit (Burney) was repainted.
- Door jams in Burney were repainted.

## **Dietary**

Submitted by Susan Garcia, Dietary Manager

- Prime project - 5 of 8 are completed (nutrition labeling, food marketing, healthier checkout, children's wellness meal, wellness meals). Even completed, they still require daily attention to meet the requirements.
- New regulations as of Nov 2017 state that the Dietary department must have a food sanitation training program. We are currently implementing this program which includes a ServSafe certificate within first 30 days of employment and a competency program which ideally would be completed within 90 days.

## **Environmental Services**

Submitted by Sherry Rodriguez, Environmental Services Manager

- We are going to start setting up some infection control training with staff in Burney and Fall River. We are also looking at cubicle curtains for the remodel for Long Term Care.
- The in-house laundry process is progressing - we got the specs for the washers and dryers for the new building to Alex, we are getting different price quotes for linen and talking with premier vendors on this to get samples of various items of linen. I received pricing on carts that I will need.

## **IT**

Submitted by Chris Broadway, Information Technology Manager

- ER Pharmacy Printer addition - current
- CA compliant Pharmacy Labels - current
- Experian Patient Verification migration – completes next month
- Experian Billing migration – completes next month
- Paragon 14.1.1 upgrade – completed 03/20/2018
- Phone system restoration – completed 03/21/2018



- New patient portal and CDA documentation processes starting after the 14.1 upgrade.

## **Purchasing**

Submitted by Steve Sweet, Purchasing Manager

- 80 of the new hand sanitizers have been installed. 57 more on order.
- Ordered 3 therapy surfaces (air mattress) for LTC, \$10k. Last year's rental \$30k+.
- 373 purchase orders Jan-YTD, 10 weeks.

## **Board Meeting**

**Wednesday March 28, 2018**

### **Human Resources Report – Libby Mee, Director of Human Resources**

The primary focus of the Human Resource department continues to be recruitment and retention of qualified staff resulting in the use of less registry staff. Critical need areas, or areas currently using registry, continue to be Nursing and Certified Nurse Assistants in the Skilled Nursing Facility, Scientist in the Laboratory and Radiology Techs in Imaging.

The department has taken additional recruitment efforts by collaborating with the marketing department, and the next series of Mayers commercials with KRCC will be on recruiting staff for the departments previously named. I will also be attending on-site Career Fairs with Institute of Technology and Shasta College and have reached out to nursing programs at Simpson University, Cal State Chico and College of the Siskiyou's. Though not all schools host fairs, I will have the opportunity for students to be aware of Mayers and be aware of any open positions by having a presence on the schools job boards. We also recently began advertising open nursing positions with the American Nurse Association, and an ad will appear in a newsletter then will go out to every registered nurses in California. We are also starting see applicants come through because of our partnership with the CA299 Healthcare Collaborative. We continue to advertise all open positions on the Mayers website, but it my intention use Indeed and LinkedIn on a more regular bases.

We are also currently working with the Northern California Healthcare Collaborative with Omni Staffing Service, to build our own North Eastern California registry pool. I will be attending a group meeting in April with the other members of the Collaborative to review contracts and voice concerns.

We currently have eight students attending the spring semester of Shasta College CNA/HHA class. These students are due to graduate at the end of May, and should be eligible for employment by mid-June. I am also working on building a student roster for the fall program that will run from August to December. Currently, this roster has 12 interested students that are working on completing the first enrollment packet. It is our goal to have 15 students enroll and complete this program.

I continue to track and evaluate trends with exiting employees. Please see attached for a breakdown of termed employees over the past two years by reason and department. I have also included a hire list of the last two years by department.

Already in 2018, we have on boarded two Acute Care RNs and we are currently processing one more. We have also on boarded two Skilled Nursing LVNs and we are currently in the process of interviewing another one. I also anticipate a few more nursing applications to come through

this spring as new nurses graduate in the next few months. We have also hired a Radiology Tech that will be starting in April.

In April, Jessica Stadem will be joining the Human Resource team. His primary function will be to field all general HR/Payroll questions and support for staff as well as audit and maintain employee files. Other projects of focus will be to rebuild and refresh the General Orientation and Re-Orientation process. We will also begin implementation of EverCheck software that will track all licensed staff in real time and notify HR of any issues or lapses. We will also continue out work on building and tracking a training program for MMHD employees.

The Human Resource department also looks forward to participating in the annual Healthcare career days at the local high school, assemblies at the local elementary schools, and hosting our annual summer interns.

## 2017 HIRE BY DEPT/TITLE

TITLE	DEPARTMENT
CLERICAL/WC - ACTIVITIES FR	ACTIVITIES
CLERICAL - ADMITTING	ADMITTING
CLERICAL - ADMITTING	ADMITTING
CLERICAL - ADMITTING	ADMITTING
IT TECH - COMPTUER	COMPUTER
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
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ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
ENVIRONMENTAL - DIETARY	DIETARY
AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
LVN - E.R.	EMERGENCY ROOM
ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
INTERN	INTERN
INTERN	INTERN
INTERN	INTERN
AIDES/ORDERLIES - MED/SURG ACUTE	MEDICAL/SURGICAL
CLERICAL/WC - MED/SURG ACUTE	MEDICAL/SURGICAL
CLERICAL/WC - MED/SURG ACUTE	MEDICAL/SURGICAL
DOCTOR	MEDICAL/SURGICAL
RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RN - MED/SURG ACUTE	MEDICAL/SURGICAL
SOCIAL SERVICES - MED/SURG ACUTE	MEDICAL/SURGICAL
RN - OP SERVICES	OUTPATIENT SERVICES
CLERICAL - RADIOLOGY	RADIOLOGY
TECH SPEC - RADIOLOGY	RADIOLOGY
MANAGEMENT - RESPIRATORY THERAPY	RESPIRATORY THERAPY
AIDES/ORDERLIES- SNF	SKILLED NURSING
AIDES/ORDERLIES- SNF	SKILLED NURSING
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
TECH - TELEMEDICINE	TELEMEDICINE

2017 TERM EMPLOYEE BY REASON

REASON	TITLE	DEPARTMENT
RESIGN - OTHER CAREER OPPURTUNITY	CLERICAL/WC - ACTIVITIES FR	ACTIVITIES
RESIGN - OTHER CAREER OPPURTUNITY	CLERICAL - ADMITTING	ADMITTING
RESIGN - OTHER CAREER OPPURTUNITY	IT TECH - COMPTUER	COMPUTER
RESIGN - OTHER CAREER OPPURTUNITY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - OTHER CAREER OPPURTUNITY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - OTHER CAREER OPPURTUNITY	CLERICAL/WC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - OTHER CAREER OPPURTUNITY	MANAGEMENT - RESPIRATORY THERAPY	RESPIRATORY THERAPY
RESIGN - RELOCATE	CLERICAL - ADMITTING	ADMITTING
RESIGN - RELOCATE	TECH SPEC - ANESTHESA	ANESTHESIA
RESIGN - RELOCATE	RN - E.R.	EMERGENCY ROOM
RESIGN - RELOCATE	ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
RESIGN - RELOCATE	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	TECH SPEC - PHYSICAL THERAPY	PHYSICAL THERAPY
RESIGN - RELOCATE	TECH SPEC - RADIOLOGY	RADIOLOGY
RESIGN - RELOCATE	TECH SPEC - RADIOLOGY	RADIOLOGY
RESIGN - RELOCATE	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - RELOCATE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	LVN - SNF	SKILLED NURSING
RESIGN - VOLUNTARY	LVN - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	CLERICAL - IHF(FOUNDATION)	INTMT HEALTHCARE FOUNDATION
RESIGN - VOLUNTARY	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	TECH - CARDIAC REHAB	CARDIAC REHAB
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	RN - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	CLERICAL - LABORATORY	LABORATORY
RESIGN - VOLUNTARY	TECH SPEC - LABORATORY	LABORATORY
RESIGN - VOLUNTARY	LVN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	TECH SPEC - RESPIRATORY THERAPY	RESPIRATORY THERAPY
RESIGN - VOLUNTARY	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - VOLUNTARY	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - VOLUNTARY	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - VOLUNTARY	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - VOLUNTARY	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	RN - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	RN - SURGERY	SURGERY
RESIGN - VOLUNTARY	CLERICAL/WC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	CLERICAL/WC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
RESIGN - VOLUNTARY	AIDES/ORDERLIES - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - VOLUNTARY	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	CLERICAL/WC - ACTIVITIES B	ACTIVITIES ANNEX
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	RN - INSERVICE	INSERVICE
RESIGN - VOLUNTARY	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - VOLUNTARY	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX

2017 TERM EMPLOYEE BY DEPT/TITLE

REASON	TITLE	DEPARTMENT
RESIGN - OTHER CAREER OPPURTUNITY	CLERICAL/WC - ACTIVITIES FR	ACTIVITIES
UNABLE TO RETURN FROM LOA	CLERICAL/WC - ACTIVITIES B	ACTIVITIES ANNEX
RESIGN - RELOCATE	CLERICAL - ADMITTING	ADMITTING
RESIGN - OTHER CAREER OPPURTUNITY	CLERICAL - ADMITTING	ADMITTING
RESIGN - RELOCATE	TECH SPEC - ANESTHESA	ANESTHESIA
STALE	TECH - CARDIAC REHAB	CARDIAC REHAB
RESIGN - OTHER CAREER OPPURTUNITY	IT TECH - COMPTUER	COMPUTER
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - OTHER CAREER OPPURTUNITY	ENVIRONMENTAL - DIETARY	DIETARY
TERM FOR CAUSE	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - OTHER CAREER OPPURTUNITY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
UNABLE TO RETURN FROM LOA	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
STALE	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
SEMSA	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
STALE	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
STALE	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
STALE	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RETIRE	LVN - E.R.	EMERGENCY ROOM
RESIGN - RELOCATE	RN - E.R.	EMERGENCY ROOM
STALE	RN - E.R.	EMERGENCY ROOM
TERM FOR CAUSE	ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
RESIGN - RELOCATE	ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
UNABLE TO RETURN FROM LOA	RN - INSERVICE	INSERVICE
RETIRE	CLERICAL - IHF(FOUNDATION)	INTMT HEALTHCARE FOUNDATION
STALE	CLERICAL - LABORATORY	LABORATORY
STALE	TECH SPEC - LABORATORY	LABORATORY
TERM FOR CAUSE	AIDES/ORDERLIES - MED/SURG ACUTE	MEDICAL/SURGICAL
TEMP - INTERN	CLERICAL/WC - MED/SURG ACUTE	MEDICAL/SURGICAL
TEMP - INTERN	CLERICAL/WC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - OTHER CAREER OPPURTUNITY	CLERICAL/WC - MED/SURG ACUTE	MEDICAL/SURGICAL
STALE	LVN - MED/SURG ACUTE	MEDICAL/SURGICAL
STALE	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
STALE	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
STALE	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
STALE	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
STALE	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	TECH SPEC - PHYSICAL THERAPY	PHYSICAL THERAPY
RESIGN - RELOCATE	TECH SPEC - RADIOLOGY	RADIOLOGY
RESIGN - RELOCATE	TECH SPEC - RADIOLOGY	RADIOLOGY
RESIGN - OTHER CAREER OPPURTUNITY	MANAGEMENT - RESPIRATORY THERAPY	RESPIRATORY THERAPY
STALE	TECH SPEC - RESPIRATORY THERAPY	RESPIRATORY THERAPY
UNABLE TO RETURN FROM LOA	AIDES/ORDERLIES- SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES- SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - RELOCATE	AIDES/ORDERLIES- SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES- SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - VOLUNTARY	LVN - SNF	SKILLED NURSING
TERM FOR CAUSE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RETIRE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
UNABLE TO RETURN FROM LOA	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
TERM FOR CAUSE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
TERM FOR CAUSE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
TERM FOR CAUSE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
TERM FOR CAUSE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - RELOCATE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	RN - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	RN - SURGERY	SURGERY

2016 HIRE BY DEPT/TITLE

TITLE	DEPARTMENT
CLERICAL/WC - ACTIVITIES	ACTIVITIES
CLERICAL/WC - ACTIVITIES	ACTIVITIES
CLERICAL/WC - ACTIVITIES B	ACTIVITIES ANNEX
MANAGEMENT - ADMINISTRATION	ADMINISTRATION
CLERICAL - ADMITTING	ADMITTING
CLERICAL - ADMITTING	ADMITTING
CLERICAL - ADMITTING	ADMITTING
COMPUTER - TECH	COMPUTER
IT TECH - COMPTUER	COMPUTER
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
ENVIRNMENTAL - DIETARY	DIETARY
AIDE/ORDERLIES - E.R.	EMERGENCY ROOM
AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
RN - E.R.	EMERGENCY ROOM
RN - E.R.	EMERGENCY ROOM
RN - E.R.	EMERGENCY ROOM
AIDES/ORDERLIES - HOSPICE OP	HOSPICE OUTPATIENT
ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
INTERN	INTERN
INTERN	INTERN
INTERN	INTERN
INTERN	INTERN
TECH SPEC - LABORATORY	LABORATORY
LVN - MED/SURG ACUTE	MEDICAL/SURGICAL
LVN - MED/SURG ACUTE	MEDICAL/SURGICAL
RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RN - RESOURCE	MEDICAL/SURGICAL
TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
CLERICAL - PATIENT ACCOUNTING	PATIENT ACCOUNTING
TECH SPEC - PHARMACY	PHARMACY
TECH SPEC - PHYSICAL THERAPY	PHYSICAL THERAPY
TECH SPEC - PHYSICAL THERAPY	PHYSICAL THERAPY
TECH SPEC - PHYSICAL THERAPY	PHYSICAL THERAPY
MANAGEMENT - Q.A.	QUALITY ASSURANCE
MANAGEMENT - RADIOLOGY	RADIOLOGY
MANAGEMENT - RADIOLOGY	RADIOLOGY
TECH SPEC - RADIOLOGY	RADIOLOGY
TECH SPEC - RADIOLOGY	RADIOLOGY
TECH SPEC - RADIOLOGY	RADIOLOGY
TECH SPEC -RESPIRATORY THERAPY	RESPIRATORY THERAPY
AIDES/ORDERLIES - SNF	SKILLED NURSING
AIDES/ORDERLIES- SNF	SKILLED NURSING
CLERICAL/WC - SNF	SKILLED NURSING
LVN - SKILLED NURSING	SKILLED NURSING
LVN - SNF	SKILLED NURSING
AIDES/ORDERLIES - SNF	SKILLED NURSING
AIDES/ORDERLIES - SNF	SKILLED NURSING
CLERICAL/WC - SNF	SKILLED NURSING
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX

2016 TERM EMPLOYEE BY REASON

REASON	TITLE	DEPARTMENT
DID NOT PASS PROBATION	ENVIRONMENTAL - DIETARY	DIETARY
DID NOT PASS PROBATION	ENVIRONMENTAL - DIETARY	DIETARY
DID NOT PASS PROBATION	MANAGEMENT - RADIOLOGY	RADIOLOGY
LAYOFF	RN - OB/ACUTE	OBSTETRICS
RESIGN - RELOCATE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - OTHER CAREER OPPORTUNITY	CLERICAL/WC - ACTIVITIES FR	ACTIVITIES
RESIGN - OTHER CAREER OPPORTUNITY	CLERICAL/WC - ACTIVITIES B	ACTIVITIES ANNEX
RESIGN - OTHER CAREER OPPORTUNITY	MANAGEMENT - ADMINISTRATION	ADMINISTRATION
RESIGN - OTHER CAREER OPPORTUNITY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - OTHER CAREER OPPORTUNITY	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - OTHER CAREER OPPORTUNITY	TECH SPEC - RADIOLOGY	RADIOLOGY
RESIGN - OTHER CAREER OPPORTUNITY	AIDES/ORDERLIES-SNF	SKILLED NURSING
RESIGN - OTHER CAREER OPPORTUNITY	AIDES/ORDERLIES-SNF	SKILLED NURSING
RESIGN - RELOCATE	CLERICAL - ADMITTING	ADMITTING
RESIGN - RELOCATE	CLERICAL - ADMITTING	ADMITTING
RESIGN - RELOCATE	IT TECH - COMPTUER	COMPUTER
RESIGN - RELOCATE	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - RELOCATE	ENVIRONMENTAL - MAINTENANCE	MAINTENANCE
RESIGN - RELOCATE	LVN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	CLERICAL - NURSE ADMINISTRATION	NURSE ADMINISTRATION
RESIGN - RELOCATE	TECH SPEC - PHYSICAL THERAPY	PHYSICAL THERAPY
RESIGN - RELOCATE	CLERICAL - PURCHASING	PURCHASING
RESIGN - RELOCATE	TECH SPEC - RADIOLOGY	RADIOLOGY
RESIGN - RELOCATE	TECH SPEC - RESPIRATORY THERAPY	RESPIRATORY THERAPY
RESIGN - RELOCATE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
RESIGN - VOLUNTARY	CLERICAL - CENTRAL SUPPLY	CENTRAL SUPPLY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	RN - E. R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
RESIGN - VOLUNTARY	CLERICAL - MEDICAL RECORDS	MEDICAL RECORDS
RETIRE	CLERICAL/WC - ACTIVITIES B	ACTIVITIES ANNEX
RETIRE	IT TECH - COMPTUER	COMPUTER
RETIRE	CLERICAL - GENERAL ACCOUNTING	GENERAL ACCOUNTING
RETIRE	CLERICAL - GENERAL ACCOUNTING	GENERAL ACCOUNTING
RETIRE	AIDES/ORDERLIES - HOSPICE OP	HOSPICE OUTPATIENT
RETIRE	TECH SPEC - LABORATORY	LABORATORY
RETIRE	TECH SPEC - LABORATORY	LABORATORY
RETIRE	CLERICAL/WC - SNF	SKILLED NURSING
RETIRE	RN - SNF	SKILLED NURSING
RETIRE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
RETIRE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
SEPERATION	MANAGEMENT - ADMINISTRATION	ADMINISTRATION
STALE	CLERICAL - ADMITTING	ADMITTING
STALE	AIDES/ORDERLIES - E. R.	EMERGENCY ROOM
STALE	MANAGEMENT - E. R.	EMERGENCY ROOM
STALE	RN - E. R.	EMERGENCY ROOM
STALE	RN - E. R.	EMERGENCY ROOM
STALE	RN - E. R.	EMERGENCY ROOM
STALE	AIDES/ORDERLIES - HOSPICE OP	HOSPICE OUTPATIENT
STALE	TECH SPEC - LABORATORY	LABORATORY
STALE	TECH SPEC - PHARMACY	PHARMACY
STALE	TECH SPEC RPH	PHARMACY
STALE	TECH SPEC - RADIOLOGY	RADIOLOGY
STALE	TECH SPEC - RADIOLOGY	RADIOLOGY
STALE	TECH SPEC - RADIOLOGY	RADIOLOGY
STALE	TECH SPEC - RADIOLOGY	RADIOLOGY
STALE	AIDES/ORDERLIES - SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES - SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES - SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	CLERICAL/WC - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
TEMP	CLERICAL - ADMINISTRATION	ADMINISTRATION
TEMP - INTERN	CLERICAL - GENERAL ACCOUNTING	GENERAL ACCOUNTING
TEMP - INTERN	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
TEMP - INTERN	CLERICAL - PATIENT ACCOUNTING	PATIENT ACCOUNTING
TEMP - INTERN	CLERICAL - RADIOLOGY	RADIOLOGY
TERM FOR CAUSE	CLERICAL - ADMITTING	ADMITTING
TERM FOR CAUSE	IT TECH - COMPTUER	COMPUTER
TERM FOR CAUSE	ENVIRONMENTAL - DIETARY	DIETARY
TERM FOR CAUSE	AIDES/ORDERLIES - E. R.	EMERGENCY ROOM
TERM FOR CAUSE	ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
TERM FOR CAUSE	CLERICAL - RADIOLOGY	RADIOLOGY
TERM FOR CAUSE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
TERM FOR CAUSE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
UNABLE TO RETURN FROM LOA	ENVIRONMENTAL - MAINTENANCE	MAINTENANCE
UNABLE TO RETURN FROM LOA	CLERICAL - PHYSICAL THERAPY	PHYSICAL THERAPY
UNABLE TO RETURN FROM LOA	CLERICAL - PURCHASING	PURCHASING
UNABLE TO RETURN FROM LOA	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX



## 2016 TERM EMPLOYEE BY DEPT/TITLE

REASON	TITLE	DEPARTMENT
RESIGN - OTHER CAREER OPPORTUNITY	CLERICAL/WC - ACTIVITIES FR	ACTIVITIES
RESIGN - OTHER CAREER OPPORTUNITY	CLERICAL/WC - ACTIVITIES B	ACTIVITIES ANNEX
RETIRE	CLERICAL/WC - ACTIVITIES B	ACTIVITIES ANNEX
TEMP	CLERICAL - ADMINISTRATION	ADMINISTRATION
SEPERATION	MANAGEMENT - ADMINISTRATION	ADMINISTRATION
RESIGN - OTHER CAREER OPPORTUNITY	MANAGEMENT - ADMINISTRATION	ADMINISTRATION
RESIGN - RELOCATE	CLERICAL - ADMITTING	ADMITTING
STALE	CLERICAL - ADMITTING	ADMITTING
RESIGN - RELOCATE	CLERICAL - ADMITTING	ADMITTING
TERM FOR CAUSE	CLERICAL - ADMITTING	ADMITTING
RESIGN - VOLUNTARY	CLERICAL - CENTRAL SUPPLY	CENTRAL SUPPLY
TERM FOR CAUSE	IT TECH - COMPTUER	COMPUTER
RESIGN - RELOCATE	IT TECH - COMPTUER	COMPUTER
RETIRE	IT TECH - COMPTUER	COMPUTER
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - OTHER CAREER OPPORTUNITY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
DID NOT PASS PROBATION	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
DID NOT PASS PROBATION	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - VOLUNTARY	ENVIRONMENTAL - DIETARY	DIETARY
RESIGN - RELOCATE	ENVIRONMENTAL - DIETARY	DIETARY
TERM FOR CAUSE	ENVIRONMENTAL - DIETARY	DIETARY
TERM FOR CAUSE	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
STALE	AIDES/ORDERLIES - E.R.	EMERGENCY ROOM
STALE	MANAGEMENT - E.R.	EMERGENCY ROOM
RESIGN - VOLUNTARY	RN - E.R.	EMERGENCY ROOM
STALE	RN - E.R.	EMERGENCY ROOM
STALE	RN - E.R.	EMERGENCY ROOM
RETIRE	CLERICAL - GENERAL ACCOUNTING	GENERAL ACCOUNTING
RETIRE	CLERICAL - GENERAL ACCOUNTING	GENERAL ACCOUNTING
TEMP - INTERN	CLERICAL - GENERAL ACCOUNTING	GENERAL ACCOUNTING
RETIRE	AIDES/ORDERLIES - HOSPICE OP	HOSPICE OUTPATIENT
STALE	AIDES/ORDERLIES - HOSPICE OP	HOSPICE OUTPATIENT
RESIGN - VOLUNTARY	ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
TERM FOR CAUSE	ENVIRONMENTAL - HOUSEKEEPING	HOUSEKEEPING
STALE	TECH SPEC - LABORATORY	LABORATORY
RETIRE	TECH SPEC - LABORATORY	LABORATORY
RETIRE	TECH SPEC - LABORATORY	LABORATORY
RESIGN - RELOCATE	ENVIRONMENTAL - MAINTENANCE	MAINTENANCE
UNABLE TO RETURN FROM LOA	ENVIRONMENTAL - MAINTENANCE	MAINTENANCE
RESIGN - VOLUNTARY	CLERICAL - MEDICAL RECORDS	MEDICAL RECORDS
RESIGN - RELOCATE	LVN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - OTHER CAREER OPPORTUNITY	RN - MED/SURG ACUTE	MEDICAL/SURGICAL
TEMP - INTERN	TECH SPEC - MED/SURG ACUTE	MEDICAL/SURGICAL
RESIGN - RELOCATE	CLERICAL - NURSE ADMINISTRATION	NURSE ADMINISTRATION
LAYOFF	RN - OB/ACUTE	OBSTETRICS
TEMP - INTERN	CLERICAL - PATIENT ACCOUNTING	PATIENT ACCOUNTING
STALE	TECH SPEC -PHARMACY	PHARMACY
STALE	TECH SPEC RPH	PHARMACY
UNABLE TO RETURN FROM LOA	CLERICAL - PHYSICAL THERAPY	PHYSICAL THERAPY
RESIGN - RELOCATE	TECH SPEC - PHYSICAL THERAPY	PHYSICAL THERAPY
RESIGN - RELOCATE	CLERICAL - PURCHASING	PURCHASING
UNABLE TO RETURN FROM LOA	CLERICAL - PURCHASING	PURCHASING
TEMP - INTERN	CLERICAL - RADIOLOGY	RADIOLOGY
TERM FOR CAUSE	CLERICAL - RADIOLOGY	RADIOLOGY
DID NOT PASS PROBATION	MANAGEMENT - RADIOLOGY	RADIOLOGY
RESIGN - RELOCATE	TECH SPEC - RADIOLOGY	RADIOLOGY
STALE	TECH SPEC - RADIOLOGY	RADIOLOGY
RESIGN - OTHER CAREER OPPORTUNITY	TECH SPEC - RADIOLOGY	RADIOLOGY
STALE	TECH SPEC - RADIOLOGY	RADIOLOGY
STALE	TECH SPEC - RADIOLOGY	RADIOLOGY
STALE	TECH SPEC - RADIOLOGY	RADIOLOGY
RESIGN - RELOCATE	TECH SPEC -RESPIRATORY THERAPY	RESPIRATORY THERAPY
RESIGN - OTHER CAREER OPPORTUNITY	AIDES/ORDERLIES- SNF	SKILLED NURSING
RESIGN - OTHER CAREER OPPORTUNITY	AIDES/ORDERLIES- SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES- SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES- SNF	SKILLED NURSING
STALE	AIDES/ORDERLIES- SNF	SKILLED NURSING
RETIRE	CLERICAL/WC - SNF	SKILLED NURSING
RETIRE	RN - SNF	SKILLED NURSING
TERM FOR CAUSE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
UNABLE TO RETURN FROM LOA	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESGIN - RELOCATE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
STALE	AIDES/ORDERLIES - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - RELOCATE	CLERICAL/WC - SNF-ANNEX	SKILLED NURSING ANNEX
RESIGN - RELOCATE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
RETIRE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
STALE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
TERM FOR CAUSE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX
RETIRE	LVN - SKILLED NURSING ANNEX	SKILLED NURSING ANNEX



# Operations Report March 2018

**Attachment E**

Statistics	February YTD FY18 <i>(current)</i>	February YTD FY17 <i>(prior)</i>	February Budget YTD FY18
Surgeries <i>(including C-sections)</i> ➤ Inpatient ➤ Outpatient			
Procedures <i>(surgery suite)</i>			
Inpatient	1,531	1,500	1,448
Emergency Room	2,767	2,689	2,700
Skilled Nursing Days	18,115	18,633	19,200
OP Visits (OP/Lab/X-ray)	9,858	10,022	10,684
Hospice Patient Days	861	650	1,040
PT	2,307	2,011	2,040

**Operations District-Wide**  
Prepared by: Louis Ward, MHA, CEO

**McKesson and Allscripts**

This month Administration met with our new account representatives from AllScripts. As reported in past Board meetings, McKesson, the company we use for our electronic medical record (EMR) was purchased by AllScripts in 2017. This purchase of course concerned us considering we have a lot invested in our relationship with McKesson. I am happy to report after meeting with AllScripts much of our concerns have been addressed. One issue we brought to McKesson’s attention many times throughout our relationship was we are currently paying a support agreement for 121 beds (99 SNF and 22 Acute). This is not accurate as we do not use the McKesson system for the SNF beds; we shared this information with AllScripts and it looks as if they are open to renegotiating the contract to account for the lower bed count. More information related to software, contracts, and relations with our EMR vendor will be presented at the April 20<sup>th</sup> BOD strategic session

**Facility Master Planning**

Administration met with our architects this month to discuss updating our facility master plan. This plan has not been truly updated since 2009 when Anova performed the task in preparation for the new building expansion. We intend to work on this plan over the next 6 months in an effort to have a final facility master site plan towards the end of the year. This site plan will match up with the strategic objectives the BOD sets forth at the April 20<sup>th</sup> BOD strategic session.

**Rental Space for displaced departments due to construction**

Earlier this month, staff met with Layton Construction and Porter Consulting to finalize the site logistics plan for the upcoming construction project. With the project start date right around the corner, (42 days away at the time of the board meeting) it is imperative we move all services out of the way of the construction footprint. We have been able to plan for this with all departments; the only department left to finalize is the Hospice Department,

currently residing in the Riverview house. We are seeking rental space off-site for the temporary relocation. The Chief Clinical Officer at the Board Meeting will report more information verbally.

### **Construction Updates in local papers**

Over the next couple of months, we will be working with the local papers in an effort to establish a method to educate the community as we move through the project. What we are hoping for is an every other week article located in the same place in the paper allowing for the reader to find it. More info on this as we communicate with the local papers.

### **CEO / CMO meetings**

For the past few weeks, Dr. Watson and I have been meeting regularly to discuss a variety of topics. We intend to meet every Thursday at 8:30AM. These meetings will be more of a discussion rather than anything else. We have covered many topics, to date: meeting attendance, medical staff, recruitment, surgery, policy changes, and staff morale. More information to be reported verbally at the March BOD meeting.

### **Chief Clinical Officer Report**

**Prepared by: Keith Earnest, Pharm.D., CCO**

### **Laboratory**

- MVHC has declined Mayers contract to staff a phlebotomist at the Big Valley Clinic at this time.
- Chris Hall, CLS—Lab manager, completed training/reorienting of finger stick glucose machines on the skilled nursing units. Results of the quality assurance on the machines are available in Paragon for future surveys.
- A new registry CLS will be starting on April 2<sup>nd</sup>.
- Lab is gearing up for health fair scheduled for April 7<sup>th</sup>.

### **Physical Therapy**

- Referrals have been strong. Currently 25 patients are awaiting scheduling and the department is booked through June. Forty new patients have been added to the schedule and will be evaluated.
- Physical Therapy is current with the skilled residents. Burney residents are seen on Tuesdays. Physical therapy with skilled residents helps to reduce risk of falls.

### **Pharmacy**

- The Pyxis® refill bar-coding has gone live.
- We are working on the interface between the pharmacy and Point Click Care. In preparation for this, we are in the process of implementing barcoding in the SNF prescription fill practice. We have ordered equipment and are redesigning the label.
- The ER label issue is yet outstanding. Multiple service orders have been issued.

## **Respiratory Therapy**

- Gina Lobo, Respiratory Manager, has completed the didactic portion to be Mayers CPR instructor. She is in the process of organizing the training mannequins and equipment.

## **Imaging**

- Mayers has retained a full time imaging tech, Amanda Benson, and she will be starting this spring.
- The issues surrounding the transmission of ultrasounds from Mayers to the radiologist have been resolved.

## **Telemedicine**

- Amanda Harris, Telemedicine Coordinator/Manager, is working to expand tele-psych to non-geriatric clients. We are waiting on credentialing of an additional practitioner at this time.
- Most clients consulting with an endocrinologist for diabetes management need labs and so we are working to implement a system for labs to happen per protocol prior to the appointment.

**Chief Nursing Officer Report**  
**Prepared by: Judy Jacoby, CNO**

## **Acute Care St. 1**

1. February Acute ADC=2.29 and Swing ADC=6.00 with ALOS=11.2
2. Paragon 14.1.1 upgrade done successfully with minor glitches for which IT was readily available to fix.
3. We currently are orienting a new full time RN and have recently hired a nurse traveler who has been with us for a few months as a full time RN. We continue to work together with the other Acute departments to cross staff over as needed.

## **Emergency Department**

- We treated 325 patients in the Emergency Department in the month of February.
- Our registration process was successfully adapted in the month of February to help capture accurate arrival, waiting, and door to MD times in the electronic health record.
- Mandatory PICC line training was held February 22<sup>nd</sup> for all nursing staff.
- Two emergency room RN's attended the MICN course this month and are in the process of applying for authorization.
- Upcoming Nursing Documentation and ESI Triage Classes scheduled in April.
- We received our Welcome Packet for the Pediatric Readiness Quality Collaborative.
- Scheduled to participate in a Tabletop Drill with the Intermountain Preparedness Group in late April.
- I will attend the Pediatric Nurse Liaison kick-off training in Redding on March 21<sup>st</sup>.

## Long Term Care

1. Current census is 36 at Fall River Mill LTC and 49 at Burney Annex, TOTAL: 84 LTC residents.
2. We accepted 12 residents from Lassen Rehab & LTC due to a fire in their facility.
  - a. It was a smooth process since Mayer's has done this previously with other LTC facilities.
  - b. The residents arrived last Friday on the 16<sup>th</sup> of March by Lassen Rehab/LTC bus
  - c. All residents received a small gift and we assured them that we would do our best to accommodate them until they can return home.
  - d. The Mayer's Team did an excellent job with processing and admitting the 12 residents.
3. Trainings were completed regarding CDPH guidelines: a) Falls and the pilot is currently being done at FRM and Burney with the Fall Policy; b) Immunizations ie influenza; c) Pain management; d) care plans; e) wound care.

**Foundation Update (dated 3/19/18):**

Networking/Meetings Attended:

- ⊃ Grants: I meet regularly with Sheba Sawyer, grant writer, to strategize and continue to develop grant plan for 2018. She has submitted three grants totaling over \$42,000 with responses expected in June. She is currently working on a letter of interest to submit to The California Wellness Foundation for \$150,000; as well as other projects.
- ⊃ Employee Meetings: I accompanied the hospital CEO during employee meetings at Burney and FRM campuses and provided employees with an update from the foundation. Good questions and feedback from the employees.
- ⊃ 2018 California Hospital Volunteer Leadership Conference: Barbara and Kandie had the opportunity to attend this year @ Newport Beach 2/19-2/21. The conference theme, "Our Connections, Our Impact, Our Stories" – focusing on the relationships that healthcare volunteers build, the lives they impact, and the stories to tell. Volunteer Services Director will be providing the foundation board a report at the board meeting. The VSD does not attend every year but we recognize the value in attending this conference in particular, as well as networking with our peers.
- ⊃ Marketing: In an effort to ramp up marketing, we met with Marketing Coordinator to assist us more with our marketing tasks. The marketing piece for the foundation is so vitally important because it is a "win-win" for the entire organization (foundation & hospital) due to the positive PR produced from the exposure through our events and programs. The foundation should be forefront and exposed in everything the hospital produces (website, employee newsletters, reports, etc.). We feel we are missing opportunities for positive PR to the community. Recent examples: See's Easter Candy available in hospital gift shops, Health Fair ad, and article to newspapers for scholarships available to 2018 graduating seniors.

Business & Activities:

- ⊃ Employee Condo/Pig Raffle (Condo donated by Dr. Dahle and pig donated by Crown Motors)! Drawing was held at the employee meetings: Congrats to winners: Hawaiian Condo = Libby Mee, ½ Pig = Meg Love, \$25 gift certificate = Britany Basinger! Proceeds (\$1200) benefit the foundation scholarship fund.
- ⊃ Campaign Front: No changes since our last report. We have amazingly raised \$2.8 million with \$200,000 to reach our \$3 million goal. I will be working hard the next few months, along with some cabinet members to strategize and meet with a few more prospect donors to reach our goal by May 2018. Time's ticking!
- ⊃ IRS Form 990 and California Form 199 is currently in process. I have compiled the organizer for the tax forms and will meet with CPA to finalize and submit by due date May 15<sup>th</sup>.

Upcoming Events:

- ⊃ **Stores:** Wow!...I cannot say enough about the good work from those managing the stores and all the hard work from the volunteers. Please stop by and check out the stores! While Kandie Dekker, store manager, was attending the CAHHS volunteer conference, the stores were entirely operated by the volunteers. Kudos to Kandie for training them well. There are new items in the Gift Shops almost weekly—so stop by! The Amphora O&V continue to be hot items and we are restocking continually. So proud of Barbara, Kandie, and all the volunteers that do such a fabulous job. There are upcoming store events this spring so we will make sure you are invited!
- ⊃ **37<sup>th</sup> Annual Community Health Fair**, Saturday, April 7, 2018, Ingram Hall, Inter Mountain Fairgrounds, 7:30am-11:30am. More details to follow.

Announcements:

- ⊃ 2018 Grant Award Cycle (TBD & TBA)
- ⊃ Scholarship Announcements June 2018

Regards,

*Marilyn McArthur*